JOB APPLICATION TRACKING SYSTEM

1 INTRODUCTION

1.1 Overview

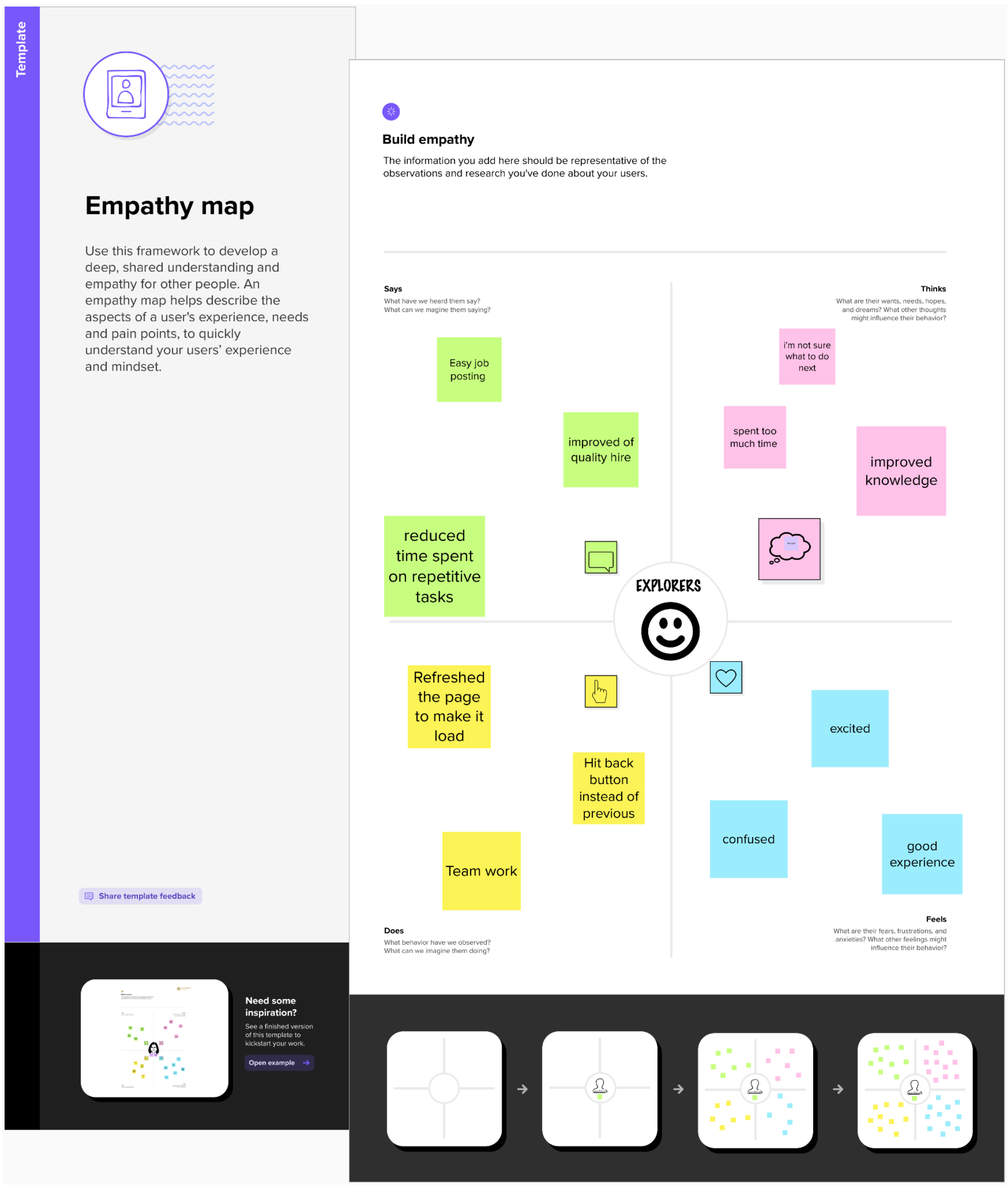
Create a CRM Application which helps the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track

1.2 Purpose

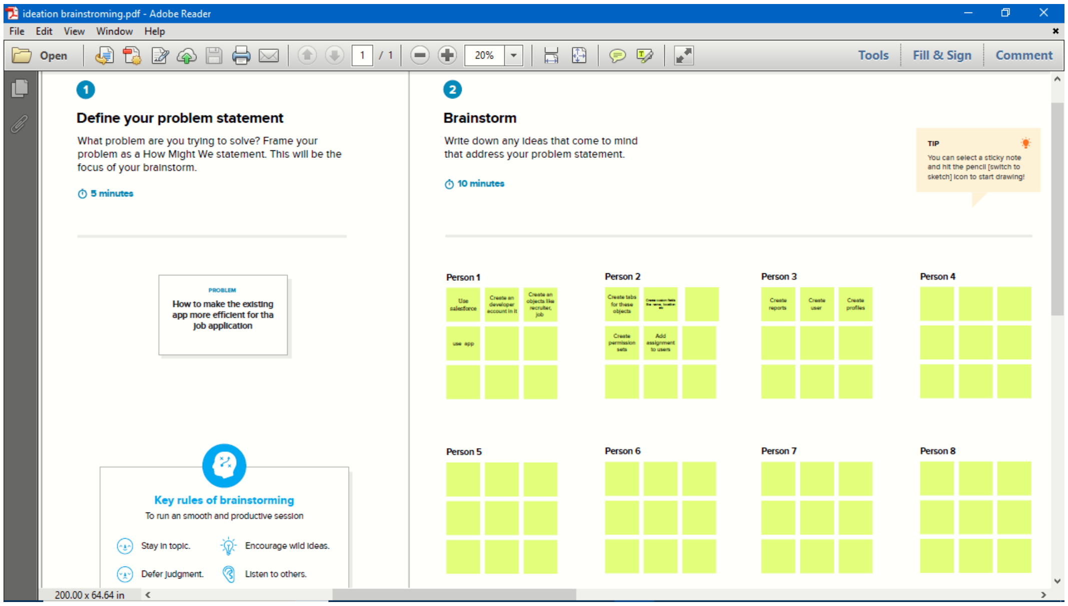
To make the existing app more efficient for the Job application we create custom objects and relationships to store and access the data more efficient

