

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION:

1.1 OVERVIEW:

Job application tracking system organizes information about job seekers and makes it searchable. As its name implies, an ATS tracks candidates through the hiring process. It helps with interview scheduling, issues notifications and alerts, and sends automated emails to candidates and employees, such as recruiters and hiring managers.

Applicant tracking systems work by scanning your submitted resume and cover letter to find keywords that match the job posting. They also store submitted resumes in a database for hiring managers and human resources professionals to look through later on.

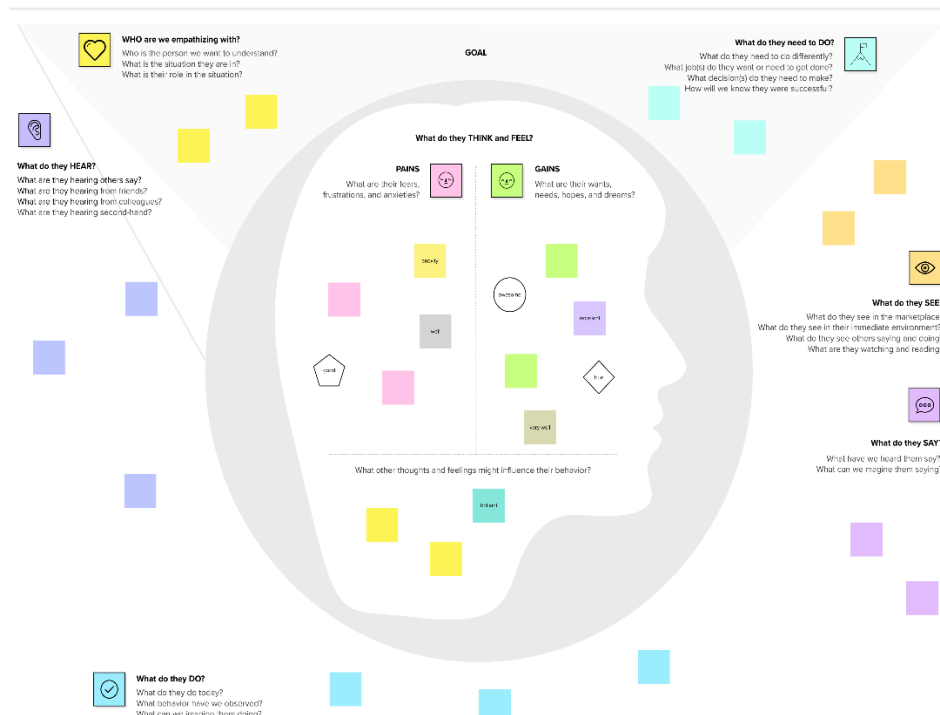
First, candidates have come to expect companies to provide a positive candidate experience and user-friendly application process, which most applicant tracking systems provide. Second, for the employees involved in the recruitment process, such as recruiters, hiring managers and approvers, an ATS automates and streamlines the hiring process. Finally, an ATS provides a repository of data for future reference.

