

JOB APPLICATION TRACKING SYSTEM

1 INTRODUCTION

1.1 Overview

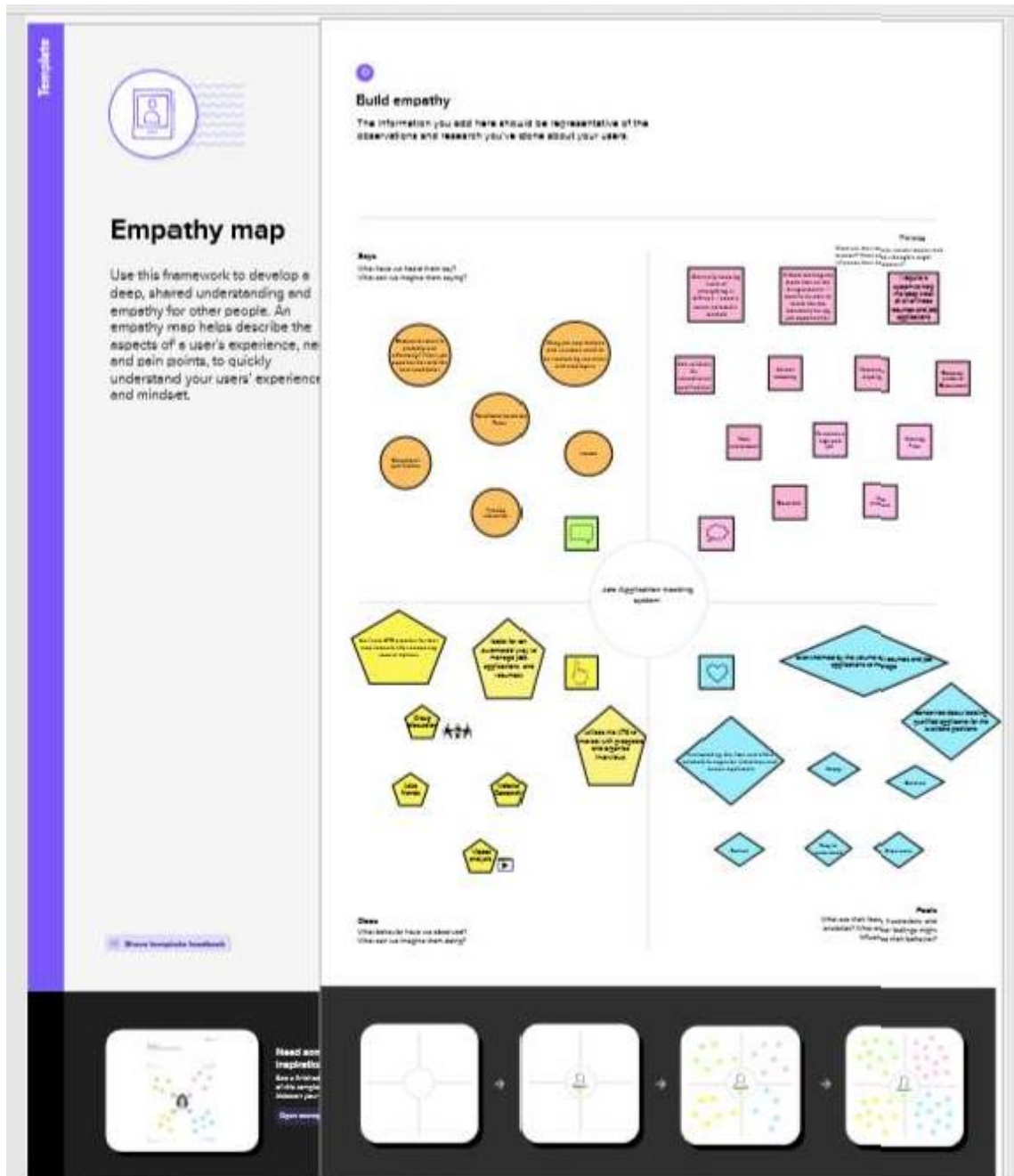
The applicant tracking system (ATS) makes it simple for recruiters and hiring managers to track job seekers through all stages of the hiring process, from the first application to the actual job offer. The applicant tracking system (ATS) compiles and evaluates resumes and job application materials. The information is then organized into a searchable database, which enables recruiters to easily find and classify possible candidates in accordance with a range of requirements and job specifications.

