CASE STUDY | ORACLE FUSION HCM · REGRESSION TESTING | OPKEY TESTING AGENT

How TFG Cut Oracle HCM Regression Testing By 73%

> TFG automated 277 test scripts across seven Oracle Fusion HCM modules, reducing regression effort from 3,300 hours a year to 900, with the functional team now taking that process forward itself.

Customer Overview

TFG (The Foschini Group) is a JSE-listed retail group headquartered in Cape Town, operating more than 30 fashion, sport, jewellery, and homeware brands. Much of that footprint was assembled through acquisition: over roughly a decade, TFG expanded into the UK and Australia and added brands and business lines across Africa, with each acquisition adding workforces, entities, and configurations to a single Oracle Fusion HCM environment.

PLATFORM
Oracle Fusion HCM, managed in-house

SEGMENTS
TFG Africa, TFG London, TFG Australia

IN SCOPE
Seven HCM modules, 277 automated scripts

73%
less regression effort

277
test scripts automated

825 → 225
testing hours per cycle

11 → 3
functional team per cycle

2,400
hours reclaimed per year

Challenge: 825 Hours of Manual Regression Per Patch Cycle

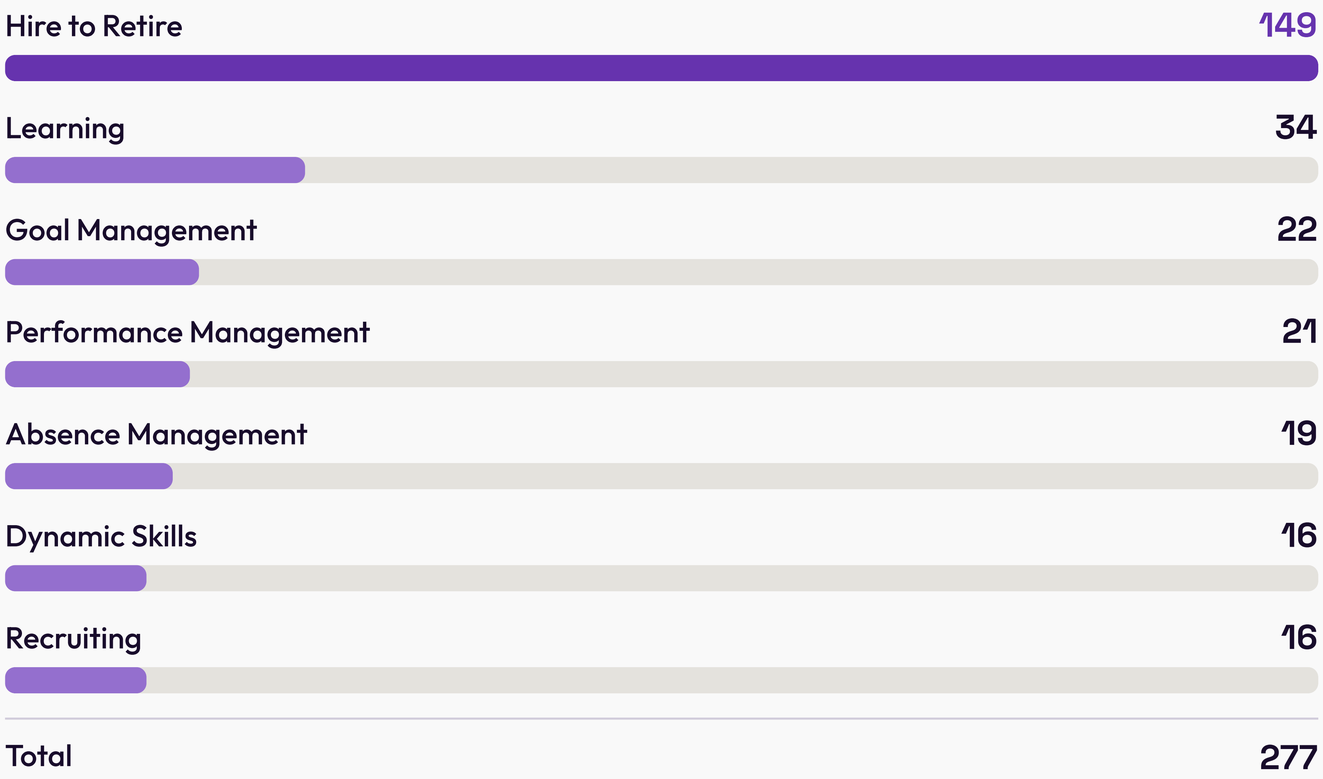
TFG runs Oracle Fusion HCM across core processes in Absence Management, Dynamic Skills, Goal Management, Hire to Retire, Learning, Performance Management, and Recruiting. A decade of acquisitions left that environment absorbing continuous change — new workforces, new entities, and configuration adjustments arriving alongside Oracle's periodic patches. It is a pattern many enterprise HCM teams will recognize: more to validate with each patch, and a business that keeps changing underneath. TFG ran full regression manually. Each cycle required an 11-person functional team and consumed roughly 825 hours, totaling 3,300 hours a year. Manual regression at that volume constrains what a team can do with the time available. Hours spent executing scripts by hand are hours unavailable for the work the functional team was hired to do, and the testing window is set by the patch schedule rather than by how much there is to cover.

