

1. INTRODUCTION

1.1 Overview

PROJECT NAME: JOB APPLICATION TRACKING SYSTEM:

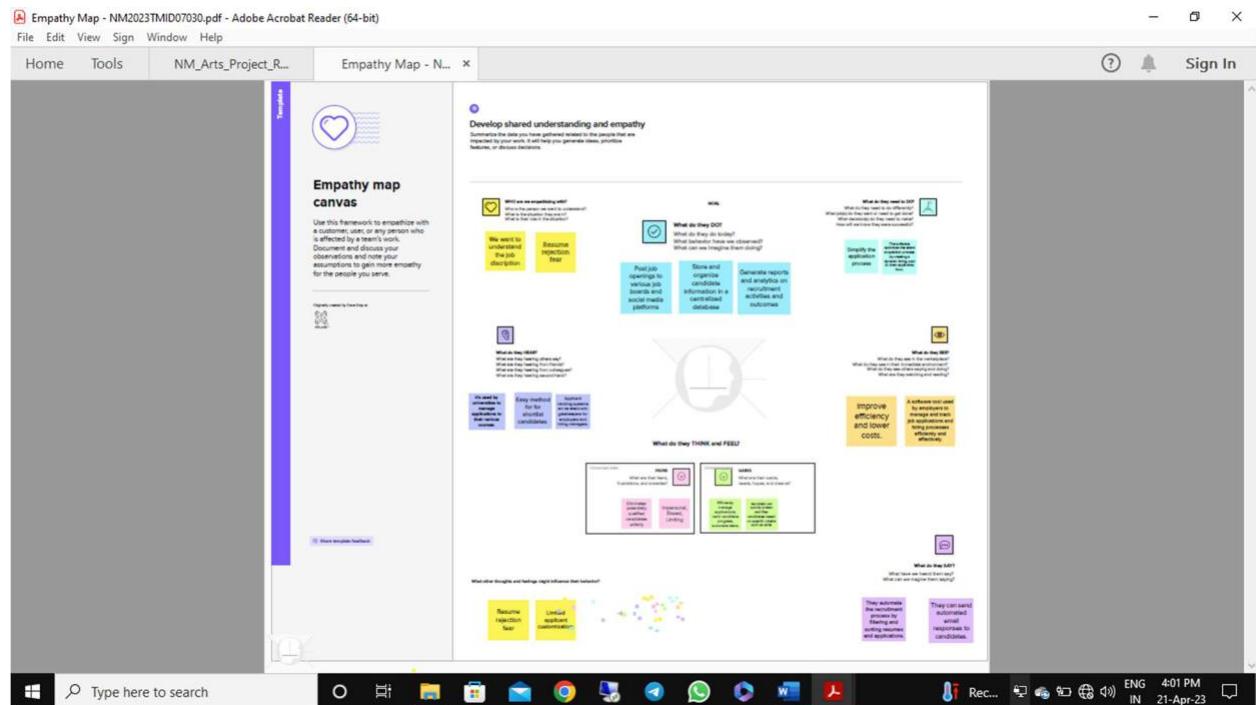
- My project is about the Job Applicants and Recruiters related problems which further can be modified based on the recruitments.
- This project will also help to The Recruiters and Job applicant to easy method and me saving real me project.
- Job seekers can submit the resumes and job applicants through the systems.
- Employes can manage and review job applica on from single pla orm, including scheduling interviews, sending email communica ons and tracking candidates progress in this project.
- The system will use keyword matching to match job applica ons to the job descrip on, highligh ng the relevant skills to the candidate.
- Employers can't rate and provide feedback on job applica ons to track the candidate's progress.

