

PSYCHOLOGY AND ENGINEERING OF TESTING

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Engineering
Europe

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President of



INTERNATIONAL
SOCIETY FOR
SOFTWARE
TESTING

www.commonsensetesting.org

1. European Product Development
2. Automate everything?
3. How we do it
4. How you can make it work
5. Open Season



149 MILLION

\$76 BILLION

\$ 2400

73%

EUROPEAN PRODUCT DEVELOPMENT - STRUCTURE

33



Who works as an embedded tester in an agile team?

AUTOMATE EVERYTHING?



image credit: <https://www.flickr.com/photos/machintoy/3486236621>

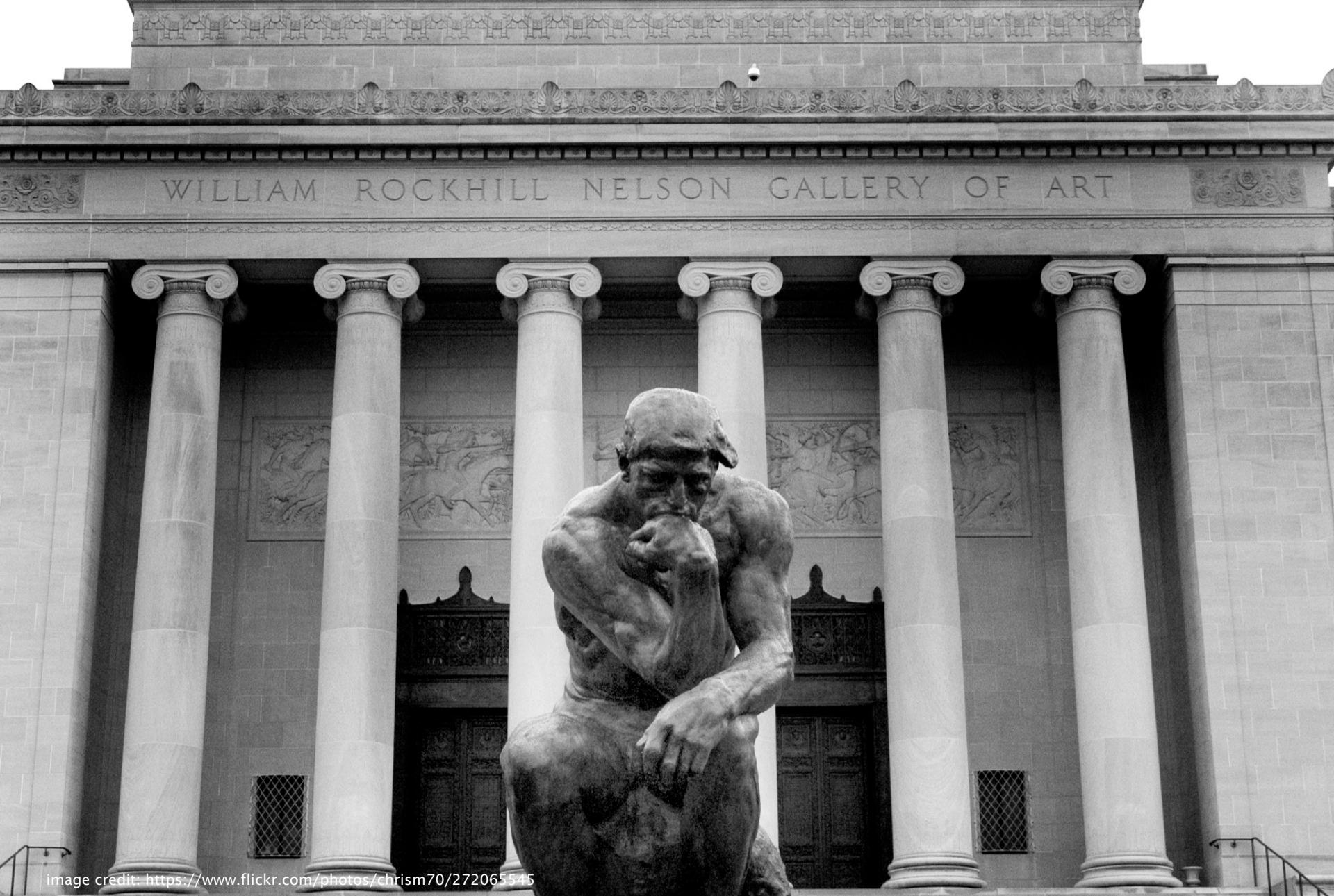


image credit: <https://www.flickr.com/photos/chrism70/272065545>

**But I am an engineer
and I know better**

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Are You A Manager? - Apply Now to the Worldwide Who's Who Registry of Distinguished In...



