GOVERNMENT ARTS COLLEGE FOR WOMEN

SALEM-8

Team ID: NM2023TMID22136

Team Lead- M.ANITHA

NM ID: EB9E7296B2A0CC5A922411AF674139E5

Team Member 1: S.VITHUSA

NM ID: 13E4D772FE7DE49BB794094C9A068461

Team Member 2: N.KAVYA

NM ID: 6F9C482202198F293EC4C131D5DBE2D7

Team Member 3: J.JAYASRI

NM ID: F74362BCEE95A40984D41ED8D82478DB

1. INTRODUCTION:

1.1 Overview:

- ➢ Create a CRM application which helps the applicant to track the no. of jobs he applied and helps him to find the job posted by various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track.
- ➢ An ATS is a software application that helps you manage the entire recruitment process, right from receiving resumes to hiring employees. The software helps you automate the process of screening and short listing candidate, applicant evaluation, scheduling interviews, managing the hiring process, background verification and completing new-hire paperwork.

1.2 Purpose:

- ➢ An ATS creates opportunities to automated manual process, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey.
- ➢ Most of the recruiter using this system reports that it has improved the quality of the candidate they hire.
- ➢ The recruiters can then schedule interviews and also mail rejection letters using application tracking software.

1.3 Objective:

➢ An ATS creates opportunities to automate manual processes increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey.

2. PROBLEM DEFINITION & DESIGN THINKING:

2.1 Empathy Map:

2.2 Ideation & Brainstorming Map

Brainstorm

2

Write down any ideas that come to mind that address your problem statement.

⏱ 10 minutes

TIP
You can select a sticky note and hit the pencil (switch to sketch) icon to start drawing!

ANITHA.M

Kavya.N.

Vithusha.S

Jayani.J

Person 6

Person 7

Person 8

Group Ideas

3

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you and break it up into smaller sub-groups.

⏱ 20 minutes

Type your heading...

Ask your candidates the right questions

Hiring the right people is crucial to your company success

Applicnt tracking system can improve your company

TIP
Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.

It save time by automating reptitive tasks
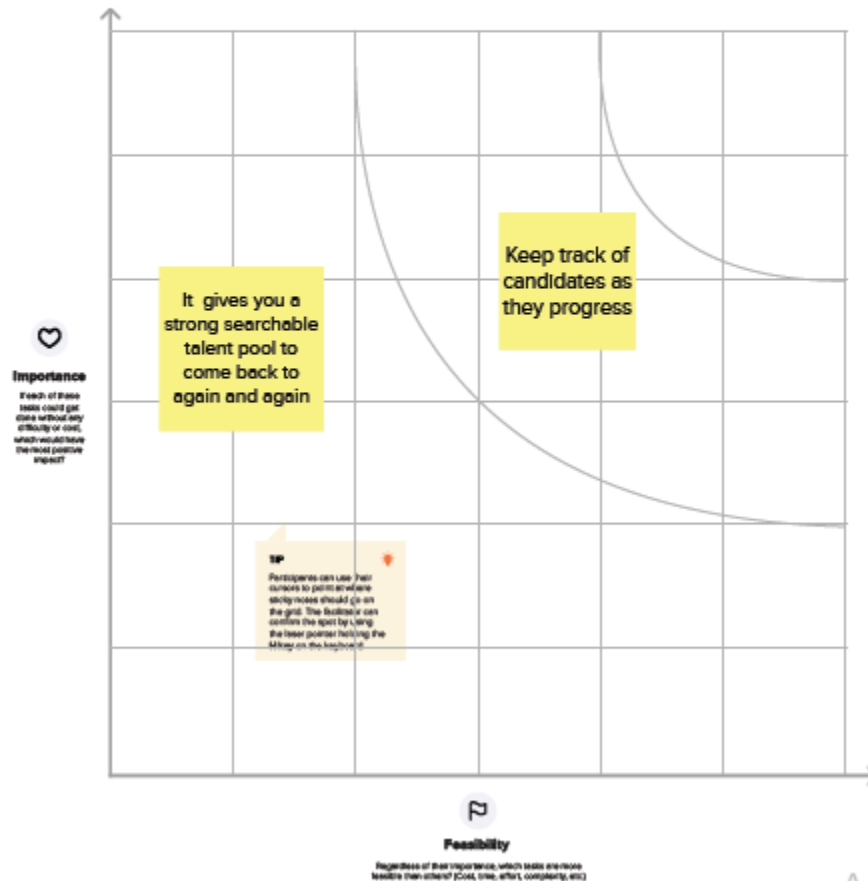
1. RESULT:

1.1 Data Model:

Object name	Fields in the object	
Recruiter	Field Label	Data type
	Recruiter	Auto Number
Job	Field Label	Data type
	Job	Text
Candidate	Field Label	Data type
	Candidate	Text
Job Application Object	Field Label	Data type
	Job Application Object	Text
Tab	Field Label	Data type
	Tab	Text
Sales Manager	Field Label	Data type
	Sales Manager	Text