1.2 PURPOSE:

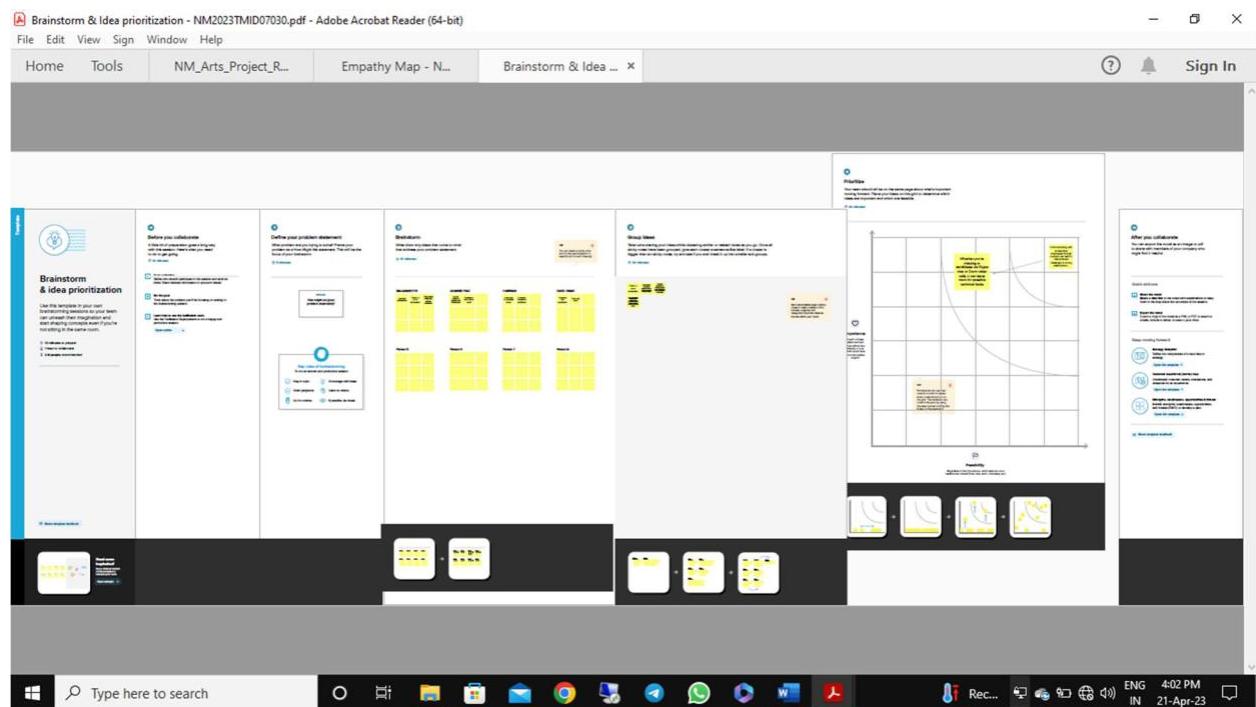
- In our project Recruiters and Job applicant candidates Time-saving should be focused and achieved.
- Recrui ng and resume shortlis ng process full and full so ware-based process.
- Crea ng a user-friendly interface for job seeker to submit the resumes and applicants through online.
- Designing a system for tracking candidate communica ons and status updates throughout the hiring process.

2. Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Idea on & Brainstorming Map



RESULT

3.1 DATA MODEL

Object Name	Fields in the Object	
Recruiter	Field Label Job Title	Data Type Text
Job	Field Label Recruiter	Data type Master Detail Relationship
Candidate	Field Label Description	Data type Text Area
Job Application	Field Label Candidate	Data type Text

Milestone 2-Object:

Salesforce objects are database tables that permit you to store data that is specific to an organization. It consists of fields (columns) and records (rows). Salesforce objects are of two types:

- **Standard Objects:** Standard objects are the kind of objects that are provided by salesforce.com such as users, contracts, reports, dashboards, etc.
- **Custom Objects:** Custom objects are those objects that are created by users. They supply information that is unique and essential to their organization. They are the heart of any application and provide a structure for sharing data.

Activity 1:

Create Custom Object for Recruiter

1. Label: Recruiter
2. Plural label: Recruiters
3. Record name: Recruiter Number
6. Data type: Auto Number
7. Display format: "REC - {0000}".
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected.

