ORANGE HRM

TEST PLAN

OrangeHRM
OPEN SOURCE HR MANAGEMENT

MAY, 2025

VERSION HISTORY

Version	Written By	Revision Date	Approved By	Approval Date	Outline
OrangeHRM OS 5.7	Darshan Gohil		Prakruti Vyas		Test Plan Create

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INTRODUCTION

➢ The purpose of this test plan is to serve as a strategic framework that defines the approach, scope, goals, resource allocation, and timeline for testing the software application.

➢ It acts as a roadmap to ensure that every testing activity is performed methodically and consistently, backed by clearly assigned roles and measurable deliverables.

➢ This document transforms testing from a task into a well-coordinated process aligned with quality assurance and project success.

TEST STRETAGY

I.   SCOPE OF TESTING

a. Features to be Tested:

➢ All the features of website OrangeHRM which were defined as follows:

MODULE NAME	APPLICABLE ROLES	DESCRIPTION
Admin	Admin	**Admin:** Admin can search, edit & add user, can add, search & edit job title, paygrades, employment status, job categories, work shifts, can search, edit & add qualifications, can add nationality, etc.
PIM (Personal Information Management)	Admin	**Admin:** Admin can search, edit & add employee, can make reports of employees list.
Recruitments	Admin	**Admin:** Admin can search, edit & add recruitment, can search applied candidates.
Dashboard	Admin	**Admin:** Admin can see employee's punch in & out time, his/her actions, quick launchpad, latest new posts, how many employees are on leave today, employee distribution according to job post, employee distribution according to location.

Leave	Admin	**Admin:** Admin can apply for leave, can see & search leave list, can assign leave, can make reports according to leaves, can configure leave period, types, work week & holidays.
Time	Admin	**Admin:** Admin can make timesheets of employee, can see punch in & out time of employee, can make reports from it, can make project info reports, can add, search & edit project as well as customers.
My Info	Admin	**Admin:** Admin can edit personal details, contact details, job, salary, qualifications, etc.
Claim	Admin	**Admin:** Admin can search & see employee claim, can assign claim, etc.

b. Features not to be Tested:
  - ➤ User Interface
  - ➤ Hardware Interfaces
  - ➤ Software Interfaces
  - ➤ Database logical
  - ➤ Communications Interfaces
  - ➤ Performance

II. TEST TYPE
  - ➤ In this project OrangeHRM, there are one type of testing should be conducted.
  - ➤ **SMOKE TESTING:**
    - ➤ To identify major defects or issues in the software that could prevent further testing or development.
    - ➤ Focuses on the core functionalities of the application, not on intricate details.

III. RISK & ISSUES

RISK	MITIGATION
Website not accessible or not responding properly during test execution due to environmental issue.	Perform an environment sanity check before starting the formal testing.
Test team doesn't adequate knowledge of the application.	Organize extensive knowledge transfer sessions with offshore team.
Presence of large number of blocking defects during test execution, this would prevent or delay testing.	QA team will provide clarification to the development team.
Changes to requirements.	All new requirements that arise are initiated through change control process.

IV. TEST LOGISTICS

c. Who Will Test?

> ➢ The project should use internal members as the tester to save the project cost.

d. When Will Test Occur?

> ➢ Test execution will commence only when the following prerequisites are fulfilled:
> ➢ The software build is available & ready for validation.
> ➢ Comprehensive test specifications & cases have been prepared.
> ➢ The required test environment has been fully configured & is operational.
> ➢ Adequate testing personnel are allocated & available to perform the tests.

TEST OBJECTIVE

> ➢ The primary objective of testing the software is to ensure that all its functionalities perform as intended & provide a seamless user experience across different devices & browsers.

- ➢ This includes validating. The website's usability, responsiveness, performances, security & content accuracy.
- ➢ The testing also aims to identify any bugs, broken links or design inconsistencies that may impact user engagement or hinder business goals.

TEST CRITERIA

V. SUSPENSION CRITERIA
- ➢ Testing will be suspended if critical website functionalities fail, the environment becomes unstable or essential components like builds or data are unavailable.

VI. EXIT CRITERIA
- ➢ Testing will be considered complete when all planned test cases have been executed with a pass rate above the defined threshold.
- ➢ All critical & major defects must be fixed & verified, ensuring the website is stable, functional & ready for release.