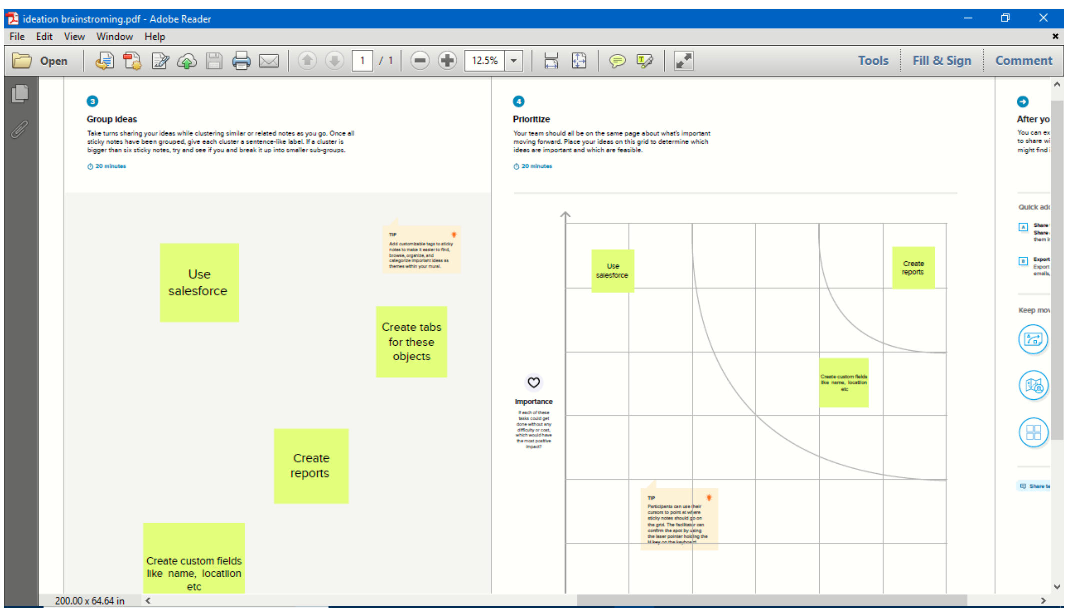
2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map





3 RESULT

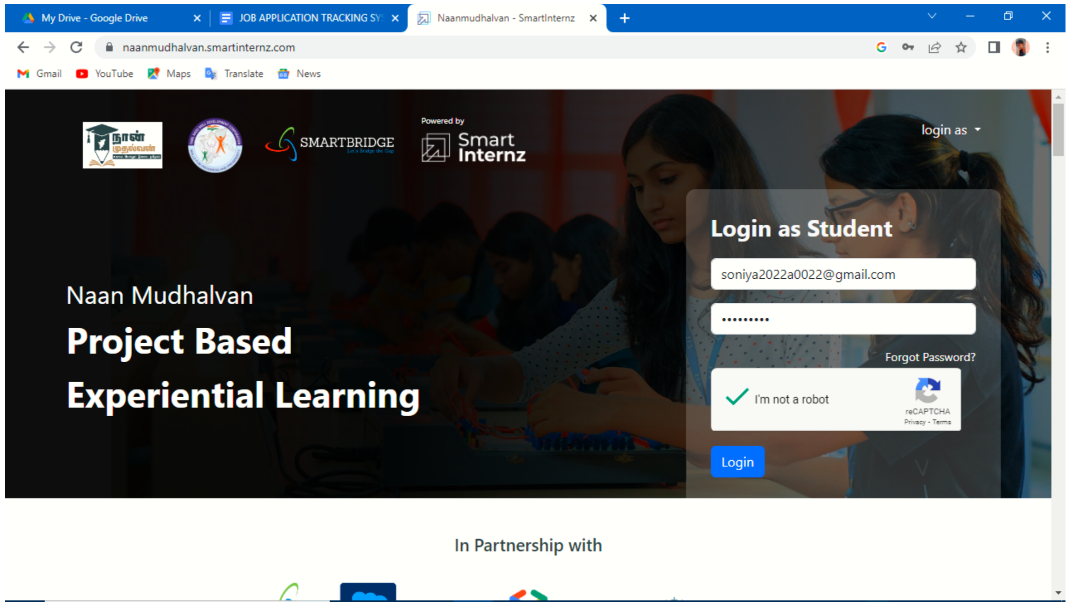
3.1 <u>Data Model:</u>

<table>
<tr><th>Object name</th><th>Fields in the Object</th></tr>
<tr><td>Recruiter</td><td><table><tr><td>Field label</td><td>Data type</td></tr><tr><td>Recruiter</td><td>Auto Number</td></tr></table></td></tr>
<tr><td>Job</td><td><table><tr><td>Field label</td><td>Data type</td></tr><tr><td>Job</td><td>Auto Number</td></tr></table></td></tr>
<tr><td>Job application object</td><td><table><tr><td>Field label</td><td>Data type</td></tr><tr><td>Job application object</td><td>Auto Number</td></tr></table></td></tr>
<tr><td>Candidate</td><td><table><tr><td>Filed label</td><td>Data type</td></tr><tr><td>Candidate</td><td>Auto number</td></tr></table></td></tr>
<tr><td>Tab</td><td><table><tr><td>Filed label</td><td>data type</td></tr><tr><td>Tab</td><td>Auto Number</td></tr></table></td></tr>
</table>