1.2 PURPOSE:

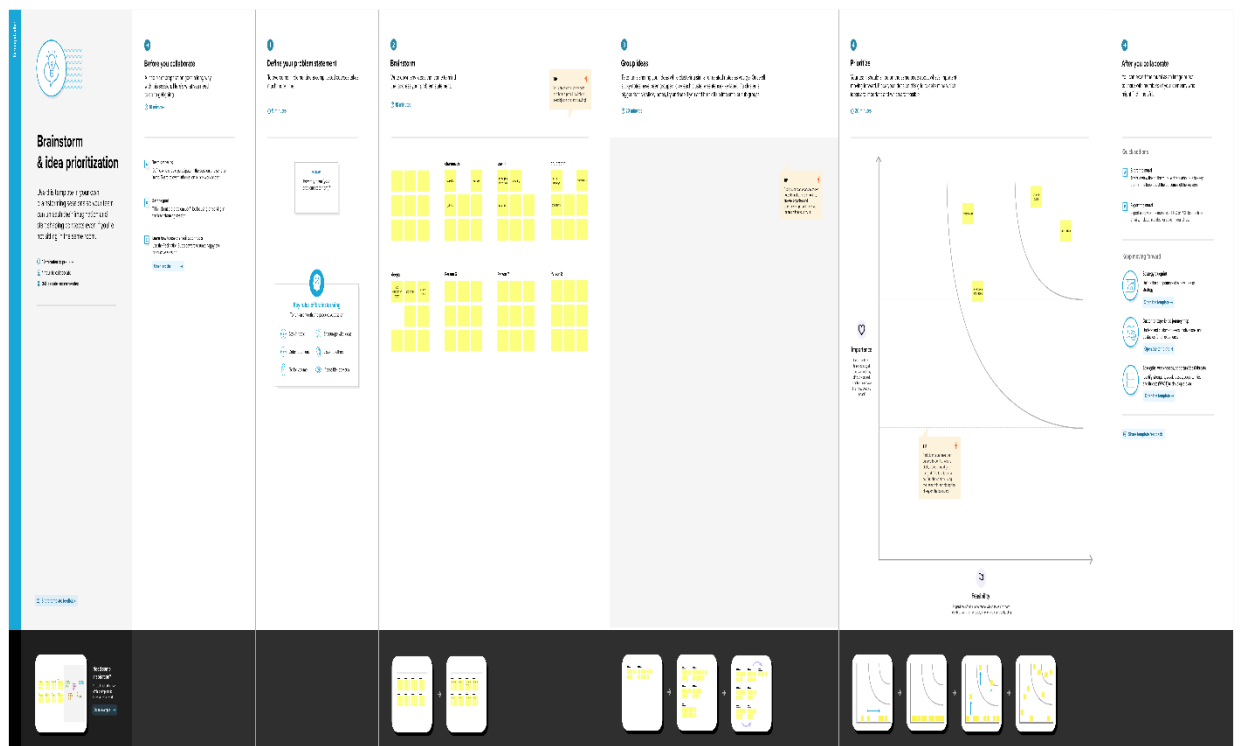
An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates they hire. 86% of recruiters reported that using an ATS has helped them hire faster.

2. PROBLEM DEFINITION AND DESIGN THINKING:

2.1 EMPATHY MAP:



2.2 IDEATION AND BRAINSTORMING MAP:

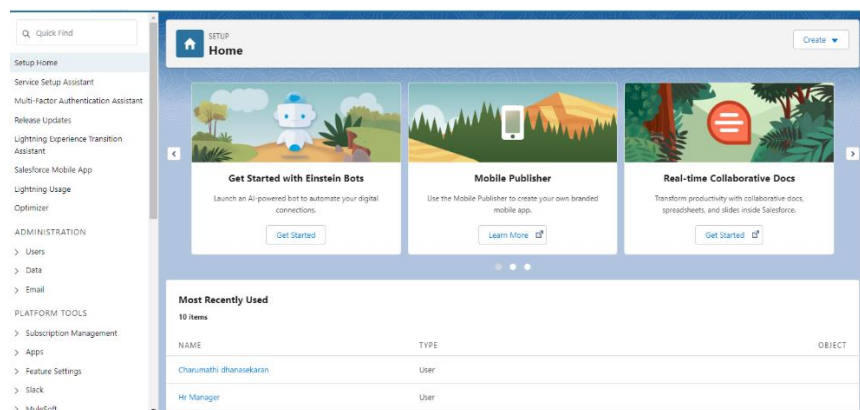



3. RESULT:

3.1 DATA MODEL:

OBJECT NAME	FIELDS IN THE OBJECT	
Object 1	Field label	Data type
	Candidate number	Auto number
	Candidate layout	Lookup
	Candidate	Text
Object 2	Field label	Data type
	Recruiter	Master relationship
	Tab style	New custom tab
	Field	Look up
Object 2	Field label	Data type
	Jobs	Text area
	Tab style	New custom tab
	Field	Look up

3.2 ACTIVITY AND SCREENSHOTS:





Charumathi dhanasekaran

EditUser Detail

Share your awesomeness with the world.
(Or at least with your colleagues on Chatter.)

