Dear candidate,

You can take your own time to answer the following questions. There is no right or wrong answer for these questions. It just to know your planning, decision making & managing capabilities. As much as possible try to give with your own knowledge with more details & supporting documents/data.

1. What do you think as challenges while managing resources & how can you handle. ? Mention top 3 points of yours. (Or mention something which you might have faced in the past times)

*This depends on each project however below are few:*

* *In case of forming a new Team, KT needs to be given and trained in specific skills and it may take time for some resources to scale up and achieve the daily productivity figures.*
* *Managing the quality of Scripts/Tests Cases, and this can be achieved by implementing a clear review process.*

1. Let’s say we are going to hire freshers with economic budget. Now how do you make the training plan to make them productive in 6 months. (Please suggest some technologies you want a fresher to be trained)

* *Core Java– OOPs concepts & Advanced Java*
* *Working in linux command line, using version control tools*
* *In Automation, APIs like webdriver, and other tools would help.*
* *Basic knowledge in sql to query DB.*

1. What are the initiatives you will take to improve the technical capabilities of the team members. (Apart from training)

* *I think training and self-learning by the individual will help scale up a person*

1. What are the steps you will take to improve your technical, soft skill & managing capabilities to be more trendy.

* *Constant upskilling of latest trends in technology*
* *I think regarding enhancing soft skills, it’s an ongoing process, by having project/people experience one can learn from it.*

1. You have been asked to give an estimation and plan to automate the following website: <https://www.jaypore.com/>.
2. Can you pls give some list of scenarios you will automate if you are limited with time line of 3 weeks with one team member
3. If you have 2 team members with same capability, what are the scenarios you will automate? List down the tasks you will assign for each team member?
4. In what are all the stages you will insert your review process & what should be outcome of review in each stage?
5. What frame work you will suggest and why. (Pls answer with atleast 100 words)

*Test Cases high priority for Automation will be Sanity/Smoke Tests and Regression Tests. Instead of Automate everything strategy, we need to focus on Automation of Sanity/Regression If we have a limited time period.*

*And since this is an ecommerce site scenarios like Search for product and ensuring image is displayed will high priority, followed by adding items to card and checking out the items.*

*And to check if images are displayed correctly we can adopt a pixel to pixel comparison between image at run time and base image. But this will most likely create script flakiness/failures hence this should be a very limited approach.*

*Regarding status check and review, we can have a daily stand up meeting to check the status and to ensure we are meeting the plan. And implementing code review is mandatory.*

*With respect to Automation framework, we can TestNg and Page object model with BDD.*

1. The client is having an emergency release & its holiday here at office for next 3 days. You need to send an email to team members to work on this holiday. Please write an email for this.

*Hi All,*

*There is an emergency patch release that needs to be completed by this weekend since it has a huge business impact. It’s imperative we work on this weekend and complete it.*

*For those who can’t commute, you can connect from remote. For others I will plan the logistics. Thank you in advance. Reach me out if there any other concerns.*

1. You have been asking a team member for a task update. It seems he is not updating you properly. You really have no idea on his task status. Also he is not regular in being at office. Can you write an email with advice and warning to correct him?

*Hi abc,*

*I have been trying to reach you and I couldn’t. We didn’t get any Task update from you for the past couple of days. It’s vital that we meet deliverables on time.*

*Please treat this mail with importance and send across the Task update. And also going forward send across the daily update by EOD without fail.*

1. How do you write an email reply for the following comment from client?   “Hello, I am really disappointed with the production bug last week. It really kills our time and business. I am really worried about your quality of the work. If this continues we cannot continue business with you. Kindly request you to take necessary steps to fix this”

* *At this situation, it’s important to talk to the customer either in call or in person. And after which we can send out the corrective action and root cause analysis done. As we need more data on this to comment.*

1. How do you write an email reply for the following comment from client? “Hey , Your team member Ravi again missed to fix this and it really irritates us this. We keep getting unstable fix & build from him”

*Hi XXX,*

*I’m sorry we have missed this issue. We have identified the root cause of the issue and it will get fixed within a day for sure.*

*Also to avoid this sort of issue in future, we will implement the process to unit test the code, before it gets checked in.*