3.2 Activity & Screenshot

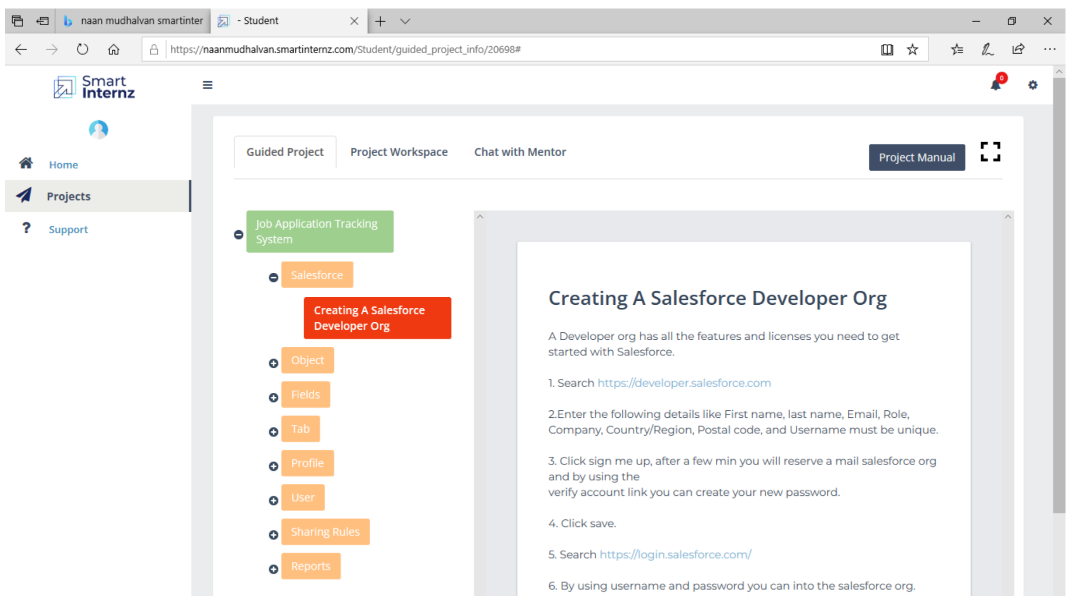
Search naanmudhalvan.smartinternz.com

login username and password



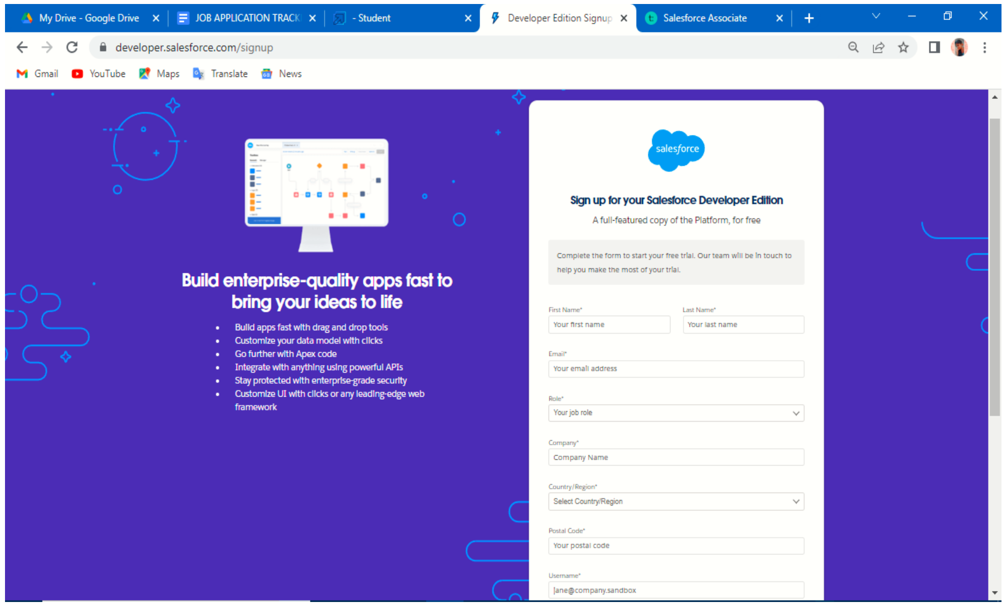
click the sidebar , select project and go to project workspace

click developer.salesforce.com



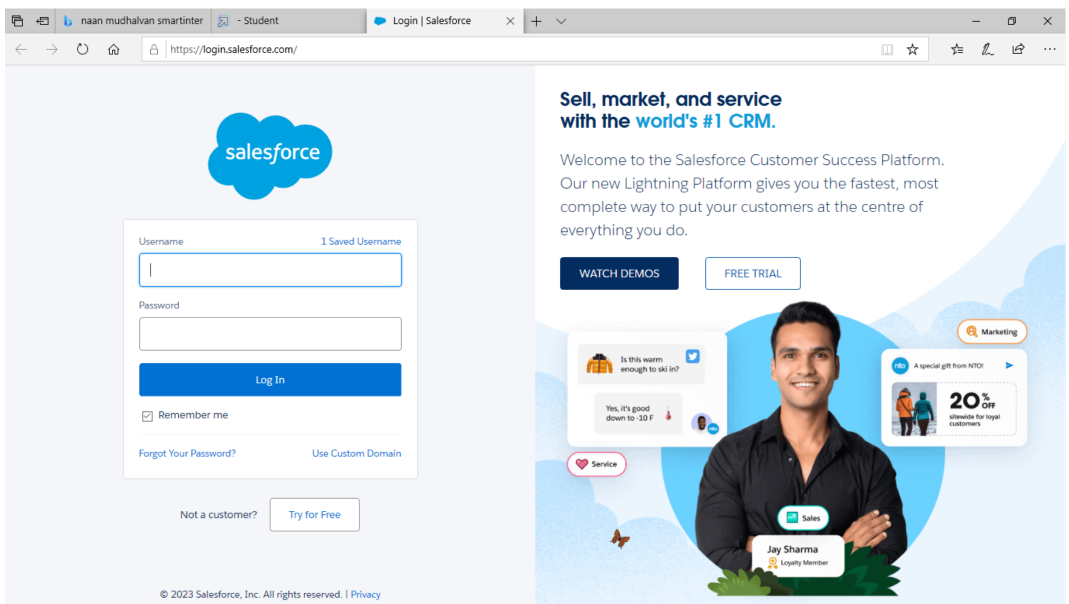
sign up for my salesforce developer edition

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-{0000}".

Enter the starting number as 1.

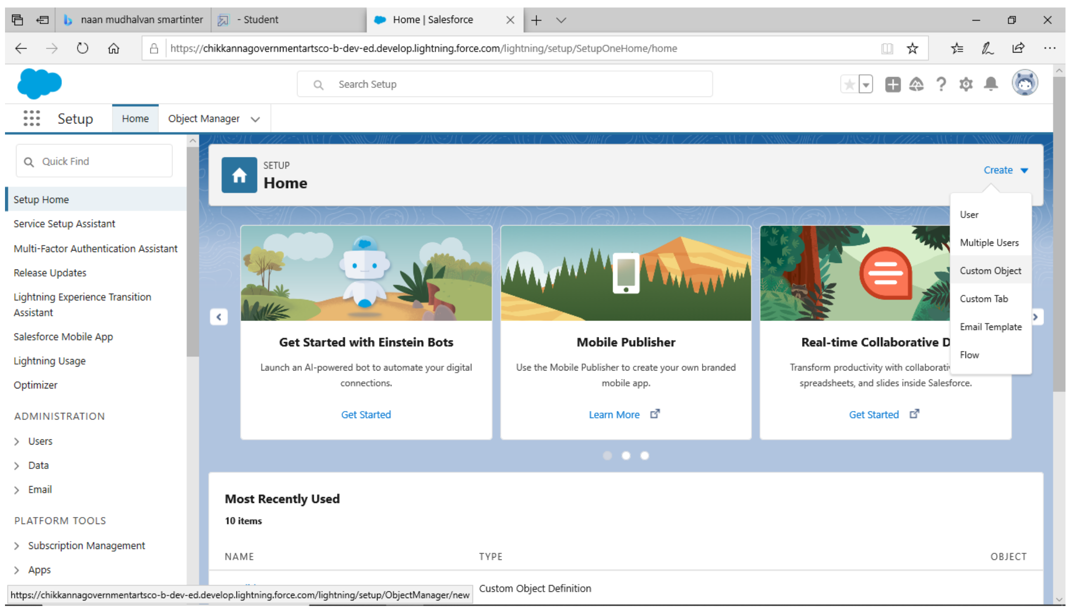
In the Optional Features section, select Allow Reports and Track Field History.

