

Project report template

1.Introduction

1.1 Overview

Project description

A Recruiting app is a software application that helps organizations manage their recruiting and hiring processes. It typically includes features such as job posting, applicant tracking, resume management, and candidate communication.

1. Real Time Salesforce Project

1.2 purpose

The purpose of recruiting assistance for HR managers is to streamline and optimize the recruitment process. HR managers are responsible for managing the recruitment process, which can be time-consuming and challenging, especially for organizations that receive a high volume of applications. Recruiting assistance can help HR managers in the following ways:

Time-saving: Recruitment assistance tools can help HR managers save time by automating repetitive tasks such as resume screening and scheduling interviews.

Improved candidate experience: Recruiting assistance can help to improve the candidate experience by providing faster and more efficient communication throughout the recruitment process.

Increased efficiency: Recruiting assistance can help to increase the efficiency of the recruitment process by eliminating manual processes, reducing errors, and providing real-time insights into the status of each job opening.

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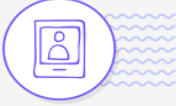
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2. Problem definition & Design Thinking

2.1 Empathy map

Template



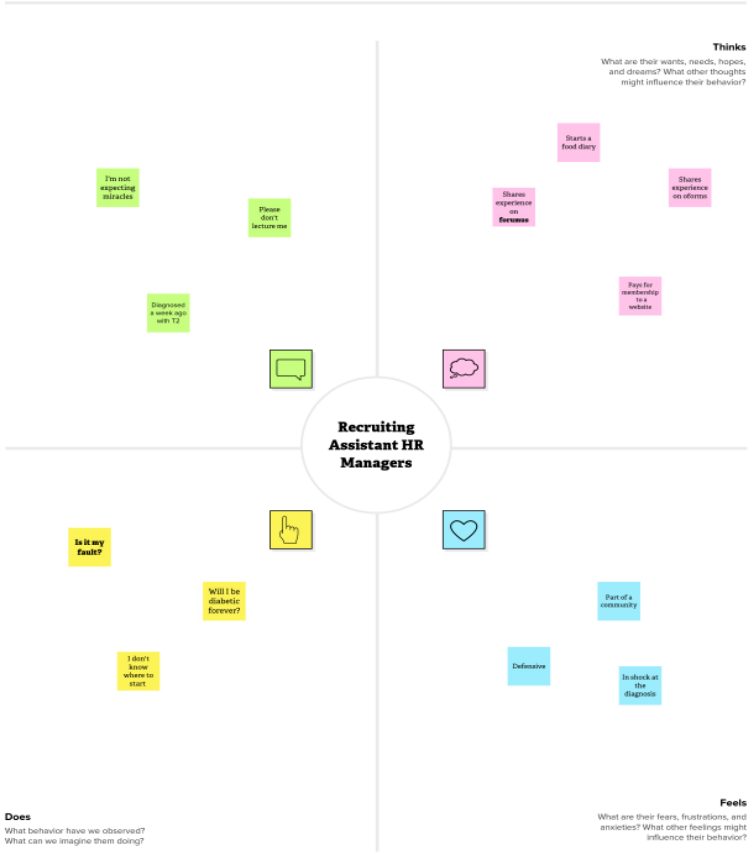
Empathy map

Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs and pain points, to quickly understand your users' experience and mindset.

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Build empathy

The information you add here should be representative of the observations and research you've done about your users.



Recruiting Assistant HR Managers

Thinks
What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?


- I'm not expecting miracles
- Please don't lecture me
- Diagnosed a user ago with TD
- Starts a food diary
- Shares experience on Facebook
- Shares experience on forums
- Prep for membership to a website

Does
What behavior have we observed?
What can we imagine them doing?

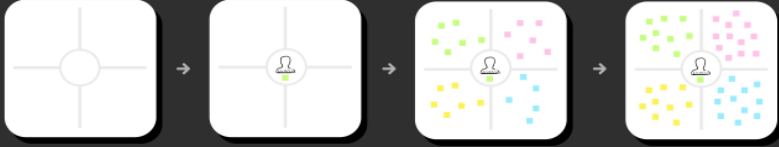
- Is it my fault?
- Will I be diabetic forever?
- I don't know where to start
- Defensive
- Isolates at the diagnosis

Feels
What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

- Part of a community



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3. Result

3.1 Data model

Object name	Fields in the object	
Obj 1	Field Label	Date table
Obj 2	Field Label	Data table

4. Trailhead profile public URL

Team leader <https://trailblazer.me/id/abir20>

Team member 1 <https://trailblazer.me/id/vembur>

Team member 2 <https://trailblazer.me/id/vaitheki44>

Team member 3. <https://trailblazer.me/id/thant25>

5. Advantages and Disadvantages

Advantage:

