

Phase 3: Data Modelling & Relationships

Report

Recruitment Management System (RMS)

1. Objective

- ❖ To design the data model for RMS that supports job openings, candidate applications, interviews, and applicant tracking.
- ❖ To define relationships between objects, fields, page layouts, record types, and file handling for efficient recruitment workflow.
- ❖ To prepare for future enhancements such as external data integrations and complex relationships.

2. Objects Created

- List all the objects in my project the Recruitment Management System with description of each.
- ❖ **JobPost__c: (Custom Object)** Stores job opening details provided by organizations (Job Title, CTC, Experience, Location, etc.).

SETUP > OBJECT MANAGER

JobPost

Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters
Restriction Rules

Details

EditDelete

Description

API Name

JobPost__c

Custom

✓

Singular Label

JobPost

Plural Label

Job Posts

Enable Reports

✓

Track Activities

✓

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

- ❖ **Application__c: (Custom Object)** Stores candidate applications for jobs, including status, applied date, and resume link.

SETUP > OBJECT MANAGER

Application

Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters
Restriction Rules

Details

EditDelete

Description

API Name

Application__c

Custom

✓

Singular Label

Application

Plural Label

Applications

Enable Reports

✓

Track Activities

✓

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

- ❖ **Interview__c: (Custom Object)** Tracks interviews scheduled for shortlisted candidates including date, time, interviewer, and recommendation.

SETUP > OBJECT MANAGER
Interview

Details

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Restriction Rules

Details [Edit](#) [Delete](#)

Description

API Name
Interview__c

Custom
✓

Singular Label
Interview

Plural Label
Interviews

Enable Reports
✓

Track Activities
✓

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard [salesforce.com Help Window](#)

- ❖ **Candidate__c: (Custom Object)** Stores candidate details (contact info, qualifications, skills).

SETUP > OBJECT MANAGER
Candidate

Details

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Restriction Rules

Details [Edit](#) [Delete](#)

