Test Plan for OrangeHRM Website

OrangeHRM

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Automation Test Plan

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1. Introduction

This document provides the overall testing strategy and approach required to ensure that the requirements of the OrangeHRM are tested adequately and that the required levels of quality and reliability of the software deliverables are attained.

2. Objectives

The goal of this test plan is to identify and eliminate defects in The OrangeHRM system before released to ensure a stable and user-friendly application. This will be achieved by validating that all functional and user interface requirements are met defined specifications.

3. Test Approach

The project is based on automation functional testing using Selenium WebDriver with TestNG in Java. Automation scripts will be designed to cover Smoke, Sanity, and Regression testing of the Admin Panel modules (User Management, Job, Organization, and Qualifications).

- Test scripts will be structured using the Page Object Model (POM) for maintainability.

- Test execution will be managed via TestNG, with automated reports generated after each run.

- Execution cycles will be scheduled and triggered as needed, and scripts can also be integrated with CI/CD pipelines for continuous validation.

- Defects identified during automation runs will be logged and tracked until resolved.

4. Scope

4.1 In Scope

- **Login Page**
- **Admin Module**
  - **User Management Module**
  - **Job Module**
    - Job Titles
    - Pay Grades
    - Employment Status
    - Job Categories
    - Work Shifts

- **Organization Module**
  - General Details
  - Locations
  - Structure
- **Qualifications Module**
  - Skills
  - Education
  - License
  - Languages
  - Memberships
- **Nationalities Module**

4.2 Out of Scope

- HR Admin Account
- My Info Module (EES View)
- Localization
- API Testing
- Backup Testing
- Performance Testing

5. Test Deliverables

5.1 Before Testing

Automation Test Plan, Automation Framework setup (Selenium + TestNG + Java), Test Data preparation, Repository structure (GitHub)

5.2 During Testing

Selenium TestNG Automation Scripts, Test Execution Reports (TestNG HTML / Extent Reports), Execution Logs & Screenshots (for failed tests), Bug Reports (logged in tracking tool)

5.3 After Testing

Final Automation Test Summary Report, Consolidated Execution Results, Defect Closure Report

6. Schedule

1.1 HR Admin

Task	Duration	Start Date	End Date
Login Page	1 Day	01 Sep 2025	01 Sep 2025
User Management Module	1 Day	*01 Sep 2025*	*01 Sep 2025*
Job Module	1 Day	*02 Sep 2025*	*02 Sep 2025*
Organization Module	1 Day	*02 Sep 2025*	*02 Sep 2025*
Qualification Module	1 Day	*03 Sep 2025*	*03 Sep 2025*
Nationalities Module	1 Day	*04 Sep 2025*	*04 Sep 2025*

7. Roles & Responsibilities

Role	Responsibilities
Project Manager	- Assign automation tasks to team members. - Review automation progress & provide feedback. - Define project scope and ensure timelines are met.
QA Lead	- Provide continuous guidance on automation strategy and progress. - Conduct daily scrum meetings and review automation execution results. - Address technical challenges and clarify any ambiguities in automation.
QA Engineer	- Design and implement automation test scripts using Selenium WebDriver with TestNG. - Maintain the automation framework (Page Object Model, data-driven testing). - Execute automation test suites and generate execution reports. - Log defects discovered during automated runs and retest after fixes. - Optimize and maintain test scripts for future regression testing.

8. Entry & Exit Criteria

8.1 Entry Criteria

- All features completed and deployed
- Test data available
- Automation framework is set up and stable
- No blocking defects in the system
- Test environment accessible

8.2 Exit Criteria

- All automated critical test cases pass
- No major defects remain open
- Final automation test summary approved
- All risks solved

9. Resources & Environment Needs

9.1 Testing Tools
Automation Framework: Selenium WebDriver + TestNG (Java)
IDE: Eclipse
Reporting: TestNG HTML Reports / Extent Reports
Tracking Tool: Trello
Bug Tracking: Microsoft Word & Excel.

9.2 Environment Test
Platform: Web-based (OrangeHRM Admin Panel)
OS: Windows 11, MacOS
Browsers: Google Chrome & Microsoft Edge

10.   Risk Management

Risk
Requirements not clearly defined
Delays in test environment setup
Not stable test scripts due to dynamic elements
Incomplete automation coverage due to time constraints

11. Approval

Name	Role	Approval Status	Date
Zaid Jaber	QA Engineer	Approved	*31 Aug 2025*
Hala Mousa	QA Engineer	Approved	*31 Aug 2025*
Hazem Lababidi	QA Engineer	Approved	*31 Aug 2025*
Hanna Farhoud	QA Engineer	Approved	*31 Aug 2025*