JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

Overview

Our project is about how we recruit our employee through job application tracking system. An applicant tracking system (ATS) is **software for recruiters and employers to track candidates throughout the recruiting and hiring process**.

Purpose

An Application Tracking System 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. 78% of recruitersusing an ATS report that it has improved the quality of the candidates they hire.

2. PROBLEM DEFINITION & DESIGN THINKING

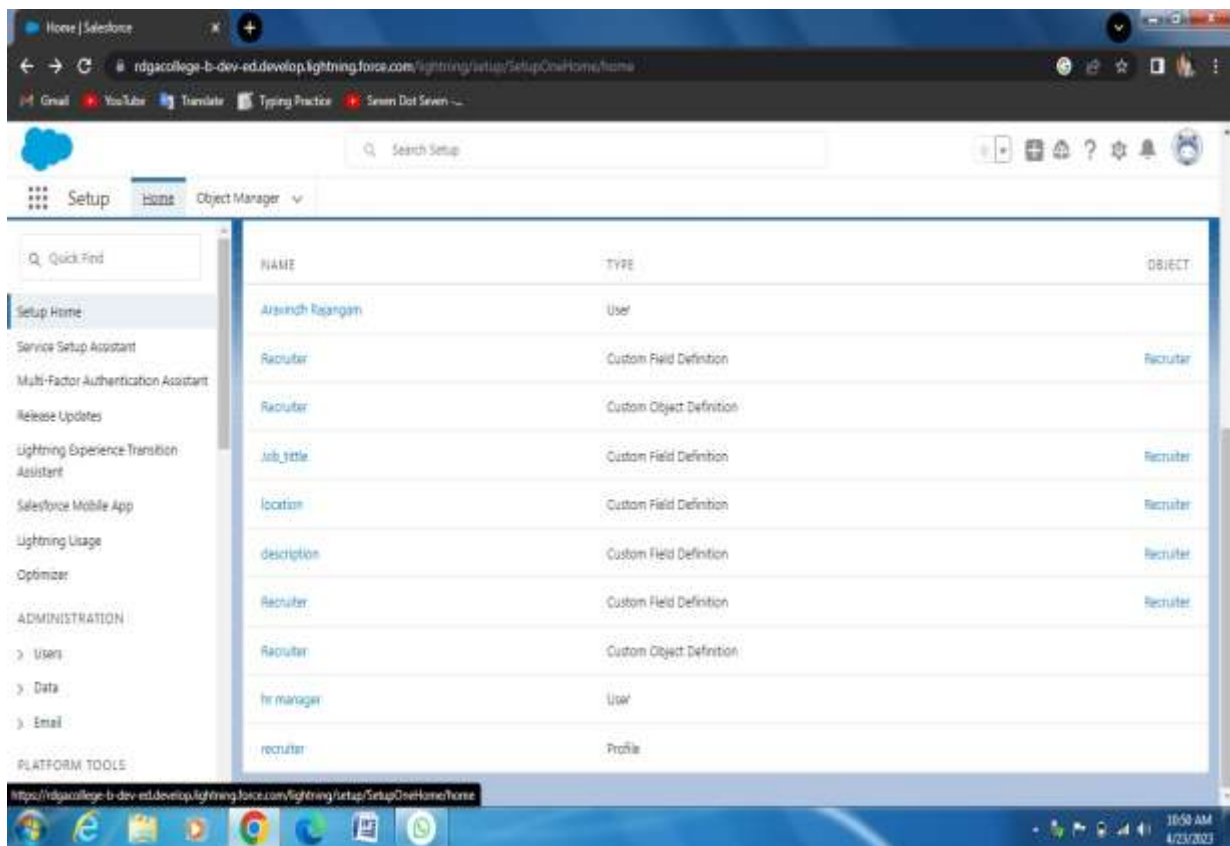### Empathy Map

Ideation & Brainstorming Map
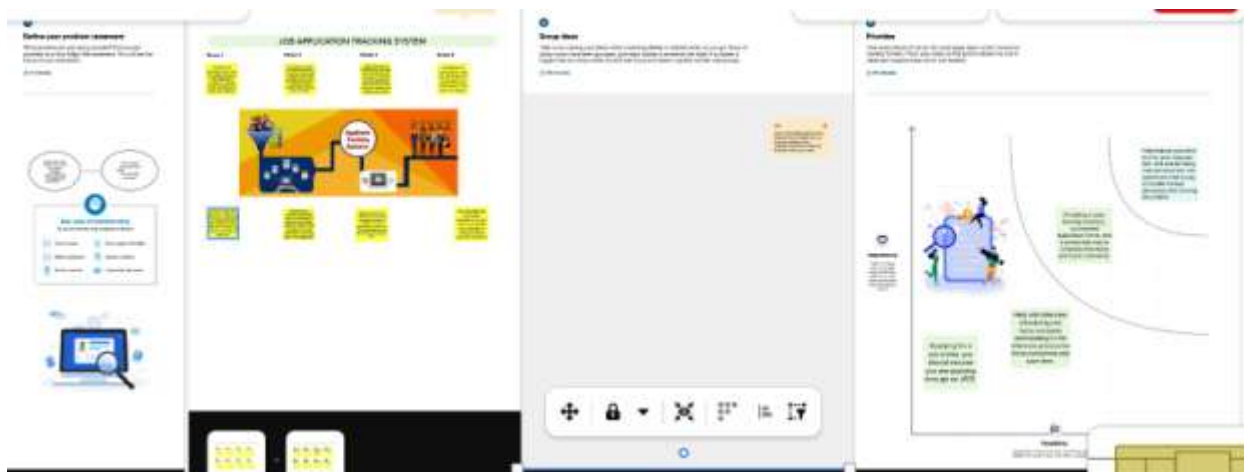
3. RESULTS

Data Model:

Object Name	Fields in the object	
Obj 1	Field Label	Data Type
	Recruiter	Auto Number
	Recruiter Number	Auto Number
Obj 2	Field Label	Data Type
	Recruiter	Text
	Job	Text Area

Activity & Screenshot

4. TRAILHEAD PROFILE PUBLIC URL

Team Leader - https://trailblazer.me/id/aravindhrajangam

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

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

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

5. ADVANTAGES & DISADVANTAGE

5.1 Advantages

- ✓ Applicant tracking system advantages include enabling you to focus more on tasks that truly require your attention rather than spending manual resources on routine, mundane tasks.

- ✓ Good ATS can save almost 50% of your time by automating these routine tasks. .

- ✓ In doing so, your processes get more efficient and faster.

5.2 Disadvantages

- ✓ **Sometimes ATS systems experience similar frustrating technical issues.**

- ✓ **Applications can be rejected, for example, if the scanner doesn't read them fully.**

- ✓ **Some users report issues with resumes formatted a certain way or even being rejected because the computer can't read a certain font.**
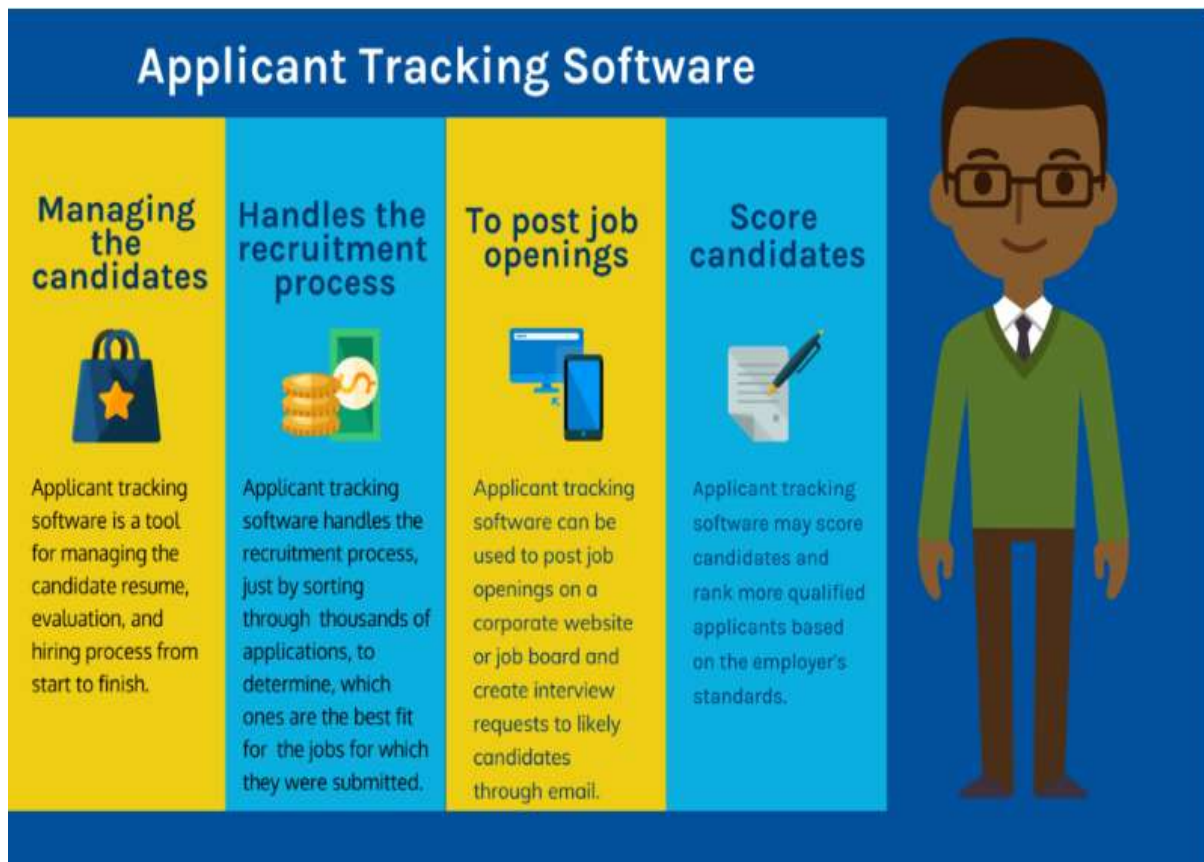
6. APPLICATIONS