Learn new skills on Trailhead, the fun way to learn Salesforce.

Connect with fellow Trailblazers on the Trailblazer Community.

Details

Name	Charumathi dhanasekaran	Manager	
Title		Company Name	Dr.M.G.R Arts and Science College for Women
Email	dhanasekarancharumathi@gmail.com	Phone	
Address		Mobile	

Related

Groups

Files

Collaborations

is:open

New project

2 Open0 Closed

Sort

@Charu-05's untitled project

Private

#2 updated 3 weeks ago

@Charu-05's untitled project

Private

#1 updated 3 weeks ago



Charu-05



Set status

Edit profile



Joined 3 weeks ago



Overview



Repositories 8



Projects



New

Find a repository...

Type ▾

Language ▾

Sort ▾

charu-7

Public



Star



Updated 2 weeks ago

charu-6

Public



Star



Updated 2 weeks ago

charu-5

Public

charu-4

Public



Star



Updated 2 weeks ago

charu-3

Public



Star



Updated 2 weeks ago

charu-2

Public



Star



Updated 2 weeks ago

charu1

Public



Star



Updated 3 weeks ago

charu

Public




Star



Updated 3 weeks ago

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

Search Layouts

List View Button Layout

Restriction Rules

Scoping Rules

Details

EditDelete

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

SETUP > OBJECT MANAGER

 job application object

Details

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Search Layouts

List View Button Layout

Restriction Rules

Scoping Rules

Details

EditDelete

Description

API Name

job_application_object__c

Custom

✓

Singular Label

job application object

Plural Label

job applicationobjects

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

SETUP > OBJECT MANAGER

job

Details

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Search Layouts

List View Button Layout

Restriction Rules

Scoping Rules

Details

EditDelete

Description

API Name

jobs__c

Custom

✓

Singular Label

job

Plural Label

jobs

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

SETUP > OBJECT MANAGER

Appointment Invitation

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Search Layouts

List View Button Layout

Triggers

Flow Triggers

Custom Field Definition Detail

EditSet Field-Level SecurityView Field AccessibilityWhere is this used?

Field Information

Field Label

Job title

Object Name

Appointment Invitation

Field Name

Job_title

Data Type

Text

API Name

Job_title__c

Description

Help Text

Data Owner

Field Usage

Data Sensitivity Level

Compliance Categorization

Created By

Charumathi dhanasekaran, 24/03/2023, 4:32 pm

Modified By

Charumathi dhanasekaran, 24/03/2023, 4:32 pm

General Options

Required

✓

Unique

Case Sensitive

External ID

Default Value

Text Options

Length

30

Validation Rules

New

Validation Rules Help ?

No validation rules defined.

SETUP

Sharing Settings

Sharing Settings

Help for this Page

This page displays your organization's sharing settings. These settings specify the level of access your users have to each others' data. Go to [Background Jobs](#) to monitor the progress of a change to an organization-wide default or a parallel sharing recalculation.

Manage sharing settings for: job application object

[Disable External Sharing Model](#)

Default Sharing Settings

Organization-Wide Defaults

Edit

Organization-Wide Defaults Help

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
job application object	Public Read/Write	Private	<input checked="" type="checkbox"/>

Other Settings

Other Settings Help

Manager Groups

☐

Secure guest user record access

☒

Require permission to view record names in lookup fields

☐

Sharing Rules

job application object Sharing Rules

New Recalculate

job application object Sharing Rules Help

Action	Criteria	Shared With	Access Level
--------	----------	-------------	--------------

SETUP

Roles

Role

Help for this Page

CEO

Below is the list of users assigned to this role. Click [Edit](#) to modify the role name. Click [Assign Users to Role](#) to assign existing users to this role. Click [New User](#) to create a user for this role.

Hierarchy: [Dr.M.G.R Arts and Science College for Women](#) » [CEO](#) Siblings.