Jan Eumann

1st

Software Engineer in Test at [eBay Inc](#)

Berlin Area, Germany | Internet

Previous Capgemini

Education Universität Dortmund

[Send a message](#)

50

connections

 [Relationship](#) [Contact Info](#)

Connected 1 year ago

Background



Experience

Software Engineer in Test

eBay Inc

September 2012 – Present (1 year 11 months) | Berlin Area, Germany

68 Testing

31 Systems Thinking

20 Blogging

20 Awesomeness

10 Sunrise

10 Beer

9 moonlight

8 Enthusiasm to learn

7 Humor

7 Unicorn

Iliari Henrik also knows about...

6 Asking Questions

6 CATS

6 Splendor

Niceness

5 Writing

5 Ikebana

5 Fishing

4 Chocolate

4 Tea

3 Glasses

3 How-to

3 Premiere

3 Kosher

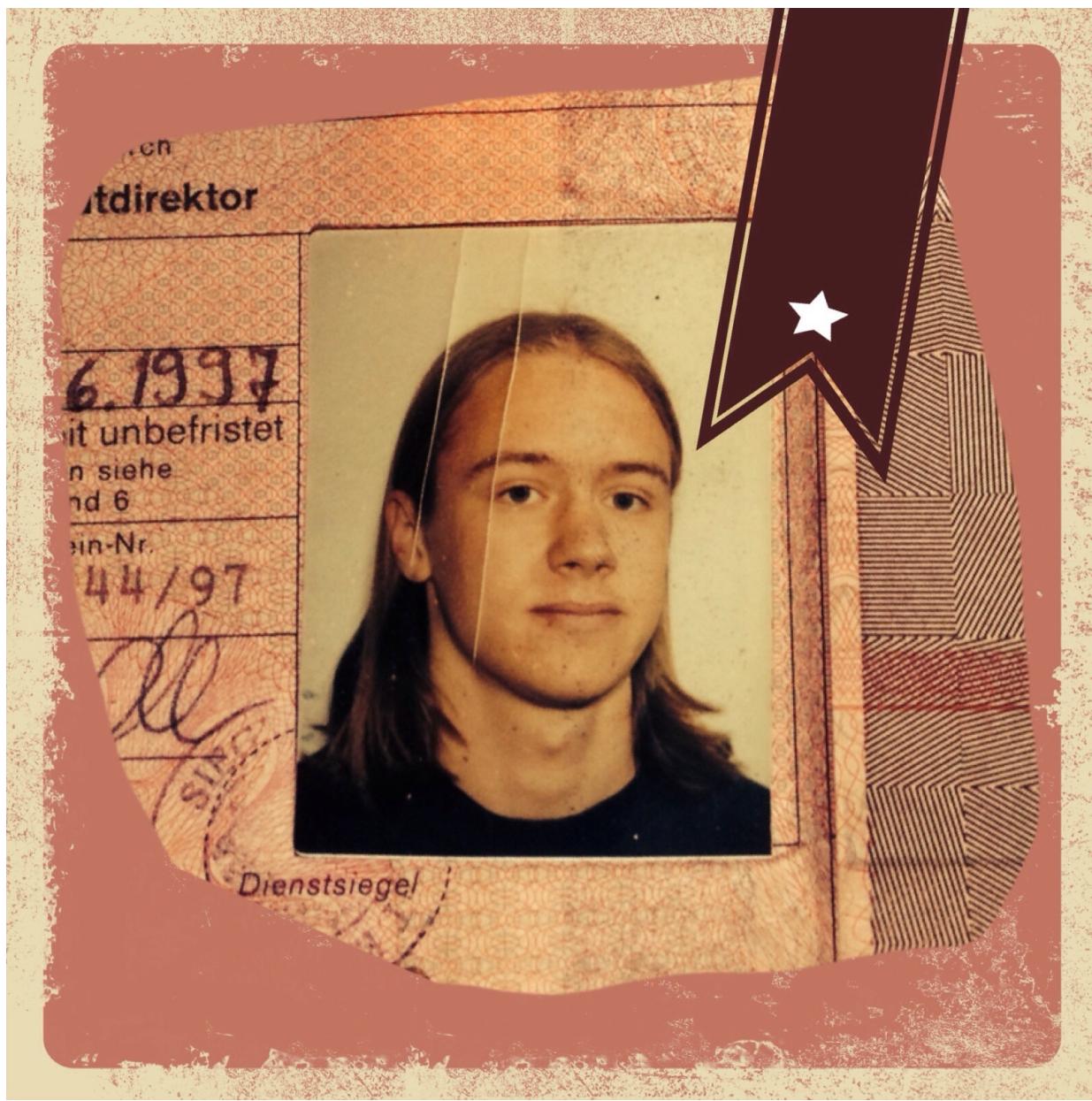
3 Deposits

3 Atlas

See 4+ >



WTF!?!?



And look at this ridiculous 80s jacket!!





image credit: <http://kevinfoam.com/virtual-cio>

HOW WE DO IT

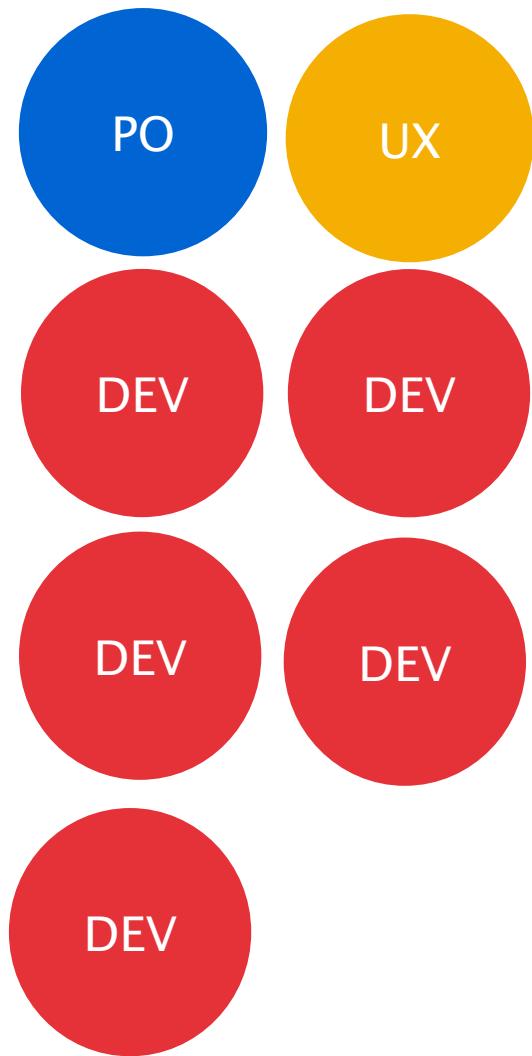
What was before?