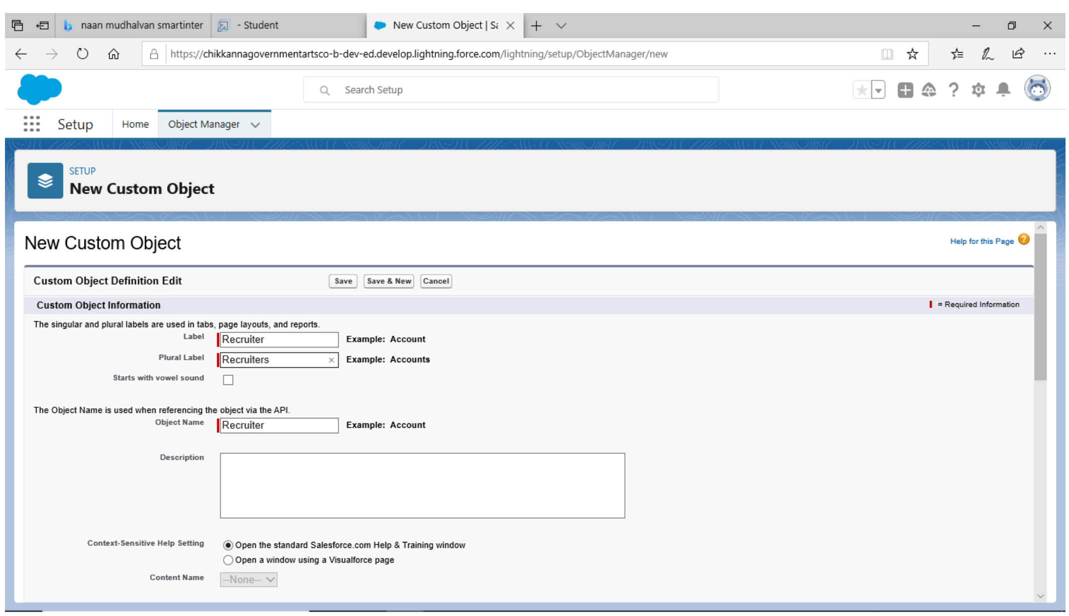
In the Deployment Status section, ensure Deployed is selected.

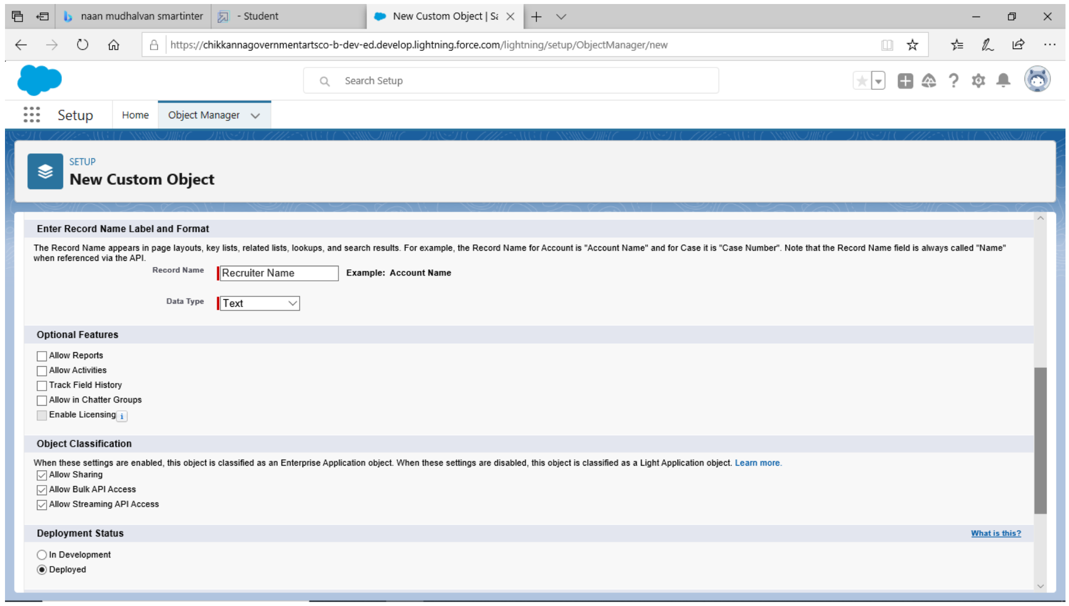
In the Search Status section, select Allow Search.

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

and click Save.





