**Test Plan for OrangeHRM Application**

# 1. Introduction

This test plan outlines the strategy, scope, approach, and resources required to test the OrangeHRM application. The application will be tested based on its functionality, usability, performance, and security.

# 2. Scope

The scope of testing will include the following modules of the OrangeHRM system:

* **Login/Logout Module**: Verify successful login and logout for all user roles (Admin, Employee, etc.).
* **Admin Module**: Test user and role management features, organizational structure, and system configurations.
* **PIM Module**: Validate the addition, modification, and deletion of employee records.
* **Leave Module**: Test the functionality of applying for leave, leave approvals, and leave balance management.
* **Time Module**: Verify time sheet entries, project management, and time tracking.
* **Performance Module**: Ensure performance appraisal cycles and objectives are functioning as expected.
* **Recruitment Module**: Test candidate tracking, job vacancies, and recruitment processes.
* **Reports Module**: Verify report generation for all relevant data.
* **Cross-Browser Testing**: Ensure compatibility across Chrome, Firefox, Safari, and Microsoft Edge.

# 3. Test Objectives

The main objectives of the testing effort are to:

* Verify that the application meets the functional, non-functional, and business requirements.
* Ensure all critical features, such as employee management, leave management, and time tracking, work as intended.
* Validate the performance and usability of the application across multiple browsers.
* Identify and resolve bugs and defects to enhance the application’s reliability.

# 4. Test Approach

The testing process will follow a structured approach:

* Functional Testing: All functionalities will be tested against requirements.
* Usability Testing: The user interface and ease of navigation will be assessed.
* Performance Testing: Response times, load handling, and performance under stress will be measured.
* Security Testing: Vulnerabilities in the application will be checked.

# 5. Resources

The testing will require the following resources:

* Testers (Functional, Performance, and Security)
* Test environment including browsers, operating systems, and network setup
* Automation tools for regression testing and performance testing.

# 6. Test Environment

The test environment will include various combinations of browsers (Chrome, Firefox, Edge) and operating systems (Windows, macOS, Linux). The OrangeHRM application will be accessed through the provided URL and all tests will be conducted using live data.

# 7. Test Cases

The test cases will cover the following areas:

* Admin Module: Create users, manage roles, configure settings.
* PIM Module: Add/edit employees, view employee details.
* Leave Module: Apply for leave, approve/reject leave.
* Time Module: Time tracking, timesheets.
* Recruitment Module: Post jobs, review candidates, manage interviews.

# 8. Test Schedule

The testing schedule is as follows:

* Test planning and preparation: 1 week
* Functional testing: 2 weeks
* Performance and security testing: 1 week
* Final regression and reporting: 1 week

# 9. Deliverables

* Test cases and test scripts
* Test results report
* Defect report
* Final test summary report.

# 10. Risks and Mitigation

* Lack of resources may delay testing - Mitigation: Prioritize critical tests.
* Bugs found in later stages may require re-testing - Mitigation: Conduct early and frequent tests.

# 11. Conclusion

This test plan provides a comprehensive strategy for testing the OrangeHRM application. It will ensure that the application meets its functional and non-functional requirements.