

OP-825_Test_Cases

Include One Time payment - Lump Sum/Bonus or Relocation as part of Hires export

Summary: One has to be able to set and transfer One-Time Payment Lump Sum/Bonus OR Relocation as part of the Hires export from my ATS - TalentLink to HRIS - Workday system so that the System of Record or Master database is fully up-to-date and automated to Hire an employee including Compensation & One-Time Payment.

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.html

User Name : (to be requested to the admin)

Password : (to be requested to the admin)

3. A candidate should be readily available in the TLK (which is suppose to be checked in the WD for all required information) for the position requisition created

4. Login to database(staging)

host : open.cmxaofq3tiet.eu-central-1.rds.amazonaws.com

port : 3306

user : open

password : Lumesse2015

schema : apipartners

Sno	Test Step Description	Expected Behaviour	Comments
TC_DB_01	Login to DB and run the following query: select * from apipartners12.SYSTEM_CONFIGURATION where system = 'workday' and config_key like '%payment%';	A set of four config keys should be displayed: hire_onetime_payment_lumpsum_or_bonus_enabled hire_onetime_payment_lumpsum_or_bonus_plan_id hire_onetime_payment_relocation_enabled hire_onetime_payment_relocation_plan_id	yes
TC_DB_02	Set the 'hire_onetime_payment_lumpsum_or_bonus_enabled' to true	This should enable the filter for the integration	yes
TC_DB_03	Set the 'hire_onetime_payment_lumpsum_or_bonus_plan_id' to its default value (SIGNING_BONUS)	This should set the default value to it which is SIGNING_BONUS	yes
TC_TLK_04	Set the lumpsum or bonus to a specific value in the offer terms of the candidate and hire him	The candidate should have got hired in TLK	yes
TC_WD_05	Check if the candidate is replicated into workday via open integration as a pre hire	The candidate has got replicated as a pre hire in to Workday successfully	yes
TC_WD_06	Check if the one time payment contains the data set in TLK while approving the business process for the pre-hire to become an employee	The one time payment set in TLK is seen in WD while approving the business process(one time payment) for the pre hire	yes
TC_DB_07	Set the 'hire_onetime_payment_relocation_enabled' to true	This should enable the filter for the integration	yes
TC_DB_08	Set the 'hire_onetime_payment_relocation_plan_id' to its default value (RELOCATION_LUMP_SUM)	This should set the default value to it which is RELOCATION_LUMP_SUM	yes

TC_TLK_09	Set the relocation payment to a specific value in the offer terms of the candidate and hire him	The candidate should have got hired in TLK	yes
TC_WD_10	Check if the candidate is replicated into workday via open integration as a pre hire	The candidate has got replicated as a pre hire in to Workday successfully	yes
TC_WD_11	Check if the one time payment contains the data set in TLK while approving the business process for the pre-hire to become an employee	The one time payment set in TLK is seen in WD while approving the business process(one time payment) for the pre hire	yes
TC_DB_12	Set the 'hire_onetime_payment_lumpsum_or_bonus_enabled' and 'hire_onetime_payment_relocation_enabled' to true	This should enable the filters for the integration	yes
TC_DB_13	Set the 'hire_onetime_payment_lumpsum_or_bonus_plan_id' and 'hire_onetime_payment_relocation_plan_id' to its default values	This should set the default values which is SIGNING_BONUS and REL OCATION_LUMP_SUM respectively	yes
TC_TLK_14	Set both the lumpsum/bonus and relocation payment to a specific value in the offer terms of the candidate and hire him	An error should be thrown as WD allows only one OneTimePayment	
TC_DB_15	Set the 'hire_onetime_payment_lumpsum_or_bonus_enabled' and 'hire_onetime_payment_relocation_enabled' to true	This should enable both the filters for the integration	yes
TC_DB_16	Set the 'hire_onetime_payment_lumpsum_or_bonus_plan_id' and 'hire_onetime_payment_relocation_plan_id' to its blank values	This should set a blank value	yes
TC_TLK_17	Set the relocation payment to a specific value in the offer terms of the candidate and hire him	The hires should have got successfully replicated into WD with the relocation bonus value seen in the one time payment in business process approval	yes
TC_TLK_18	Set the lumpsum or bonus to a specific value in the offer terms of the candidate and hire him	The hires should have got successfully replicated into WD with the signing bonus value seen in the one time payment in business process approval	yes
TC_DB_19	Set the 'hire_onetime_payment_lumpsum_or_bonus_plan_id' and 'hire_onetime_payment_relocation_plan_id' to its blank values	No values should be seen against the config_keys; they should be seen as blank values	yes
TC_TLK_20	Set both the amount values to some specific value while creating the offer terms, but do not mention the type of the bonus and hire the candidate	The type of the bonus should remain blank while the value of the amount being set for the type of the bonus should be seen; hiring the candidate should throw an error stating an invalid "" value for the config_keys	yes