1.2 Purpose


- **Centralizing candidate information**
- **Managing job postings**
- **Tracking application status**
- **Streamlining communication**
- **Improving collaboration**

2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



Brainstorm & idea prioritization

Use this template in your own brainstorming sessions as your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- 15 minutes to prepare
- 1 hour to brainstorm
- 2-3 people recommended


[Share template feedback](#)

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

15 minutes

- Team gathering: Define who should participate in the session and send an invite. Share session information as previous slides.
- Set the goal: How about the problem you're looking at solving in the brainstorming session?
- Learn how to use the facilitation tools: Use the Facilitator Support page to learn a little and practice the session.

Open while: 

Define your problem statement

What problem are you trying to solve? Frame your problem as a clear, tight, low statement. This will be the focus of your brainstorm.

10 minutes

Problem

Use experience, meeting systems, and present challenges to frame a clear, concise, and actionable statement of the problem. Use the Facilitator Support page to learn a little and practice the session.

Key rules of brainstorming

For our problem and present to answer:

- Be a topic: Encourage all ideas
- Don't judge: Listen to others
- Be a voice: If possible, no limit

Brainstorm

Ask participants to generate ideas in their own words to participate in the session.

10 minutes

1. IDENTIFICATION

What's the problem? What's the goal? What's the challenge?

2. ANALYSIS

What's the problem? What's the goal? What's the challenge?

3. PRIORITIZATION

What's the problem? What's the goal? What's the challenge?

4. SOLUTIONS

What's the problem? What's the goal? What's the challenge?


10: The session is only one part of the process. It's about to start!

Group ideas

Take turns sharing your ideas with the group. It's about to start!

10 minutes


10: The session is only one part of the process. It's about to start!



Facilitator Support

Use the Facilitator Support page to learn a little and practice the session.


Open example



Brainstorming Map

Use the Brainstorming Map to generate ideas in your own words.

