Test Plan - OrangeHRM Application

# 1. Introduction

This document outlines the test plan for the OrangeHRM open-source application. The purpose of this test plan is to define the strategy, scope, approach, and schedule of the testing activities for ensuring the quality and performance of the application. It targets the functionalities including Admin, PIM, Leave, Time, Recruitment, Dashboard, My Info, and Claim modules.

# 2. Objective

To ensure the OrangeHRM application performs as expected and meets the business requirements by performing systematic and thorough testing. The primary objective is to uncover any functional, UI, or regression issues before the application is used in production.

# 3. Scope of Testing

The test scope includes functional testing of core modules: Admin, PIM, Leave, Time, Recruitment, Dashboard, My Info, and Claim. This also includes UI validation, role-based access verification, and form validations. The non-functional aspects such as performance and security are out of scope for this test cycle.

# 4. Testing Strategy

The following types of testing will be performed:

* Smoke Testing – To verify basic functionality and system stability.
* Functional Testing – To ensure all modules work as expected.
* Regression Testing – To verify new changes haven’t affected existing functionality.
* UI Testing – To validate layout consistency and usability.
* Negative & positive Testing – To test how the application handles invalid input or unexpected user behavior.

# 5. Test Deliverables

The following documents/artifacts will be delivered:

* • High-Level Requirements (HLR)
* • Test Scenarios
* • Test Cases
* • Test Plan
* • Bug Reports
* • Final Test Summary Report

# 6. Test Environment

Testing will be performed on the OrangeHRM demo environment:  
URL: https://opensource-demo.orangehrmlive.com/web/index.php/auth/login  
  
Browsers: Chrome, Firefox, edge  
Operating System: Windows 11, IOSmac   
Test Data: Created and maintained by QA team during test execution

# 7. Test Tools

The following tools will be used:

* Test Case Management: Microsoft Excel / TestRail
* Bug Tracking: Jira / Bugzilla
* Automation (Optional): Selenium WebDriver

# 8. Roles and Responsibilities

* QA Lead – Prepare test plan, assign tasks, track progress
* Test Engineers – Write test cases, execute tests, log defects
* Developers – Fix defects, support QA team during test cycle

# 9. Entry and Exit Criteria

* Entry Criteria:
* All modules are deployed to QA environment
* Functional requirements are finalized
* Test cases are reviewed
* Exit Criteria:
* All planned test cases executed
* All critical defects are closed
* Test summary report prepared

# 10. Test Schedule

The testing schedule will follow a 2-week sprint-based model:  
• Week 1: Test Planning and Case Design  
• Week 2: Execution and Bug Reporting  
  
Regression and re-testing cycles will follow after fixes.

# 11. Risks and Mitigation

* • Risk: Incomplete requirements.  
   Mitigation: Conduct requirement walkthroughs.
* • Risk: Environment downtime.  
   Mitigation: Use backup environments if needed.
* • Risk: Last-minute scope changes.  
   Mitigation: Impact analysis before acceptance.

# 12. Approval

Prepared By: QA Lead  
Reviewed By: Project Manager  
Approved By: Product Owner