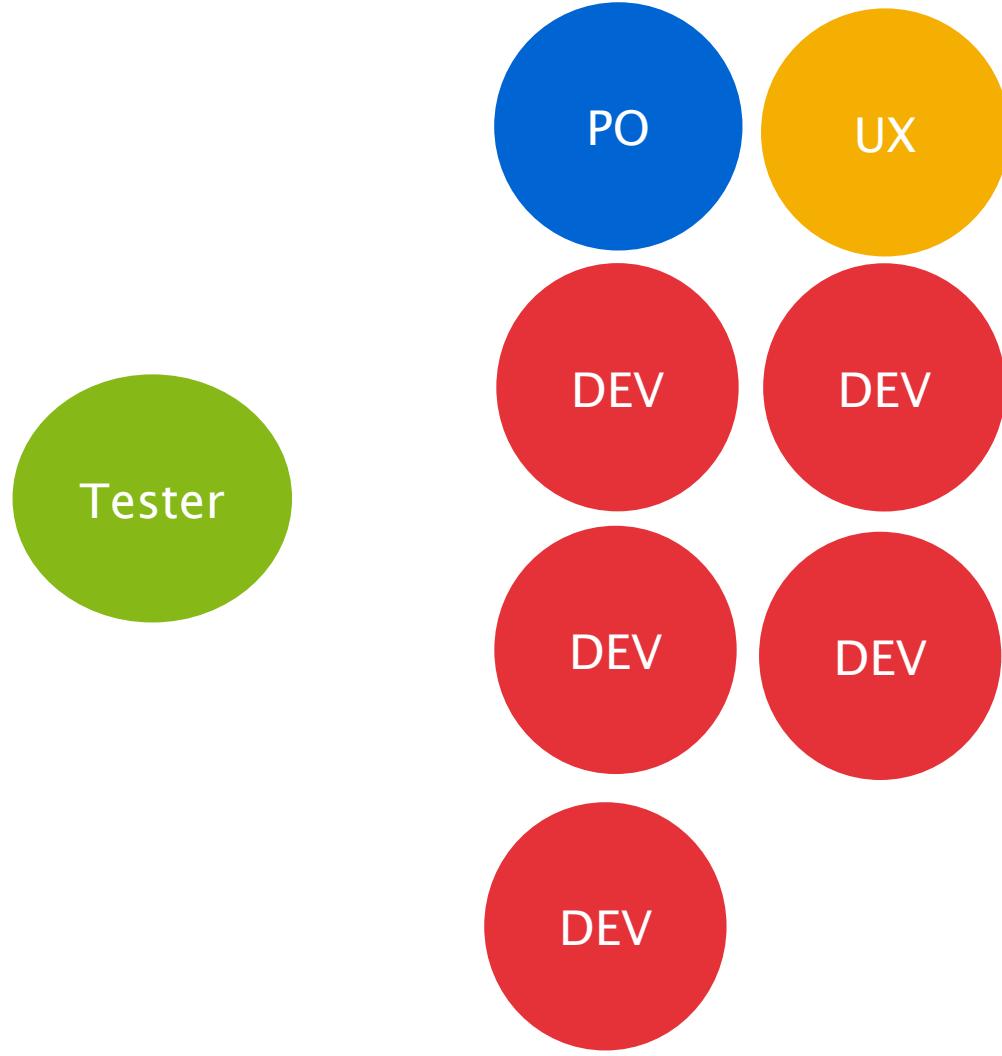
image credit: https://www.flickr.com/photos/boston_public_library/7775298866