The screenshot shows the Salesforce Setup interface with the following details:

- Header:** Search bar with "Search Setup".
- Top Navigation:** Icons for Home, Object Manager, and other setup options.
- Breadcrumbs:** SETUP > OBJECT MANAGER
- Object Name:** Recruiter
- Left Sidebar (Details):**
 - Fields & Relationships
 - Page Layouts
 - Lightning Record Pages
 - Buttons, Links, and Actions
 - Compact Layouts
 - Field Sets
 - Object Limits
 - Record Types
 - Related Lookup Filters
 - Search Layouts
- Right Panel (Details):**

Setting	Value
Description	
API Name	Recruiter__c
Custom	✓
Singular Label	Recruiter
Plural Label	Recruiters
Enable Reports	✓
Track Activities	
Track Field History	✓
Deployment Status	Deployed
Help Settings	
Standard salesforce.com Help Window	
- Bottom Buttons:** Edit and Delete.

Activity 2:

Create Custom Object for Jobs

1. Label: Job
2. Plural label: Jobs
3. Record name: Job Name
6. Data type: Auto Number
7. Display format: "REC - {0000}".
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected

The screenshot shows the Salesforce Setup interface with the following details:

- Header:** Includes the Salesforce logo, a search bar labeled "Search Setup", and various navigation icons.
- Breadcrumbs:** "SETUP > OBJECT MANAGER".
- Object Name:** "Job".
- Left Sidebar (Details):** A list of configuration tabs:
 - Fields & Relationships
 - Page Layouts
 - Lightning Record Pages
 - Buttons, Links, and Actions
 - Compact Layouts
 - Field Sets
 - Object Limits
 - Record Types
 - Related Lookup Filters
 - Search Layouts
 - Last View Button Layout
- Right Panel (Details):** Displays the configuration for the "Job" object.

Setting	Value
Description	
API Name	Job_c
Custom	✓
Singular Label	Job
Plural Label	Jobs
Enable Reports	✓
Track Activities	
Track Field History	✓
Deployment Status	Deployed
Help Settings	
Standard salesforce.com Help Window	
- Buttons:** "Edit" and "Delete" located at the top right of the main content area.

Activity 3:

Create Custom Object for Candidate

1. Label: Candidate
2. Plural label: Candidate
3. Record name: Candidate Name
6. Data type: Auto Number
7. Display format: "REC - {0000}".
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected

The screenshot shows the Salesforce Setup interface with the 'Object Manager' tab selected. The main window displays the 'Candidate' object details. On the left, a sidebar lists various configuration tabs: Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The 'Details' tab is active, showing the following information:

- Description: (empty)
- API Name: Candidate__c
- Custom: ✓
- Singular Label: Candidate
- Plural Label: Candidates

On the right, the 'Details' section includes:

- Enable Reports: ✓
- Track Activities: (empty)
- Track Field History: ✓
- Deployment Status: Deployed
- Help Settings: Standard salesforce.com Help Window

At the bottom right of the main window are 'Edit' and 'Delete' buttons.

Activity 4:

Create Custom Object for Job Application

1. Label: Job Application
2. Plural label: Job Applications
3. Record name: Job Application Name
6. Data type: Auto Number
7. Display format: "REC - {0000}".
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected

The screenshot shows the Salesforce Setup interface with the following details:

Header: Search Setup, Setup, Home, Object Manager

Breadcrumbs: SETUP > OBJECT MANAGER

Page Title: Job Application

Left Sidebar (Details):

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Search Layouts
- List View Button Layout

Right Panel (Details):

Setting	Value	Status
Description		
API Name	Job_Application__c	
Custom	✓	
Singular Label	Job Application	
Plural Label	Job Applications	
Enable Reports	✓	
Track Activities		
Track Field History	✓	
Deployment Status	Deployed	
Help Settings	Standard salesforce.com Help Window	

