

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

An applicant tracking system is software for recruiters and employers to track candidates throughout the recruiting and the hiring process.

1.1 OVER VIEW

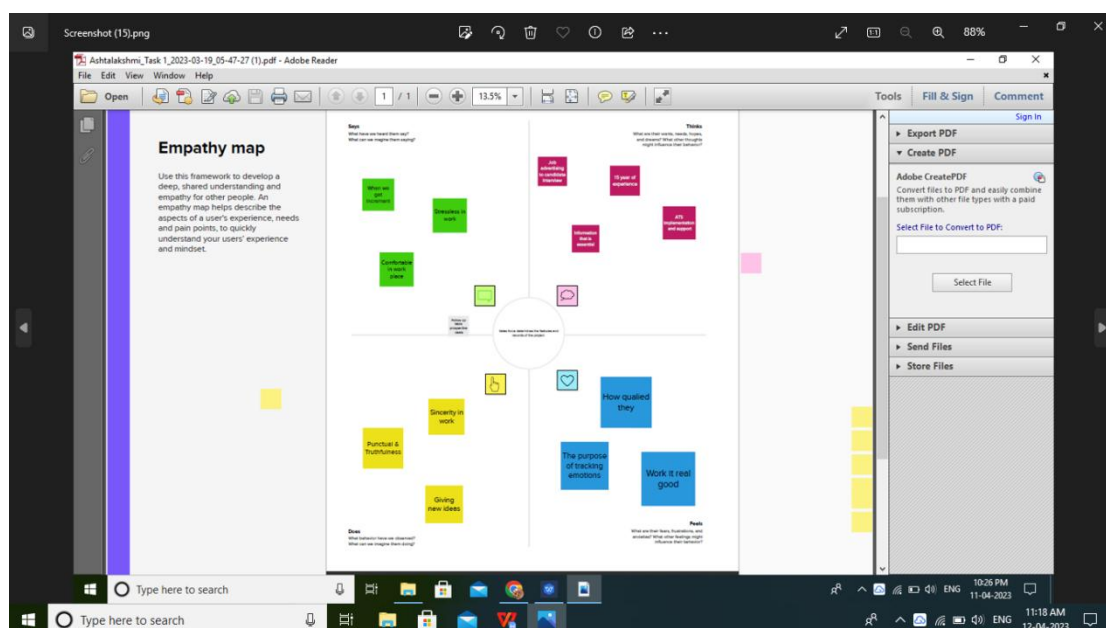
- * Candidate relationship management.
- * Managing interview.
- * Candidate sourcing.

