

1 INTRODUCTION

1.1 Overview

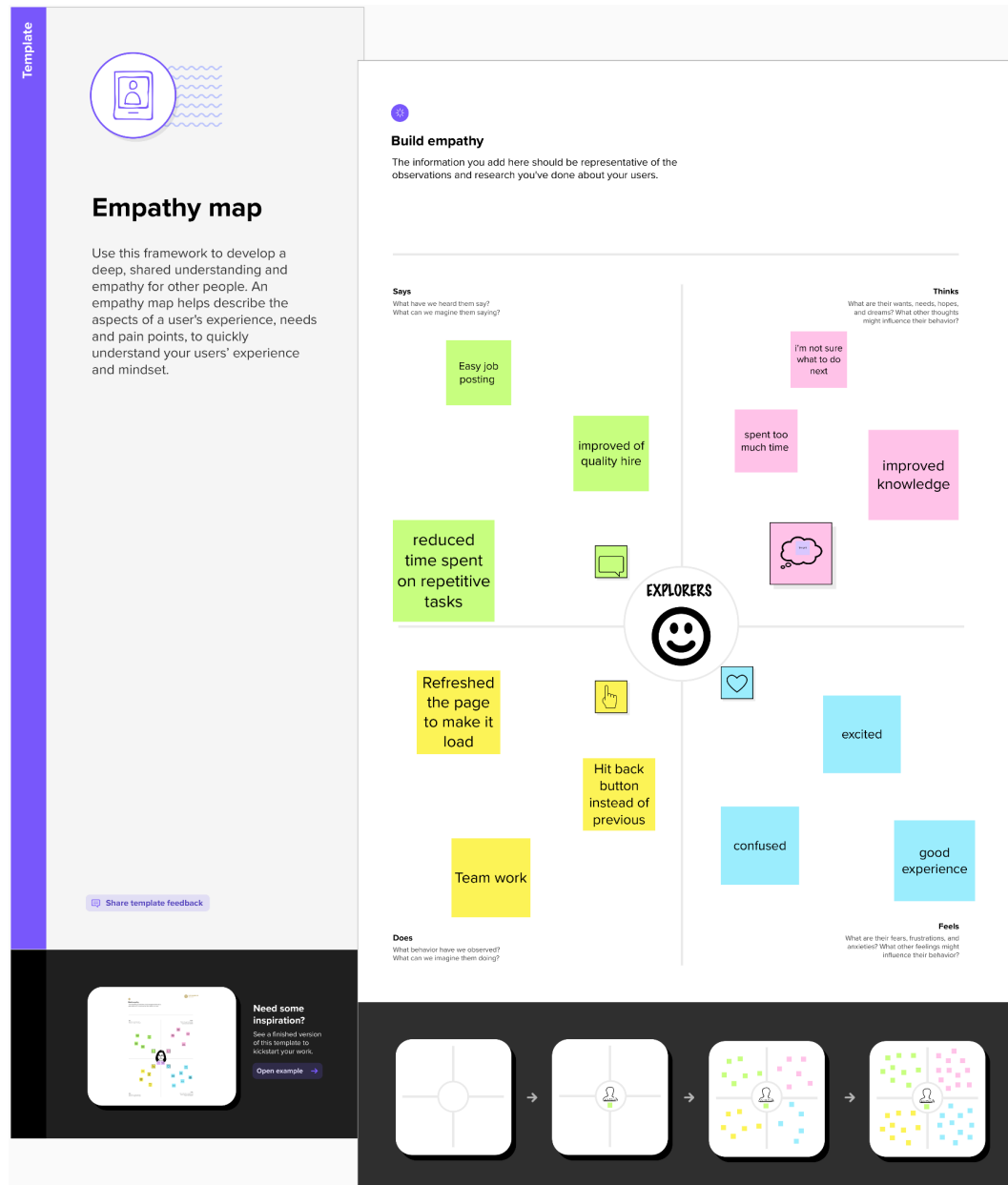
Create a CRM Application which helps the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track