3.2 Activity & Screenshot

Milestone 1:
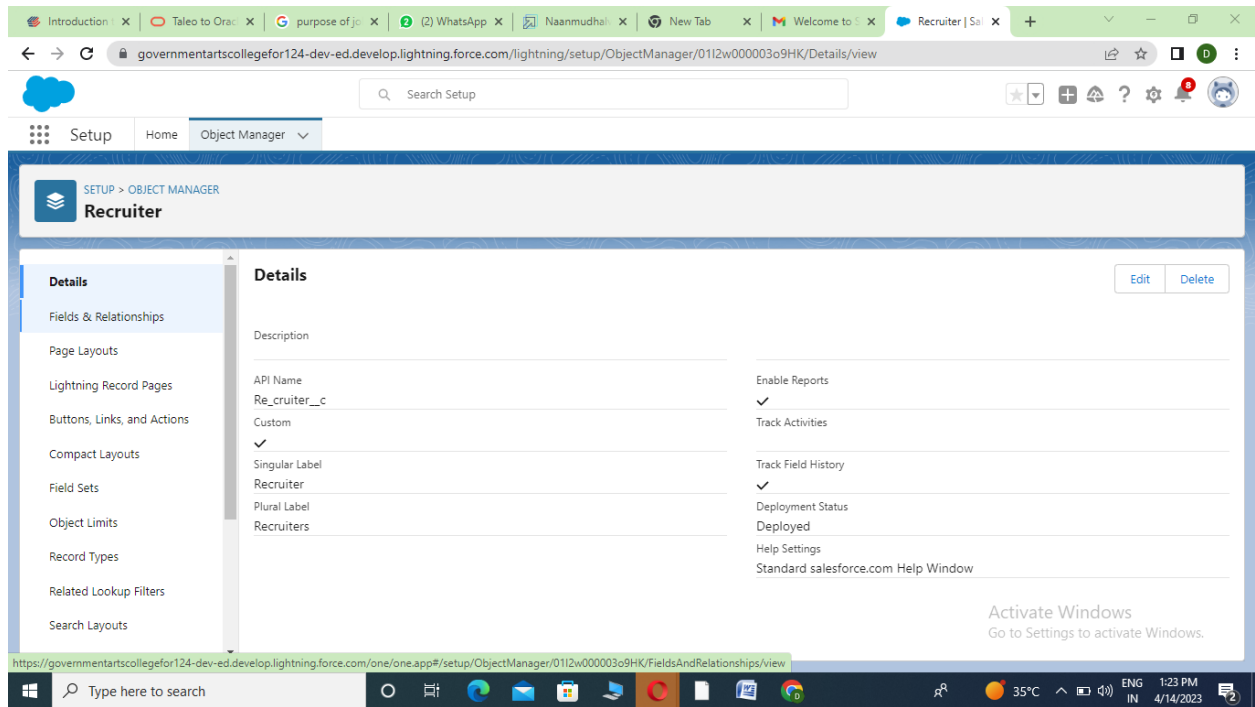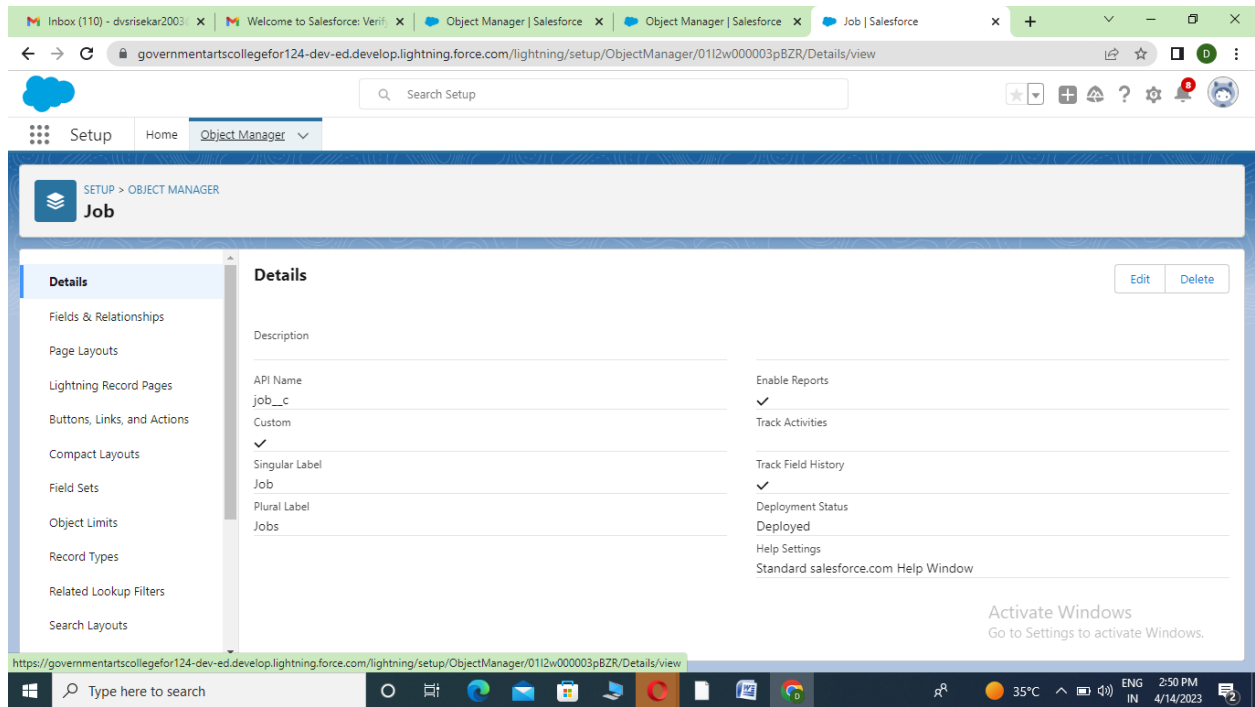
Salesforce:
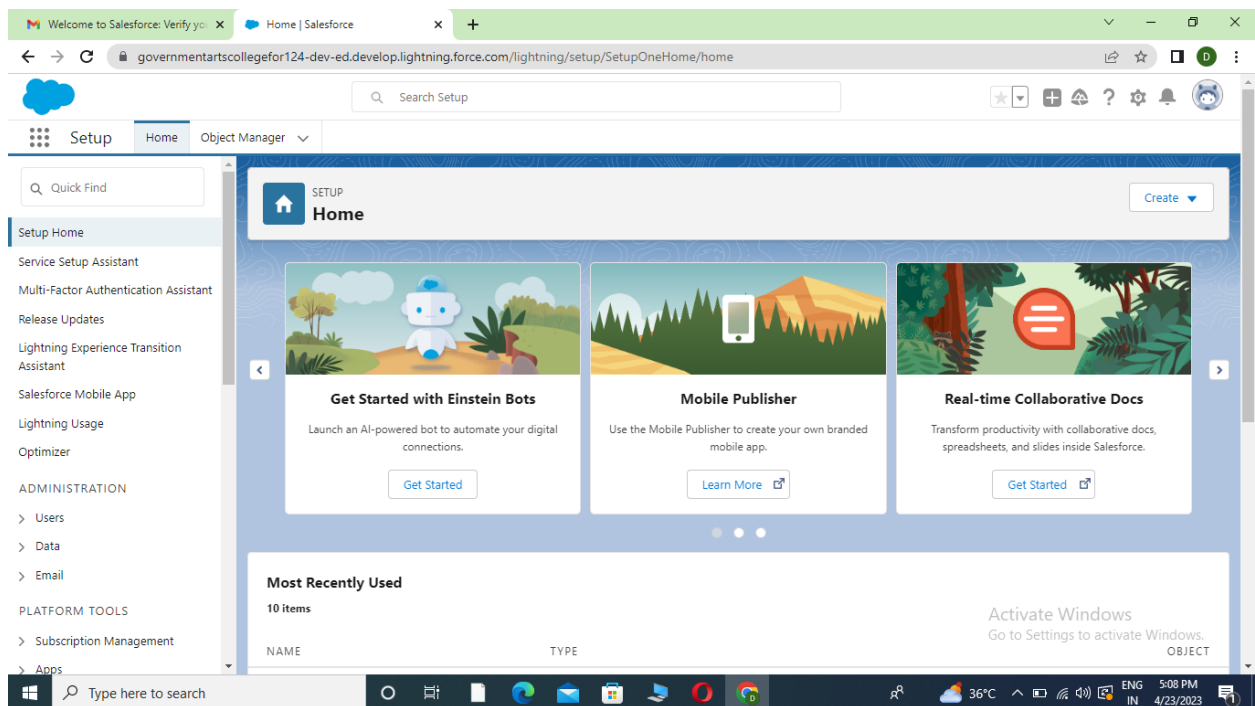
Milestone 2:

Object:

Recruiter:

➢ To create a custom object for Recruiter.

➢ From setup click on object manager.

➢ Label: Recruiter .

➢ Plural label: Recruiters.

➢ Record name: Recruiter Number.

➢ Data type: Auto Number.

➢ Display format: REC-{0000}.
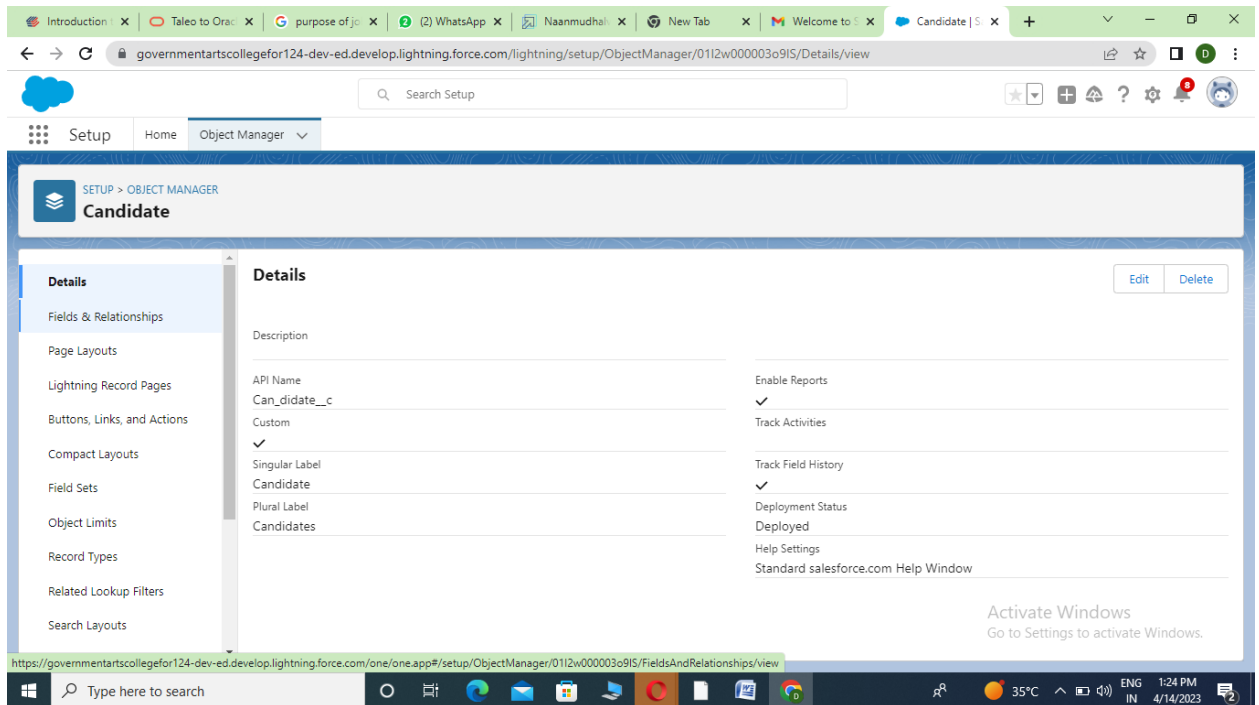
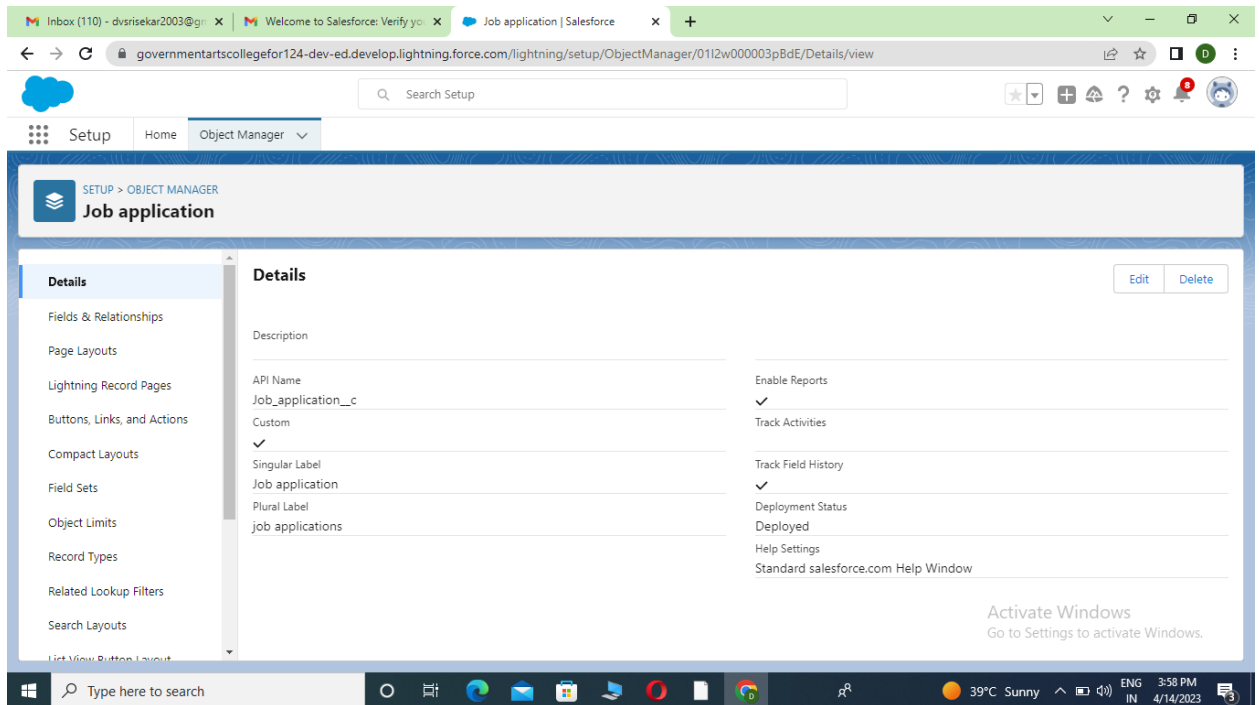➢ Leave everything else as is, and click Save.