1.2 PURPOSE

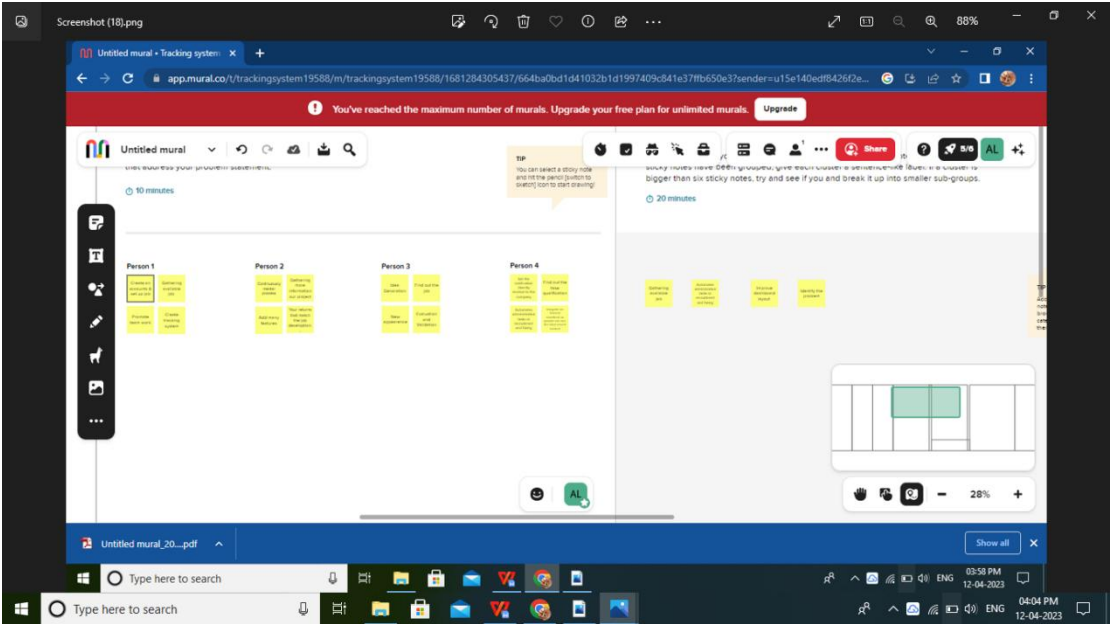
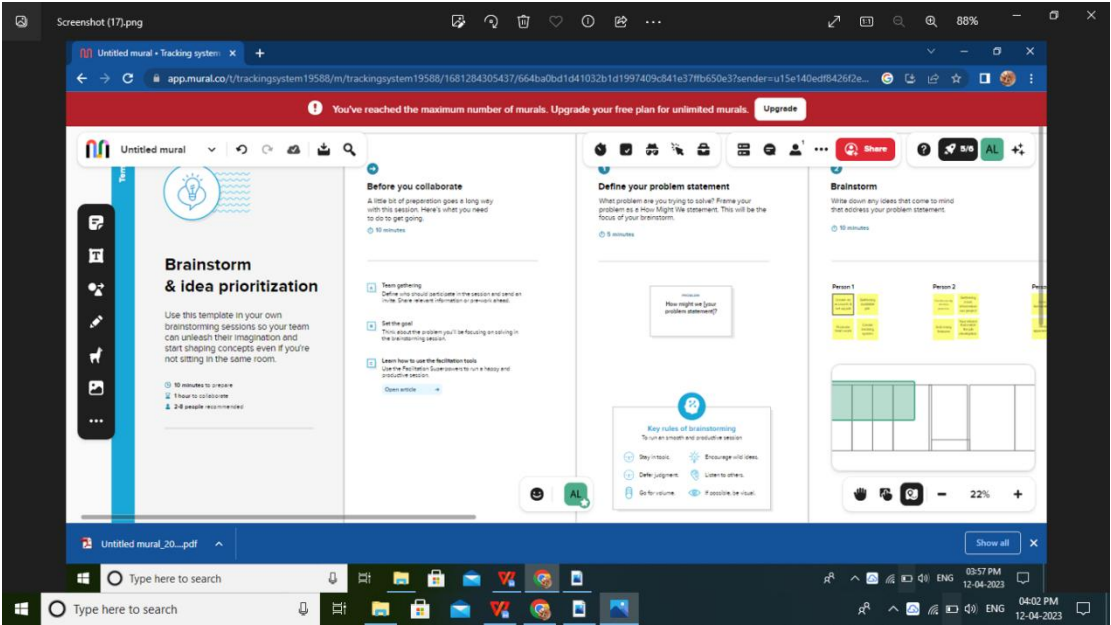
- *An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team.
- *Recruiting using ATS report that it has improved the quality of the candidates they hire.