1.2 Purpose

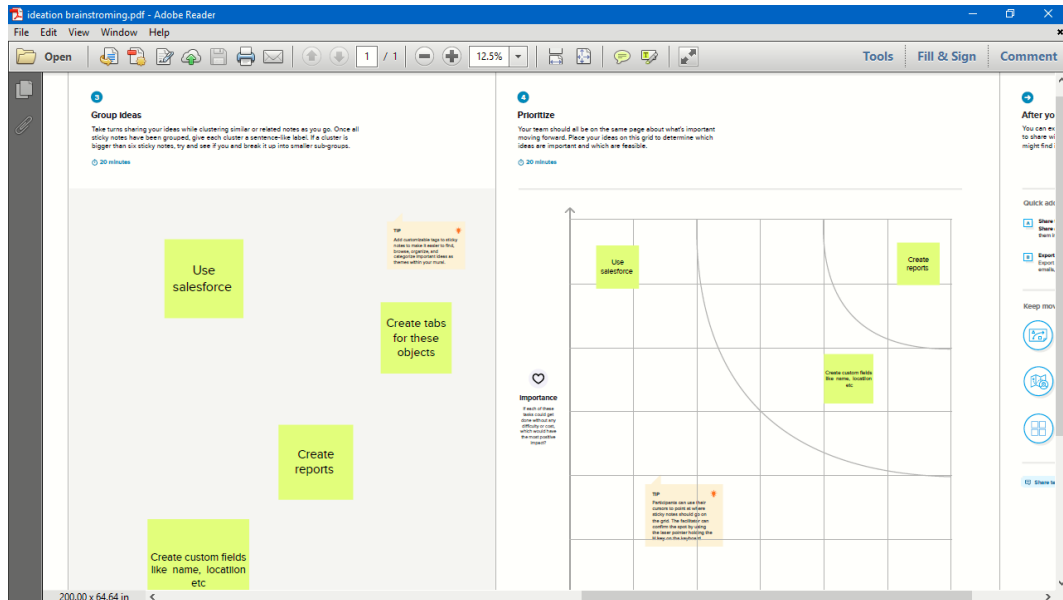
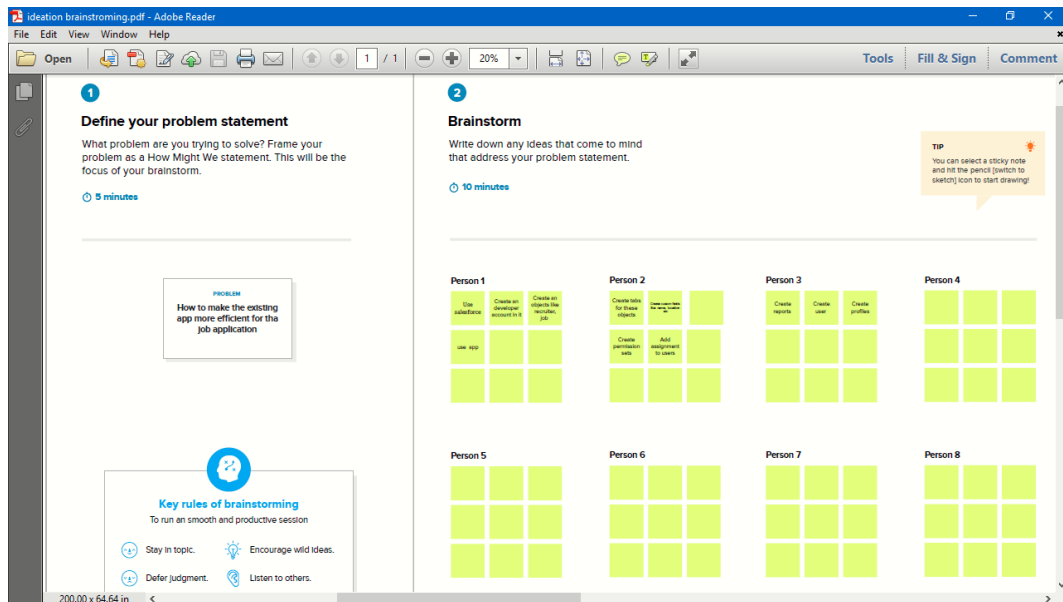
To make the existing app more efficient for the Job application we create custom objects and relationships to store and access the data more efficient

2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



3 RESULT

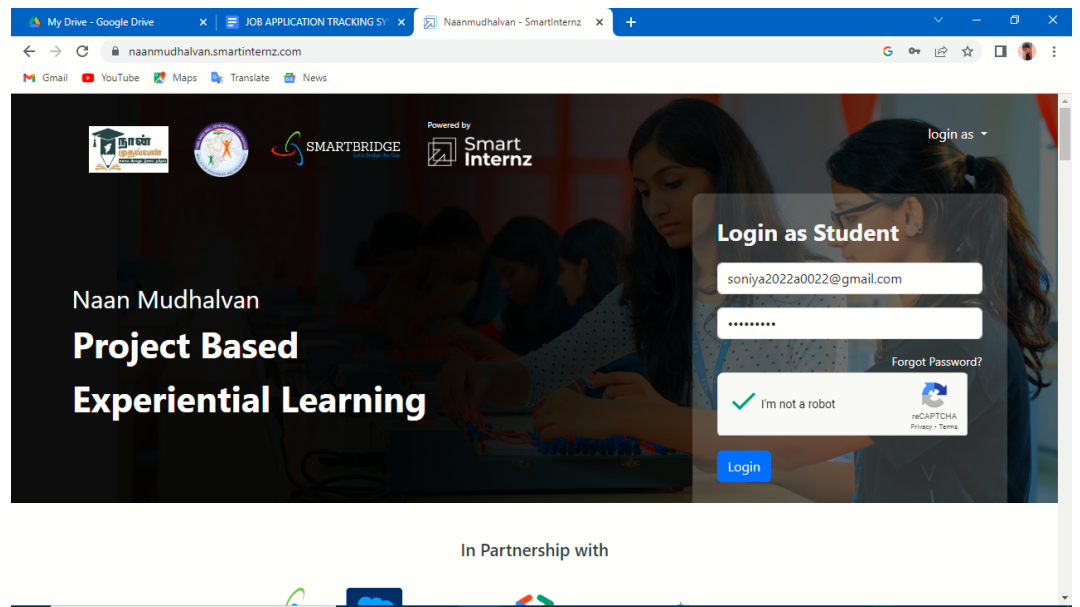
3.1 Data Model:

Object name	Fields in the Object	
Recruiter		
	Field label	Data type
	Recruiter	Auto Number
Job		
	Field label	Data type
	Job	Auto Number
Job application object		
	Field label	Data type
	Job application object	Auto Number
Candidate		
	Filed label	Data type
	Candidate	Auto number
Tab		
	Filed label	data type
	Tab	Auto Number

