

System Test Specification (STS)

Module: Capability Finder

1. Test Scope

Covers:

- UI interactions
- Filter behavior
- Result validation
- Sorting
- Selection
- Export trigger validation
- Error states
- Negative cases

Does NOT cover:

- Internal SQL validation
 - Unit-level service logic
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2. Test Environment

Item	Value
Browser	Chrome (latest)
Automation Tool	Selenium WebDriver
Backend	QA environment
Test Data	Seeded database

3. Test Data Requirements

Minimum seeded data:

- 20 employees
 - At least 3 overlapping skill combinations
 - 1 soft-deleted employee
 - 1 employee with null team
 - 1 skill with no employees
 - 3 sub-segments
 - 5 teams
 - Mixed proficiency levels
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4. UI Automation Strategy

Selector Policy (Mandatory)

All interactive elements must have stable selectors:

Use:

- `data-testid`

Avoid:

- CSS class names
 - Positional selectors
 - Text-based fragile selectors
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5. Test Case Structure (Selenium Format)

Each test must follow:

- Precondition
 - Steps
 - Expected Result
 - Validation Points
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◆ STS TEST CASES (Critical P0)

STS-01: Mandatory Skill Selection

Precondition: Page loaded

Steps:

1. Do not select any skill.
2. Observe Search button.

Expected:

- Button disabled.
 - Validation message shown.
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STS-02: Multi-Skill AND Logic

Precondition:

Employee A: Skill1 + Skill2

Employee B: Skill1 only

Steps:

1. Select Skill1 and Skill2.
2. Click Search.

Expected:

- Employee A visible.
 - Employee B not visible.
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STS-03: Proficiency Boundary

Precondition:

Employee C: Skill1 proficiency 3

Employee D: Skill1 proficiency 5

Steps:

1. Select Skill1.
2. Set min proficiency = 5.
3. Search.

Expected:

- Only Employee D visible.
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STS-04: Sub-Segment Cascade

Steps:

1. Select sub-segment A.
2. Observe team dropdown.

Expected:

- Team dropdown enabled.
- Only teams from sub-segment A shown.

STS-05: Empty Result State

Steps:

1. Select rare skill combination.
2. Search.

Expected:

- "No matching talent found" message.
 - Results grid not displayed.
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STS-06: Sorting

Steps:

1. Execute search.
2. Click Employee column header twice.

Expected:

- First click: ASC order.
 - Second click: DESC order.
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STS-07: Row Selection

Steps:

1. Select two rows.
2. Click Select All.

Expected:

- All rows selected.
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STS-08: Export All

Steps:

1. Execute search.
2. Click Export → Export All.

Expected:

- POST request sent.
- File download triggered.

STS-09: Export Selected

Steps:

- 1. Select rows.
- 2. Click Export Selected.

Expected:

- POST contains selected IDs.
- File download triggered.

STS-10: Soft Delete Validation (Expected Fail Currently)

Precondition: Soft-deleted employee exists

Steps:

- 1. Search skill matching that employee.

Expected (Business Expected):

- Employee not visible.

Current Behavior:

- Employee appears → defect logged.

6. Regression Coverage Matrix

Area	Covered in STS
Skill AND logic	Yes
Proficiency filter	Yes
Experience filter	Yes
Org filters	Yes
Sorting	Yes
Selection	Yes
Export	Yes
Empty states	Yes
Error states	Yes
Soft delete	Yes
RBAC (future)	Placeholder