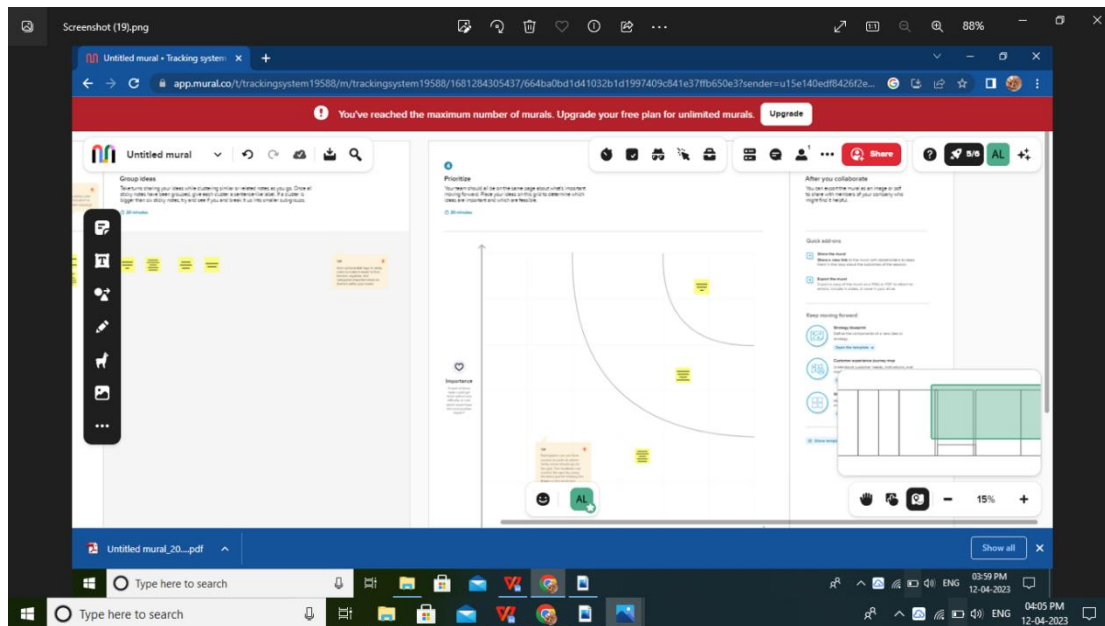
PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map



2.2 Ideation & Brainstroming Map



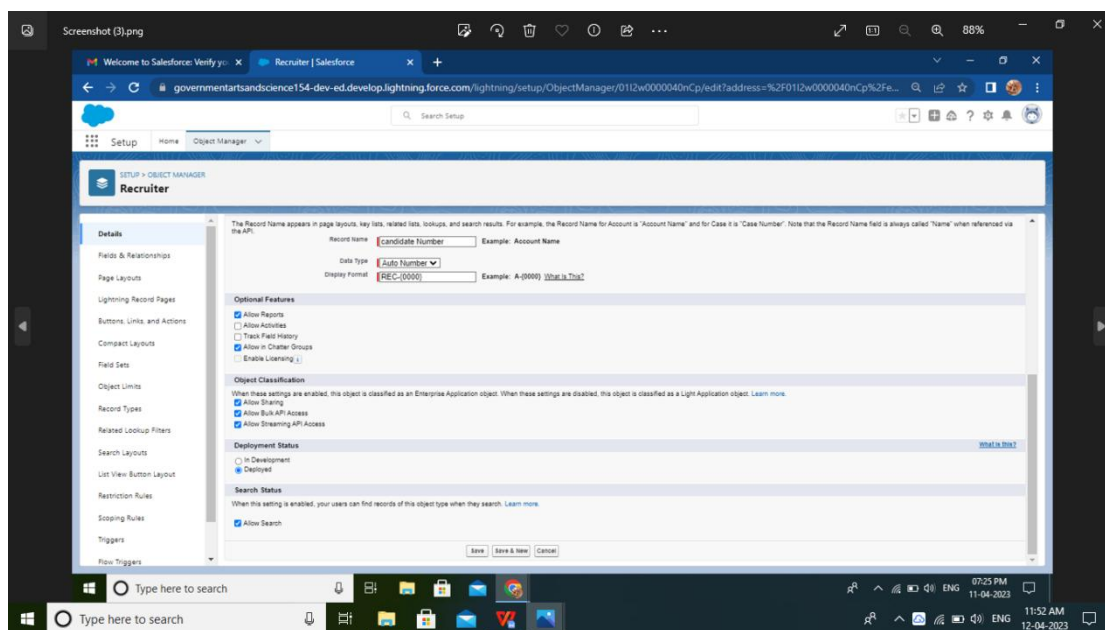
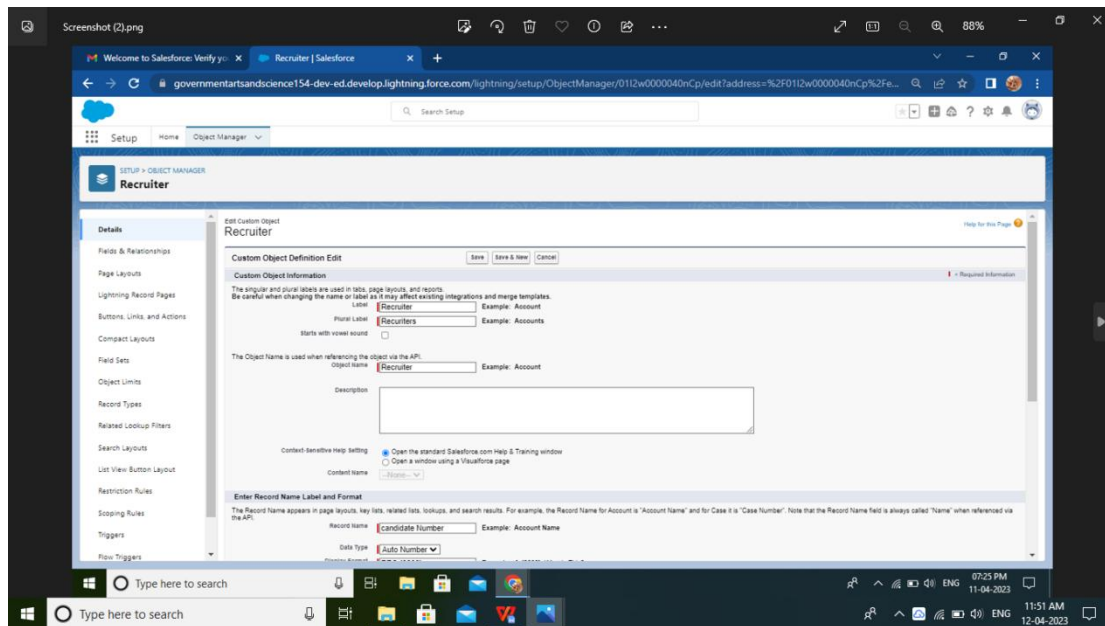