Buttons: Edit, Delete

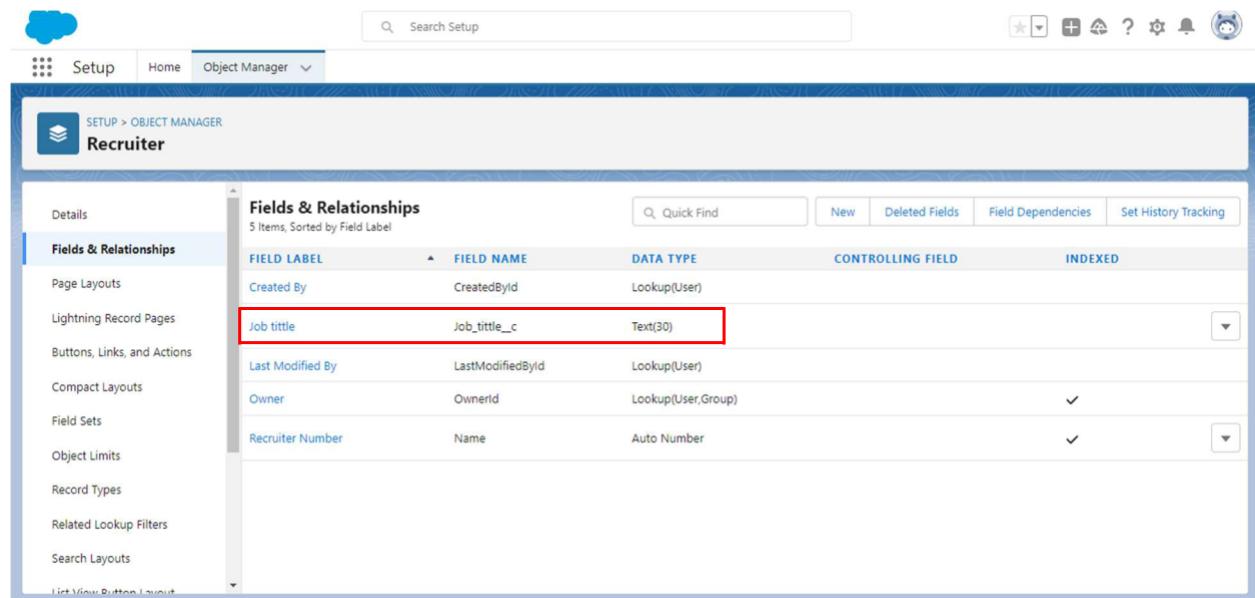
Milestone 3- Fields:

Fields in Salesforce represents what the columns represent in relational databases. It can store data values which are required for a particular object in a record. There are 2 types of fields in salesforce:

- Standard fields: There are four standard fields in every custom object that are Created By, Last Modified By, Owner, and the field created at the time of the creation of an object. These fields cannot be deleted or edited and they are always required. For standard objects, the fields which are present by default in them and cannot be deleted from standard objects are standard fields.
- Custom fields: The Custom fields which are added by the administrator/developer to meet the business requirements of any organization. They may or may not be required.

Activity 1:

Creation of Text Data Type field:



The screenshot shows the Salesforce Setup interface with the 'Object Manager' tab selected. Under the 'Recruiter' object, the 'Fields & Relationships' section is open. A new field, 'Job title', has been created and is highlighted with a red box. The field details are as follows:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job title	Job_title_c	Text(30)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		
Recruiter Number	Name	Auto Number		

Activity 2:

Creation of Mater-Detail Relationship:

The screenshot shows the Salesforce Setup interface for the 'Job' object. On the left, a sidebar lists various setup options like Page Layouts, Lightning Record Pages, and Fields & Relationships. The 'Fields & Relationships' section is selected. In the main area, a table titled 'Fields & Relationships' displays six items. A red box highlights the last row, which represents the 'Recruiter' field. This field has a data type of 'Master-Detail(Recruiter)' and is indexed.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant	Applicant__c	Text(30)		
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)	✓	
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)	✓	

Activity 3:

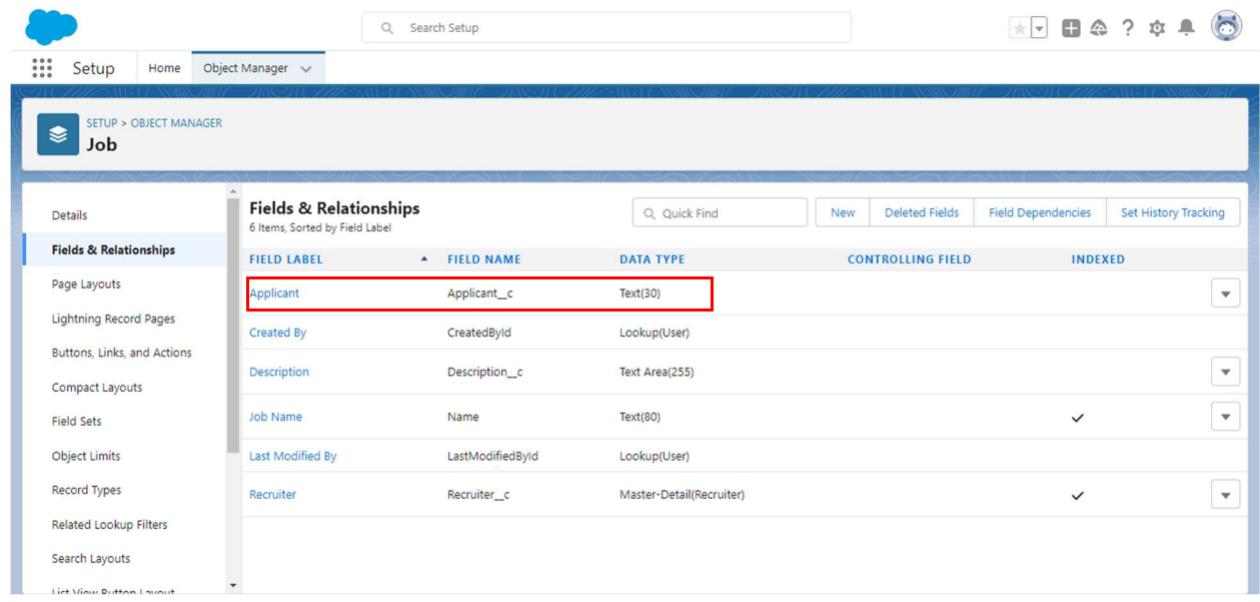
Creation of Text Area custom Field

The screenshot shows the Salesforce Setup interface for the 'Job' object. The 'Fields & Relationships' section is selected in the sidebar. In the main area, a table titled 'Fields & Relationships' displays six items. A red box highlights the first row, which represents the 'Applicant' field. This field has a data type of 'Text(30)'.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant	Applicant__c	Text(30)		
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)	✓	
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)	✓	

Activity 4:

Creation of Text Data type custom field



The screenshot shows the Salesforce Setup interface with the 'Object Manager' selected. Under the 'Job' object, the 'Fields & Relationships' tab is active. A new custom field, 'Applicant', has been created and is highlighted with a red box. The field details are as follows:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant	Applicant__c	Text(30)		
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)	✓	
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)	✓	

Milestone 4-Tab:

In Salesforce, a tab is a user interface element that allows users to navigate to different sections of the platform, such as Accounts, Contacts, Leads, and Opportunities. Tabs can also be used to access custom objects and custom pages. They are typically located at the top of the screen and can be customized to fit the needs of the organization.

Creation of Recruiter Custom Tab

The screenshot shows the Salesforce Setup interface. In the left sidebar, under 'User Interface', 'Tabs' is selected. A search bar at the top left shows 'Q. tabs'. The main content area is titled 'Custom Tabs' and contains a table for 'Custom Object Tabs'. The table has columns for 'Action', 'Label', 'Tab Style', and 'Description'. One row for 'Recruiters' is highlighted with a red border. Below this table is a section for 'Web Tabs' which states 'No Web Tabs have been defined'.

Action	Label	Tab Style	Description
Edit Del	Brokers	People	
Edit Del	Energy Audits	Sun	Tab for the energy Audit object.
Edit Del	Knowledge	Books	
Edit Del	Properties	Real Estate Sign	
Edit Del	Recruiters	People	

Milestone 5- Profile:

A profile is a group/collection of settings and permissions that define what a user can do in salesforce. A profile controls "Object permissions, Field permissions, User permissions, Tab settings, App settings, Apex class access, Visualforce page access, Page layouts, Record Types, Login hours & Login IP ranges.