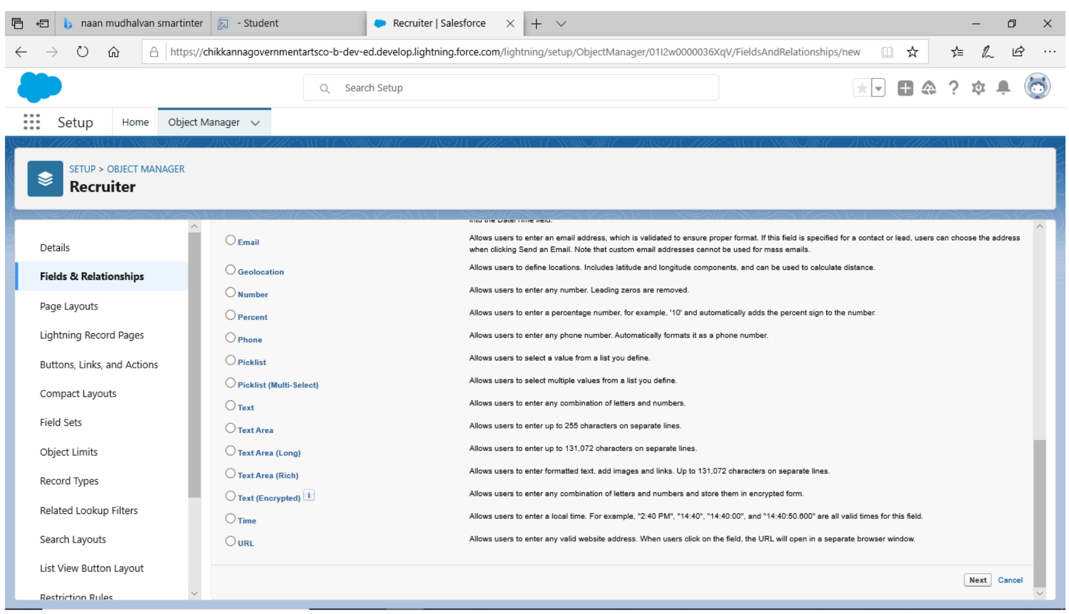


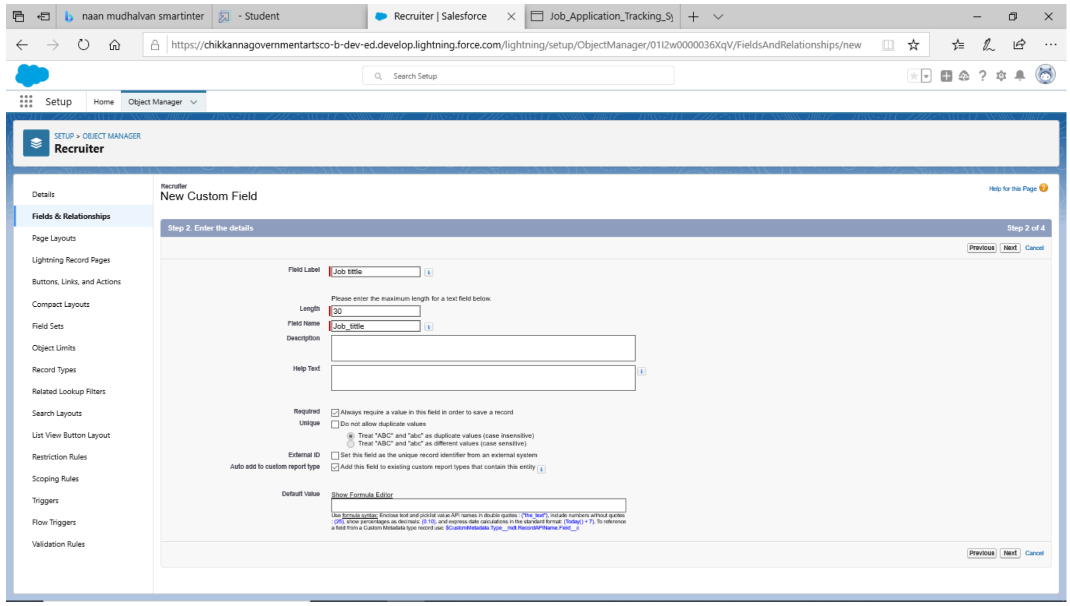
Above process use and create

Job ,Candidate,Job Application Object and Tab

Create the custom field

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



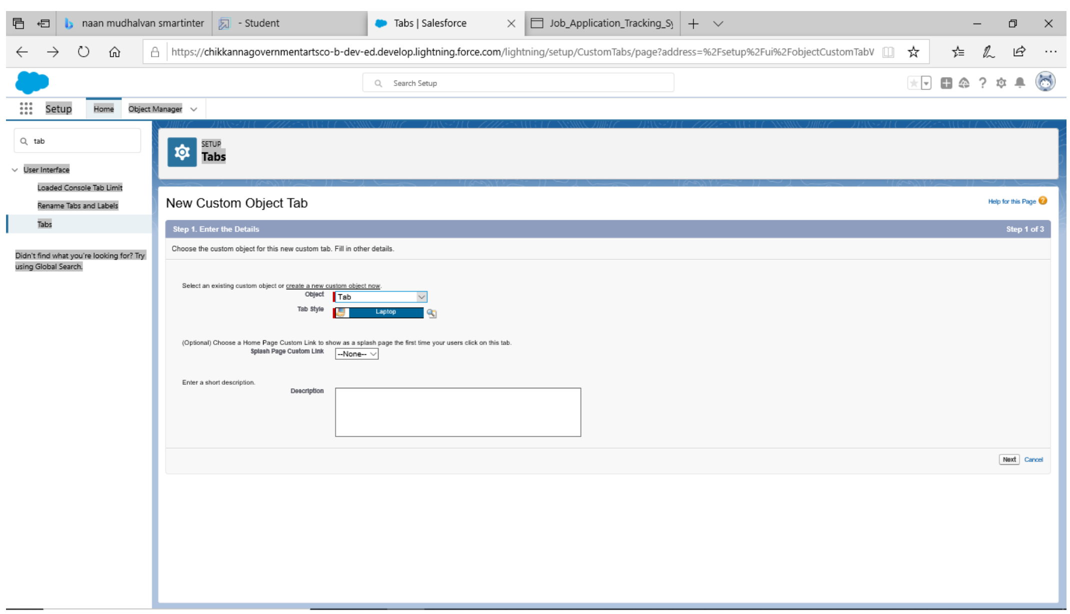


click next,next and save

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

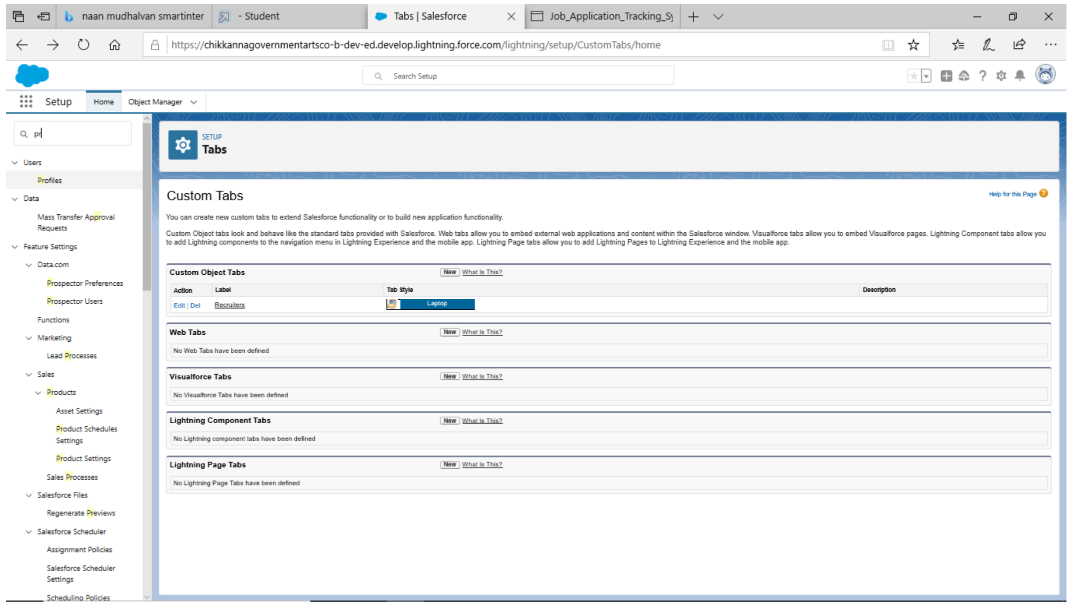
Click New custom object tab section

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.