Description

API Name
Candidate__c

Custom
✓

Singular Label
Candidate

Plural Label
Candidates

Enable Reports
✓

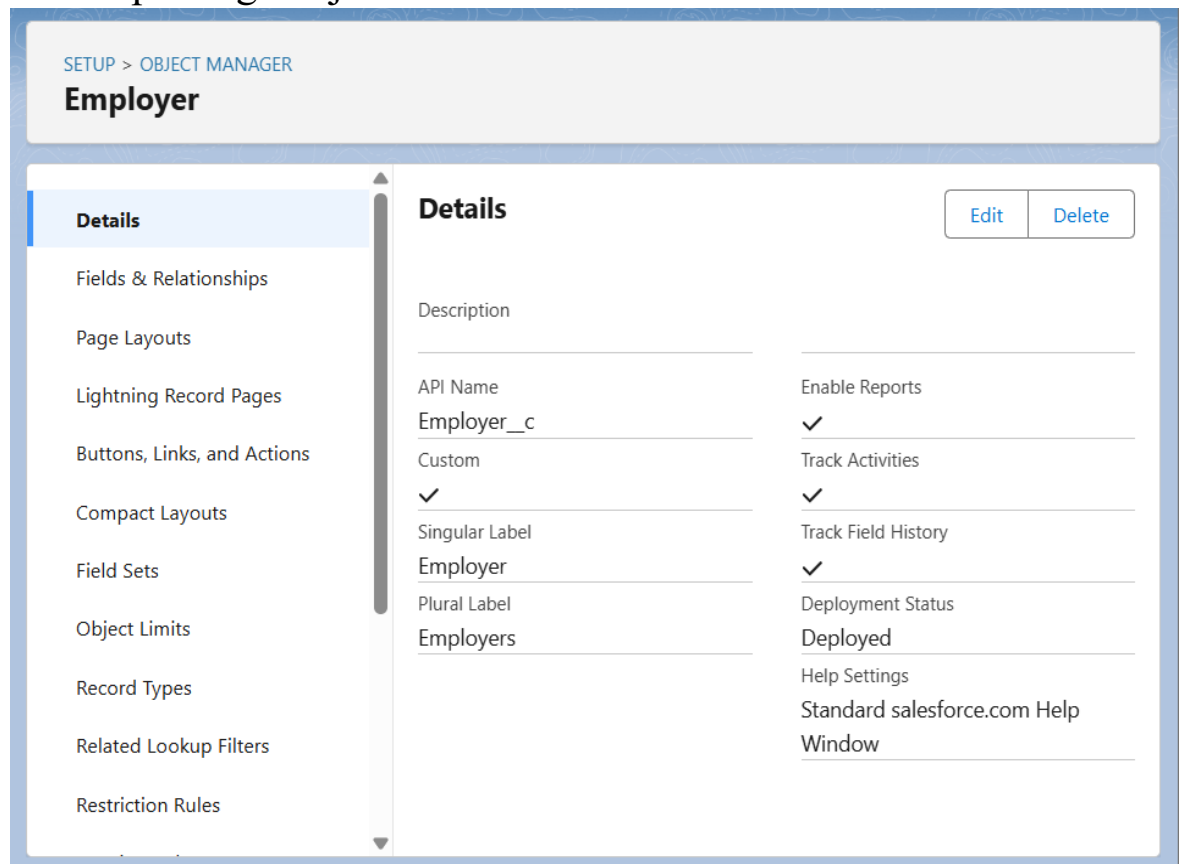
Track Activities
✓

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard [salesforce.com Help Window](#)

- ❖ **Employer__c: (Custom Object)** Stores employer/company details posting the jobs.



- ❖ **Contact: (Standard Object)** Stores contact details (used for candidate communication).
- ❖ **Account: (Standard Object)** Stores organization accounts (employer companies).

3.Fields

- ❖ **Job Post** Object fields are shown in the image below.

SETUP > OBJECT MANAGER

JobPost

Details	Fields & Relationships			Q Quick Find	New	Deleted Fields	Field Dependencies	Set History Tracking
	12 Items, Sorted by Field Label							
Fields & Relationships	CTC / Salary	CTC_Salary__c	Currency(18, 0)					
Page Layouts	Department	Department__c	Text(15)					
Lightning Record Pages	Employer	Employer__c	Lookup(Employer)	✓				
Buttons, Links, and Actions	Experience Required	Experience_Required__c	Number(18, 0)					
Compact Layouts	Job Title	Job_Title__c	Text(10)					
Field Sets	Job Title (Text)	Name	Text(80)	✓				
Object Limits	Job Type	Job_Type__c	Picklist					
Record Types	Last Modified By	LastModifiedById	Lookup(User)					
Related Lookup Filters	Location	Location__c	Text(20)					
Restriction Rules								
Scoping Rules								
Object Access								

Show desktop

❖ **Application** Object Fields are shown in the image below.

SETUP > OBJECT MANAGER

Application

Details	Fields & Relationships			Q Quick Find	New	Deleted Fields	Field Dependencies	Set History Tracking
	10 Items, Sorted by Field Label							
Fields & Relationships	Application Date	Application_Date__c	Date					
Page Layouts	Application Name	Name	Text(80)	✓				
Lightning Record Pages	Candidate	Candidate__c	Lookup(Candidate)	✓				
Buttons, Links, and Actions	Created By	CreatedById	Lookup(User)					
Compact Layouts	JobPost	JobPost__c	Lookup(JobPost)	✓				
Field Sets	Last Modified By	LastModifiedById	Lookup(User)					
Object Limits	Notes	Notes__c	Long Text Area(32768)					
Record Types	Owner	OwnerId	Lookup(User,Group)	✓				
Related Lookup Filters	Resume	Resume__c	URL(255)					
Restriction Rules	Status	Status__c	Picklist					
Scoping Rules								
Object Access								

❖ **Interview** Object Fields are shown in the image below.

SETUP > OBJECT MANAGER

Interview

Details	Fields & Relationships 11 Items, Sorted by Field Label			Q Quick Find	New	Deleted Fields	Field Dependencies	Set History Tracking
Fields & Relationships	Interview Date & Time	Interview_Date_Time__c	Date/Time					
Page Layouts	Interview Location	Interview_Location__c	Text(20)					
Lightning Record Pages	Interview Name	Name	Text(80)	✓				
Buttons, Links, and Actions	Interviewer	Interviewer__c	Lookup(Contact)	✓				
Compact Layouts	Job Applied	Job_Applied__c	Lookup(JobPost)	✓				
Field Sets	Last Modified By	LastModifiedById	Lookup(User)					
Object Limits	Notes	Notes__c	Long Text Area(32768)					
Record Types	Owner	OwnerId	Lookup(User,Group)	✓				
Related Lookup Filters	Recommendation	Recommendation__c	Picklist					
Restriction Rules								
Scoping Rules								
Object Access								

❖ **Candidate** Object Fields are shown in the image below.