Solution: 277 Automated Scripts, Weighted Toward the Highest-Consequence Processes

TFG set the shape of the automation itself: cover the in-scope HCM modules, and weight that coverage toward the processes where a defect carries the most consequence. Working with Opkey, the team built a suite of 277 test scripts against that principle. Coverage is deliberately uneven. More than half of it sits on Hire to Retire — the end-to-end employee lifecycle, and the area where a defect reaching production affects people directly. Three platform capabilities make a suite that size maintainable by a small team. Test discovery analyzed TFG's existing configurations to establish what needed covering. Impact analysis identifies which scripts a given change affects, so each patch cycle targets what actually moved rather than re-running everything blind. Self-healing scripts adjust to interface changes rather than breaking and requiring manual repair — which is what keeps 277 scripts from becoming a maintenance burden that scales with the environment.

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Where the coverage sits



Why the coverage is uneven

Distributing scripts evenly across modules would spread the same effort across processes that carry very different consequences.

Concentrating depth in Hire to Retire puts the most validation where an undetected change has the highest business impact — and where the people affected are TFG's own employees.

Enablement: train the trainer

Opkey delivered instructor-led training alongside implementation, structured so that TFG's key users could enable others on the team as needed, and reinforced it with shadowing sessions during live execution and a formal knowledge transfer at handover.

The intent was operational independence rather than familiarity: TFG's team debugging failures and running executions directly, with Opkey support available for questions. Opkey supported execution through the first patch cycles, and TFG's functional team is now taking the process forward.

Implementation partner: Zensar

Zensar brought more than two decades of Oracle experience to TFG's move onto Oracle Cloud HCM, taking a group assembled through acquisition — multiple countries, entities, and workforces — onto a single platform. Zensar's Oracle practice spans cloud transformation, implementation, modernization, and managed services, so the partner who designed the configuration is the one who keeps it current as the business grows.

Results: 73% Less Regression Effort, Same Coverage

Automation reduced the functional team required for each regression cycle from 11 people to 3. Per-cycle effort fell from 825 hours to 225. Annual testing effort fell from 3,300 hours to 900, a 73% reduction, without reducing coverage across the in-scope modules. That returns roughly 2,400 hours a year to higher-value work. The three people who own the environment spend their cycles reviewing results and investigating failures rather than executing scripts by hand. The eight who previously joined each cycle are no longer required for regression. The reduction is structural rather than one-time. Because the suite is maintained by TFG's own team and adjusts to configuration change, the effort profile holds cycle over cycle rather than depending on outside execution support each time a patch arrives.

> **“You do not have to choose between quality and capacity. We maintained our confidence in the Oracle environment while significantly reducing the testing effort required.”**
>
> – Amanda Samuels, Head of HR Systems, TFG

Automate Regression Testing And Free Your Team For Higher-Value Work.

A short 15-minute conversation.

See what Testing Agent could do for your team

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