OP-778_Test_Cases

New 'Re-hire - Contingent Worker' and update to existing Hire Type to be supported for WD Hires Export

Summary: Currently we have a hire type 'Re-hire' which requires an Employee ID to Initiate the Hire Business process in WD. This does not work if re-hire is for an contractor contingent worker.   A contingent worker in Workday does not have an employee id but a Contingent worker id. Hence in order to support rehire for an Contractor Continent Worker, a new hire type needs added   and logic applied to use appropriate ID as part of hire avoiding any duplicates created in Workday.

Pre-Conditions:

1. Login to Talent Link:

    URL: https://emea3.mrtedtalentlink.com/tlk/pages/restricted/hostpage.jsp

    Company Name : API Partners

    Login   : (to be requested to the admin)

    Password   : (to be requested to the admin)

2. Login to Workday:

     URL: https://impl.workday.com/lumesse_pt1/login.htmld

    User Name : (to be requested to the admin)

    Password   :   (to be requested to the admin)

Sno	Test Step Description	Expected behaviour	Comments
TC_DB_01	Run Query: select * from apipartners12.SYSTEM_CONFIGURATION where SYSTEM = 'workday' and config_key like '%is_requisition_enabled%'; set the config_key's value to false	The requisition position should have got disabled letting the position integration alone	yes
TC_WD_02	Create a contingent worker position in WD and hire a candidate manually in WD against the created position	The position created should have got replicated into TLK; contingent worker should have got employed against the contingent worker position in WD manually	yes
TC_WD_03	terminate the contingent worker from the position into which you have got him hired in step TC_WD_02	The pre hire should be seen and the person name with a contingent workers terminated icon should be seen	yes
TC_TLK_04	Create the same pre-hire as a candidate in TLK	The candidate should have got created with his candidate id generated in TLK	yes
TC_TLK_05	Link the candidate to an open position in TLK (_open in both TLK and WD)	The job title to which the candidate has got linked should be seen in the candidate's profile	yes
TC_TLK_06	Fill in all the required details and set the hire type as rehire-contingent, and mention the contingent worker id of the candidate and save the offer terms	The offer terms should have got created by showing the version of the offer terms	yes
TC_TLK_07	Hire the candidate against the position and let the integration run	The integration should run successfully replicating the employee to WD into the new role	yes
TC_WD_08	Check if duplicate applicant Id's are created as the candidate has applied against two roles	No duplicate ids should have got created	yes
TC_TLK_09	Hire the employee against the position by not giving the contingent worker id	The integration should have failed throwing an error stating that the" rehire/change job- emp-id is not set at source"	yes
TC_DB_07	Run Query: select * from apipartners12.SYSTEM_CONFIGURATION where SYSTEM = 'workday' and config_key like '%is_requisition_enabled%'; set the config_key's value to true	The requisition position should have got enabled, enabling the position requisition model to work while running integration	yes
TC_TLK_10	Repeat from step TC_TLK_02 till TC_TLK_08 to see the change job behaviour with requisitions	All the steps processed should have behaved alike like that of the position integration	yes
TC_TLK_11	Hire the contingent worker against the same contingent position/requisition from he has got terminated	The integration should fail throwing an error stating that "hire is not as per the hiring restrictions" as open does not support contingent hires yet	yes