A profile can be assigned to many users, but user can be assigned single profile at a time.

Creation of Recruiter custom Profile

The screenshot shows the Salesforce Setup interface with the 'Profiles' page selected. The page title is 'Profiles'. There is a search bar at the top left and a help link 'Help for this Page' at the top right. The main area displays a table of profiles. A red box highlights the 'Recruiter' profile row, which has 'Salesforce' as its User License and 'Custom' checked under 'Custom'.

Action	Profile Name	User License	Custom
<input type="checkbox"/> Edit Del ...	ReadOnly	Salesforce	✓
<input type="checkbox"/> Edit Del ...	Recruiter	Salesforce	✓

Activity 2:

Creation of Sales Manager custom Profile

The screenshot shows the Salesforce Setup interface with the 'Profiles' page selected. The page title is 'Profiles'. There is a search bar at the top left and a help link 'Help for this Page' at the top right. The main area displays a table of profiles. A red box highlights the 'Sales Manager' profile row, which has 'Salesforce' as its User License and 'Custom' checked under 'Custom'.

Action	Profile Name	User License	Custom
<input type="checkbox"/> Edit Del ...	Sales	Salesforce	✓
<input type="checkbox"/> Edit Del ...	Sales Manager	Salesforce	✓
<input type="checkbox"/> Edit Del ...	Sales User	Salesforce	✓
<input type="checkbox"/> Edit Clone	Salesforce API Only System Integrations	Salesforce Integration	□
<input type="checkbox"/> Edit Clone	Silver Partner User	Silver Partner	□
<input type="checkbox"/> Edit Clone	Solution Manager	Salesforce	□
<input type="checkbox"/> Edit Clone	Standard Platform User	Salesforce Platform	□
<input type="checkbox"/> Edit Del ...	Standard Profile - No Accrual Delete	Salesforce Platform	✓
<input type="checkbox"/> Edit Clone	Standard User	Salesforce	□
<input type="checkbox"/> Edit Del ...	Support User	Salesforce	✓
<input type="checkbox"/> Edit Clone	System Administrator	Salesforce	□

Milestone 6-User

A user is anyone who logs in to Salesforce. Users are employees at your company, such as sales reps, managers, and IT specialists, who need access to the company's records. Every user in Salesforce has a user account. The user account identifies the user, and the user account settings what features and records the user can access.

Activity 1:

Creation of Hr. Manager user

The screenshot shows the Salesforce Setup interface under the 'Users' section. The left sidebar includes options like Permission Set Groups, Permission Sets, Profiles, Public Groups, Queues, Roles, User Management Settings, and a prominent 'Users' section which is selected. The main content area displays a table of existing users with columns for Action, Full Name, Alias, Username, Role, Active, and Profile. A new user record for 'Manager_Hr' is being created, with the 'Alias' field set to 'hmana' and the 'Username' field set to 'varaprasadhandrothu@gmail.com'. The 'Role' is listed as 'Recruiter' and the 'Profile' is 'Standard Platform User'. The entire row for this new user is highlighted with a red border.

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatty.00d2w00000rkz07ead.avpbhybk9@chatter.salesforce.com		<input checked="" type="checkbox"/>	Chatter Free User
<input type="checkbox"/> Edit Login	Gelli_Ganesh	miorr	mavamiorr@brose.com	Accounts Receivable	<input checked="" type="checkbox"/>	Standard Platform User
<input type="checkbox"/> Edit Login	Kim_Ted	tkim	tkim@wbellow.com	Recruiter	<input checked="" type="checkbox"/>	Force.com - App Subscription User
<input type="checkbox"/> Edit Login	Larkin_Noah	nlark	nlarkin@nbbblue.com	VP of Services	<input checked="" type="checkbox"/>	Standard User
<input type="checkbox"/> Edit Login	Manager_Hr	hmana	varaprasadhandrothu@gmail.com	Recruiter	<input checked="" type="checkbox"/>	Standard Platform User
<input type="checkbox"/> Edit	N.N.BALAMARUTHI	BN_N	balamaruthi1130@resilient-wolf-pp0a2o.com	Customer Support Rep	<input checked="" type="checkbox"/>	System Administrator
<input type="checkbox"/> Edit	User_Integration	integ	integration@00d2w00000rkz07ead.com		<input checked="" type="checkbox"/>	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User_Security	sec	insightssecurity@00d2w00000rkz07ead.com		<input checked="" type="checkbox"/>	Analytics Cloud Security User