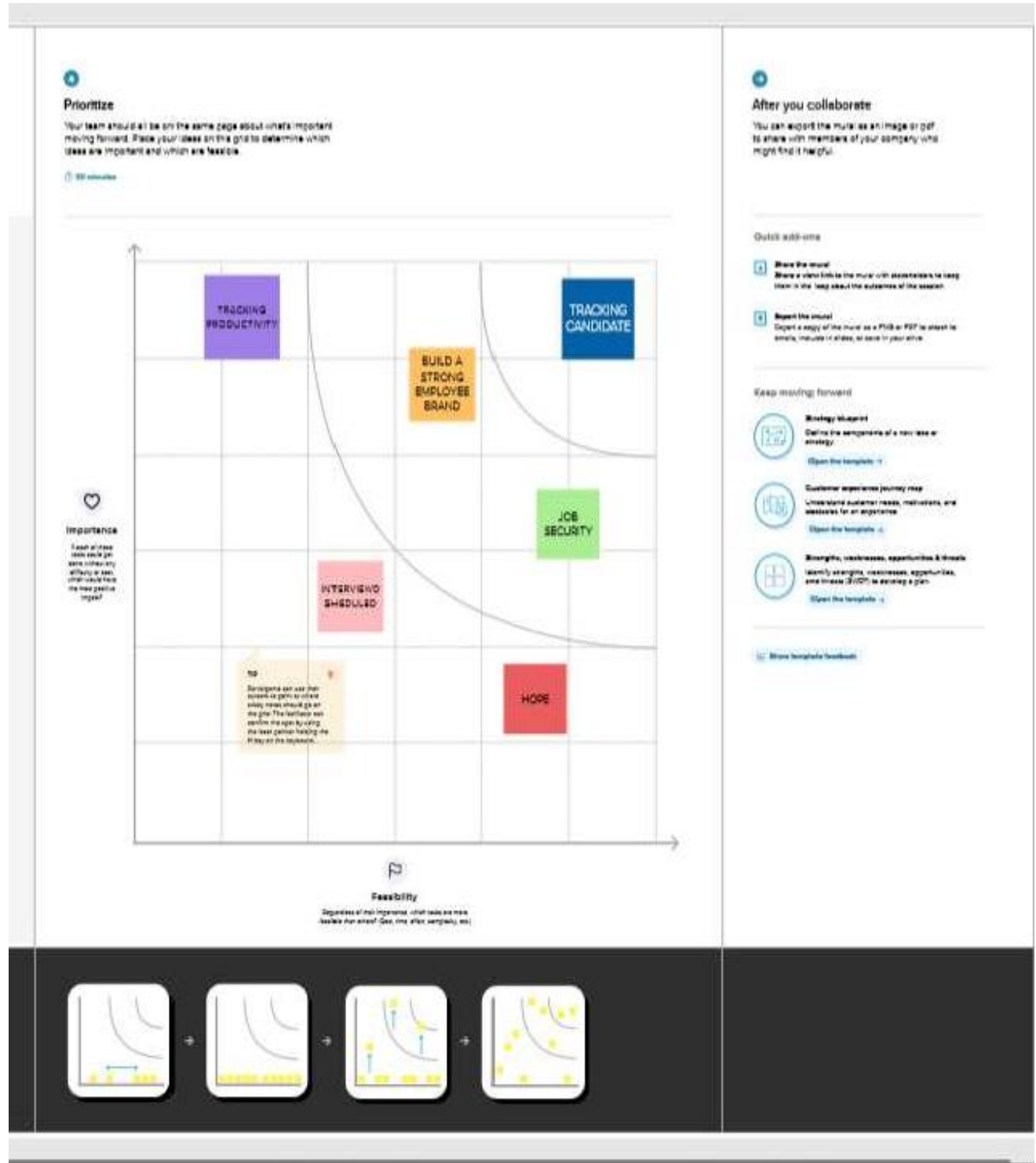
Open example



Group Ideas

Use the Group Ideas page to share your ideas with the group.

