Automate Testing to expand the Business

THE COMPANY: RAET

Building on decades of experience in HR, Raet was the first company to develop HR software in the cloud and offer a fully integrated package of HR software and services. Every day, 1.7 million employees use Raet software to manage their HR affairs.

Raet has successfully completed the acquisition of Latin American HR cloud provider RH Pro with a festive signing ceremony. In doing so, Raet has taken its next step in its development as an international HR cloud provider.

The acquisition of RH Pro was announced in December 2014. RHPro is a leading Latin American provider of cloud-based HR and payroll solutions for 15 countries. RH Pro delivers software to international companies that are active in Latin America.

RH Pro is a leading Latin American HR cloud player with more than 300,000 daily users. RH Pro offers flexible, easy to use and reliable HR and payroll applications.

THE CHALLENGE

When Raet started RH Pro business expansion in Latin America and the integration with Raet existing products, the software development team has to face the challenge of deliver a multi-country solution with a fast paced new requirements, such as multi-language support, custom configurations per country, localisation, keep the quality at the same level they have before, but increasing the speed of testing.

As Raet was new in the region they need to build-up a completely new Test Automation Team, but start as soon as possible with test automation.

> We need a partner that let us put focus on deliver new features, by in the meantime, build a solid basement of test automation platform, to guarantee that the big changes will come, don't break existing features, and to speed up the regression testing process to let us implement continuous integration in the near future
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> **Diego Colombo,**
> **Development Manager en Raet Latin America**

THE SOLUTION

Raet decided to partner with Crowdar to implement a new Test Automation Framework and to integrate it with their existing development environment and point to continuous integration in the future.

To do that Crowdar delivered a framework based on BDD (Behaviour Driven Development). This framework let Raet quickly develop test scenarios, written in business language (Gerkin) and map them into specific behaviours to execute test suites automatically, generate reports, and keep the quality high.

Crowdar also developed a layer to translate front-end objects to multiple objects unique identification, like name, id, html id, etc on a flexible JSON structure. This layer give Raet the ability to run the same test suites in multiple languages and country configurations without touching the code behind the test suites.

Once the App integration layer was ready, Crowdar set-up the test server to run test suites in a nightly basis and gave a training the newly formed testing automation team, to let them increase testing coverage with new test cases.

> Previously a full regression test of RH Pro takes 3 to 4 weeks of manual testing, and now with Crowdar automation testing framework it takes a less than 1 hour to run, and it runs daily. That give us the ability to continuously improve our development process and keep the focus on develop new features
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> **Diego Colombo,**
> **Development Manager en Raet Latin America**

PROJECT HIGHLIGHTS
Duration: 4 months
Team: 1 Agile PM, 1 Architect, 2 Automation Developers
Methodology used: Scrum
Tools used: TFS, MTM, Specflow