Test Plan for

OrangeHRM

(Human Resources Management Software)

Version 1.0

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1.Test Plan Identifier

This section provides a unique identifier for the test plan, which helps in tracking and referencing the document throughout the project lifecycle.

Test Plan ID: ORANGEHRM-TP-001

Project Name: Orange HRM demo

Version: 1.0

2. Introduction

This test plan is designed to provide a detailed and structured approach for testing OrangeHRM demo website, which is open-source Human Resource Management (HRM) software. The demo environment is designed for practice and exploration, allowing testers to evaluate core HR features such as Login, User Management, Job Titles, PIM Employee Management, and My Info.

Testing is a critical part of the software development lifecycle, and it helps identify any issues or defects that could affect the functionality, performance, or security of the software. By thoroughly testing OrangeHRM, we aim to evaluate the stability, user-friendly and behaviors of the targeted modules through both manual and automated testing. This test plan will guide the testing process by defining what needs to be tested, how it will be tested, and what resources are required to carry out the testing effectively.

The testing effort focuses on the main functional areas included in the project scope, ensuring that the OrangeHRM Demo site supports the key operations typically performed by HR administrators and employees.

3. Objectives

The primary objectives of this test plan are to communicate to carry out all the possible tests and verify that the requirements are addressed. Other objectives of these plans are as follows:

- **Functional Validation:** To verify that all functional requirements are met as per the System Requirements Document (SRD).

- **Defect Identification:** To identify and report defects in the software during the testing process.

- **Automation Coverage:** To develop Cypress automation scripts for selected stable flows to enhance repeatability, accuracy, and regression coverage.

- **Usability Assurance:** To ensure the software is user-friendly and meets usability standards.

- **Compatibility Testing:** To confirm that the software works seamlessly across different browsers, devices, and operating systems.

- **Test Documentation:** To provide progress, complete and clear QA documentation.

4. Scope

This test plan covers the testing of all major modules and features of OrangeHRM, including but not limited to:

4.1 In Scope

- **Admin Module**
  - ➢ User role management.
  - ➢ System configuration and settings.
  - ➢ Access control and permissions.
  - ➢ Job title role management.
- **Employee Management (PIM)**
  - ➢ Adding, updating, and deleting employee records.
  - ➢ Employee profile management.
  - ➢ Organizational hierarchy setup.

- **My Info**

  - ➢ Updating the information.
  - ➢ Updating profile photo.
- Manual and automation testing for selected workflows.

4.2 Out of Scope

• API testing

• Database validation

• Non-HR modules not listed in scope

• Security, Accessibility, and Localization testing

• Performance Load Benchmarking.

5. Test Schedule Timelines

5.1 Testing Phases

- **Test Planning:** Dec 1, 2025 - Dec 7, 2025
- **Test Case Design:** Dec 8, 2025 – Dec 14, 2025
- **Test Environment Setup:** Dec 15, 2025 – Dec 17, 2025
- **Test Execution:** Dec 18, 2025 – Jan 5, 2026
- **Defect Resolution:** Jan 5, 2026 – Jan 11, 2026
- **Test Clouser:** Jan 12, 2026 – Jan 13, 2026

5.2 Milestones

- **Test Plan Sign-Off:** Dec 7, 2025
- **Test Case Review:** Dec 14, 2025
- **First Test Execution Cycle Complete:** Dec 25, 2025
- **Final Test Report Submission:** Jan 13, 2026

6. Test Approach

6.1Testing Levels

The testing process will be divided into the following levels:

1.Unit Testing

• Individual components will be tested by developers using white-box techniques.

• Focus on verifying the correctness of each module in isolation.

2.Integration Testing

• Interaction between modules will be tested to ensure seamless functionality.

• Focus on data flow and communication between modules.

3.System Testing

• The complete system will be tested against functional and non-functional requirements.

• Focus on end-to-end workflows and user scenarios.

4. User Acceptance Testing (UAT)

• Simulates end-user behavior to verify system usability and workflow accuracy.

6.2 Test Tools

- **Test Management and Defect tracking:** Excel
- **Automation Testing:** Cypress

7. Item Pass/Fail Criteria

The following criteria will be used to determine if a test item passes or fails:

1. **Unit Testing:** All test cases must pass with no critical defects.
2. **Integration Testing:** Modules must interact without errors.
3. **System Testing:** All functional and non-functional requirements must be met.
4. **UAT:** End-users must approve the system as meeting their needs.

8. Suspension and Resumption Criteria

Suspension Criteria and Resumption Requirements

Testing will be suspended if:

- Critical defects are found that block further testing.
- The test environment becomes unstable.
- System becomes unavailable.
- Required resources are unavailable.

Testing will resume once:

- Critical defects are resolved.
- The test environment is restored.
- System becomes available.
- Required resources are available.

9. Test Deliverables

The following deliverables will be produced during the testing process:

- Test Plan
- Test Cases
- Bug Reports
- Traceability Matrix (RTM)
- Cypress Automation Scripts
- Test Summary Report

10. Test Environment Needs

10.1 Hardware Needs:
- High-performance servers for testing.
- Laptops/desktops for test execution.

10.2 Software Needs:
- Operating Systems: Windows, Linux, macOS
- Browsers: Chrome, Firefox, Edge, Safari
- Testing Tools: Cypress

10.3 Others
- Stable internet connection.
- Test data for various scenarios.

11. Risk & Contingency

#	Risk	Impact	Contingency
1	Demo site resets data	Test failures	Recreate required test data before execution
2	Insufficient test coverage	Missed defects, inaccurate test conclusions	Prioritize critical test cases
3	Demo site downtime	Testing delays, blocked execution	Schedule testing in multiple sessions
4	UI updates in demo	Automation scripts failures	Update UI locators promptly; maintain modular locator strategy; review scripts after UI changes

12. Approval Process

#	Project Manager	Quality Manager
Name		
Date		
Signature		