[Users in CEO Role \(0\)](#)

Role Detail

Edit Delete

Label	CEO	Role Name	CEO
This role reports to	None	Role Name as displayed on reports	CEO
Modified By	Charumathi dhanasekaran 21/03/2023, 3:11 pm	Sharing Groups	Role, Role and Subordinates
Opportunity Access	Users in this role can edit all opportunities associated with accounts that they own, regardless of who owns the opportunities		
Case Access	Users in this role can edit all cases associated with accounts that they own, regardless of who owns the cases		

SETUP

Users

User

Hr Manager

User Profile Help for this Page

Permission Set Assignments

Permission Set Assignments: Activation Required

Permission Set Group Assignments

Permission Set License Assignments

Personal Groups

Public Group Membership

Queue Membership

Team

Managers in the Role Hierarchy

OAuth Connected Apps

Third-Party Account Links

Installed Mobile Apps

Authentication Settings for External Systems

Login History

User Provisioning Accounts

User Detail

Edit

Sharing

Reset Password

Freeze

Name	Hr Manager	Role	
Alias	hmana	User License	Salesforce Platform
Email	varaprasadandrothu@gmail.com	Profile	Standard Platform User
Username	varaprasadandrothu@example.com	Active	<input checked="" type="checkbox"/>
Nickname	User16800909875318053058	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address		Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	<input type="checkbox"/>
Locale	English (India)	WDC User	<input type="checkbox"/>
Language	English	Mobile Push Registrations	View
Delegated Approver		Data.com User Type	
Manager		Accessibility Mode (Classic Only)	<input type="checkbox"/>
Receive Approval Request Emails	Only if I am an approver	Debug Mode	<input type="checkbox"/>
Federation ID		High-Contrast Palette on Charts	<input type="checkbox"/>
App Registration: One-Time Password Authenticator		Load Lightning Pages While Scrolling	<input checked="" type="checkbox"/>

SETUP

Users

User

sale Manager

User Profile Help for this Page

Permission Set Assignments

Permission Set Assignments: Activation Required

Permission Set Group Assignments

Permission Set License Assignments

Personal Groups

Public Group Membership

Queue Membership

Team

Managers in the Role Hierarchy

OAuth Connected Apps

Third-Party Account Links

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Login History

User Provisioning Accounts

User Detail

Edit

Sharing

Reset Password

Freeze

Name	sale Manager	Role	
Alias	smana	User License	Salesforce
Email	ganeshgelli@gmail.com	Profile	Sales Manager
Username	gelliganesh@gmail.vcom	Active	<input checked="" type="checkbox"/>
Nickname	User16800914955574815564	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address		Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	<input type="checkbox"/>
Locale	English (India)	WDC User	<input type="checkbox"/>
Language	English	Mobile Push Registrations	View
Delegated Approver		Data.com User Type	
Manager		Accessibility Mode (Classic Only)	<input type="checkbox"/>
Receive Approval Request Emails	Only if I am an approver	Debug Mode	<input type="checkbox"/>
Federation ID		High-Contrast Palette on Charts	<input type="checkbox"/>
App Registration: One-Time Password Authenticator		Load Lightning Pages While Scrolling	<input checked="" type="checkbox"/>

Setup

Home

Object Manager

Quick Find

Setup Home

Service Setup Assistant

Multi-Factor Authentication Assistant

Release Updates

Lightning Experience Transition Assistant

Salesforce Mobile App

Lightning Usage

Optimizer

ADMINISTRATION

Users

Data

Email

PLATFORM TOOLS

Subscription Management

Apps

Feature Settings

Slack

SETUP

Tabs

Custom Object Tab

Recruiters

Help for this Page

Below is the information for the custom tab. Click Edit to change the custom tab.

