Federated Insurance

Salary and Performance Management System Testing Plan



Introduction /Management Summary:

The proposed testing plan for the salary and performance management system will commence by identifying the goals and objectives of the testing process. This includes ensuring that the system is in line with the business requirements and that it is compatible with the company's infrastructure.

Testing Phases:

Unit Testing: This initial phase involves testing the system modules or functions in isolation to ensure that each function provides the expected output for a given input.

Integration Testing: The system's components will be tested as a whole in this phase to ensure that they interoperate correctly and seamlessly. This phase checks for any system-level logic errors that may have not been identified in the previous phase.

System Testing: The focus of this phase is the entire system, and it ensures that all interactions between system components are functional. It will also simulate potential system scenarios that may be encountered in real-world situations.

Acceptance Testing: This final phase involves user acceptance testing, where representatives from the business who will be using the system evaluate its functionality and usability. Feedback from this phase will be crucial for finalizing the system.

Testing Criteria

To determine whether the testing phases have been successful, certain criteria will be used:

Requirement Coverage: All system requirements have been successfully tested.

Test Case Execution: All test cases have been executed and validated.

Defect Resolution: All identified defects have been fixed and retested.

Critical Defect Verification: Critical defects have been identified and addressed.

Testing Schedule:

The testing plan is meticulously structured over a six-day period, ensuring a thorough examination of each critical aspect of the Salary and Performance Management System.

Testing Phases:

1.Day 1: Performance Testing:

- Objective: Evaluate the system's performance aspects, including speed, responsiveness, and scalability.

- Description: Assess the projected and actual performance of the system. This includes load testing to simulate various user loads and stress testing to identify system limitations.

- Test Criteria:

- Successful execution of performance projections.

- Review of actual system performance against projections.

- Identification and resolution of performance-related defects.

2. Day 2: Salary Testing:

-Objective: Verify the accuracy and reliability of salary-related functionalities.

- Description: Test salary projections, reviews, and actual payments to ensure correctness and compliance with established standards.

- Test Criteria:

- Accuracy and reliability of salary projections.

- Verification of salary review processes.

- Identification and resolution of any defects related to salary functionalities.

3. Day 3: Database and Server Testing:

-Objective: Ensure the integrity and efficiency of database and server interactions.

- Description: Test database queries, data retrieval, and server response times to validate system interactions.

- Test Criteria:

- Successful execution of database and server tests.

- Identification and resolution of any defects related to database and server interactions.

4. Day 4: Report System Testing:

- Objective: Assess the functionality of budget and salary threshold report systems.

-Description: Test the generation and accuracy of budget reports and salary threshold reports. Verify compatibility with HR systems.

- Test Criteria:

- Successful generation of accurate budget reports.

- Validation of salary threshold report system functionality.

- HR system compatibility verification.

5. Day 5: Security Testing:

- Objective: Ensure the system's security measures and access controls.

- Description: Test security features and validate access controls. Ensure compliance with legal requirements.

- Test Criteria:

- Successful implementation of security measures.

- Verification of access control functionalities.

- Compliance with legal requirements.

6. Day 6: Compliance Testing:

- Objective: Validate system compliance with relevant legal and regulatory requirements.

- Description: Ensure that the system adheres to all necessary laws and regulations.

- Test Criteria:

- Successful compliance with legal and regulatory requirements.

- Identification and resolution of any compliance-related issues.

Completion Criteria:

- Successful execution of all test cases in each phase.

- All identified defects are fixed and retested.

- No critical priority bugs are left unidentified.

- System functionalities meet the specified requirements.

Schedule, Effort, and Resources:

- Total Testing Days: 6 days

- Testing Team: 3 to 4 people

- Access to Databases and Software

- Secure Testing Environment

Environment Needs:

- Secure testing environment to avoid security breaches.

- Access to databases and software for testing purposes.

Data Needs:

- User inputs for performance testing simulations.

- Database input, including performance reviews and employee information from the HR database.

Testing Requirements:-

The success of the testing plan hinges on specific requirements crucial for an effective and meaningful evaluation of the Salary and Performance Management System.

Testing Team:

A capable and knowledgeable testing team consisting of three to four experienced members.

Diverse skills to cover technical nuances, user perspectives, and security considerations.

Data Access:

Access to relevant databases, software, and user inputs, including performance reviews and HR database information.

Ensuring realistic testing scenarios by utilizing authentic data inputs.

Testing Environment:

A secure testing environment to prevent potential security breaches.

A setting that closely replicates the operational environment for accurate testing outcomes.

Conclusion

In conclusion, the meticulously designed six-day testing schedule, coupled with stringent testing requirements, ensures a comprehensive evaluation of Federated Insurance's Salary and Performance Management System. The structured approach from unit testing to acceptance testing underscores a commitment to thorough validation, guaranteeing accuracy, functionality, and compliance with business requirements. By adhering to this plan, we aim to deliver a reliable and effective system, instilling confidence in its operational readiness for managing salary and performance aspects at Federated Insurance.