



QA Testing Challenge Overview:

Each of our Paylocity product teams operates like a small startup, empowered to deliver business value in whatever way they see fit. Because our teams are close knit and fast moving it is imperative that you are able to work collaboratively with your fellow teammates.

This coding challenge is designed to allow you to demonstrate your abilities and discuss your approach to testing and automation with your potential colleagues. You are free to use whatever technologies you prefer but please be prepared to discuss the choices you've made.

Please take this as an opportunity to demonstrate the best of your abilities – feel free to mock out pieces of the automation and focus your time on exactly what you'd like to show us. We're not looking for you to give up your weekend for this project, we want something to start a meaningful conversation.

Business Need:

One of the critical functions that we provide for our clients is the ability to pay for their employees' benefits packages. A portion of these costs are deducted from their paycheck, and we handle that deduction. Given a set of acceptance criteria, please:

- Write up any bugs found
- Write up 3 test cases
- Choose any test case and automate in the tool of your choice

This is of course a contrived example. We want to know how you would test and automate and get a brief preview of how you work.

Assumptions:

- All employees are paid \$2000 per paycheck before deductions
- There are 26 paychecks in a year
- The cost of benefits is \$1000/year for each employee
- Each dependent incurs a cost of \$500/year



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2019 BEST
PLACES
TO WORK

EMPLOYEES' CHOICE



BEST AND
BRIGHTEST
COMPANIES
TO WORK FOR
IN THE NATION

Deloitte.
Technology Fast500



User Story:

As an Employer, I want to input my employee data so that I can get a preview of benefit costs.

Data:

Username: testUser

Password: Test1234

Acceptance Criteria

Scenario 1: Add Employee no Discount

GIVEN an Employer

AND I am on the Benefits Dashboard page

WHEN I select Add Employee

THEN I should be able to enter employee details

AND First Name does not begin with "A" or "a"

AND the employee should save

AND I should see the employee in the table

AND the benefit cost calculations are correct

Scenario 2: Add Employee with Discount

GIVEN an Employer

AND I am on the Benefits Dashboard page

WHEN I select Add Employee

THEN I should be able to enter employee details

AND First Name begins with "A" or "a"

AND the employee should save

AND I should see the employee in the table

AND the employee has a 10% discount

AND the benefit cost calculations are correct

Scenario 3: Edit Employee

GIVEN an Employer

AND I am on the Benefits Dashboard page

WHEN I select the Action Edit

THEN I can edit employee details

AND the data should change in the table

Scenario 4: Delete Employee

GIVEN an Employer

AND I am on the Benefits Dashboard page

WHEN I click the Action X

THEN the employee should be deleted