RESOURSE PLANNING

VII. SYSTEM RESOURSE

Sr. No.	Resources	Description
01	Hardware	Desktop computers, laptops, smartphones, tablets with different OS & screen sizes.
02	Operating Systems	Windows, macOS, Linux, Android, iOS
03	Browsers	Google chrome, Microsoft Edge
04	Network	High-speed internet connection for real-time testing & performance validation.
05	Defect Tracking	Bugzilla, JIRA

VIII. HUMAN RESOURCE

| Sr. No.	Role	Description
01	Test Manager	Plans & manages overall testing activities, resource allocation & timelines.
02	QA/Test Engineer	Designs, executes test cases, log defects & performs functional/non – functional testing.
03	UI/UX Tester	Validates user interface consistency, design standards & user experience.
04	Developer	Fixes bugs reported during testing & supports defect resolution.
05	Business Analyst	Assists in requirement clarification & ensures test coverage aligns with business goals.

TEST ENVIRONMENT
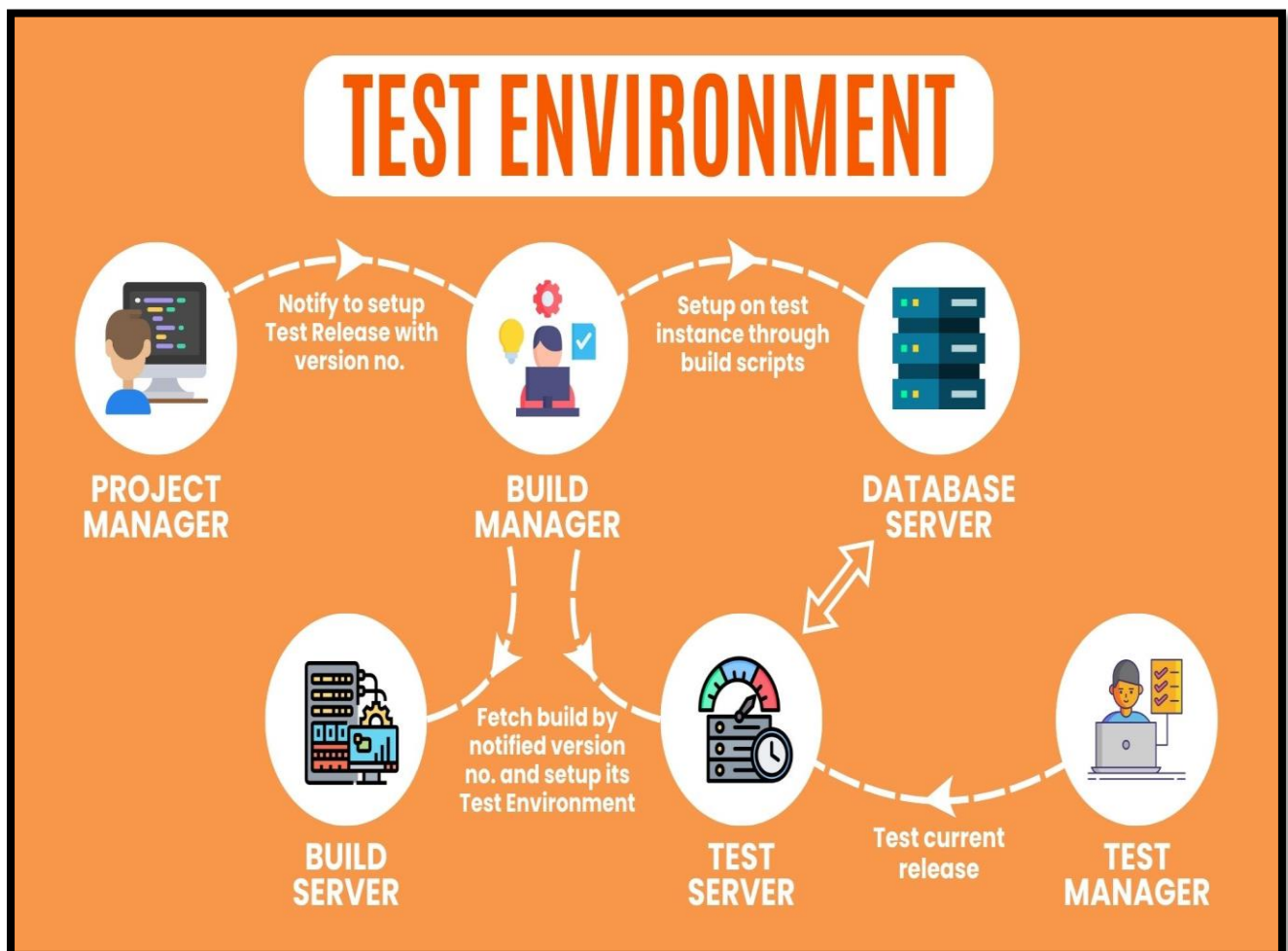