Integration

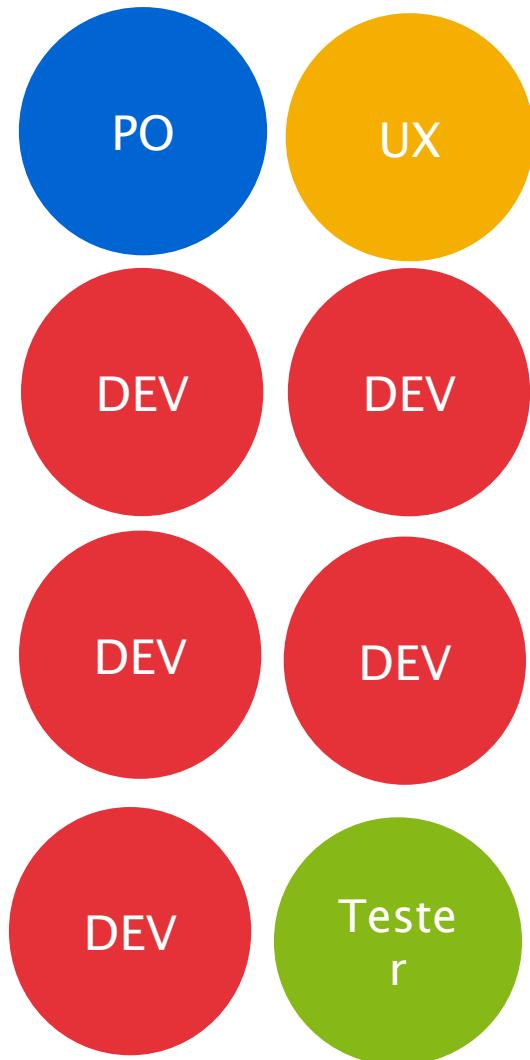
Team 1



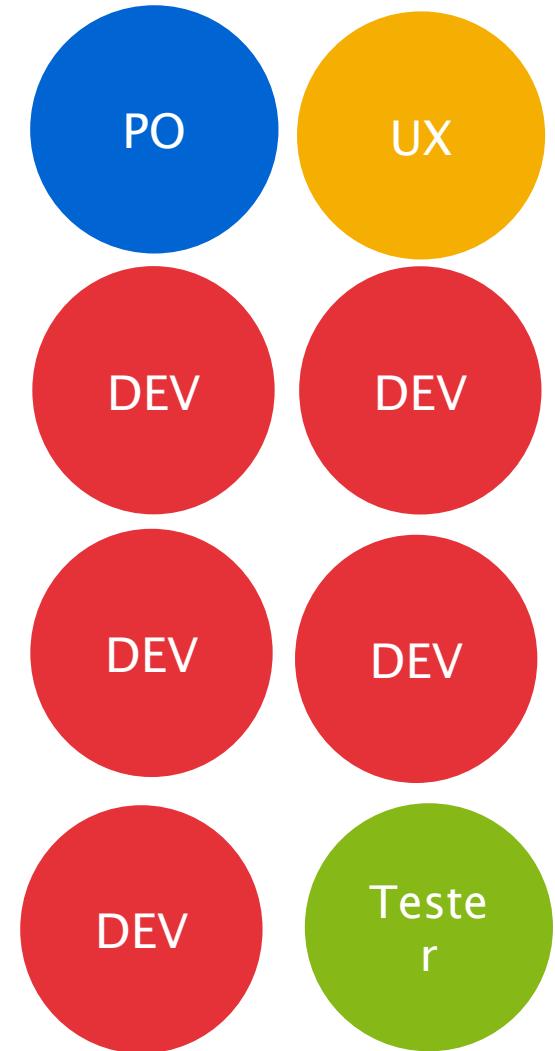
Team 2



Team 1



Team 2



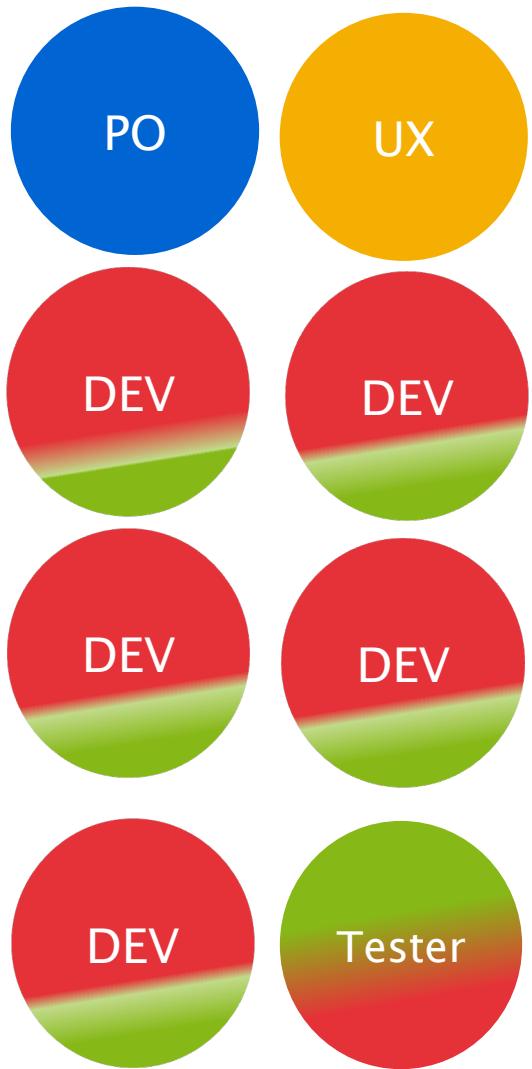
Testers vs. Programmers

1:0

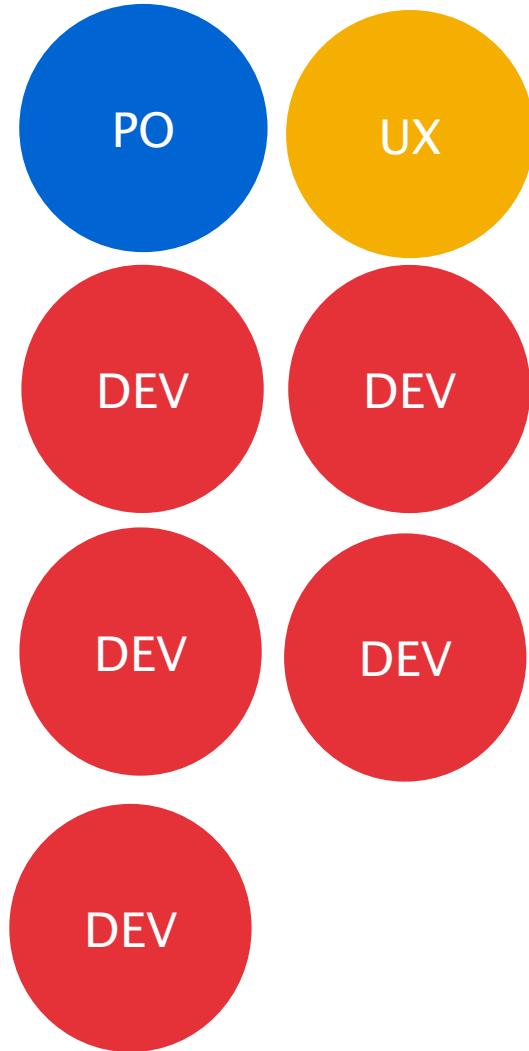


image credit: <https://www.flickr.com/photos/gordon2208/5093639901/in/photostream/>

Where we are now



We want
a tester!



Testers and Programmers both win



image credit: <https://www.flickr.com/photos/gordon2208/5093639901/in/photostream/>

PTE Agile Testing Manifesto

	We believe that...	By that we mean...
1	our main work product is information relevant to people who matter	We give feedback about the product as early as possible in a lean way, asking questions and providing information during pair programming to prevent bugs. We report truthfully, concisely, allowing stakeholders to make informed decisions. We rapidly uncover and report significant risks to the project.
2	we as testers explore the differences between perception, desire and reality	We understand that things can be different. Sometimes those differences are important. We uncover what those differences are and where they may lead to problems. We discover new information by the skilled application of exploratory testing.
3	testing is a collaborative endeavour	Testing is not delegated to testers only, but should also be done by everyone else in the team. The expertise of both testers and developers enables a broader testing coverage. We closely collaborate with developers and work side-by-side every day.
4	learning about the domain is crucial to doing a good job	No one has all the answers up front. Project requirements evolve over time. Rather than follow a rote plan, we learn as we test and we use what we learn to guide what we test next. We aim to understand eBay systems and share our knowledge with our peers.
5	ignorance about the domain is not a reason not to test	We don't wait for a complete set of documentation and instructions before we start testing, but we apply good testing practices at any given time.