Jobs:

- ➢ To create a custom object for Job
- ➢ From setup click on object manager
- ➢ Click create, select custom object
- ➢ Label: Job
- ➢ Plural Label: Jobs
- ➢ Record name: Site Name
- ➢ Data type: Text
- ➢ Select the allow search in the search status section and everything else
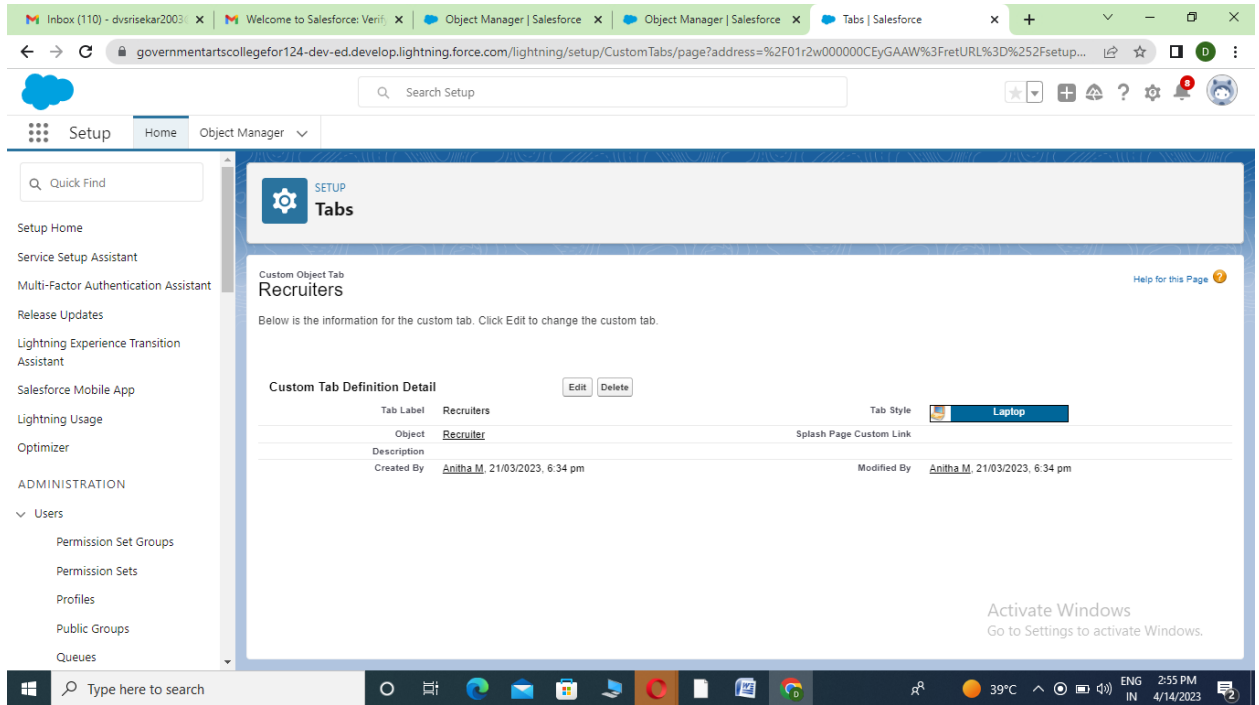- ➢ Click save