Recruiting assistance can provide many advantages for HR managers, including: Time-saving: Recruiting is a time-consuming process, and HR managers often have many other responsibilities. By delegating some of the recruiting tasks to recruiting assistants, HR managers can save time and focus on other critical responsibilities. Expertise: Recruiting assistants specialize in recruiting and have expertise in the latest recruiting trends, tools, and technologies. By working with recruiting assistants, HR managers can benefit from their specialized knowledge and experience. Improved quality of candidates: Recruiting assistants can help source and screen candidates, ensuring that HR managers only receive

applications from the most qualified candidates. This can help to improve the overall quality of the candidate pool. **Cost-saving:** Recruiting assistants can help to reduce the cost of recruiting by using cost-effective recruiting strategies and tools. They can also negotiate salaries and benefits with candidates, ensuring that the company gets the best deal. **Better candidate experience:** Recruiting assistants can provide a positive candidate experience by communicating with candidates promptly, keeping them informed throughout the hiring process, and answering any questions they may have.

Disadvantage :

Recruiting assistance can also have some potential disadvantages for HR managers, including: **Dependence:** HR managers may become overly dependent on recruiting assistants, which can lead to a lack of control over the recruiting process. This can be problematic if the recruiting assistants don't align with the company's recruiting goals or values. **Communication issues:** If there is a breakdown in communication between HR managers and recruiting assistants, it can result in misunderstandings or misalignment on recruiting priorities. This can lead to delays in the hiring process or even the hiring of unsuitable candidates. **Cost:** While recruiting assistants can help reduce the cost of recruiting, hiring additional staff can still be expensive. This can be a concern, especially for small companies or those with limited budgets. **Quality control:** HR managers may have concerns about the quality of candidates sourced by recruiting assistants. It can be challenging to maintain consistent quality standards, especially if the recruiting assistants are inexperienced or not aligned with the company's values. **Security:** Recruiting assistants have access to sensitive company information, including candidate resumes, background checks, and compensation data. HR managers need to ensure that the recruiting assistants follow strict security protocols to protect this information.

Applications:

Recruiting assistance can be applied in various ways to support HR managers. Some examples include: **Sourcing candidates:** Recruiting assistants can help to source candidates by leveraging their networks, social media platforms, and job boards. They can also use artificial intelligence and machine learning algorithms to identify potential candidates based on specific job requirements. **Screening candidates:** Recruiting assistants can help to screen candidates by reviewing resumes, conducting initial phone interviews, and administering pre-employment assessments. This can save HR managers time and help to ensure that only the most qualified candidates are considered. **Coordinating interviews:** Recruiting assistants can help to schedule and coordinate candidate interviews, ensuring that all necessary parties are available and that the process runs smoothly. **Employer branding:** Recruiting assistants can help to promote the company's brand and culture by creating engaging job postings, writing compelling job descriptions, and highlighting employee testimonials and success stories. **Onboarding:** Recruiting assistants can help to manage the onboarding process by coordinating new hire paperwork, setting up orientation sessions, and ensuring that new hires have the resources they need to succeed.

Conclusion:

Recruiting assistance can provide significant benefits for HR managers by helping to streamline the recruiting process, improve the quality of candidates, and save time and money. Recruiting assistants can source and screen candidates, coordinate interviews, and manage the onboarding process, among other tasks. However, HR managers also need to carefully consider the potential disadvantages, such as dependence on recruiting assistants, communication issues, cost, quality control, and security. By establishing clear expectations, maintaining open communication, and ensuring that recruiting assistants are aligned with the company's values and goals, HR managers can effectively leverage recruiting

assistance to support their recruiting efforts.

Future scope:

The future scope of recruiting assistance for HR managers is vast and promising, with advances in technology and changing workforce dynamics driving innovation in the recruiting industry. Here are some potential future developments in recruiting assistance:

- Artificial intelligence and machine learning: AI and machine learning algorithms are increasingly being used to analyze candidate data, predict candidate fit, and identify candidates who are more likely to stay with the company long-term.*
- Virtual and augmented reality: Virtual and augmented reality tools can help to simulate job tasks and provide candidates with an immersive experience of the work environment, allowing them to make more informed decisions about job fit.*
- Chatbots and virtual assistants: Chatbots and virtual assistants can help to automate repetitive recruiting tasks, such as scheduling interviews, answering common candidate questions, and providing feedback to candidates.*
- Data analytics: The use of data analytics in recruiting is on the rise, with companies using data to track recruiting metrics, identify recruiting trends, and measure the effectiveness of recruiting efforts.*
- Diversity and inclusion: With an increasing focus on diversity and inclusion, recruiting assistants can help to identify and attract a more diverse candidate pool, ensuring that the company has access to a broader range of talent.*