6	the space between automation and manual testing is a continuum	Humans excel at qualitative analysis - we notice things. Machines do quantitative analysis very well - rapidly making boolean choices. Our approach combines the two, ensuring that machines are employed for what they do best (automation, repetition and tooling), while the rest is left to humans.
7	developing tools for the benefit of all teams supports overall productivity	We can be more effective if shared tools are in place to optimize repetitive tasks and avoid solving the same problem multiple times. Those tools can either be sourced from outside or built in-house.
8	metrics are a way to start a conversation and not to end it	Sometimes metrics are selected simply because they are easily available and not because their construct validity has been established. Misapplied metrics can cause a lot of harm. We use metrics to help us achieve results, hence we value inquiry metrics over evaluation metrics. http://www.developsense.com/blog/2009/01/meaningful-metrics/
9	we are not the gatekeepers of quality	We provide information to allow others to make informed decisions, including "ship" / "no ship" decisions. We highlight risks. It is up to our stakeholders to decide what to do based on that information.
10	our approach is applicable eBay wide	We believe that an agile, embedded approach fosters close working relationships between testers and other roles. It helps deliver more value more quickly and reduces unnecessary overhead.

“By no means we want to put ourselves above other testers. We are just different. And by different, we mean better.”

Ben Kelly, 2014

HOW YOU CAN MAKE IT WORK

BE PART OF THE TEAM



image credit: <https://www.flickr.com/photos/gavinjllewellyn/6052852063>



BE INVOLVED RIGHT FROM
THE START

image credit: <https://www.flickr.com/photos/borkurdotnet/4064406121>

BRIDGE BETWEEN DEVELOPERS & BUSINESS



image credit: http://freestock.ca/canada_g92-pei_country_bridge__hdr_p1916.html



PAIR ON TASKS

Image credit: <http://jmyersdev.com/images/muppet-pair.png>

EDUCATE THE TEAM ABOUT TESTING



Image credit: nla.pic-an24229822 Fitzpatrick, Jim, 1916

What skills do you need?