Candidate:

- To create a custom object for Candidate
- From setup click on object manager
- Click create, select custom object
- Label: Candidate
- Plural Label: Candidates.
- Record name: Site Name
- Data type: Text
- Select the allow search in the search status section and everything else
- Click save

Job Application Object:

➢ To create a custom object for Job Application Object
➢ From setup click on object manager
➢ Click create, select custom object
➢ Label: Job Application Object
➢ Plural Label: Job Application Objects
➢ Data type: Text
➢ Record name: Site Name
➢ Select the allow search in the search status section and everything else
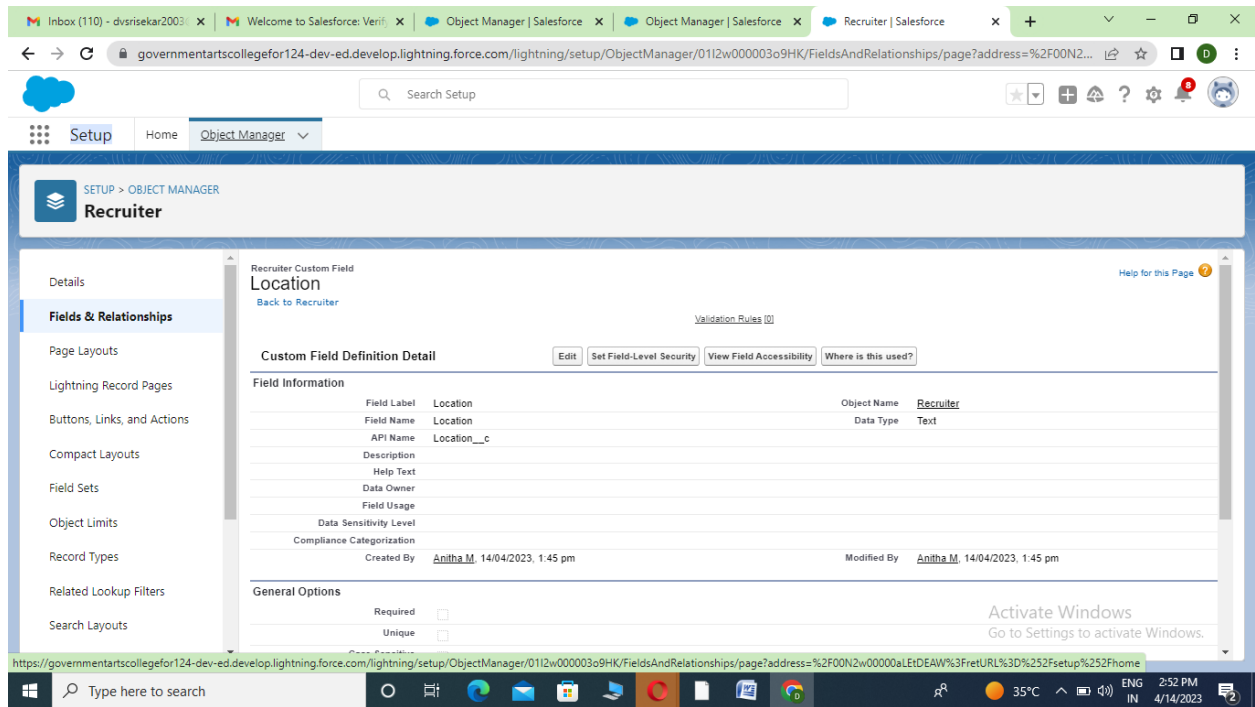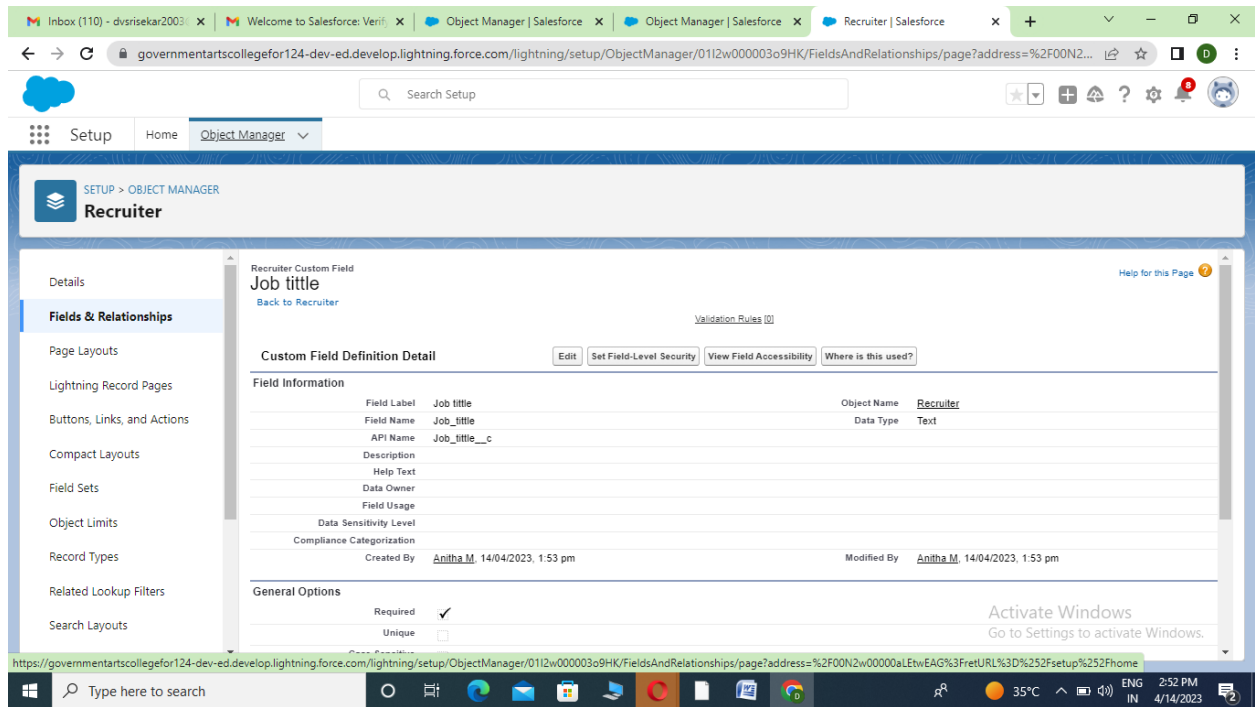➢ Click save

