**Testing Challenge Overview:**

Each of our Paylocity product teams operates like a small startup, empowered to deliver business value in whatever way they see fit. Because our teams are close knit and fast moving it is imperative that you are able to work collaboratively with your fellow teammates.

This coding challenge is designed to allow you to demonstrate your abilities and discuss your approach to testing and automation with your potential colleagues. You are free to use whatever technologies you prefer but please be prepared to discuss the choices you’ve made.

Please take this as an opportunity to demonstrate the best of your abilities – feel free to mock out pieces of the automation and focus your time on exactly what you’d like to show us. We’re not looking for you to give up your weekend for this project, we want something to start a meaningful conversation.

**Business Need:**

One of the critical functions that we provide for our clients is the ability to pay for their employees’ benefits packages. A portion of these costs are deducted from their paycheck, and we handle that deduction. Given a set of acceptance criteria, please:

* Write up any bugs found
* Write up 3 test cases
* Choose any test case and automate in the tool of your choice

This is of course a contrived example. We want to know how you would test and automate and get a brief preview of how you work.

**Assumptions:**

* All employees are paid $2000 per paycheck before deductions
* There are 26 paychecks in a year
* The cost of benefits is $1000/year for each employee
* Each dependent incurs a cost of $500/year

**User Story:**

As an Employer, I want to input my employee data so that I can get a preview of benefit costs.

**Data:**

Username: testUser

Password: Test1234

**Acceptance Criteria**

Scenario 1: Add Employee no Discount

GIVEN an Employer  
AND I am on the Benefits Dashboard page  
WHEN I select Add Employee  
THEN I should be able to enter employee details  
AND First Name does not begin with “A” or “a”  
AND the employee should save  
AND I should see the employee in the table  
AND the benefit cost calculations are correct

Scenario 2: Add Employee with Discount

GIVEN an Employer  
AND I am on the Benefits Dashboard page  
WHEN I select Add Employee  
THEN I should be able to enter employee details  
AND First Name begins with “A” or “a”  
AND the employee should save  
AND I should see the employee in the table  
AND the employee has a 10% discount  
AND the benefit cost calculations are correct

Scenario 3: Edit Employee

GIVEN an Employer  
AND I am on the Benefits Dashboard page  
WHEN I select the Action Edit  
THEN I can edit employee details  
AND the data should change in the table

Scenario 4: Delete Employee

GIVEN an Employer  
AND I am on the Benefits Dashboard page  
WHEN I click the Action X  
THEN the employee should be deleted

Defects:

Login page:

* Copyright should be 2019.
* Login can be bypassed when URL contains the username.

Benefits Dashboard page:

* Gross Pay should be float, not integer.
* Edit Employee modal popup title “Add Employee and His dependents” instead of “Edit Employee”.
* Username should not be displayed in the URL in plain text. It should either be encrypted or removed.
* IDs are not incremental. ID should be a Primary Key.
* Employers are not prevented from adding duplicate entries into the system.
* First Name is saved as Last Name and vice versa.
* Delete button doesn’t remove employee entries from the table
* First Name, Last Name and Dependents fields should all be required.
* First Name, Last Name and Dependents column sizes should be set accordingly.
* First Name, Last Name and Dependents fields are not cleared out when the modal popup is closed.
* No restriction for number of characters for First Name, Last Name and Dependents
* Dependent field is accepting negative or decimal numbers.
* Leading zeros are not stripped out when entries are displayed on the dashboard - e.g., if Employer enters “01” for Dependents, dashboard should display “1” instead.
* Employee modal popup has Dependants misspelled.
* Employee modal popup title should be renamed to be gender neutral.
* Employers can't add new entries in IE.
* Page refresh clears all table entries but the first one
* New entries are saved if special characters are included in any of the fields.
* Missing Logout button.
* Table columns cannot be ordered (ascending/descending, A-Z/Z-A)
* Missing page navigation once table reaches certain number of records

Test Cases:

Test Case 1

GIVEN Employer has logged in to the site and navigated to the Dashboard

WHEN Employer creates a new entry where First name and Last name don't start with "a" or "A"

WHEN Employer provides a valid number of Dependents

THEN a new employee entry is successfully created

AND all Benefit Cost calculations are correct

AND a 10% discount is not applied

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Salary** | **Dependents** | **Gross Pay** | **Benefit Cost** | **Net Pay** |
| First Name, Last Name, Dependents |  |  |  |  |  |
| Steph, Curry, 0 | 52000 | 0 | 2000 | 38.46 | 1961.54 |
| Michael, Jordan, 1 | 52000 | 1 | 2000 | 57.69 | 1942.31 |
| john, Stockton, 2 | 52000 | 2 | 2000 | 76.92 | 1923.08 |
| eric, gordon, 5 | 52000 | 5 | 2000 | 134.62 | 1865.38 |
| Serena, williams, 10 | 52000 | 10 | 2000 | 230.77 | 1769.23 |

Test Case 2

GIVEN Employer has logged in to the site and navigated to the Dashboard

WHEN Employer creates a new entry where First name and or Last name starts with "a" or "A"

WHEN Employer provides a valid number of Dependents

THEN a new employee entry is successfully created

AND all Benefit Cost calculations are correct

AND a 10% discount is applied

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Salary** | **Dependents** | **Gross Pay** | **Benefit Cost** | **Net Pay** |
| First Name, Last Name, Dependents |  |  |  |  |  |
| Adam, Sandler, 0 | 52000 | 0 | 2000 | 34.62 | 1965.38 |
| Greg, adams, 1 | 52000 | 1 | 2000 | 57.69 | 1942.31 |
| anthony, anderson, 1 | 52000 | 1 | 2000 | 51.92 | 1948.08 |
| Aaron, Rodgers, 45 | 52000 | 45 | 2000 | 813.46 | 1186.54 |
| Alanis, Morrisette, 99 | 52000 | 99 | 2000 | 1748.08 | 251.92 |

Test Case 3

GIVEN Employer has logged in to the site and navigated to the Benefits Dashboard page

AND Employer has created a new entry

WHEN Employer deletes the entry

THEN the employee entry is successfully removed from the Benefits Dashboard.