Open example

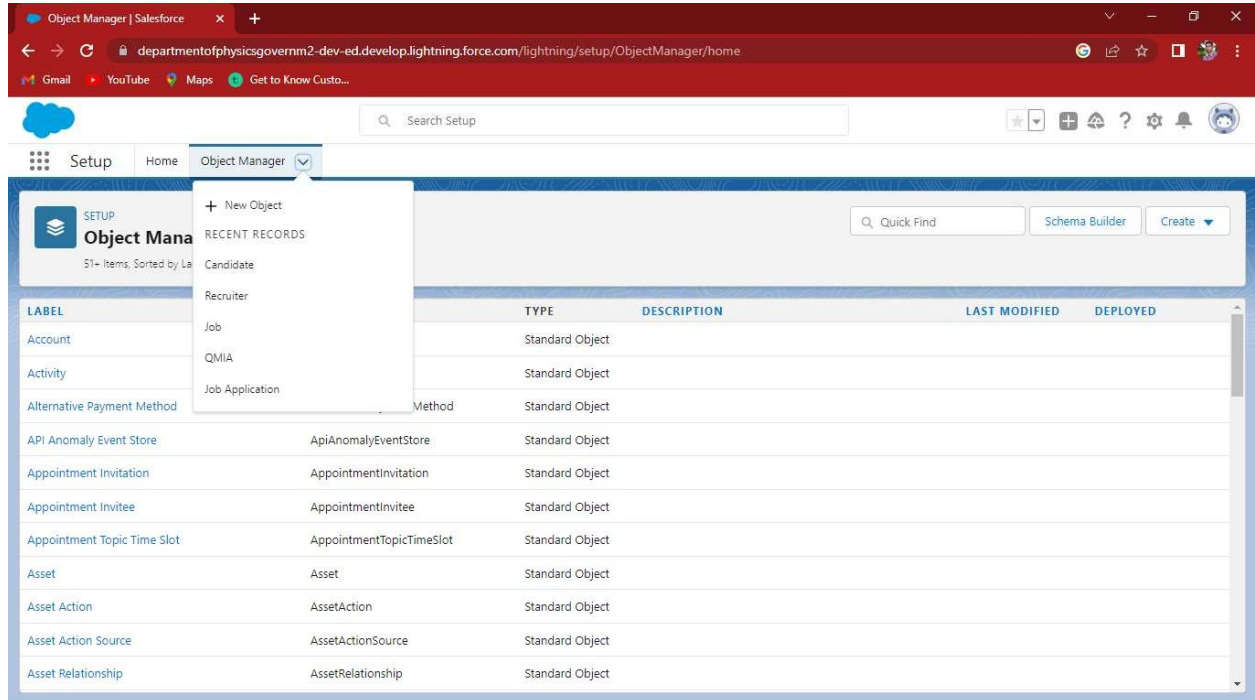


3 RESULT

3.1 Data Model:

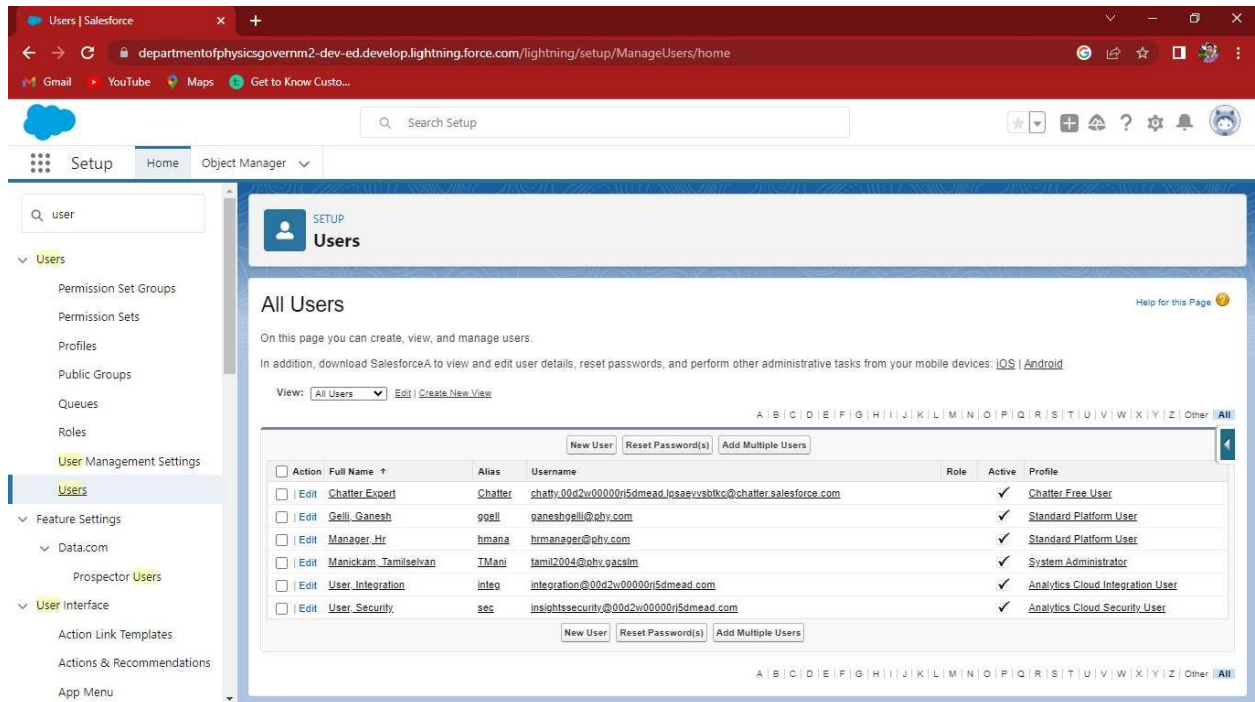
Object Name	Field Name	Data Type
Object 1 RECRUITER	Job title	Text
Object 2 JOBS	Description Location	Text area Text
Object 3 CANDIDATE	Candidate name Candidate number	Text Auto number
Object 4 JOB APPLICATION	Job ID Job Application Number	Number Auto number