Tab:

> ➢ To create a custom object for Tab
> ➢ From setup click on object manager
> ➢ Click create, select custom object
> ➢ Label: Tab
> ➢ Plural Label: Tabs
> ➢ Data type: Text
> ➢ Record name: Site Name
> ➢ Select the allow search in the search status section and everything else
> ➢ Click save

Milestone 3:

Fields:

- ➢ From object manager click Recruiter
- ➢ Then click Fields & Relationships
- ➢ Click new
- ➢ Data type: Text
- ➢ Click next
- ➢ Enter field label and field name
- ➢ Click next, next, then save and new.

> ➢ From object manager click Job
> ➢ Then click Fields & Relationships
> ➢ Click new
> ➢ Data type: Text Area
> ➢ Click next
> ➢ Enter field label and field name
> ➢ Click next, next, then save and new.

Milestone 4:

Tabs
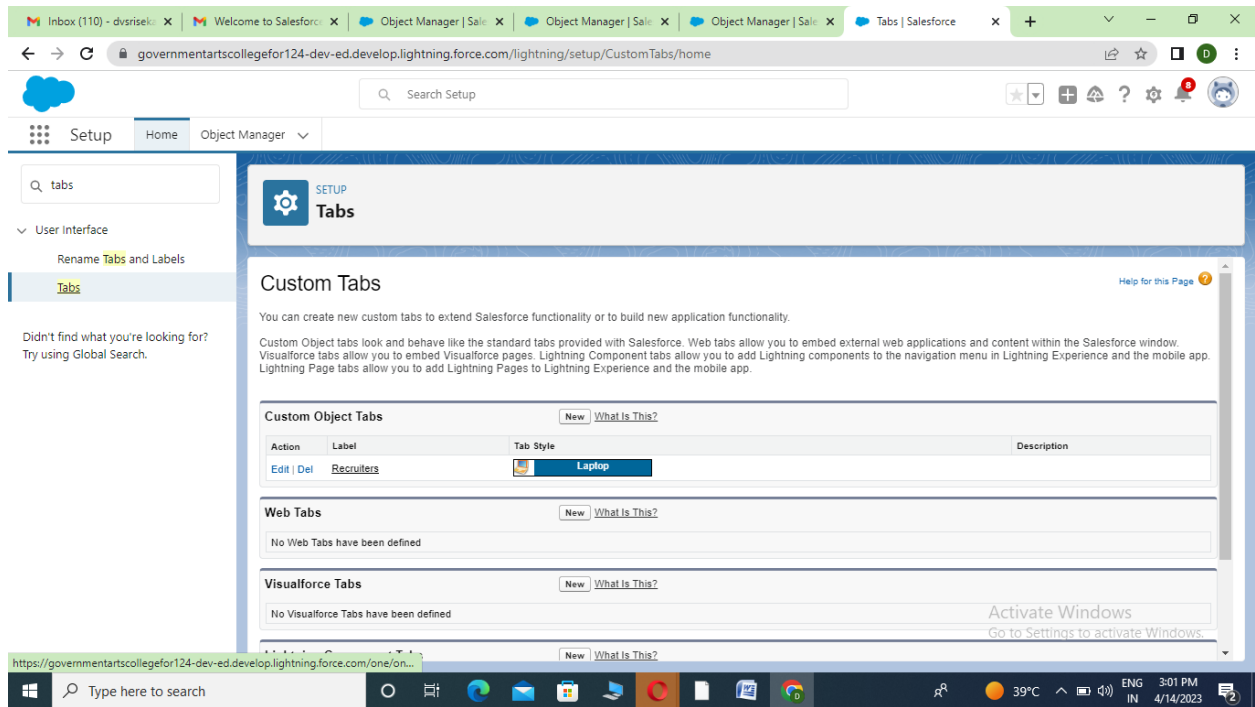
- ➤ Click setup
- ➤ Search tab in Quick box then, select tab
- ➤ Click New custom object tab section
- ➤ Select the created object Recruiter and tab style for the new custom tab.
- ➤ Select the profiles that visible in the tab
- ➤ Click on custom apps to make visible.
- ➤ Click save.