Custom Tab Definition Detail

Edit

Delete

Tab Label	Recruiters	Tab Style	Laptop
Object	Recruiter	Splash Page Custom Link	
Description			
Created By	Charumathi dhanasekaran	Modified By	Charumathi dhanasekaran
	28/03/2023, 7:18 pm		28/03/2023, 7:18 pm

SETUP

Users

User

Hr Manager

User Profile

Help for this Page

Permission Set Assignments (0) | Permission Set Assignments: Activation Required (0) | Permission Set Group Assignments (0) | Permission Set License Assignments (0) | Personal Groups (0) | Public Group Membership (0) | Queue Membership (0) | Team (0) | Managers in the Role Hierarchy (0) | OAuth Connected Apps (0) | Third-Party Account Links (0) | Installed Mobile Apps (0) | Authentication Settings for External Systems (0) | Login History (0) | User Provisioning Accounts (0)

User Detail

Edit

Sharing

Reset Password

Freeze

Name	Hr Manager	Role	
Alias	hmana	User License	Salesforce Platform
Email	varaprasadandrothu@gmail.com	Profile	Standard Platform User
Username	varaprasadandrothu@example.com	Active	<input checked="" type="checkbox"/>
Nickname	User16800909875318053058	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address		Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	<input type="checkbox"/>
Locale	English (India)	WDC User	<input type="checkbox"/>
Language	English	Mobile Push Registrations	View
Delegated Approver		Data.com User Type	
Manager		Accessibility Mode (Classic Only)	<input type="checkbox"/>
Receive Approval Request Emails	Only if I am an approver	Debug Mode	<input type="checkbox"/>
Federation ID		High-Contrast Palette on Charts	<input type="checkbox"/>
App Registration: One-Time Password Authenticator		Load Lightning Pages While Scrolling	<input checked="" type="checkbox"/>

Q sharing settings

Security

Sharing Settings

Didn't find what you're looking for?
Try using Global Search.

SETUP

Profiles

Profile

Recruiter

Help for this Page

Users with this profile have the permissions and page layouts listed below. Administrators can change a user's profile by editing that user's personal information.

If your organization uses Record Types, use the Edit links in the Record Type Settings section below to make one or more record types available to users with this profile.

Login IP Ranges | Enabled Apex Class Access | Enabled Visualforce Page Access | Enabled External Data Source Access | Enabled Named Credential Access | Enabled Custom Metadata Type Access | Enabled Custom Setting Definitions Access | Enabled Flow Access | Enabled Service Presence Status Access | Enabled Custom Permissions

Profile Detail

EditCloneDeleteView Users

Name	Recruiter	Custom Profile	✓
User License	Salesforce		
Description			
Created By	Charumathi dhanasekaran 29/03/2023, 5:24 pm	Modified By	Charumathi dhanasekaran 29/03/2023, 5:24 pm

Page Layouts

Standard Object Layouts

Global	Global Layout (View Assignment)	Object Milestone	Object Milestone Layout (View Assignment)
Email Application	Not Assigned (View Assignment)	Operating Hours	Operating Hours Layout (View Assignment)
Home Page Layout	DE Default (View Assignment)	Opportunity	Opportunity Layout (View Assignment)
Account	Account Layout (View Assignment)	Opportunity Product	Opportunity Product Layout (View Assignment)
Alternative Payment Method	Alternative Payment Method Layout (View Assignment)	Order	Order Layout (View Assignment)
Appointment Invitation	Appointment Invitation Layout (View Assignment)	Order Product	Order Product Layout (View Assignment)
Asset	Asset Layout	Payment	Payment Layout

Q sharing settings

Security

Sharing Settings

Didn't find what you're looking for?
Try using Global Search.

Setup

Home

Object Manager

Q Search Setup

Star icon

Print icon

Refresh icon

Help icon

Settings icon

Notifications icon

Profile icon

SETUP

Profiles

Profile

Sales Manager

Help for this Page

Users with this profile have the permissions and page layouts listed below. Administrators can change a user's profile by editing that user's personal information.