3.2 Activity & Screenshot



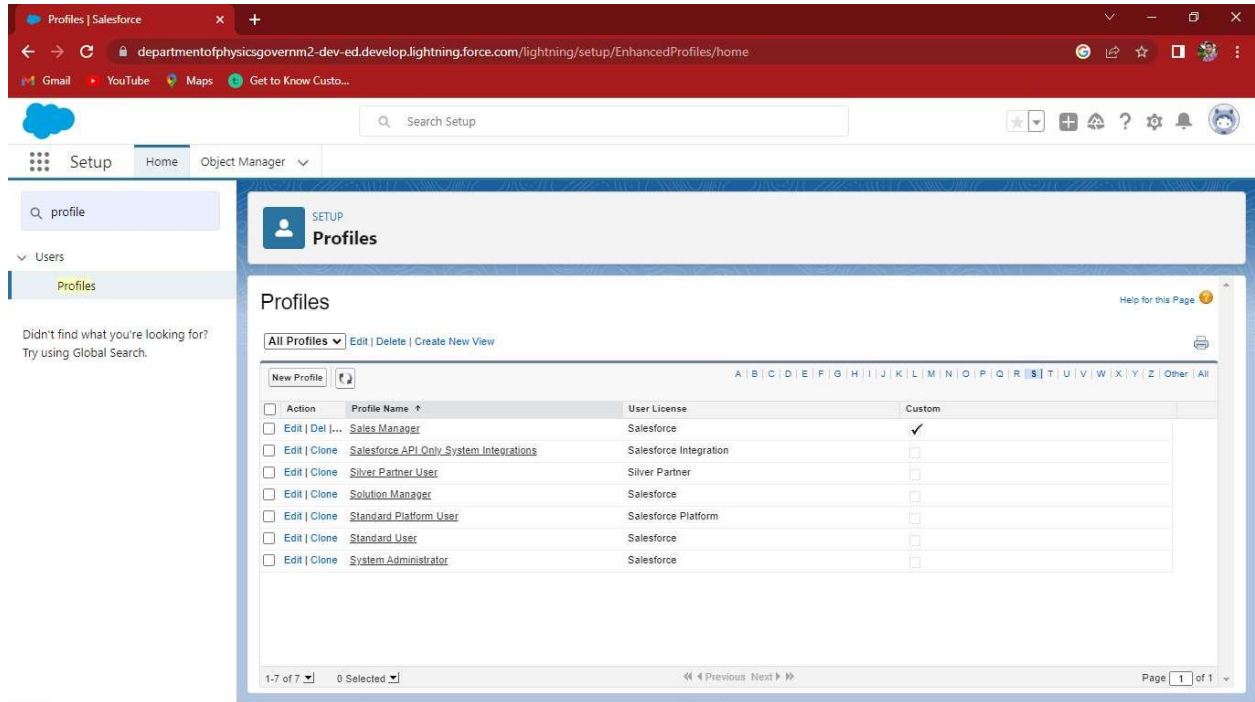
The screenshot shows the Salesforce Object Manager interface. The browser address bar displays the URL: `departmentofphysicsgovnm2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/home`. The page title is "Object Manager | Salesforce". The left sidebar shows the "Setup" menu with "Object Manager" selected. The main content area displays a table of objects with columns: LABEL, TYPE, DESCRIPTION, LAST MODIFIED, and DEPLOYED. A dropdown menu is open over the "New Object" button, showing options: "New Object", "RECENT RECORDS", "Candidate", "Recruiter", "Job", "QMIA", and "Job Application".