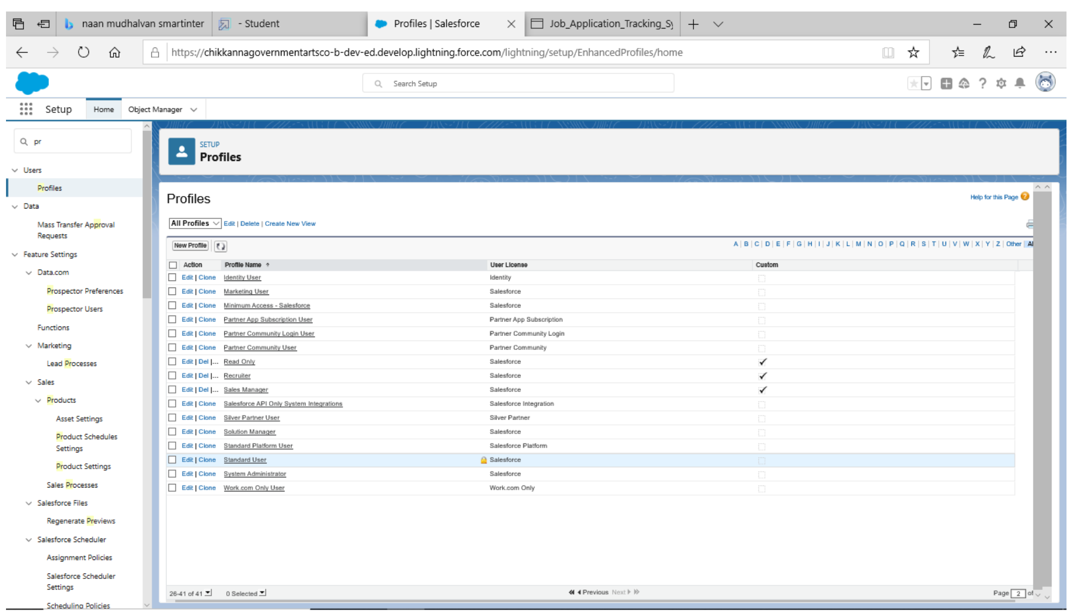
From setup , enter profiles in Quick Find box

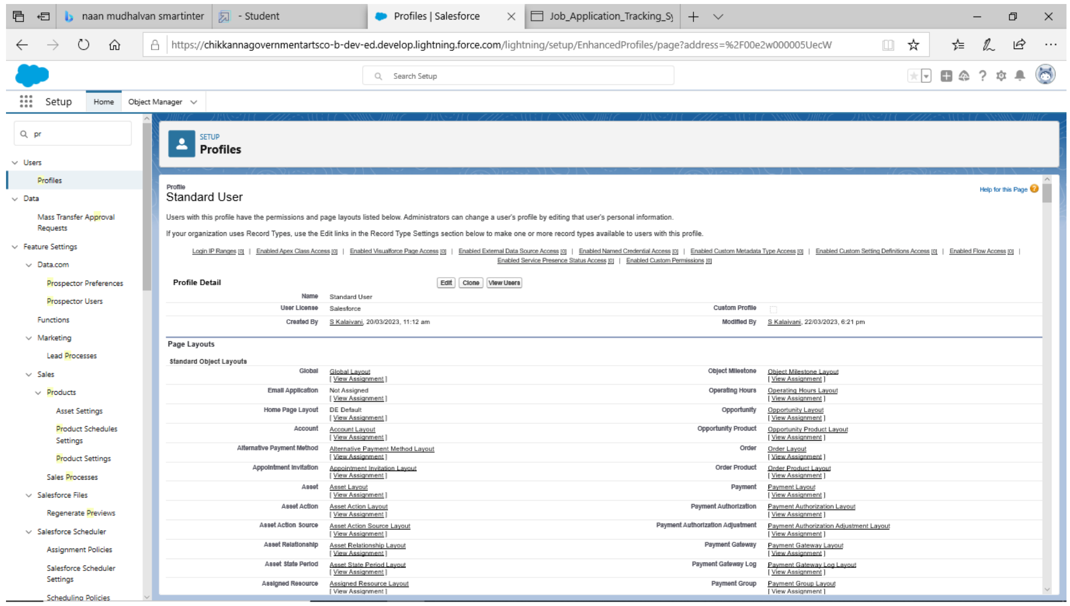
Select profiles.

Click clone.

. For Profile, enter Recruiter.

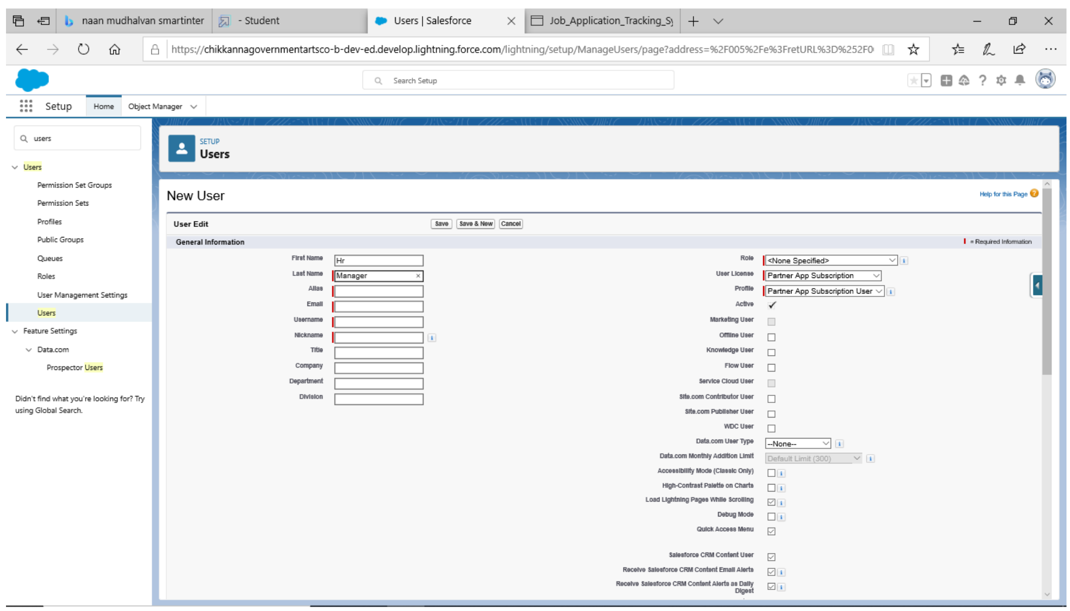
Click save.