TECHNICAL AWARENESS

I comment my code – but I
still don't know what I
did or why.

image credit: <https://www.flickr.com/photos/quinnanya/4869433260>

DOMAIN KNOWLEDGE

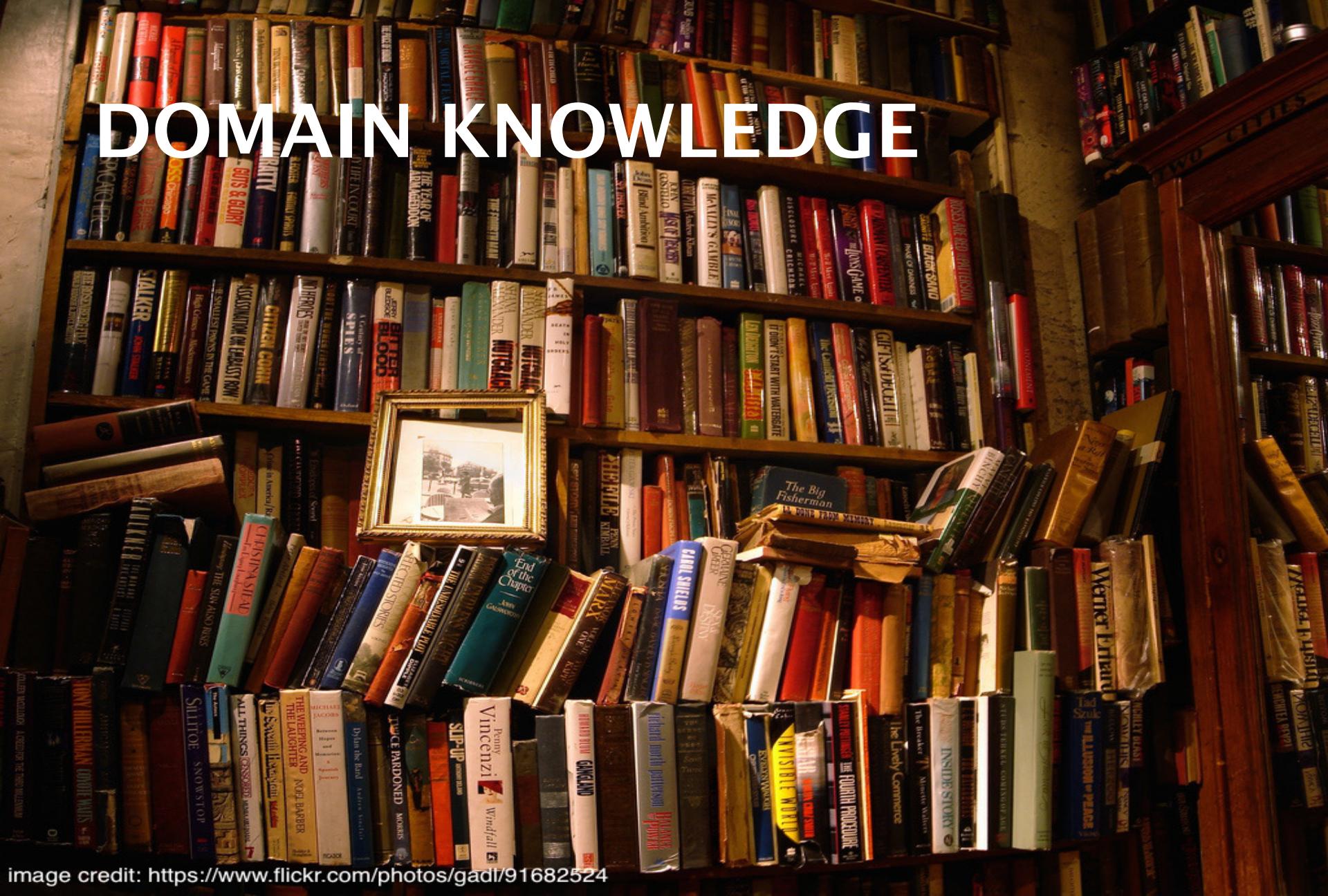


image credit: <https://www.flickr.com/photos/gadl/91682524>

WILLINGNESS TO LEARN



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FINAL WORDS

- 1. YOUR EXPERIENCES?**
- 2. WE ARE HIRING!**



Open Season

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