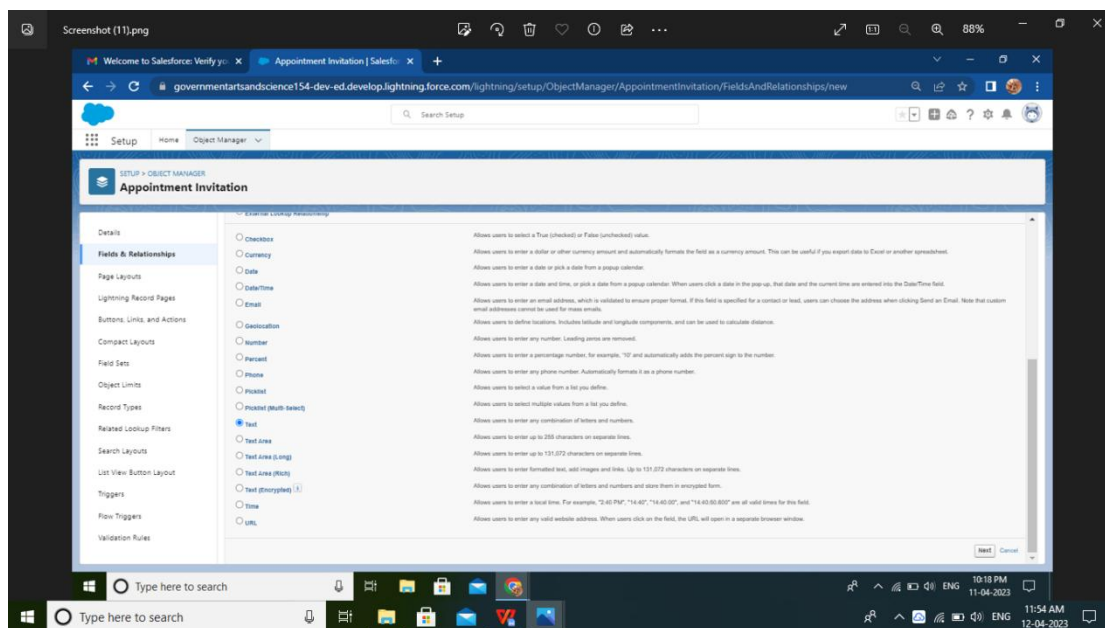
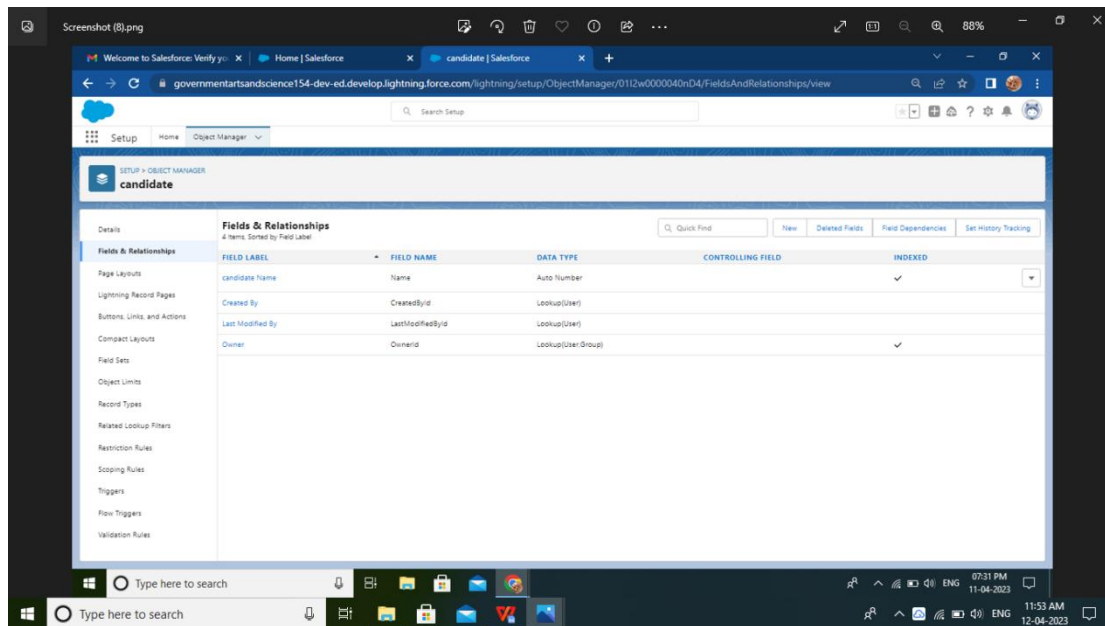
RESULT