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.

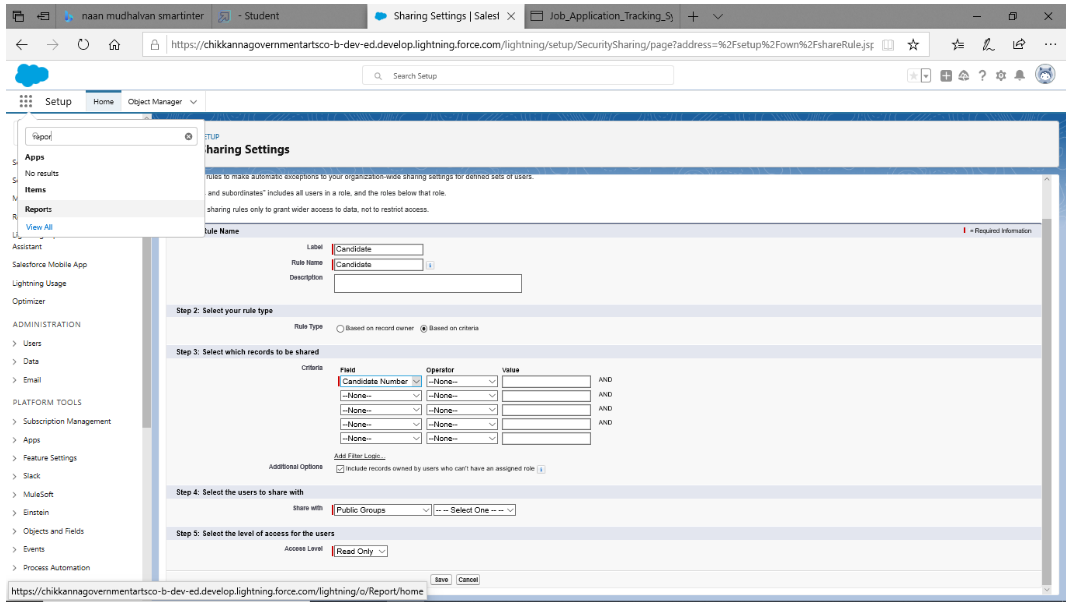
Select user License as Standard Platform User.

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



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.

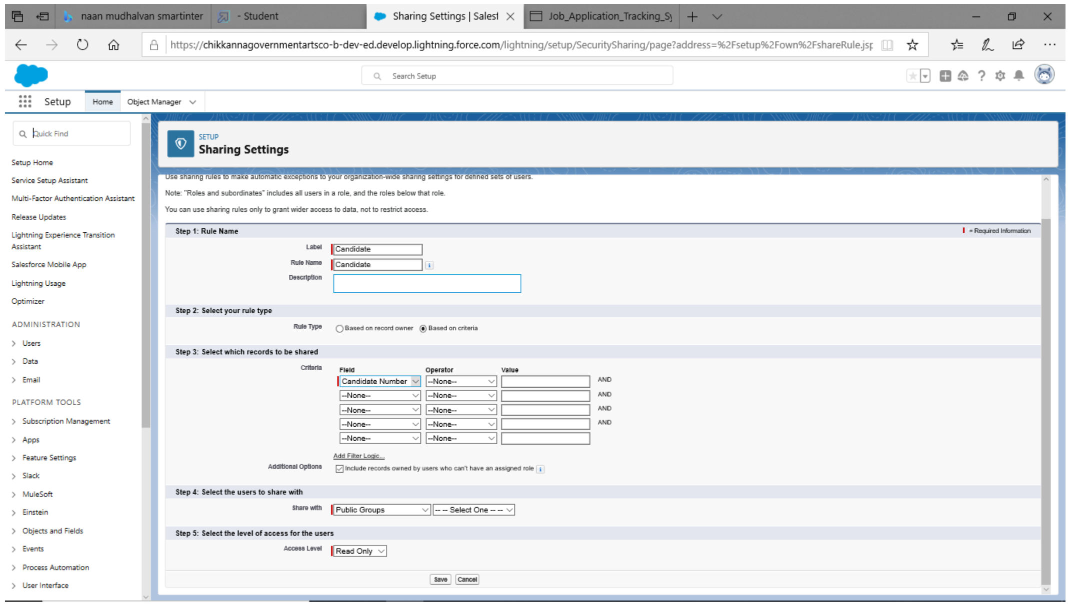
Select the field and immediately check the field from the candidate object.

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.

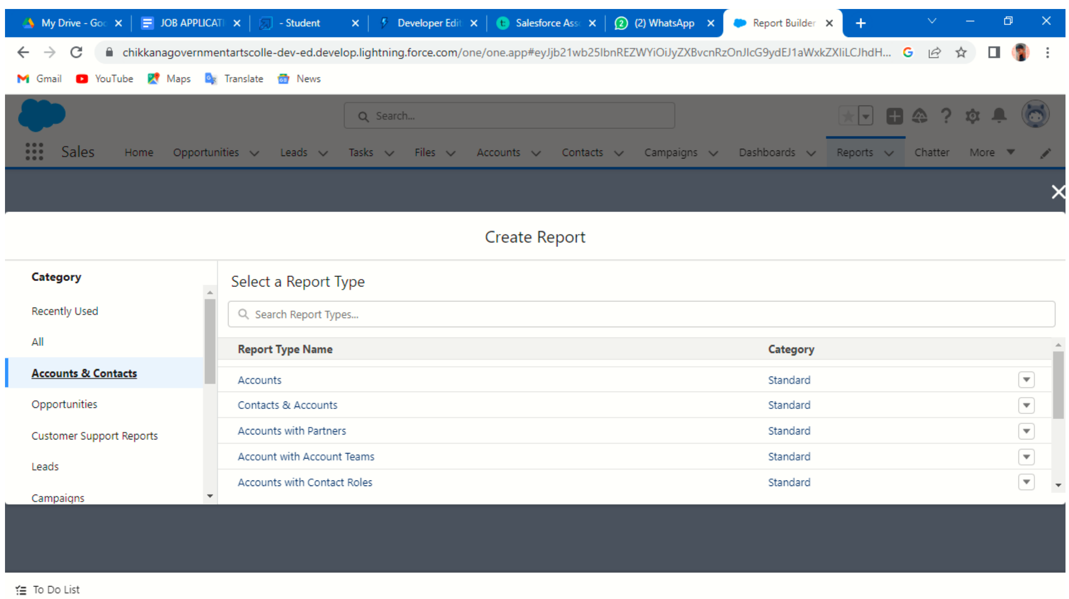
And in the section of select the level of access for the users give the access Read/Write.