LABEL	TYPE	DESCRIPTION	LAST MODIFIED	DEPLOYED
Account	Standard Object			
Activity	Standard Object			
Alternative Payment Method	Standard Object			
API Anomaly Event Store	Standard Object	ApiAnomalyEventStore		
Appointment Invitation	Standard Object	AppointmentInvitation		
Appointment Invitee	Standard Object	AppointmentInvitee		
Appointment Topic Time Slot	Standard Object	AppointmentTopicTimeSlot		
Asset	Standard Object	Asset		
Asset Action	Standard Object	AssetAction		
Asset Action Source	Standard Object	AssetActionSource		
Asset Relationship	Standard Object	AssetRelationship		



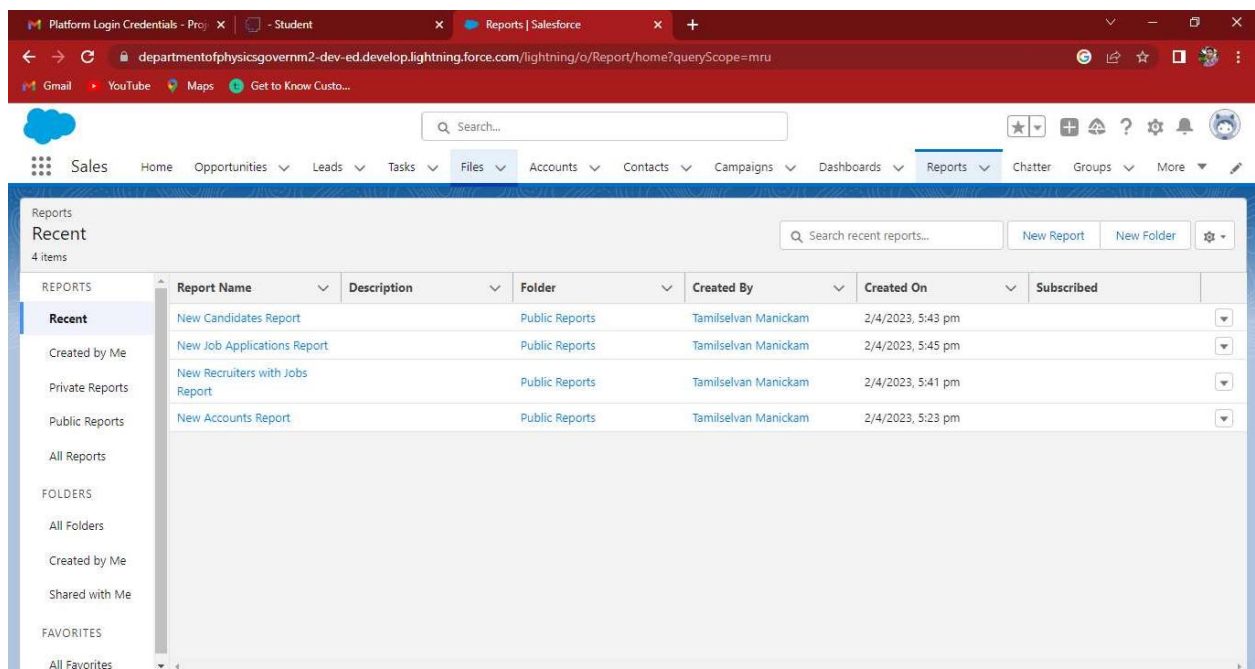
The screenshot shows the Salesforce Users interface. The browser address bar displays the URL: `departmentofphysicsgovnm2-dev-ed.develop.lightning.force.com/lightning/setup/ManageUsers/home`. The page title is "Users | Salesforce". The left sidebar shows the "Setup" menu with "Users" selected. The main content area displays the "All Users" page, which includes a table of users with columns: Action, Full Name, Alias, Username, Role, Active, and Profile. The table lists several users, including "Chatter Expert", "Gelli Ganesh", "Manager Hr", "Manickam Tamilvelan", "User Integration", and "User Security".