SETUP > OBJECT MANAGER

Candidate

Details	Fields & Relationships 12 Items, Sorted by Field Label			Q Quick Find	New	Deleted Fields	Field Dependencies	Set History Tracking
Fields & Relationships	Email	Email__c	Email					
Page Layouts	First Name	First_Name__c	Text(20)					
Lightning Record Pages	Last Modified By	LastModifiedById	Lookup(User)					
Buttons, Links, and Actions	Last Name	Last_Name__c	Text(20)					
Compact Layouts	LinkedIn Profile	LinkedIn_Profile__c	URL(255)					
Field Sets	Owner	OwnerId	Lookup(User,Group)	✓				
Object Limits	Phone	Phone__c	Phone					
Record Types	Qualifications	Qualifications__c	Picklist (Multi-Select)					
Related Lookup Filters	Resume	Resume__c	URL(255)					
Restriction Rules	Skill	Skill__c	Picklist (Multi-Select)					
Scoping Rules								
Object Access								

❖ **Employer** Object Fields are shown in the image below.

SETUP > OBJECT MANAGER

Employer

Details	Fields & Relationships 11 Items, Sorted by Field Label			Q Quick Find	New	Deleted Fields	Field Dependencies	Set History Tracking
Fields & Relationships	Address	Address_c	Text Area(255)					
Page Layouts	Company Name	Company_Name_c	Text(20)					
Lightning Record Pages	Contact Person	Contact_Person_c	Lookup(Contact)	✓				
Buttons, Links, and Actions	Created By	CreatedById	Lookup(User)					
Compact Layouts	Email	Email_c	Email					
Field Sets	Employer Name	Name	Text(80)	✓				
Object Limits	Industry	Industry_c	Picklist					
Record Types	Last Modified By	LastModifiedById	Lookup(User)					
Related Lookup Filters	Owner	OwnerId	Lookup(User,Group)	✓				
Restriction Rules	Phone	Phone_c	Phone					
Scoping Rules								
Object Access								

4. Record Types

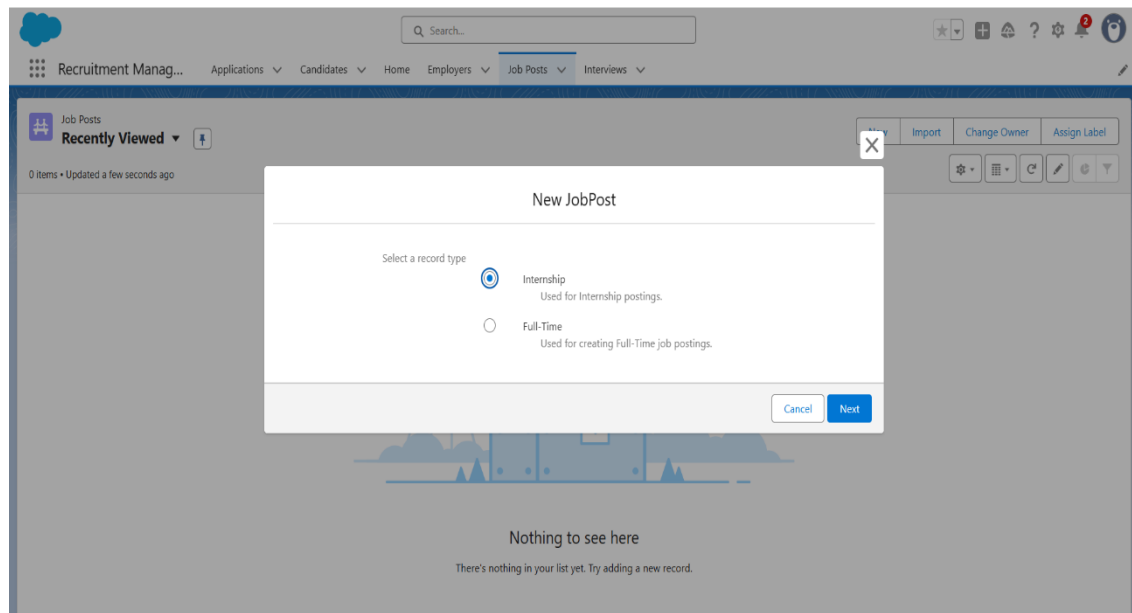
❖ Job Post:

- **Full-Time:** A record type is used for storing full-time job Post details.
- **Internship:** A record type is used for storing Internship job Post details

SETUP > OBJECT MANAGER

JobPost

Details	Record Types 2 Items, Sorted by Record Type Label				Q Quick Find	New	Page Layout Assignment
Fields & Relationships	RECORD TYPE LABEL	DESCRIPTION	ACTIVE	MODIFIED BY			
Page Layouts	Full-Time	Used for creating Full-Time job postings.	✓	rajput, 9/24/2025, 4:54 AM			
Lightning Record Pages	Internship	Used for Internship postings.	✓	rajput, 9/24/2025, 4:57 AM			
Buttons, Links, and Actions							
Compact Layouts							
Field Sets							
Object Limits							
Record Types							
Related Lookup Filters							
Restriction Rules							



5. Page Layouts

- ❖ **Job Post Layout:** Shows Job Title, Employer, Location, Experience, Salary, Status.