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Profile Detail

EditCloneDeleteView Users

Name	Sales Manager	Custom Profile	✓
User License	Salesforce		
Description			
Created By	Charumathi dhanasekaran 29/03/2023, 5:24 pm	Modified By	Charumathi dhanasekaran 29/03/2023, 5:24 pm

Page Layouts

Standard Object Layouts

Global	Global Layout (View Assignment)	Object Milestone	Object Milestone Layout (View Assignment)
Email Application	Not Assigned (View Assignment)	Operating Hours	Operating Hours Layout (View Assignment)
Home Page Layout	DE Default (View Assignment)	Opportunity	Opportunity Layout (View Assignment)
Account	Account Layout (View Assignment)	Opportunity Product	Opportunity Product Layout (View Assignment)
Alternative Payment Method	Alternative Payment Method Layout (View Assignment)	Order	Order Layout (View Assignment)
Appointment Invitation	Appointment Invitation Layout (View Assignment)	Order Product	Order Product Layout (View Assignment)
Asset	Asset Layout	Payment	Payment Layout

Q Search...

SalesHomeOpportunitiesLeadsTasksFilesAccountsContactsCampaignsDashboardsReportsChatterGroupsMore

REPORT
job applicationAccounts

Update Preview Automatically

OutlineFilters

Groups

GROUP ROWS

Add group...

Rating

GROUP COLUMNS

Type

Billing City

Columns

Add column...

Last Activity

Account Owner

Account Name

Billing State/Province

Last Modified Date

Previewing a limited number of records. Run the report to see everything.

Customer - Direct

Customer - Channel

Rating	Billing City	San Francisco	Subtotal	Austin	Burlington	Chicago	New York	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland
-	Record Count	1	1	2	1	0	0	0	1	0	2	1	0	1
Hot	Record Count	0	0	0	0	1	0	0	1	0	2	0	0	0
Warm	Record Count	0	0	0	0	0	1	1	0	0	3	0	0	0
Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	1	0
Total	Record Count	1	1	2	1	1	1	1	1	1	7	1	1	1

Details (13 Rows)Click an intersection in the table above to filter details.

Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	- Automated Process	Sample Account for Entitlements	-	21/03/2023
2	- Charumathi dhanasekaran	sforce	CA	21/03/2023
3	- Charumathi dhanasekaran	United Oil & Gas, UK	UK	21/03/2023
4	- Charumathi dhanasekaran	United Oil & Gas, Singapore	Singapore	21/03/2023
5	- Charumathi dhanasekaran	Dickenson plc	KS	21/03/2023
6	- Charumathi dhanasekaran	Pyramid Construction Inc.	-	21/03/2023

Row CountsDetail RowsSubtotalsGrand TotalStacked SummariesConditional Formatting

Q Search...

SalesHomeOpportunitiesLeadsTasksFilesAccountsContactsCampaignsDashboardsReportsChatterGroupsMore

REPORT
candidateAccounts

Report "candidate" was saved

Update Preview Automatically

OutlineFilters

Groups

GROUP ROWS

Add group...

Rating

GROUP COLUMNS

Type

Billing City

Columns

Add column...

Last Activity

Account Owner

Account Name

Billing State/Province

Last Modified Date

Previewing a limited number of records. Run the report to see everything.

Customer - Direct

Customer - Channel

Rating	Billing City	San Francisco	Subtotal	Austin	Burlington	Chicago	New York	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland
-	Record Count	1	1	2	1	0	0	0	1	0	2	1	0	1
Hot	Record Count	0	0	0	0	1	0	0	1	0	2	0	0	0
Warm	Record Count	0	0	0	0	0	1	1	0	0	3	0	0	0
Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	1	0
Total	Record Count	1	1	2	1	1	1	1	1	1	7	1	1	1

Details (13 Rows)Click an intersection in the table above to filter details.

Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	- Automated Process	Sample Account for Entitlements	-	21/03/2023
2	- Charumathi dhanasekaran	sforce	CA	21/03/2023
3	- Charumathi dhanasekaran	United Oil & Gas, UK	UK	21/03/2023
4	- Charumathi dhanasekaran	United Oil & Gas, Singapore	Singapore	21/03/2023
5	- Charumathi dhanasekaran	Dickenson plc	KS	21/03/2023
6	- Charumathi dhanasekaran	Pyramid Construction Inc.	-	21/03/2023

Row CountsDetail RowsSubtotalsGrand TotalStacked SummariesConditional Formatting

SalesHomeOpportunitiesLeadsTasksFilesAccountsContactsCampaignsDashboardsReportsChatterGroupsMore

REPORT
jobsAccounts

OutlineFilters

Groups

GROUP ROWS

Add group...

