

# Organizational Summary Report

Organization name	Testers	Location	Start Date	End Date
ABC Services Limited	875 Nos	India	20.Dec.2014	20.Jan.2015

## Test for Role 1

### Role TESTER

No. of Testers	023
Average Required Assessment	60%
No. of Questions	120

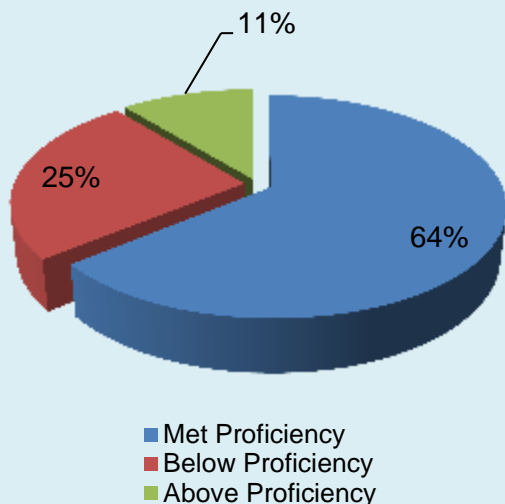
### ACTUAL PERFORMANCE - SCORES

Maximum Score	71%
Minimum Score	38%
Average Score	53%

### ACTUAL PERFORMANCE - NUMBERS

Above Proficiency (>= 75%)	005
Met Proficiency (>=60 – 75%)	006
Below Proficiency(<60%)	012

Skills Coverage	WTG	EPL	MPL	BPL	APL
Fundamentals of Testing	10%	(K3)	(14)	(05)	(04)
Testing Throughout Lifecycle	10%	(K3)	(03)	(14)	(06)
Testing Process	10%	(K2)	(09)	(12)	(02)
Test Management	05%	(K1)	(03)	(15)	(05)
Testing Techniques	20%	(K2)	(04)	(15)	(02)
Testing of Software Characteristics	05%	(K1)	(04)	(19)	(00)
Reviews	10%	(K2)	(07)	(13)	(03)
Incident Management	15%	(K3)	(10)	(05)	(08)
Test Tools & Automation	15%	(K2)	(05)	(12)	(06)



## OBSERVATIONS

- 74% Of the Testers Indicate a **Strong Need for Improvement**
- Class Average is only **53%** against the expected 60%
- Major Areas of Weakness:**
  - Testing Techniques
  - Reviews
  - Test Tool & Automation
- 12 / 23** individuals are below expectations on 9 skill areas required

# Organizational Summary Report

## Test for Role 2

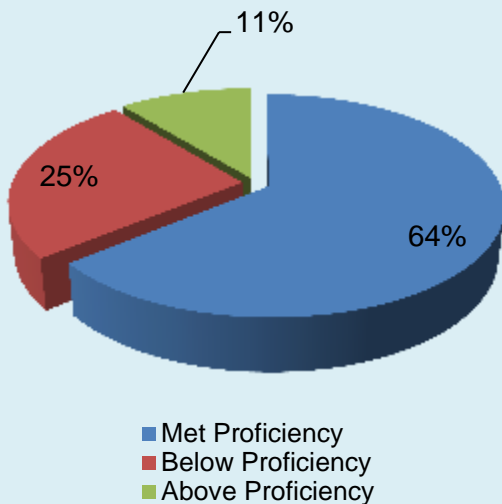
Role	TESTER
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Average Required Assessment	60%
No. of Questions	120

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# Suggested Learning Approach for Testers

	Educate	Enable	Experience	Examine
Objective	<ul style="list-style-type: none"> <li>•Awareness on Concept</li> <li>•Application of Concept</li> </ul>	<ul style="list-style-type: none"> <li>•Enhance knowledge</li> <li>•Exchange Views</li> <li>•Gain a Perspective</li> </ul>	<ul style="list-style-type: none"> <li>•Practice Application</li> <li>•Demonstrate Application</li> </ul>	<ul style="list-style-type: none"> <li>• Formal Validation of Skills</li> </ul>
Entry Criteria	<ul style="list-style-type: none"> <li>• Training courses identified</li> <li>• Participants list finalized</li> </ul>	<ul style="list-style-type: none"> <li>• Successful completion of ILT</li> <li>• Participant list finalized</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of Online Module</li> <li>• Profiling of Candidates</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of previous 3 phases</li> </ul>
Program	<ul style="list-style-type: none"> <li>• Software Eng Fundamentals 3D</li> <li>• Test Automation 1D</li> <li>• Scripting for Testers 2D</li> <li>• Non Functional Testing 1D</li> </ul>	1 hour of Online Learning for below topics: <ul style="list-style-type: none"> <li>• Software Engineering Fundamentals</li> <li>• Fundamentals of Test Automation</li> <li>• Scripting for Testers</li> <li>• Non Functional Testing</li> </ul>	03 Hrs of Case Study each: <ul style="list-style-type: none"> <li>• 15 Min Case Study Description</li> <li>• 15 min Role Play briefing</li> <li>• 1.5 Hour Solution Development</li> <li>• 1 hour of presentation</li> </ul>	
Activities	<ul style="list-style-type: none"> <li>• Prepare training calendar</li> <li>• Course Material Delivery</li> <li>• Pre-class assessment roll out</li> <li>• Instructor led training</li> <li>• Post-class assessment test</li> <li>• Feedback &amp; Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Assignment of learning packages</li> <li>• Self Study by participants</li> <li>• Online quiz and self evaluations</li> <li>• Reference Handouts</li> </ul>	<ul style="list-style-type: none"> <li>• Creation of living groups</li> <li>• Assignment of case study</li> <li>• Peer review teams</li> <li>• Case study review &amp; submission</li> <li>• Case study evaluation</li> <li>• Case study feedback &amp; reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Roll out of Post Assessment</li> <li>• Announcement of results</li> <li>• Validate if gaps are filled</li> </ul>
Exit Criteria	<ul style="list-style-type: none"> <li>• Completion of ILT</li> <li>• Training effectiveness report</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of ODL modules</li> <li>• Completion of quiz</li> <li>• ODL completion report</li> </ul>	<ul style="list-style-type: none"> <li>• Submission of case study</li> <li>• Reports</li> <li>• Case study completion report</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing of the skill reports</li> <li>• Improvement Analysis Report</li> </ul>