3.2 Activity & Screenshot

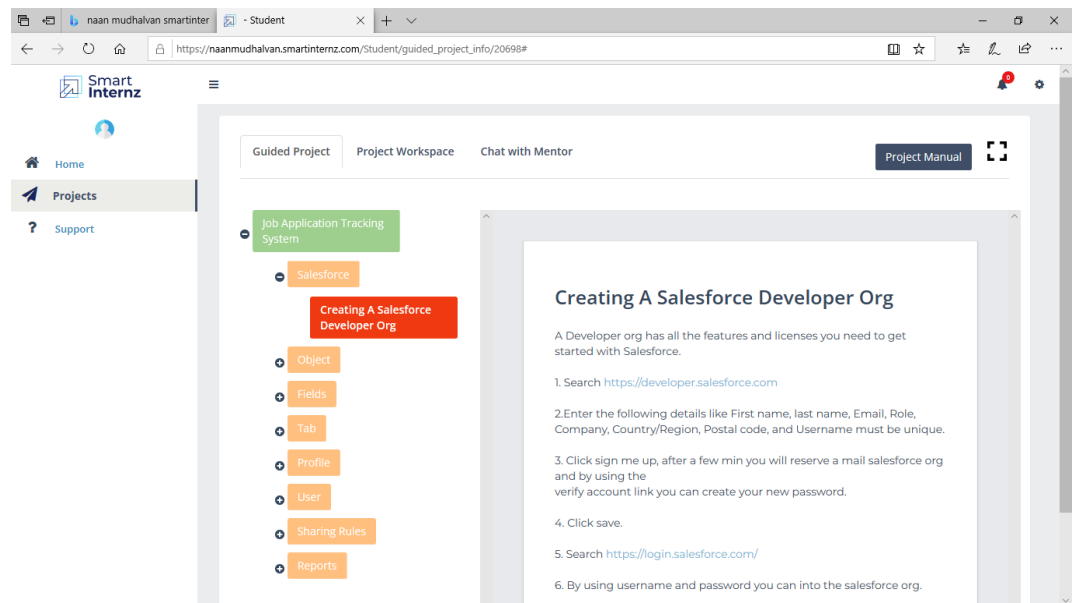
Search naanmudhalvan.smartinternz.com

login username and password



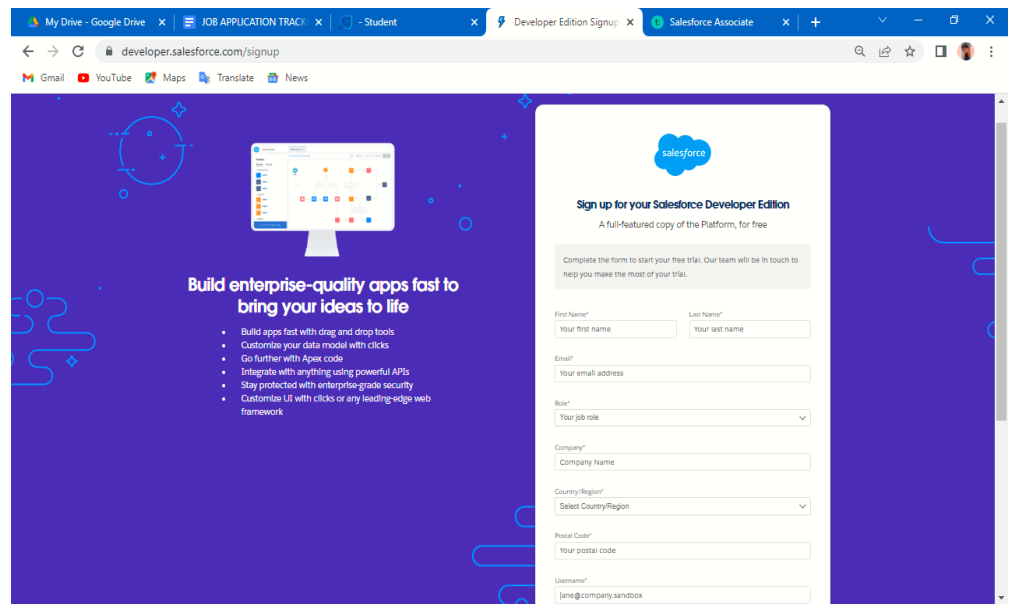
click the sidebar , select project and go to project workspace

click developer.salesforce.com



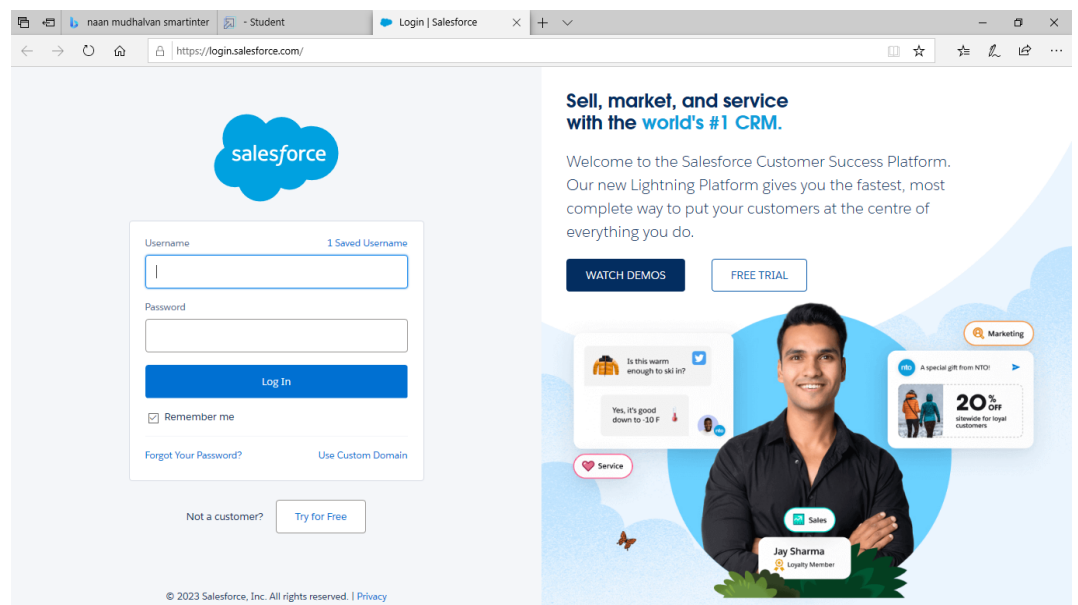
sign up for my salesforce developer edition

click sign me up, get a mail and verify account link you can create my password



search login.salesforce.com

by using username and password



The setup page will appear as below

create a custom object

click object manager ,click create select custom object

fill

label as -Recruiter

plural label as " Recruiters".

Record name: " Recruiter Number"

Select the data type as "Auto Number".

Under display format enter "REC-{00000}".

Enter the starting number as 1.