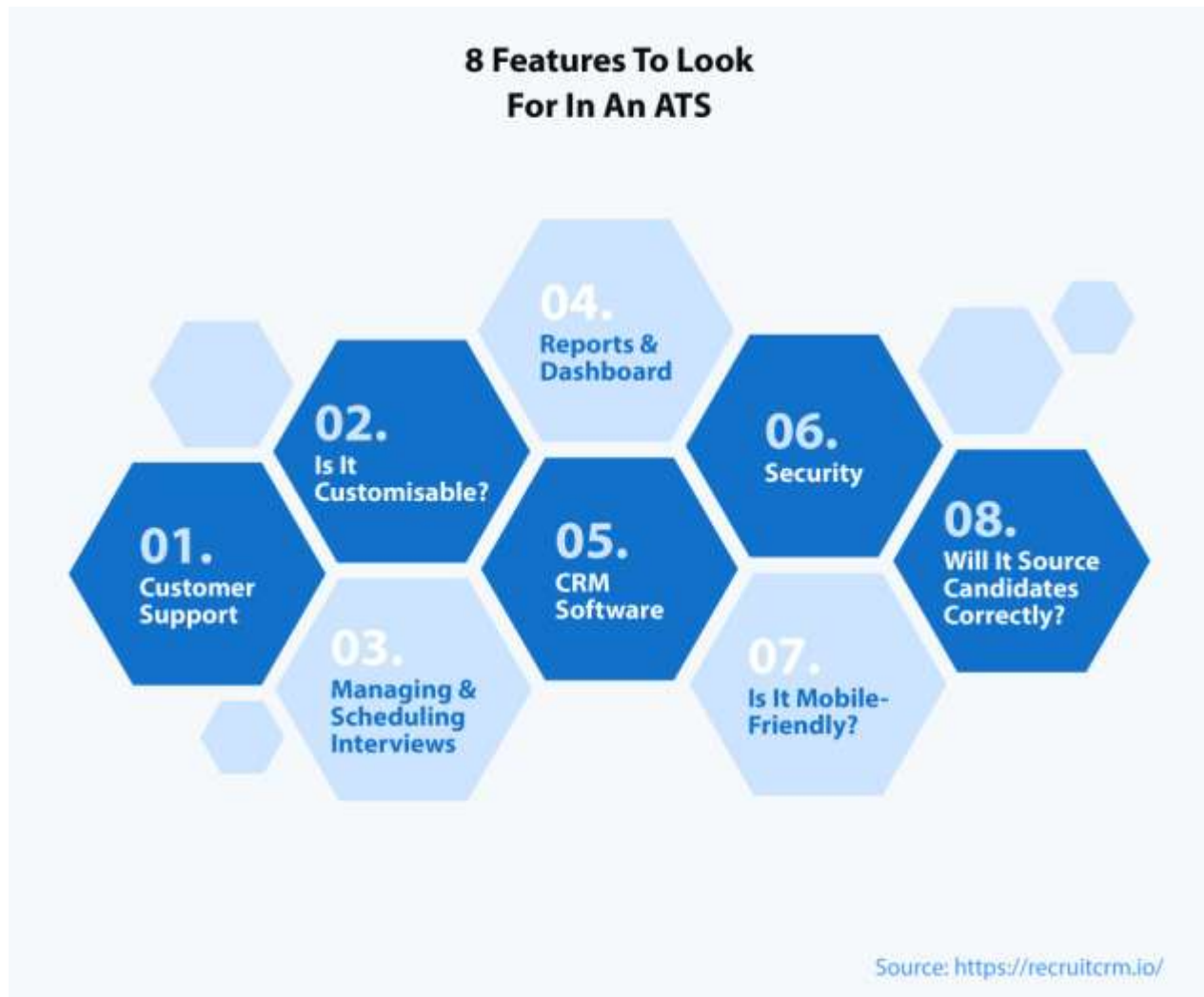### What is an Applicant Tracking System?

- ✓ Stores job candidate information like resumes, cover letters, references, and other recruitment and hiring data that HR teams can easily access and organize.

- ✓ Tracks job candidates and their application status throughout the hiring pipeline.

- ✓ Weeds out unqualified candidates and recommends the best fit for a position based on the parameters set by HR. Only those on the shortlist are moved to the next stage of the hiring process.

- ✓ Automates time-consuming administrative tasks such as manually screening applicants, reading resumes, scheduling interviews, and sending notifications and emails to job candidates and employees.

7. CONCLUSION

A good Application Tracking System will give recruiters and hiring managers a better overview of all candidates and resumes, thanks to pipeline overviews and resume parsing.

8. FUTURE SCOPE

**8 Features To Look
For In An ATS**

01. Customer Support
02. Is It Customisable?
03. Managing & Scheduling Interviews
04. Reports & Dashboard
05. CRM Software
06. Security
07. Is It Mobile-Friendly?
08. Will It Source Candidates Correctly?

Source: https://recruitcrm.io/

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