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatter.00d2w00000r5dmead_lqaavvsbtkc@chatter.salesforce.com		✓	Chatter Free User
<input type="checkbox"/> Edit	Gelli Ganesh	ggelli	ganeshgelli@qhv.com		✓	Standard Platform User
<input type="checkbox"/> Edit	Manager Hr	hmana	hrmanager@qhv.com		✓	Standard Platform User
<input type="checkbox"/> Edit	Manickam Tamilvelan	TMani	tamil2004@qhv.pacalm		✓	System Administrator
<input type="checkbox"/> Edit	User Integration	inteo	integration@00d2w00000r5dmead.com		✓	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User Security	sec	insightssecurity@00d2w00000r5dmead.com		✓	Analytics Cloud Security User



The screenshot shows the Salesforce Setup interface for Profiles. The left sidebar contains a search bar and a list of items including Users and Profiles. The main content area is titled 'Profiles' and includes a table of existing profiles.

Action	Profile Name	User License	Custom
Edit Delete	Sales Manager	Salesforce	<input checked="" 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 Clone	Standard User	Salesforce	<input type="checkbox"/>
Edit Clone	System Administrator	Salesforce	<input type="checkbox"/>



The screenshot shows the Salesforce Reports interface. The left sidebar contains a list of report categories including Recent, Created by Me, Private Reports, Public Reports, All Reports, FOLDERS, All Folders, Created by Me, Shared with Me, FAVORITES, and All Favorites. The main content area displays a table of recent reports.

Report Name	Description	Folder	Created By	Created On	Subscribed
New Candidates Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:43 pm	<input type="checkbox"/>
New Job Applications Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:45 pm	<input type="checkbox"/>
New Recruiters with Jobs Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:41 pm	<input type="checkbox"/>
New Accounts Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:23 pm	<input type="checkbox"/>

<https://departmentofphysicsgovernm2-dev-ed.develop.lightning.force.com/lightning/o/ContentDocument/home>

4 Trailhead Profile Public URL

Team Lead	- https://trailblazer.me/id/akiak7
Team Member 1	- https://trailblazer.me/id/thula73
Team Member 2	- https://trailblazer.me/id/sivac53
Team Member 3	- https://trailblazer.me/id/iindhumathi
Team Member 4	- https://trailblazer.me/id/sowmiya50

5 ADVANTAGES & DISADVANTAGE

Advantages:

- ◇ *Simplifies application process*
- ◇ *Provides real-time application status*
- ◇ *Increases visibility*
- ◇ *Saves time*
- ◇ *Improves candidate experience*
- ◇ *Enhances collaboration*
- ◇ *Improves data analysis*

Disadvantages:

- * *Can be impersonal*

- * *May not catch all relevant information*
- * *Requires investment*
- * *Could limit candidate pool*
- * *Could create bias*
- * *Potential for technical glitches*

6 APPLICATIONS

Candidate management: The ATS tracks the status of job applications and manages candidate information, allowing recruiters and hiring managers to easily search and organize candidate profiles

Reporting and analytics: The ATS generates reports and analytics that allow employers to track the effectiveness of their recruitment strategies and identify areas for improvement

Compliance management: The ATS ensures that the recruitment process is compliant with relevant laws and regulations, such as equal opportunity employment laws and data privacy regulations

7 CONCLUSION

job application tracking systems have become an essential tool for modern recruiters and job seekers. These systems allow for the efficient and streamlined management of the recruitment process, from initial application screening to final hiring decisions.

8 FUTURE SCOPE :

Artificial intelligence (AI): AI and machine learning technology can help automate the hiring process even more by identifying the top candidates, evaluating applicant fit, and even conducting preliminary interviews.

Mobile integration: As more job seekers use mobile devices to search and apply for jobs, job application tracking systems will need to be optimized for mobile devices and provide a seamless mobile user experience.

Personalised and engaging applicant experience: Job application tracking systems will need to offer features like personalised job suggestions, chatbots, and virtual interviews in order to attract and keep top talent.

Better data analysis: Job application tracking systems will continue to evolve to provide more sophisticated data analysis and reporting, allowing recruiters to make more informed decisions about their recruitment strategy and candidate pool.

Integration with other HR tools: To provide a more comprehensive perspective of the complete employee lifecycle, job application tracking systems will need to link more fluidly with other HR resources, such as HR information systems, talent management systems, and performance management systems.