

How to Encourage Testing in your Organization

On interacting with testers in various forums, one thing amazes me. Even today, there are organizations developing software but with little or no testing processes. It is not that they do not test at all. The developers test their code but there is no "tester" testing. Or testing is not institutionalized. If you work for such an organization and want to encourage testing, here are a few tips for you to consider.

Encourage better software testing

- Identify the key stakeholders in your organization. Know the business objectives related to quality. Explain to the stakeholders which testing processes are suitable and how the quality objectives will be better realized with appropriate testing.
- Get inputs from both project managers and developers when you develop the appropriate testing processes.
- People will support you if you listen to them and incorporate their inputs in testing.
- Explain to employees how it will benefit them with reduced re-work, better work-life balance and higher user satisfaction. Volunteer to teach interested employees how to test effectively.
- Aim to include at least one dedicated tester in each project team. If this is not possible, volunteer to spend some testing time (as feasible) in each project.
- Participate in project meetings. You should discuss what was tested and what were the findings.
- Identify a few sample projects. Gather their objective quality data on defects, customer satisfaction and total effort before and after implementing testing. Share this data in a non-threatening way.

- Lastly, keep in mind that forcing employees to change is a bad approach as it imposes something on them.