And save the rule.



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 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.

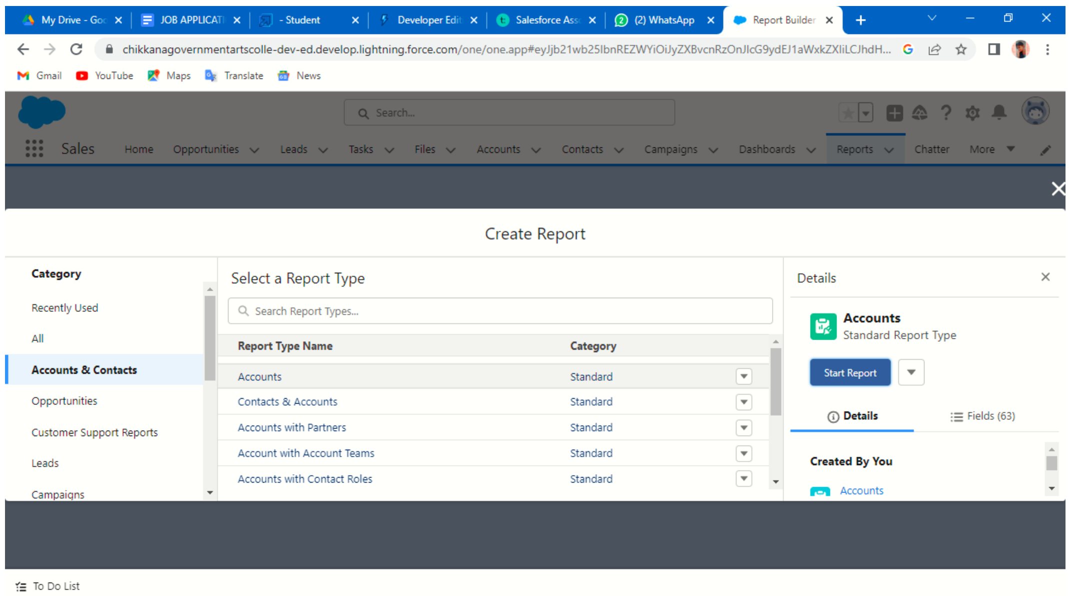
And All time is created.

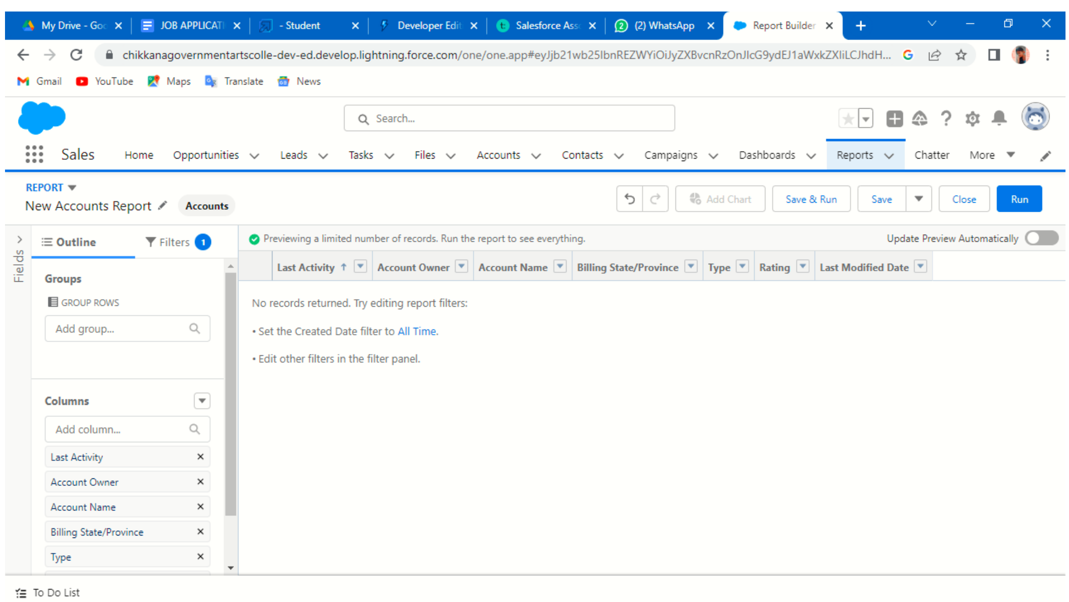
In the outline pane, group rows select Rating and in group columns select Account Name.

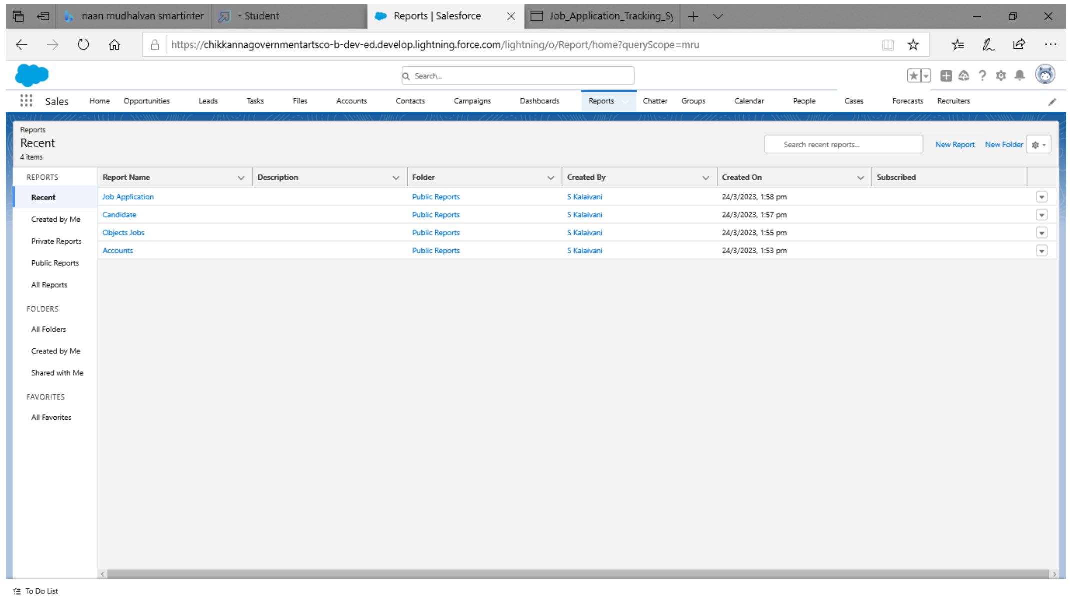
In the columns section add Type and Billing city.

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

public folder and save the report.







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

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.

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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

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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.

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