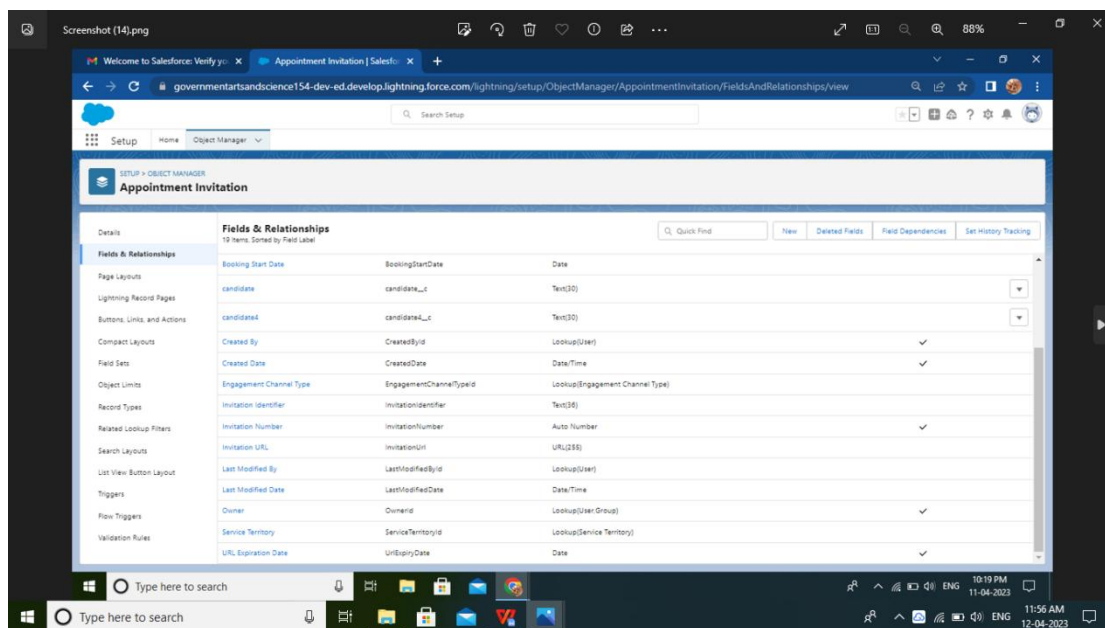
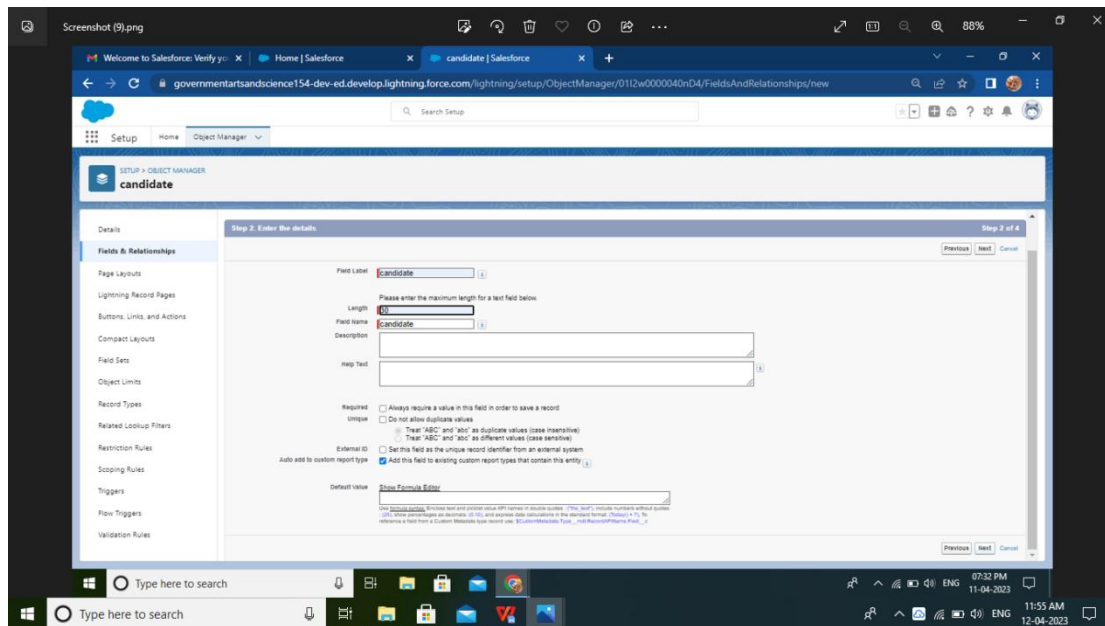
3.1 Data Model:

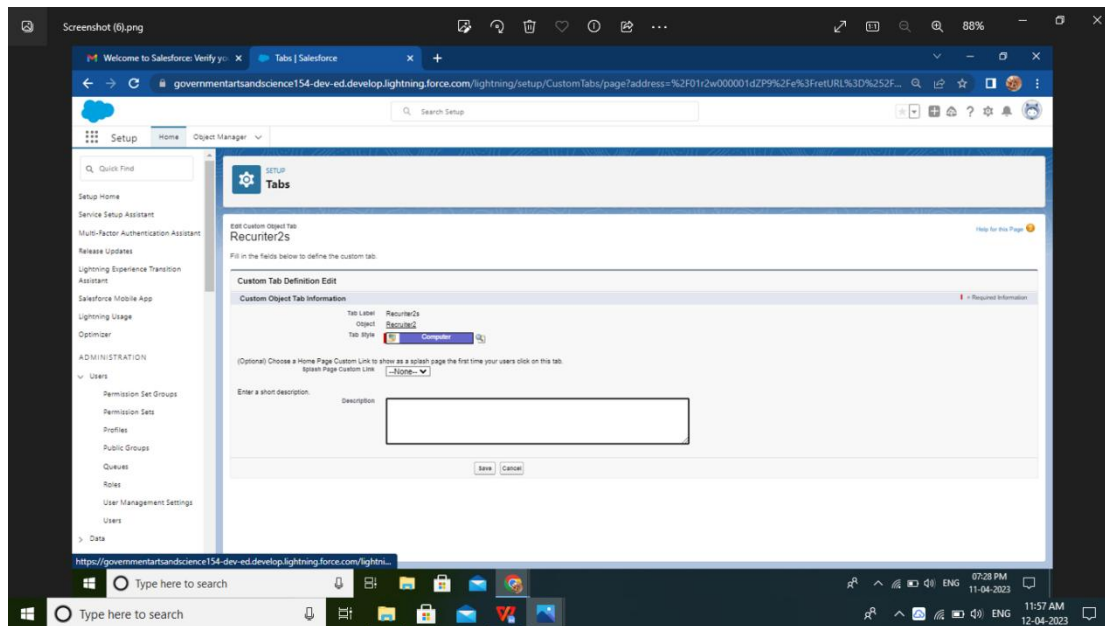
OBJECT NAME	FIELDS IN THE OBJECT	
Object 1	Field label	Data type
	Recruiter	Auto number
Object 2	Field label	Data type
	Candidate	Text
	Recruiter	Master -Detail Relationship