Activity 2:

Creation of Ganesh Galli User

This screenshot is identical to the one above, showing the 'Users' setup page. It displays the same list of users, including the newly created 'Manager_Hr' record. The 'Manager_Hr' row is again highlighted with a red border. In addition, a new user record for 'Ganesh_Galli' has been added to the list, with the 'Alias' field set to 'miorr' and the 'Username' field set to 'mavamiorr@brose.com'. The 'Role' is listed as 'Accounts Receivable' and the 'Profile' is 'Standard Platform User'.

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatty.00d2w00000rkz07ead.avpbhybk9@chatter.salesforce.com		<input checked="" type="checkbox"/>	Chatter Free User
<input type="checkbox"/> Edit Login	Gelli_Ganesh	miorr	mavamiorr@brose.com	Accounts Receivable	<input checked="" type="checkbox"/>	Standard Platform User
<input type="checkbox"/> Edit Login	Kim_Ted	tkim	tkim@wbellow.com	Recruiter	<input checked="" type="checkbox"/>	Force.com - App Subscription User
<input type="checkbox"/> Edit Login	Larkin_Noah	nlark	nlarkin@nbbblue.com	VP of Services	<input checked="" type="checkbox"/>	Standard User
<input type="checkbox"/> Edit Login	Manager_Hr	hmana	varaprasadhandrothu@gmail.com	Recruiter	<input checked="" type="checkbox"/>	Standard Platform User
<input type="checkbox"/> Edit	N.N.BALAMARUTHI	BN_N	balamaruthi1130@resilient-wolf-pp0a2o.com	Customer Support Rep	<input checked="" type="checkbox"/>	System Administrator
<input type="checkbox"/> Edit	User_Integration	integ	integration@00d2w00000rkz07ead.com		<input checked="" type="checkbox"/>	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User_Security	sec	insightssecurity@00d2w00000rkz07ead.com		<input checked="" type="checkbox"/>	Analytics Cloud Security User
<input type="checkbox"/> Edit Login	Ganesh_Galli	miorr	mavamiorr@brose.com	Accounts Receivable	<input checked="" type="checkbox"/>	Standard Platform User

Milestone 7-Sharing Rules:

Sharing rules help users to share records based on conditions. It is basically created for objects whose organization-wide defaults (OWD) are set to public read-only or private because sharing rules can only extend the access and not restrict it. Types of sharing rules,

- Owner-based Sharing Rules
- Criteria-based Sharing Rules

Activity 1:

Creation sharing rules using candidate object

The screenshot shows the Salesforce Sharing Settings page for the Candidate object. The page has a header with a cloud icon, 'Search Setup', and various navigation links. The main content area is titled 'Sharing Settings' under 'SETUP'. It displays the 'Sharing Rules' section for the Candidate object. A table shows the sharing rule: 'Candidate: Candidate Name EQUALS True' is shared with 'Role: Hr Manager' at the 'Read/Write' level. Other settings like 'Manager Groups' and 'Secure guest user record access' are also visible.

