Application Tracking Software

VINEETHA GALI

New England College

Graduate & Prof Skills Development- 202207-CRN140

Dr. Pollak

August 7th, 2022

Abstract 1

Title: Investigating the learning process in Job Search: A Longitudinal Study

Bibliographic Citations

Mao, J., Spina, D., Sadeghi, S., Scholer, F., and Sanderson. (2019). Investigating the Learning

Process in Job Search: A Longitudinal Study. In Proceedings of the 28th ACM

International Conference on Information and Knowledge Management (CIKM '19).

Association for Computing Machinery, New York, NY, USA, 2461–2464. https://doi-

org.nec.gmilcs.org/10.1145/3357384.3358169

Authors

Jiaxin Mao, Damiano Spina, Sargol Sadeghi, Falk Scholer, and Mark Sanderson

Research Purpose

This article focuses on a company job search through a long-term research study that

consists of the registered job applicants in a commercial search engine. Application tracking

software refers to a system that helps companies handle their online recruitment, including job

postings and applications. Employers or recruiters typically use the applicant tracking system to

track the applicants during the hiring or recruitment process. According to the analysis, there is

clear evidence that a job search is normally a problematic exercise that organizations undergo

during a job recruitment process in the company (Mao et al., 2019). Based on the analysis,

several queries in a recruitment session are likely to last one week or even more through a better

understanding of a learning process in search tasks like knowledge acquisition to enable better

support for complex search tasks. Job seeking is identified to be much more complicated as

compared to a general search on the internet. To secure a suitable job, applicants should conduct

a job search for a job they want.

Abstract 2

Research Purpose

Application tracking system (ATS) can be defined as the software used by recruiters and employers to track candidates during the hiring and recruiting processes. This article focuses on various ways that can be used to effectively prepare a resume or even a job application to secure an interview with the employer. This application tracking system software is usually used by several organizations in assessing the job applicants together with the tips used in securing job approval, such as using keywords, providing factual information, and Generally, an applicant tracking system can be known as the robot that is usually used by almost 95% of the fortune companies in assessing job applicants, thus making it easy to secure a job in the company (Zahn, 2019). The applicants must use the keywords generally used in a job posting and the synonyms and acronyms that may communicate with the skill set. For instance, if an applicant applies for a job as a computer programmer, one should be able to mention about coder or even a computer programmer. This article is related to the topic of discussion job search since it gives tips that the managers or even the employers consider during a job interview, thus securing a job.

Abstract 3

Title

Face-to-Face VS. remote digital Settings in job assessment interviews: Amultilevel

hyperscanning protocol for the investigation of interpersonal attunement

Bibliographic citation

Balconi, M., Fronda, G., Cassioli, F., & Crivelli, D. (2022). Face-to-face vs. remote digital

      settings in job assessment interviews: A multilevel hyperscanning protocol for

      investigating interpersonal attunement. PLoS One, 17(2)

      doi:https://doi.org/10.1371/journal.pone.0263668

Authors

Michela Balconi, Giulia Fronda, Federico Cassioli, and Davide Crivelli

Research purpose

      Due to the advancement of technology which has been accelerated by the COVID 19

pandemic, there are some significant impacts witnessed by the human resource managers in

various companies. Typically, a company's recruitment processes are an essential practice

whereby the human resource managers can interact with the applicants and thus evaluate the

candidate's skills. Organizations must assess various interaction approaches that may affect

recruitment, focusing on understanding the significant differences between remote computer-

mediated interaction and face-to-face settings (Balconi et al., 2022). Technology has made things

easier since job search was a challenging task that wasted time. Still, with an applicant tracking

system, applicants can easily apply for their desired job, and interviews are conducted online,

thus saving on time and cost, which may be used on transportation. This study is related to my

topic of study since it focuses on understanding the importance of application tracking software

during job recruitment.