SETUP > OBJECT MANAGER

JobPost

- Details
- Fields & Relationships
- Page Layouts**
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Restriction Rules

Page Layouts [New](#) [Page Layout Assignment](#)

2 Items, Sorted by Page Layout Name

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY	
JobPost_FullTime_Layout	rajput , 9/23/2025, 10:06 AM	rajput , 9/25/2025, 2:53 AM	▼
JobPost_Internship_Layout	rajput , 9/24/2025, 4:56 AM	rajput , 9/24/2025, 5:10 AM	▼

❖ **Application Layout:** Shows Candidate, Job Applied, Status, Resume link, Applied Date.

SETUP > OBJECT MANAGER

Application

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Page Layouts

Quick Find

New

Page Layout Assignment

1 Items, Sorted by Page Layout Name

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY	
Application Layout	rajput, 9/23/2025, 10:12 AM	rajput, 9/25/2025, 2:55 AM	

❖ **Interview Layout:** Shows Interview Date, Candidate, Job, Interviewer, Recommendation, Location.

SETUP > OBJECT MANAGER

Interview

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Page Layouts

Quick Find

New

Page Layout Assignment

1 Items, Sorted by Page Layout Name

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY	
Interview_Main_Layout	rajput, 9/23/2025, 10:13 AM	rajput, 9/25/2025, 2:55 AM	

❖ **Candidate Layout:** Shows Personal Info, Skills, Qualifications, Resume.

SETUP > OBJECT MANAGER

Candidate

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Page Layouts

Quick Find

New

Page Layout Assignment

1 Items, Sorted by Page Layout Name

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY	
Candidate_Main_Layout	rajput, 9/23/2025, 10:13 AM	rajput, 9/24/2025, 9:03 AM	

❖ **Employer Layout:** Shows Company Name, Industry, Contacts, Address.

SETUP > OBJECT MANAGER

Employer

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Page Layouts

Quick Find

New

Page Layout Assignment

1 Items, Sorted by Page Layout Name

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY	
Employer_Main_Layout	rajput, 9/23/2025, 10:14 AM	rajput, 9/24/2025, 6:34 AM	

6. Compact Layouts

❖ Job Post Compact Layout: Job Title, Location, Status

SETUP > OBJECT MANAGER

JobPost

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

JobPost Compact Layout

JobPost Compact

« Back to JobPost

Compact Layout Detail

EditCloneDelete

Compact Layout Assignment

Label	JobPost Compact	Object Name	JobPost
API Name	JobPost_Compact		
Included Fields	Job Title Job Title (Text) Location Status		
Created By	rajput, 9/25/2025, 2:42 AM	Modified By	rajput, 9/25/2025, 2:42 AM

EditCloneDelete

Compact Layout Assignment

❖ Application Compact Layout: Candidate Name, Application Status

SETUP > OBJECT MANAGER

Application

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Application Compact Layout

Help for this Page ?

Application Compact

<< Back to Application

Compact Layout Detail

EditCloneDelete

Compact Layout Assignment

Label	Application Compact	Object Name	Application
API Name	Application_Compact		
Included Fields	Candidate Status Application Name		
Created By	rajput, 9/25/2025, 2:44 AM	Modified By	rajput, 9/25/2025, 2:45 AM

EditCloneDelete

Compact Layout Assignment

❖ Interview Compact Layout: Interview Date & Time, Recommendation, Interview Location

SETUP > OBJECT MANAGER

Interview

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Interview Compact Layout

Help for this Page ?