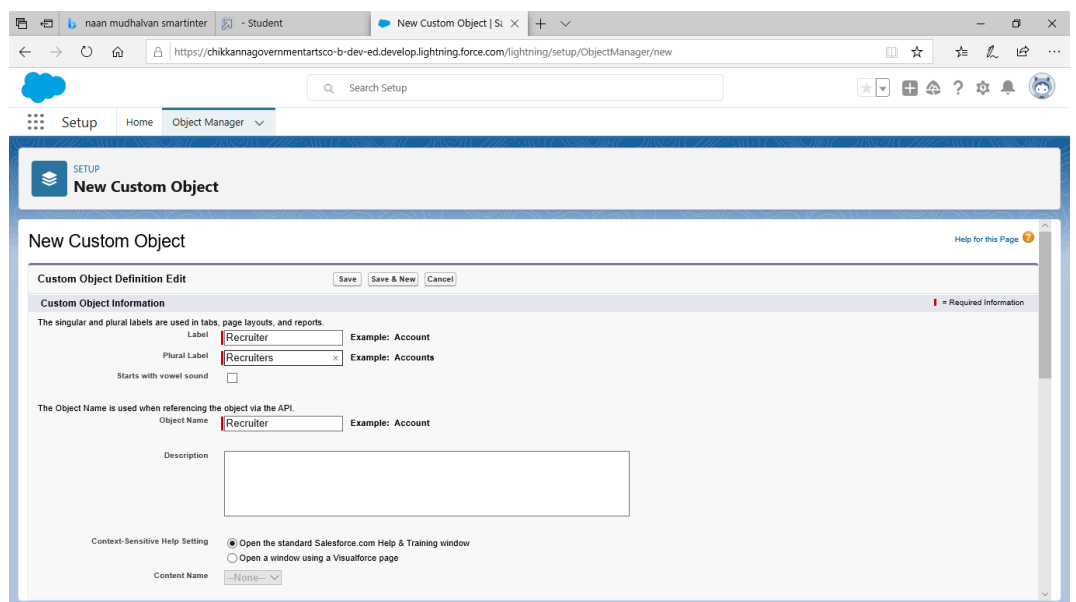
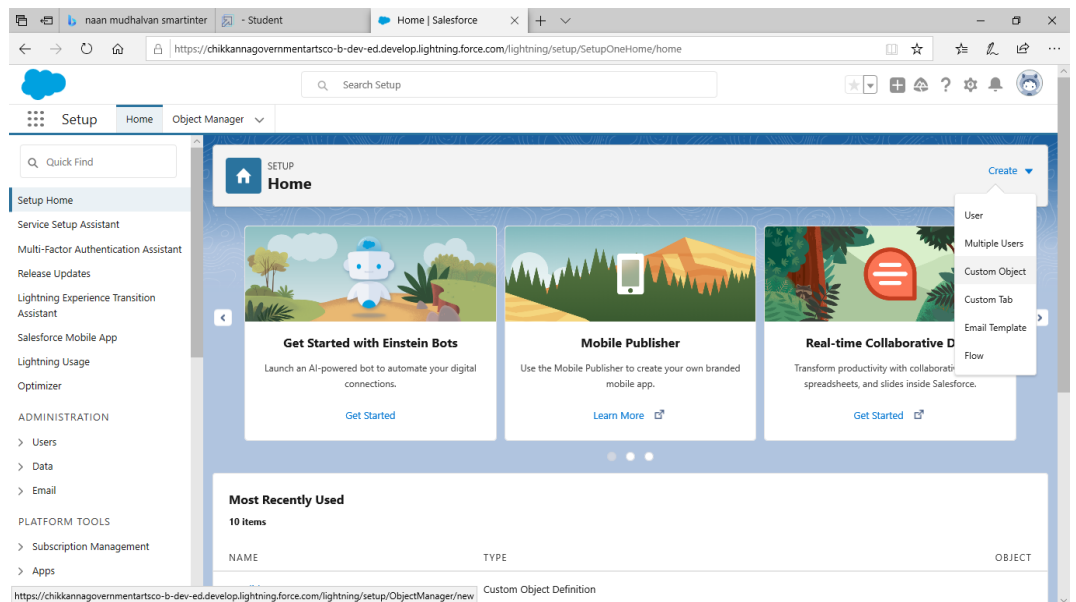
In the Optional Features section, select Allow Reports and Track Field History.

In the Deployment Status section, ensure Deployed is selected.

In the Search Status section, select Allow Search.

In the Object Creation Options section, select Add Notes and Attachments related list to default page layout.

and click Save.



Setup Home **Object Manager**

SETUP New Custom Object

Enter Record Name Label and Format

The Record Name appears in page layouts, key lists, related lists, lookups, and search results. For example, the Record Name for Account is "Account Name" and for Case it is "Case Number". Note that the Record Name field is always called "Name" when referenced via the API.

Record Name Example: Account Name

Data Type

Optional Features

- ☐ Allow Reports
- ☐ Allow Activities
- ☐ Track Field History
- ☐ Allow in Chatter Groups
- ☐ Enable Licensing

Object Classification

When these settings are enabled, this object is classified as an Enterprise Application object. When these settings are disabled, this object is classified as a Light Application object. [Learn more.](#)

- ☒ Allow Sharing
- ☒ Allow Bulk API Access
- ☒ Allow Streaming API Access

Deployment Status

☐ In Development

☒ Deployed

[What is this?](#)

Above process use and create

Job ,Candidate,Job Application Object and Tab

Create the custom field

click the object manager , and search Recruiter click here ,create field and relationship

Setup > OBJECT MANAGER

Recruiter

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

Field Type

- ☐ Email
- ☐ Geolocation
- ☐ Number
- ☐ Percent
- ☐ Phone
- ☐ Picklist
- ☐ Picklist (Multi-Select)
- ☐ Text
- ☐ Text Area
- ☐ Text Area (Long)
- ☐ Text Area (Rich)
- ☐ Text (Encrypted)
- ☐ Time
- ☐ URL