Milestone 5:

Profile

Create a custom profile :

➢ From setup , enter profiles in Quick Find box
➢ Select profiles.
➢ Click clone.
➢ For Profile, enter Recruiter.
➢ Click save

Create a custom profile :

> - From setup , enter profiles in Quick Find box
> - Select profiles.
> - Click clone.
> - For Profile, enter Sales Manager.
> - Click save

Milestone 6:

User
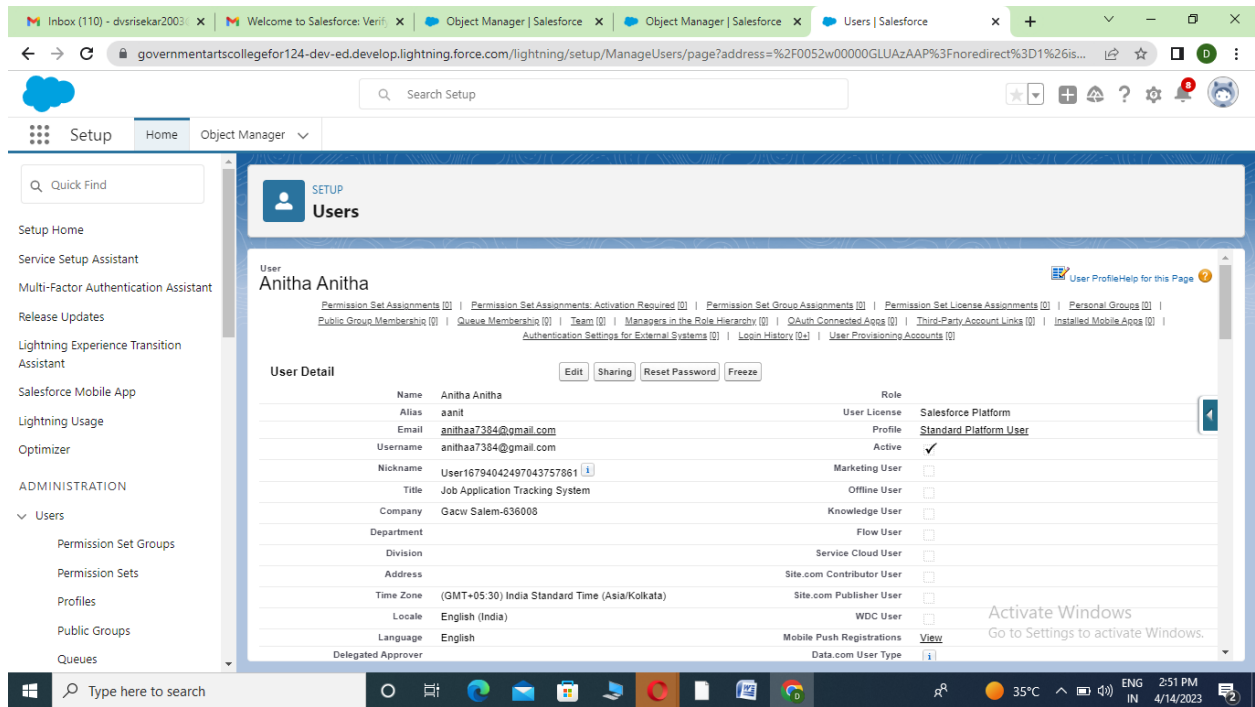
To Create a user:

- ➢ From Setup then select Users.
- ➢ Click New User.
- ➢ First name : Hr
- ➢ last name : Manager.
- ➢ Enter User's name and email address
- ➢ Then create a new role Hr Manager.
- ➢ Select user License as Standard Platform User.
- ➢ Select profile.
- ➢ Click save

To create a Ganesh Gelli for User:

Milestone 7:

Sharing Rules

Create a sharing rule

➢ Go to Sharing Settings, which can be found under the Quick Find section.
➢ Scroll down and find the candidate object where a sharing rule needs to be added, and then click on New to create a new sharing rule.
➢ Add the label of the sharing rule you want to make.
➢ Select your rule type based on the criteria.
➢ Select the field can join immediately check field from the candidate object.
➢ Select the operator as equal and value is true.
➢ And in selecting the users to share with the section select roles and in that select Hr Manager.
➢ And in the section of select the level of access for the users give the access Read/Write.
➢ And save the rule.

Milestone 8:

Reports:

Create a report:

Create a report that displays rating of the account and which has type and account name.

1) Click on app launcher search for reports.
2) Click on the new report and select the category has accounts and contacts.
3) And the report type has accounts.
4) In the details section select the option start report.
5) In the filter pane select All accounts to show me.
6) And All time is created.
7) In the outline pane, group rows select Rating and in group columns select Account Name.
8) In the columns section add Type and Billing city.