SCHEDULE & ESTIMATION

IX.   PROJECT TASK & ESTIMATION

Role	Tasks	Estimated Effort
Test Manager	Test planning, scheduling, reporting, review.	3 Days
QA/Test Engineer	Test case design, execution, defect reporting.	10 Days
UI/UX Tester	UI testing, usability & design validation	4 Days
Developer (Support)	Bug fixing & Test support	As Needed
Business Analyst	Requirement clarification, change validation	2 Days (Supportive)
Test Manager	Test Delivery	3 Days
TOTAL		**22 Days**

X.   SCHEDULE TO COMPLETE TASK
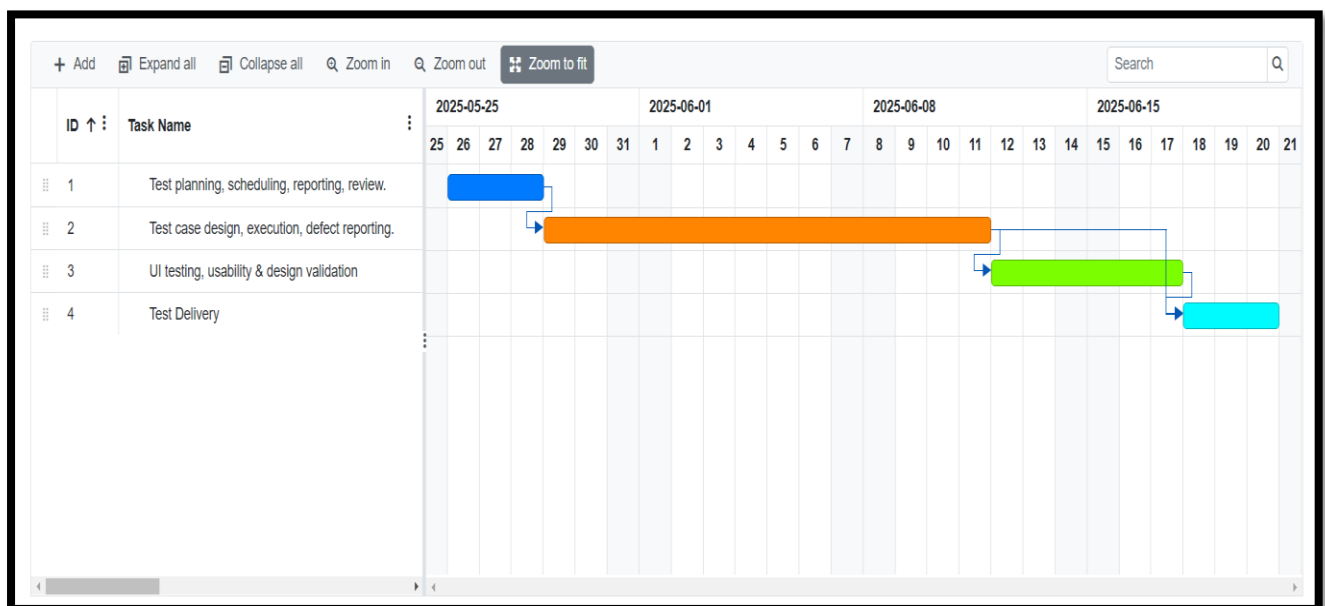
TEST DELIVERABLES

XI.   Before Testing Phase:
  - ➢ Test Plan Document
  - ➢ Test Case Document
  - ➢ Test Design Specification

XII.   During the Testing:
  - ➢ Test Tool
  - ➢ Test Data
  - ➢ Test Traceability Matrix
  - ➢ Error Logs & Execution Logs

XIII.   After Testing Cycle is Over:
  - ➢ Test Result & Reports
  - ➢ Defect Report
  - ➢ Installation & Test Procedure Guidelines
  - ➢ Release Notes