3.2 Activity & Screenshot









The screenshot shows the Salesforce Reports interface. The top navigation bar includes links like Sales, Home, Opportunities, Leads, Tests, Files, Accounts, Contacts, Campaigns, Dashboards, Reports, Chatter, Groups, Calendar, People, Cases, Forecasts, and More. The main content area is titled 'Report: Accounts candidate 04..'. It shows a table with 13 records. The table has columns for 'Billing', 'Last Activity', 'Type', 'San Francisco', 'Austin', 'Burlington', 'Chicago', 'New York', 'Singapore', 'Tucson', 'Subtotal', 'Lawrence', 'Mountain View', 'Paris', 'Portland', 'Subtotal', and 'Total'. The table is filtered by 'Candidate' and 'Status'.

Billing	Last Activity	Type	San Francisco	Austin	Burlington	Chicago	New York	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland	Subtotal	Total
-	-	Record Count	1	2	1	0	0	0	1	0	2	1	0	1	0	6
Subtotal	Record Count	1	1	2	1	0	0	0	1	0	2	1	0	1	0	6
Hot	-	Record Count	0	0	0	1	0	0	1	0	0	0	0	0	0	2
Subtotal	Record Count	0	0	0	0	1	0	0	1	0	0	0	0	0	0	2
Warm	-	Record Count	0	0	0	0	1	1	0	1	3	0	0	0	0	3
Subtotal	Record Count	0	0	0	0	0	1	1	0	1	3	0	0	0	0	3

Details (13 Rows) Click an intersection in the table above to filter details.

Account Name	Account Owner	Billing State/Province	Last Modified Date
Sample Account for Entitlements	Automated Process	-	06/03/2023
afpnc	Alpha Lakshmi	CA	06/03/2023
United Oil & Gas UK	Alpha Lakshmi	UK	06/03/2023
United Oil & Gas Singapore	Alpha Lakshmi	Singapore	06/03/2023
Dickenson plc	Alpha Lakshmi	KS	06/03/2023
Pyramid Construction Inc.	Alpha Lakshmi	-	06/03/2023
Edge Communications	Alpha Lakshmi	TX	06/03/2023

Trailhead profile public URL:

- TeamLead - trailblazer.me/id/alakshmi90
- Team Member 1 - trailblazer.me/id/aswim5
- Team Member 2 - trailblazer.me/id/iishu13
- Team Members 3 - trailblazer.me/id/rrathi37

ADVANTAGES & DISADVANTAGES

◆ Advantages:

- * Builds your brand .
- * Posts jobs on multiple job boards.
- * Manages talent data base.
- * Growing businesses often end up recruiting for multiple positions at the same time.

◆ Disadvantages:

- * Qualified applicants due to wrong keyword selection.
- * Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.

◆ Applications :

- *GPS Tracking.
- * Fleet management .
- * Pension tracking.
- * Distribution /manufacturing.
- * Yard management.

◆ Conclusion:

* Applicant tracking system for recruiters is a very effective hiring solution that most of the successful recruiters utilize . there is a good chance that your processes of moving applicants through different become very difficult.

◆ Future scope:

* The majority of staffing firms worldwide will option for an applicant tracking system by the end of 2020 to improve the overall talent acquisition efficiency , in this scope the future of ATS definitely looks bright.

