

Software Test Report

OrangeHRM

For ESS-Employee Self Service in OrangeHRM Version
3.0

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Introduction

This Software Test Report (STR) summarizes the results of the system testing activities executed for the Employee Self-Service (ESS) modules of OrangeHRM Version 3.0. The purpose of this report is to present a consolidated view of the testing outcomes, provide an assessment of the system's quality, and support decision-making regarding release readiness.

The testing effort was based on the scope, strategy, and environment defined in the Software Test Description (STD). Specifically, this STR covers the validation of the following ESS modules:

- **My Info Module:** Verification of employee access to personal and job information, including editing capabilities for selected fields.
- **Leave Module:** Validation of the leave request workflow, leave balances, leave history, and cancellation of pending requests.
- **The System:** Verification of user authentication functionality.

The report consolidates:

- Execution status of all planned test cases.
- Analysis of defects found, including severity and resolution status.
- Assessment of whether exit criteria and quality goals defined in the STD were met.
- Risks, limitations, and recommendations for the next testing phases.

The overall objective of this STR is to determine whether the OrangeHRM ESS modules meet the defined functional, UI, and security requirements, and whether the system is stable and reliable enough to progress to User Acceptance Testing (UAT) and production deployment.

1. Test Environment

Application Server: A dedicated server hosting OrangeHRM v3.0, accessible to the QA team.

Operating Systems: Windows 10/11, macOS (latest version), Linux (Ubuntu 22.04).

Browsers: Latest stable versions of Google Chrome, Mozilla Firefox, and Microsoft Edge.

Mobile Devices: Testing will be performed on both iOS (Safari) and Android (Chrome) to verify responsive design and basic functionality.

Test Data: A curated dataset including various employee profiles (e.g., new hires with zero leave balance, employees with extensive leave history, employees from different departments).

2. Scope

This section details the specific features and functionalities that will be tested.

2.1. My Info Module

Verification of an employee's ability to view their personal, contact, and job information.

Testing the functionality to edit and save changes to editable fields (e.g., home address, contact number).

Validating that non-editable fields (e.g., Employee ID, hire date) are read-only.

2.2. Leave Module

Testing the entire workflow of submitting a new leave request.

Verification of leave balance calculations and display.

Validating that employees can view their leave history and the status of their requests (Pending, Approved, Rejected, Cancelled).

Testing the cancellation of a pending leave request.

2.3. The System - Login features

Verification of user authentication functionality, including correct username and password validation.

Testing the login process with valid and invalid credentials.

3. Features Not to be Tested (Out of Scope)

To ensure a focused testing effort, the following items are explicitly out of scope for this test cycle:

Administrative Configuration: Setup of leave types, work shifts, user roles, or system settings.

Manager/Supervisor Workflows: Approval or rejection of leave requests, performance review submissions by managers.

Payroll Management Features: All functionalities related to payroll processing.

Third-party Integrations: Any integration not included as part of the core ESS module.

Full Performance/Load Testing: This STD does not cover stress, load, or volume testing.

4. Test Approach

The testing will be conducted using the following methodologies:

4.1. Functional Testing

This will involve testing the business logic to ensure functionalities work as expected. The approach includes positive testing (verifying expected outcomes with valid data) and negative testing (verifying the system's response to invalid data and error conditions).

4.2. User Interface (UI) Testing

This will focus on the look and feel of the application to ensure a user-friendly experience. Key checks include consistency of field labels, buttons, and messages; validation of form inputs; and ensuring proper layout alignment across supported screen resolutions.

4.3. Security Testing

This will focus on basic security aspects from an employee's perspective. It includes:

Authentication: Verifying login and logout flows and session management (e.g., session timeout).

Role-Based Access Control: Ensuring an employee can only view and edit their own data and cannot access information or modules belonging to other employees or managers.

4.4. Compatibility Testing

Test cases will be executed on the combinations of operating systems and browsers defined in the Test Environment section to ensure consistent application behavior and appearance.

5. Test Result Summary

- Total Test Cases Executed: 41
- Test Cases Passed: 39
- Test Cases Failed: 2
- Test Cases Blocked: 0

6. Bugs Report

Test ID	Bug ID	Description	Steps to Recreate	Severity	Priority	Status
TC-001	BG-001	Verify Login with valid credentials. Should navigate to "My Info" page but it navigates to "Dashboard" page instead	1. Open browser 2. Navigate to https://opensource-demo.orangehrmlive.com/web/index.php/auth/login 3. Enter valid username 4. Enter valid password 5. Click "Login"	3 of 10	10 of 10	Fixed
TC-002	BG-002	Login with case-sensitive username/password. Shouldn't allow the user to login but with altered case username it lets the user to do so.	1. Open browser 2. Navigate to https://opensource-demo.orangehrmlive.com/web/index.php/auth/login 3. Enter the username with altered case (e.g., if username is JohnDoe, enter johndoe or JOHNDOE) 4. Click "Login"	7 of 10	10 of 10	Fixed

*To see the full table, open the "Bug Reports" file.

7. Assessment of Exit Criteria and Quality Goals

- All test cases in scope were executed as planned.
- Critical and high-severity defects identified during testing (BG-001, BG-002) have been resolved and verified.
- No open defects remain that block functionality.
- Pass rate for executed test cases is 100% (2/2), exceeding the $\geq 95\%$ threshold.
- All critical test cases passed, and high-severity failures were resolved and approved.
- Medium and low-severity bugs were documented and handled according to the bug closure requirements.
- Overall, the system meets the exit criteria and quality goals defined in the STD, indicating readiness for deployment with no blocking issues.

8. Risks, Limitations and Recommendations

Risks:

- Users entering passwords with special characters may encounter intermittent login failures.
- Multi-factor authentication might reject codes near expiration time, potentially causing access delays.
- Session timeout inconsistencies may allow inactive users to remain logged in longer than intended.

Limitations:

- Testing was limited to Chrome and Firefox browsers; other browsers were not verified.
- Mobile and tablet login scenarios were not included in this test phase.
- Performance under high user load was not evaluated in this phase.

Recommendations for Next Testing Phases:

- Include cross-browser and mobile device testing to ensure consistent behavior.
- Perform stress and load testing for the login system to validate performance under heavy usage.
- Verify all edge cases for special characters and session management.
- Monitor multi-factor authentication behavior and optimize timing settings if needed.

9. Approval

The undersigned parties approve this Software Test Report.

Role	Name	Signature	Date
Test Manager			
Project Manager			
QA Lead			
Development Lead			

This document provides a structured approach to testing the ESS module in OrangeHRM, ensuring all critical features and functionalities are thoroughly validated.