Rating

GROUP COLUMNS

Type

Billing City

Columns

Add column...

Last Activity

Account Owner

Account Name

Billing State/Province

Last Modified Date

Previewing a limited number of records. Run the report to see everything.

Update Preview Automatically

Type	Customer - Direct	Customer - Channel
Rating	San Francisco	Subtotal
Record Count	112	102
Hot	000	100
Warm	000	100
Cold	000	100
Total	112	102

Details (13 Rows)

Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	Automated Process	Sample Account for Entitlements	-	21/03/2023
2	Charumathi dhanasekaran	sforce	CA	21/03/2023
3	Charumathi dhanasekaran	United Oil & Gas, UK	UK	21/03/2023
4	Charumathi dhanasekaran	United Oil & Gas, Singapore	Singapore	21/03/2023
5	Charumathi dhanasekaran	Dickenson plc	KS	21/03/2023
6	Charumathi dhanasekaran	Pyramid Construction Inc.	-	21/03/2023

Row CountsDetail RowsSubtotalsGrand TotalStacked SummariesConditional Formatting

SalesHomeOpportunitiesLeadsTasksFilesAccountsContactsCampaignsDashboardsReportsChatterGroupsMore

REPORT
New Accounts ReportAccounts

OutlineFilters

Groups

GROUP ROWS

Add group...

Rating

GROUP COLUMNS

Type

Billing City

Columns

Add column...

Last Activity

Account Owner

Account Name

Billing State/Province

Last Modified Date

Previewing a limited number of records. Run the report to see everything.

Update Preview Automatically

Type	Customer - Direct	Customer - Channel
Rating	San Francisco	Subtotal
Record Count	112	102
Hot	000	100
Warm	000	100
Cold	000	100
Total	112	102

Details (13 Rows)

Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	Automated Process	Sample Account for Entitlements	-	21/03/2023
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5	Charumathi dhanasekaran	Dickenson plc	KS	21/03/2023
6	Charumathi dhanasekaran	Pyramid Construction Inc.	-	21/03/2023

Row CountsDetail RowsSubtotalsGrand TotalStacked SummariesConditional Formatting

4. TRAIL HEAD PROFILE PUBLIC URL:

Team leader - <https://trailblazer.me/id/cdhanasekaran>

Team member 1 – <https://trailblazer.me/id/arusp2>

Team member 2 – <https://trailblazer.me/id/deepa231>

Team member 3 – <https://trailblazer.me/id/aswinib123>

5. ADVANTAGES AND DISADVANTAGES:

5.1 ADVANTAGES:

- Enhanced candidate experience.
- Optimize the onboarding process.
- Quality hire.
- Enhance collaboration and teamwork.
- Increase candidate engagement.
- Cut hiring costs.
- Easy job posting.
- Improve efficiency and lower costs.
- Integration with job boards.

5.2 DISADVANTAGES:

- Misread resumes in PDF format.
- The inability to read most, if not all, graphics.
- Missing out on potential great hires and great pipeline talent when resumes are eliminated.

- Automatic elimination of every resume that the system cannot read and interpret.
- Incorrectly categorized data from resumes that were created in an unusual format.

6. APPLICATION:

- ❖ Application 1 – Tracking employees
- ❖ Application 2 - Collecting data about the jobs
- ❖ Application 3 – Improving the application of jobs
- ❖ Application 4 –Streamlining Internal Sales Process

7. CONCLUSION:

Job application tracking system for recruiters is a very effective hiring solution that most of the successful recruiters utilize. Because without it, there is a good chance that progress of moving applicants through different stages can become very difficult.

8. FUTURE SCOPE:

The world is moving into automation and AI, and leads way to the new age Application Tracking System (ATS). According to a recently released survey report, the majority of staffing firms worldwide will no option for an Application Tracking

System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.