Field Label

Text

Field Properties

- ☐ Allow Reports
- ☐ Allow Activities
- ☐ Track Field History
- ☐ Allow in Chatter Groups
- ☐ Enable Licensing

Object Classification

When these settings are enabled, this object is classified as an Enterprise Application object. When these settings are disabled, this object is classified as a Light Application object. [Learn more.](#)

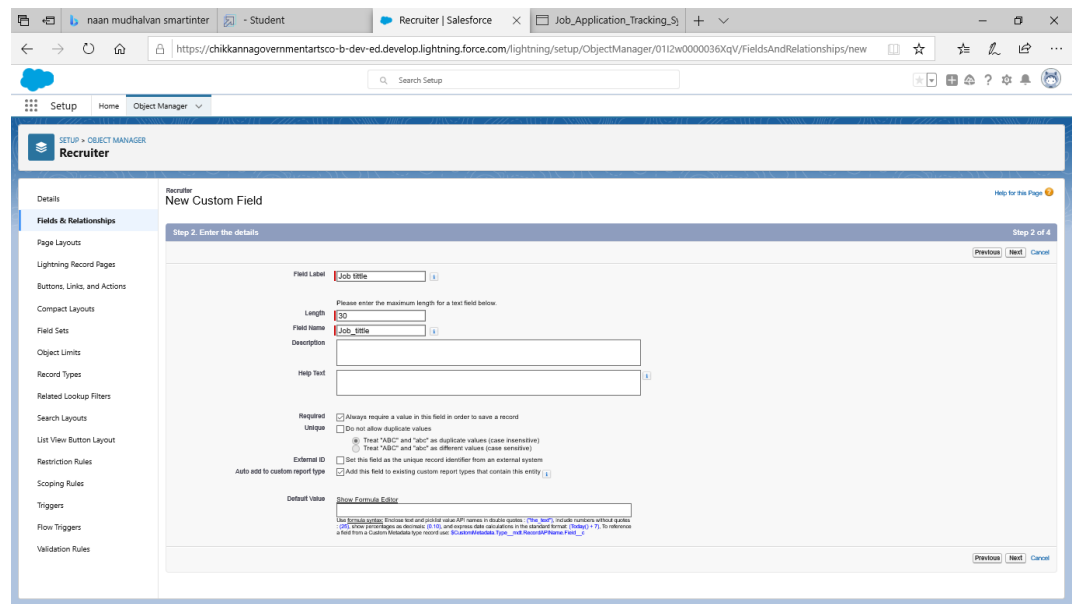
- ☒ Allow Sharing
- ☒ Allow Bulk API Access
- ☒ Allow Streaming API Access

Deployment Status

☐ In Development

☒ Deployed

[Next](#) [Cancel](#)