Action	Criteria	Shared With	Access Level
Edit Del	Candidate: Candidate Name EQUALS True	Role: Hr Manager	Read/Write

Activity 2:

Creation of sharing rules using Job Application Object

The screenshot shows the Salesforce Sharing Settings page under the Setup menu. The left sidebar has a search bar and navigation links for Security, Sharing Settings, and Global Search. The main content area is titled "Sharing Settings" and contains sections for Manager Groups, Secure guest user record access, and Require permission to view record names in lookup fields. Below this is a "Sharing Rules" section for "Job Application Sharing Rules" with a table:

Action	Criteria	Shared With	Access Level
Edit Del	Job Application: Job Application Name EQUALS True	Role: Hr Manager	Read/Write

There is also a "Sharing Overrides" section with a note about organization-wide permissions affecting all objects in the organization. A table shows overrides for profiles:

Profile	Custom Profile	Organization-Wide Permissions	Job Application Permissions
Analytics Cloud Integration User	<input type="checkbox"/>	<input checked="" type="checkbox"/> View All Data <input type="checkbox"/> Modify All Data	<input checked="" type="checkbox"/> View All <input type="checkbox"/> Modify All
System Administrator	<input type="checkbox"/>	<input checked="" type="checkbox"/> View All Data <input checked="" type="checkbox"/> Modify All Data	<input checked="" type="checkbox"/> View All <input checked="" type="checkbox"/> Modify All

Milestone 8-Reports:

A report is a list of records that meet the criteria you define. It's displayed in rows and columns, and can be filtered, grouped, or displayed in a graphical chart. Every report is stored in a folder. Folders can be public, hidden, or shared, and can be set to read-only or read/write.

Activity 2:
Creation of Job Report

Activity 3:
Creation of Candidate Report

Activity 4:
Creation of Job Application Report

Trailhead Profile Public URL

Team Members	Name	Trailhead URL
Team Leader	L.MUTHUKUMAR	https://trailblazer.me/id/lmuthuk
Team Member 1	T.G.NARAYANAN	https://trailblazer.me/id/tnarayan
Team Member 2	N.SARAN RAJ	https://trailblazer.me/id/nsaran1
Team Member 3	M.SARATHKUMAR	https://trailblazer.me/id/msarath1

5. ADVANTAGES

Improve Candidate Experience: An Application Tracking system streamlines the application process, making it faster and more user-friendly for candidates. This can improve the candidate experience and help employers attract top talent.

Time-Saving: An Application tracking system automates many of the time-consuming tasks associated with recruiting, such as screening resumes and scheduling interviews. This frees up HR staff to focus on other important tasks.

Cost Effective: An Application Tracking system can help reduce the costs associated with recruiting and hiring by eliminating the need for manual processes, such as printing and mailing resumes.

5.1 DISADVANTAGES

1. Technical glitches can cause job applications to be lost or overlooked. Keyword matching can result in qualified candidates being overlooked.
2. Lack of personalization can make the application process feel impersonal. Job Application tracking system can be time consuming for both employers and job seekers.
3. They prioritize quantity over quality, leading to a flood of unqualified applicants.
4. Overreliance on Job Application systems can cause employers to miss out on top talent who don't fit the system's

6. APPLICATIONS

1. Job Application Tracking systems are software programs that help employers manage and automate their recruitment processes.
2. These systems typically include features such as resume parsing, candidate screening, and interview scheduling.
3. Application Tracking system can help employers save time and money by automating many of the time-consuming tasks associated with recruitment.
4. The use of Application tracking systems has become increasingly common in recent years, particularly in larger organizations.
5. One of the benefits of the system is that they can help employers identify the most qualified candidates for a given job.

7. CONCLUSION

In conclusion, job application tracking systems can help employers manage large volumes of applications and streamline the recruitment process. However, they can also have some disadvantages, including technical glitches, reliance on keyword matching. Lack of personalization, potential for bias, and time-consuming processes. It's important for employers to carefully evaluate the effectiveness of their Application Tracking system and consider the needs of job seekers in the application process. Job seekers should also be aware of the limitations of these systems and take steps to optimize their resumes for keyword matching while also highlighting their unique qualifications and experience.

8. FUTURE SCOPE:

1. Integration with social media platforms and professional networks for a wider pool of candidates.

- 2. Enhanced candidate experience through personalized communication and feedback.**
- 3. Increase focus on diversity, equality, and inclusion recruitment process.**
- 4. Greater data analysis capabilities to measure and improve recruitment matrices.**