9) Save the report by giving label name and save the folder as a public folder and save the report.
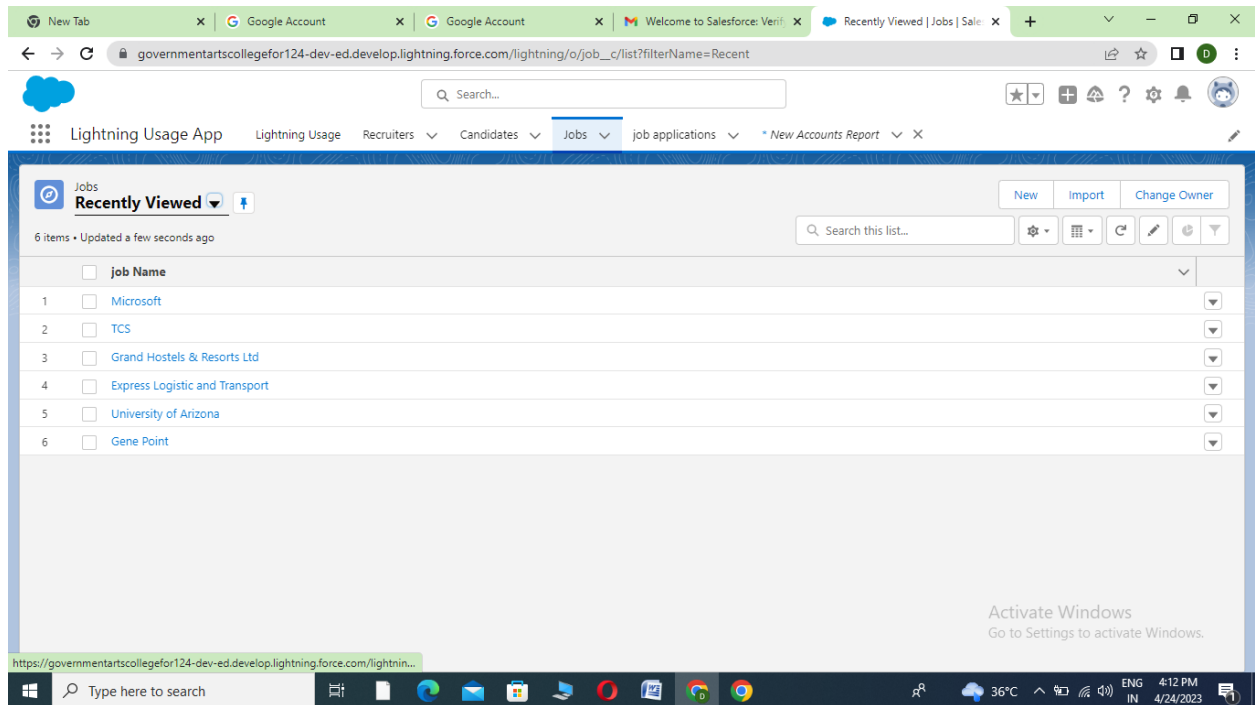
4   TRAILHEAD PROFILE PUBLIC URL:

Team Lead   -   https://trailblazer.me/id/anitm8

Team Member 1   -   https://trailblazer.me/id/viths

Team Member 2   -   https://trailblazer.me/id/knagaraj59

Team Member 3   -   https://trailblazer.me/id/jaya52

5   ADVANTAGES & DISADVANTAGE:

❖ ADVANTAGE:

➢ Reduces time spent with administrative tasks.
➢ Provides better and faster CV screening.

- ➢ Facilities collaborate hiring and speed up the recruitment cycle.
- ➢ Improves the quality of hire
- ➢ Boosts employer brand and improve Onboarding.
- ➢ Saves time for value added work.
- ➢ Improved cost – per – hire.
- ➢ Flexible system for both employer & the agencies.
- ➢ Automatic posting to online job boards when a position comes available.
- ➢ A wealth of data to measure the effectiveness of any part of the process and find areas to improve.
- ➢ Helps find the right candidates and filters out the candidates that don't fit the role well.

❖ DISADVANTAGE:

- ➢ A disadvantage of job application tracking system is missing qualified due to wrong keyword selection .
- ➢ Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.
- ➢ Missing out an potential great hires and great pipeline talent when resumes are eliminated.
- ➢ Misread resumes in PDF format.
- ➢ The inability to read most, if not all, graphics.
- ➢ Incorrectly categorized data from resumes that were created in an unusual format.
- ➢ Communications can be less personalized.

6 APPLICATIONS:

➢ **Increased efficiency:** ATS systems can automate many of the tasks involved in the recruitment process, including posting job openings, collecting resumes and job applications, and scheduling interviews. This can help streamline the recruitment process and save time for both recruiters and candidates.

➢ **Improved organization:** ATS systems can store and organize resumes, job applications, and other recruitment-related documents in a central location, making it easier for recruiters to review and compare candidates.

➢ **Enhanced tracking:** ATS systems can track the status of candidates throughout the recruitment process, including the stage they are at in the hiring process, whether they have been interviewed, and if they have been offered a job. This can help recruiters stay organized and keep track of the progress of each candidate.

➢ **Increased candidate pool:** ATS systems can be used to post job openings on various job boards and social media platforms, which can help increase the pool of candidates and improve the chances of finding the right fit for the job.

➢ **Enhanced communication:** ATS systems can facilitate communication between recruiters and candidates, including sending and receiving emails and scheduling interviews. This can improve the overall candidate experience and help recruiters stay in touch with potential hires.

➢ **Reporting and analytics**: ATS systems can generate reports on various aspects of the recruitment process, such as the number of job openings, the number of candidates, and the cost per hire. This can provide valuable insights and data that can help organizations improve their recruitment process.

7 CONCLUSION:

> ➢ In this project we made to effectively introduce the concept of job application tracking system already that are existing in daily life.
> ➢ We also give the brief overview of job application tracking system.
> ➢ AI have emerged as an essential tool for present day recruiters looking to drive innovative hiring result.
> ➢ This project can be further refined and extended by introducing new and more innovative features.

8 FUTURE SCOPE:

> ➢ Recruitment has drastically evolved throughout the years, especially with digitalization and advancements in technology and artificial intelligence.
> ➢ Earlier, ATS' were only used by a few search firms that could bear heavy investment costs, but over the years, their use has risen considerably.
> ➢ Considering the global pandemic and the rise of remote work, it has become evident that digitalization of recruitment processes has become the need of the hour.
> ➢ Research shows that most staffing firms worldwide will invest in an Applicant Tracking System by the end of 2022 to improve efficacy within talent acquisition. With this, the future of ATS looks bright.
> ➢ With the continuous evolvements in the recruitment field and rising competition in the market—here are some predictions for the future.