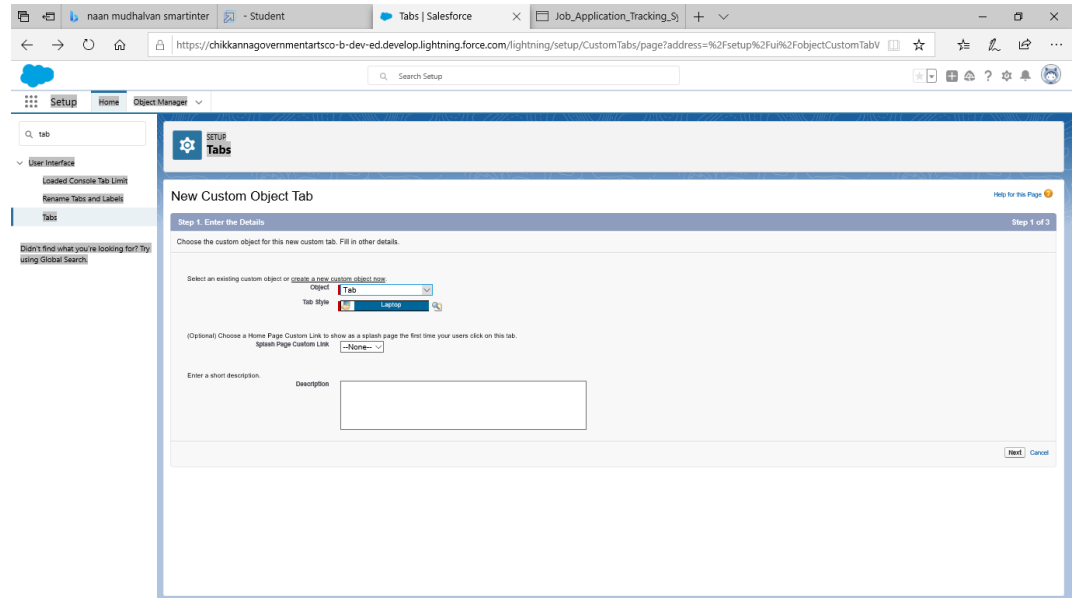


click next,next and save

From setup go to object manager

on sidebar ,click field and relationship

same process for custom field ,Job,Job Application Object ,Candidate and Tab



click setup

Search tab in Quickbooks then, select tab

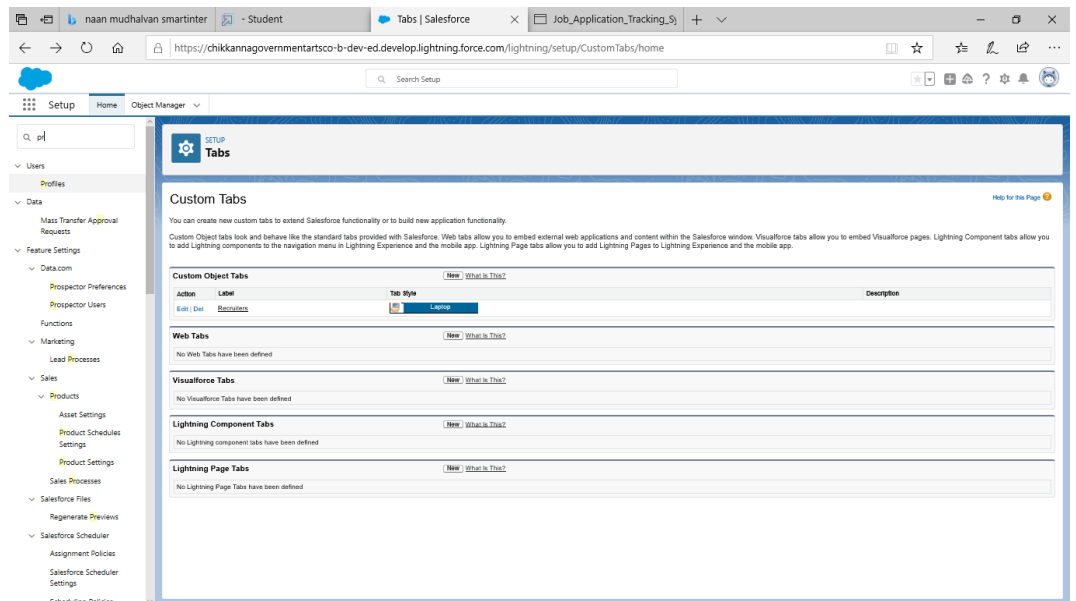
Click New custom object tab section

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 them visible.

Click save.



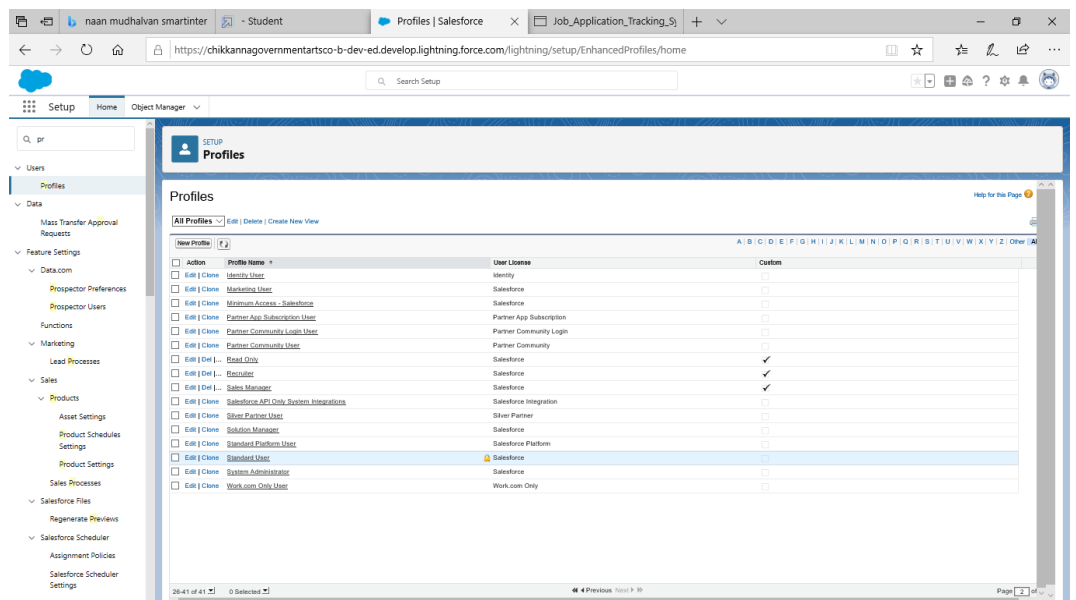
From setup , enter profiles in Quick Find box

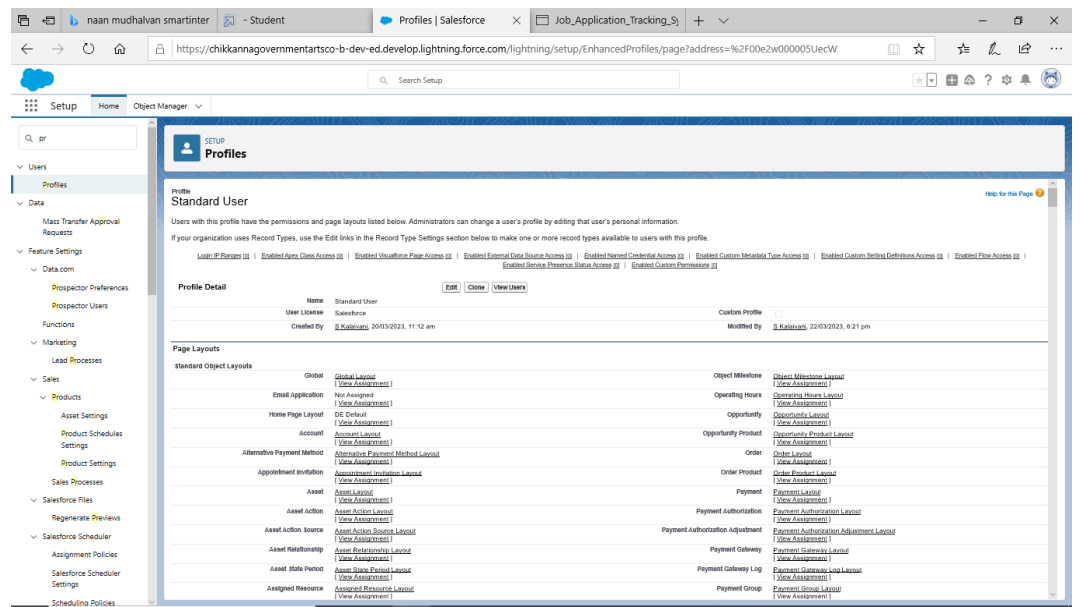
Select profiles.

Click clone.

. For Profile, enter Recruiter.

