TEST PLAN

Private & confidential

OrangeHRM Test Plan

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1.0	Yogesh	2025/08/20	Manager	2025/08/22	Initial test plan creation

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1. INTRODUCTION

This Test Plan is designed to prescribe the scope, approach, resources, and schedule of all testing activities for the OrangeHRM Project.

The plan identifies the items to be tested, the features to be tested, the types of testing to be performed, the personnel responsible, the resources required, and the risks associated with the project.

2. TEST STRATEGY

2.1 Scope of Testing

2.1.1 Features to be tested

The following OrangeHRM modules will be tested:

Login Module	User authentication & role-based access.
Admin Module	Manage job titles, pay grades, employment status, user roles.
PIM Module (Personal Information Management)	Add/Edit/Delete employee records.
Leave Module	Apply/Approve/Reject leave requests.
Time Module	Timesheets, attendance tracking.
Recruitment Module	Add candidates, schedule interviews, hire.
Performance Module	Performance reviews & tracking.
Dashboard & Reporting	Employee records, leave reports, performance reports.

2.1.2 Features not to be tested

- Third-party integrations (LDAP, API with payroll).
- Performance & Load testing.
- Security penetration testing.
- Mobile application (only web OrangeHRM is in scope).

2.2 Test Types

Integration Testing	Verify module integrations (e.g., PIM ↔ Leave, Recruitment ↔ Employee creation).
System Testing	Validate the entire OrangeHRM system against requirements.
Regression Testing	Ensure modifications don't break existing functionality.
User Acceptance Testing (UAT)	Validate system from end-user perspective.

2.3 Risks and Issues

Risk	Mitigation
Test team lacks HR domain knowledge	Provide training & documentation
Tight deadlines	Prioritize test cases (risk-based testing)
Requirement changes during testing	Change management process
Test environment instability	Maintain backup environments

2.4 Test Logistics

- **Who will test?** QA team + outsourced testers.
- **When will test occur?** After successful build deployment, test environment readiness, and test cases prepared.

3. TEST OBJECTIVES

The objective is to verify the **functionality, accuracy, and usability** of OrangeHRM modules including employee management, leave, time, and recruitment features to ensure smooth HR operations.

4. TEST CRITERIA

4.1 Suspension Criteria

- If 40% of test cases fail in a module → testing suspended until fixes applied.

4.2 Exit Criteria

- 100% test case execution.
- Minimum 85% pass rate.
- All critical defects must be resolved.

5. RESOURCE PLANNING

5.1 System Resources

- **Server**: Apache Tomcat, MySQL database.
- **Test Tools**: Selenium, JUnit/TestNG.
- **Network**: Stable LAN/Internet 10 Mbps.
- **Machines**: Min. 4 testers, Windows/Linux, 8GB RAM.

5.2 Human Resources

- **Test Manager** – Plans and manages testing.
- **QA Engineers** – Execute test cases & log defects.
- **Automation Engineer** – Develop Selenium scripts.
- **Test Admin** – Maintain test environment.
- **SQA Members** – Verify process adherence.

6. TEST ENVIRONMENT

- **App Server**: Apache Tomcat 9+
- **Database**: MySQL 8+
- **Browser Support**: Chrome, Firefox, Edge
- **OS**: Windows 10+, Ubuntu 20.04+

7. SCHEDULE & ESTIMATION

Task	Resource	Estimation
Test Case Design	QA Team	120 hours
Test Execution	QA Team	80 hours
Automation Scripting	Automation Engineer	100 hours

Task	Resource	Estimation
Test Reporting	QA + Manager	20 hours
Total	-	**320 hours**

8. TEST DELIVERABLES

Before Testing

- Test Plan Document
- Test Cases Document
- Test Design Specifications

During Testing

- Test Data
- Test Execution Logs
- Defect Reports
- Traceability Matrix

After Testing

- Test Summary Report
- Final Defect Report
- Release Notes