Interview Compact

<< Back to Interview

Compact Layout Detail

EditCloneDelete

Compact Layout Assignment

Label	Interview Compact	Object Name	Interview
API Name	Interview_Compact		
Included Fields	Interview Date & Time Recommendation Interview Location		
Created By	rajput, 9/25/2025, 2:46 AM	Modified By	rajput, 9/25/2025, 2:46 AM

EditCloneDelete

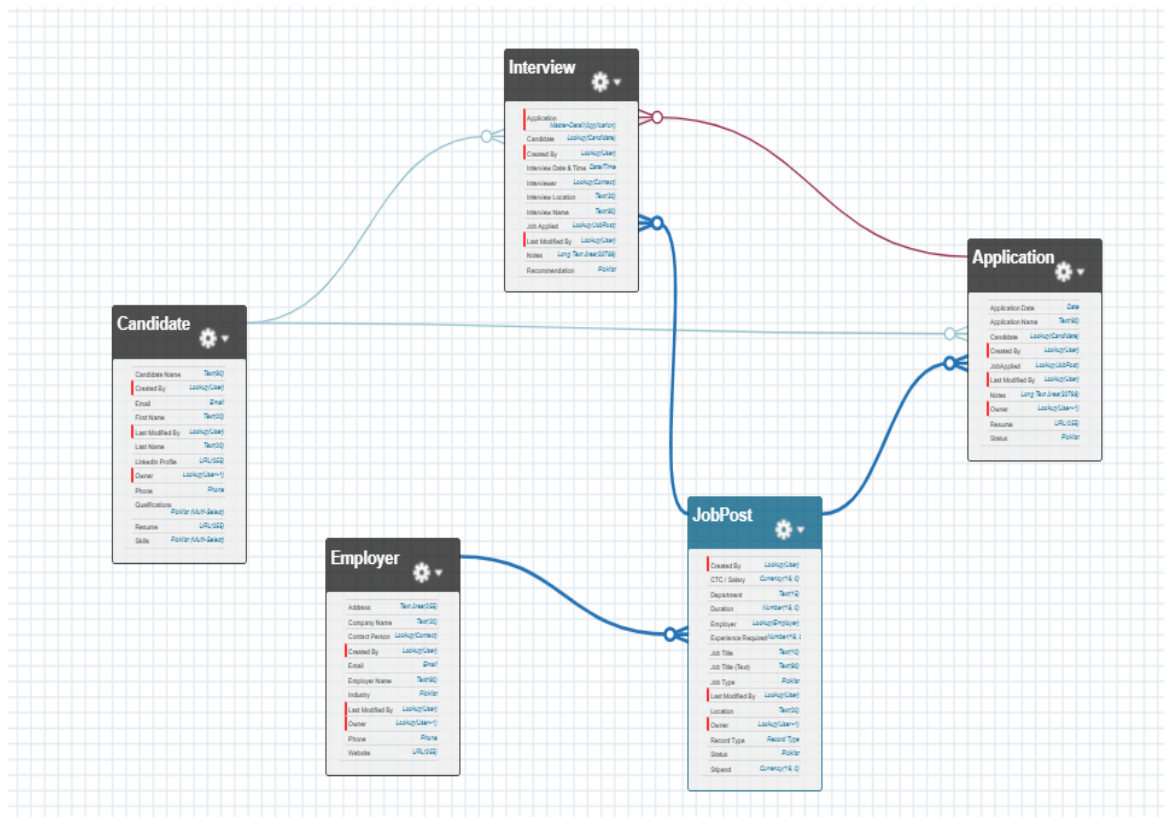
Compact Layout Assignment

7. Object Relationships

Parent Object	Child Object	Relationship Type	Notes
Employer__c	JobPost__c	Master-Detail	Deleting Employer deletes all Jobs
JobPost__c	Application__c	Master-Detail	Applications tied to Job
Application__c	Interview__c	Master-Detail	Interviews tied to Application
Application__c	Candidate__c	Lookup	Candidate can apply to multiple jobs
Candidate__c	Contact	Lookup	Candidate linked to contact info
JobPost__c	Candidate__c	Junction (future scope)	For tracking multiple candidate-job assignments

8. Schema Builder

- ❖ **Usage:** Visualize object relationships, add/remove fields, check relationships dynamically.
- ❖ **Example in RMS:**
 - One Employer__c → Many JobPost__c
 - One JobPost__c → Many Application__c
 - One Application__c → Many Interview__c



9. Junction Objects

- ❖ **Purpose:** Create many-to-many relationships (e.g., Candidate<->JobPost if a candidate can have multiple applications for the same job type).
- ❖ I did not create a separate junction object at this stage because **Application__c** already provides a **natural many-to-many link between Candidate__c and JobPost__c**. However, in the future, a CandidateJob__c junction object can be introduced to handle reapplications or advanced tracking.

10.External Objects (Future Scope)

- ❖ RMS can integrate with **LinkedIn, Indeed, or other job portals** to pull external job data.
- ❖ External Objects can store data outside Salesforce while maintaining relationships with internal objects.