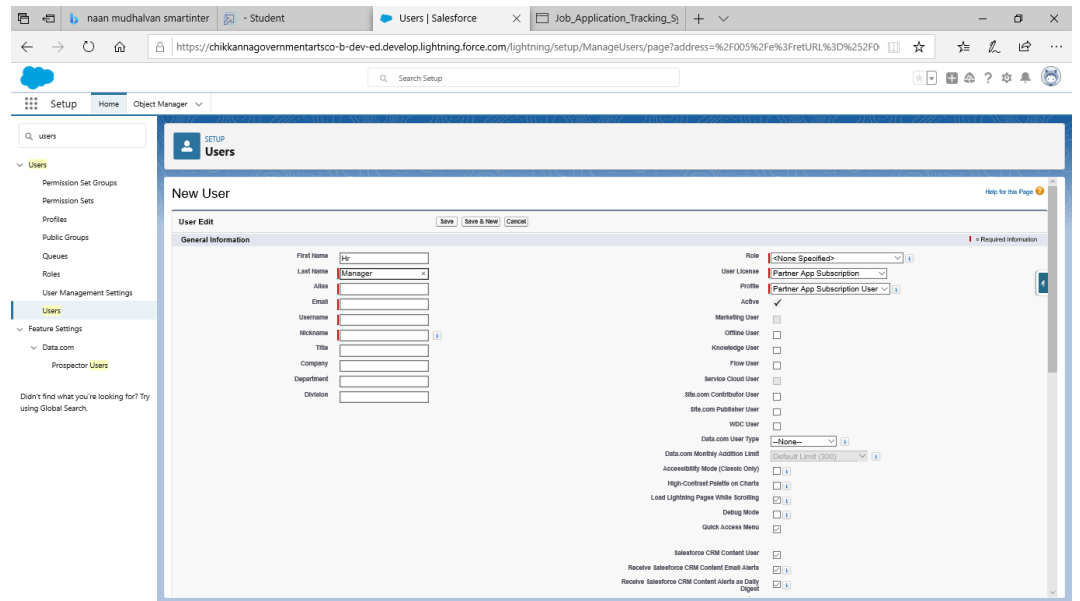
Click save.





Create a profile with the profile name as “Sales manager”

follow above process and click save



From Setup, enter Users in the Quick Find box, then select Users.

Click New User.

Enter First name as HR and last name as Manager.

Enter the user’s name and email address and a unique username in the form of an email address. By default, the username is the same as the email address.

Then create a new role HR Manager.

Select user License as Standard Platform User.

Select profile.

.Click save

Create a user with a username as “Ganesh Gelli”, and assign him the sales Manager profile.

Follow above process and click save

The screenshot shows the Salesforce Sharing Settings page for the 'Candidate' object. The page is titled 'Sharing Settings' and includes a sidebar with navigation options like 'Setup', 'Home', 'Object Manager', 'Users', 'Data', 'Email', 'Platform Tools', 'Subscription Management', 'Apps', 'Feature Settings', 'Stack', 'MuleSoft', 'Einstein', 'Objects and Fields', 'Events', and 'Process Automation'. The main content area is divided into five steps: Step 1: Select the rule type (Rule Type: Based on record owner, Based on criteria); Step 2: Select which records to be shared (Criteria: Candidate Number, Operator: =, Value: true); Step 3: Select the users to share with (Share with: Public Groups, Select One); Step 4: Select the level of access for the users (Access Level: Read Only); Step 5: Save/Cancel. The page also includes a 'Rule Name' field and a 'Description' field.

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 and immediately check the 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.

Sharing Settings

Use sharing rules to make automatic exceptions to your organization-wide sharing settings for selected sets of users.

Note: "Roles and subordinates" includes all users in a role, and the roles below that role.

You can use sharing rules only to grant wider access to data, not to restrict access.

Step 1: Rule Name

Label:

Rule Name:

Description:

Step 2: Select your rule type

Rule Type: ☐ Based on record owner ☒ Based on criteria

Step 3: Select which records to be shared

Criteria:

Field	Operator	Value	
Candidate Number	--None--		AND
--None--	--None--		AND
--None--	--None--		AND
--None--	--None--		AND
--None--	--None--		

Additional Options: ☒ Include records owned by users who can't have an assigned role

Step 4: Select the users to share with

Share with: -- Select One --

Step 5: Select the level of access for the users

Access Level:

Save Cancel

Create a Sharing Rule to Share the records of Job Application to HR Manager with the Access of Read/Write.

Follow above process and click save

Create Report

Select a Report Type

Search Report Types...

Report Type Name	Category
Accounts	Standard
Contacts & Accounts	Standard
Accounts with Partners	Standard
Account with Account Teams	Standard
Accounts with Contact Roles	Standard

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

Click on app launcher search for reports.

Click on the new report and select the category that has accounts and contacts.

And the report type has accounts.

In the details section select the option start report.

In the filter pane select All accounts to show me.

And All time is created.

In the outline pane, group rows select Rating and in group columns select Account Name.

In the columns section add Type and Billing city.

Save the report by giving label name and save the folder as

public folder and save the report.

The screenshot shows the 'Create Report' dialog in Salesforce. On the left, the 'Category' pane has 'Accounts & Contacts' selected. The main area, 'Select a Report Type', contains a table with the following data:

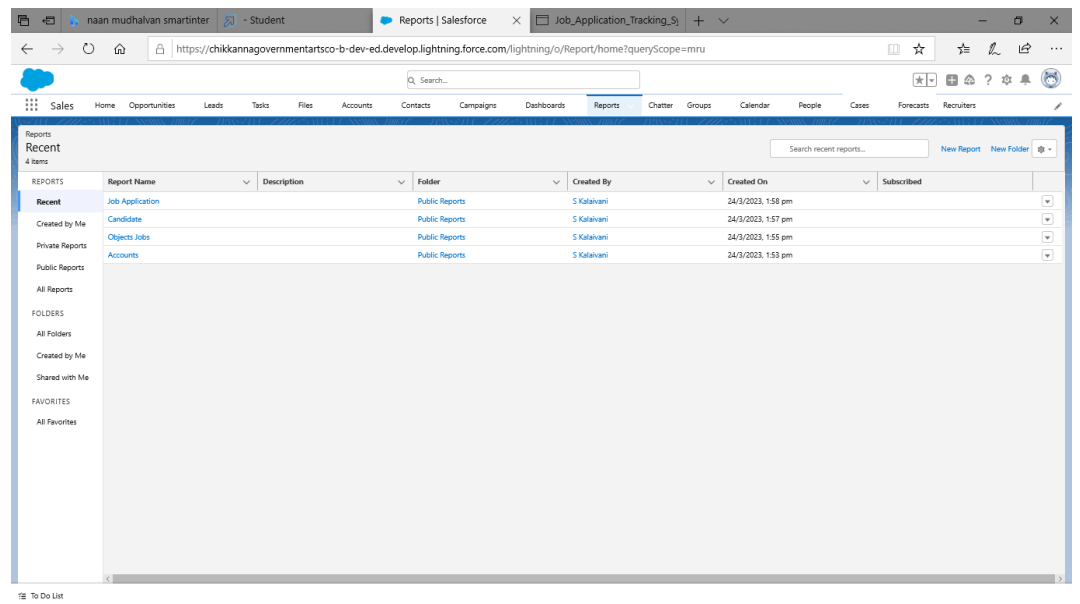
Report Type Name	Category
Accounts	Standard
Contacts & Accounts	Standard
Accounts with Partners	Standard
Account with Account Teams	Standard
Accounts with Contact Roles	Standard

On the right, the 'Details' pane shows 'Accounts' as the 'Standard Report Type' with a 'Start Report' button. Below that, it says 'Created By You' and 'Accounts'.

The screenshot shows the 'New Accounts Report' interface. At the top, there are buttons for 'Add Chart', 'Save & Run', 'Save', 'Close', and 'Run'. Below these, a message states: 'Previewing a limited number of records. Run the report to see everything.' The 'Outline' pane on the left shows a 'Groups' section with 'GROUP ROWS' and a 'Columns' section with the following columns selected:

- Last Activity
- Account Owner
- Account Name
- Billing State/Province
- Type

The main area displays a table with the following columns: Last Activity, Account Owner, Account Name, Billing State/Province, Type, Rating, and Last Modified Date. A message below the table states: 'No records returned. Try editing report filters:'. Below this message, there are two bullet points: 'Set the Created Date filter to All Time.' and 'Edit other filters in the filter panel.'



Create a Report using the Objects Jobs, Candidate and Job Application.

follow above steps click to save public folder.

4 Trailhead Profile Public URL

Team Lead - <https://trailblazer.me/id/soniv1>

Team Member 1- <https://trailblazer.me/id/kalas50>

Team Member 2-<https://trailblazer.me/id/pkumaran5>



JOB APPLICATION TRACKING SYSTEM

5 ADVANTAGES & DISADVANTAGE

Advantages

Saves Time

The biggest advantage of ATS is the time it saves. Imagine 72 resumes stacked on your desk. How could you even find one? With everything organized on the ATS, you can find the candidates you want and organize them by the skills they possess.

Recruiters often succeed because of their people skills. If ATS software can give them more time to connect with real people, they will be more successful at placing candidates.

Seamless Searching

In addition to organizing the best candidates for an open position, ATS can locate previous job applicants who did not get hired for their desired position but are perfect for the current one.

This is [an advantage](#) because you are not limited to current job seekers.

Some of the best talent may have no idea that you could have an even better opportunity available than the one for which they previously applied.

Wealth of Data

In addition to selecting the right job applicants, an ATS can collect data to improve the overall recruiting process. It can keep track of the best sources of applicants and track the time it takes to complete the placement process.

This way, you can analyze your time commitments and see if your valuable time could be invested in another task.

Customizable Screening

This may be the biggest advantage of Applicant Tracking Systems. If you have five positions to fill, the ATS can easily sort through the candidates that are right for each spot.

This would be much more difficult and time-consuming if you were looking through a stack of resumes and trying to narrow down which candidate would be right for each role by hand.

In the same way, an ATS may red-flag a candidate who may seem ideal on the surface but has a drawback that should lead to their removal from consideration.

Disadvantages

Harder to Integrate

Switching to an ATS can be difficult, as it can be difficult to integrate the new system with previous recruiting methods. Fortunately, [Top Echelon's ATS](#) excels at data integration, allowing you to seamlessly transition to the new software while staying focused on placing job candidates quickly.

Limit Potential Candidates

While keywords can be useful in organizing applicant data, people don't always speak or write in keywords. If a candidate doesn't have the exact keyword you are using, that candidate could slip through the cracks. In addition, by picking up keywords in resumes, an ATS may miss candidates with innate abilities that don't match their experience. These include younger and older candidates, as well as those with gaps in their resumes due to serving in the military or caring for family members.

Only Focuses on Data/Analytical Information

Candidates that could be a great fit for particular job openings might be overlooked if recruiters rely solely on ATS to parse through resumes for certain keywords. Even though a candidate might be right for the job, they may be unable to make that case by typing into a computer with a limited number of characters in each application field.

6 APPLICATIONS

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.

7 CONCLUSION

Applicant 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 your process of moving applicants through different stages can become very difficult. This tool is very important for optimizing the hiring process with the help of artificial intelligence and technology. As we move forward, the ATS tools are evolving and making the monotonous tasks easy

.

8 FUTURE SCOPE

A dramatic increase in the number of vacancies requiring project-oriented skills.

High attrition rates (including professionals retiring from jobs).

High demand for project talents, especially in rapidly developing economies such as China and India.

By 2027, businesses will need 87.7 million professionals in project management roles.

Shortage of qualified professionals is a huge risk for organizations requiring to depend on them to implement strategic initiatives, drive change and deliver innovation.

For the 11 countries analyzed by PMI, this gap could result in a potential loss of some US\$207.9 billion in GDP through 2027.

.

