Project Report

1. Introduction:-

1.1 Overview:

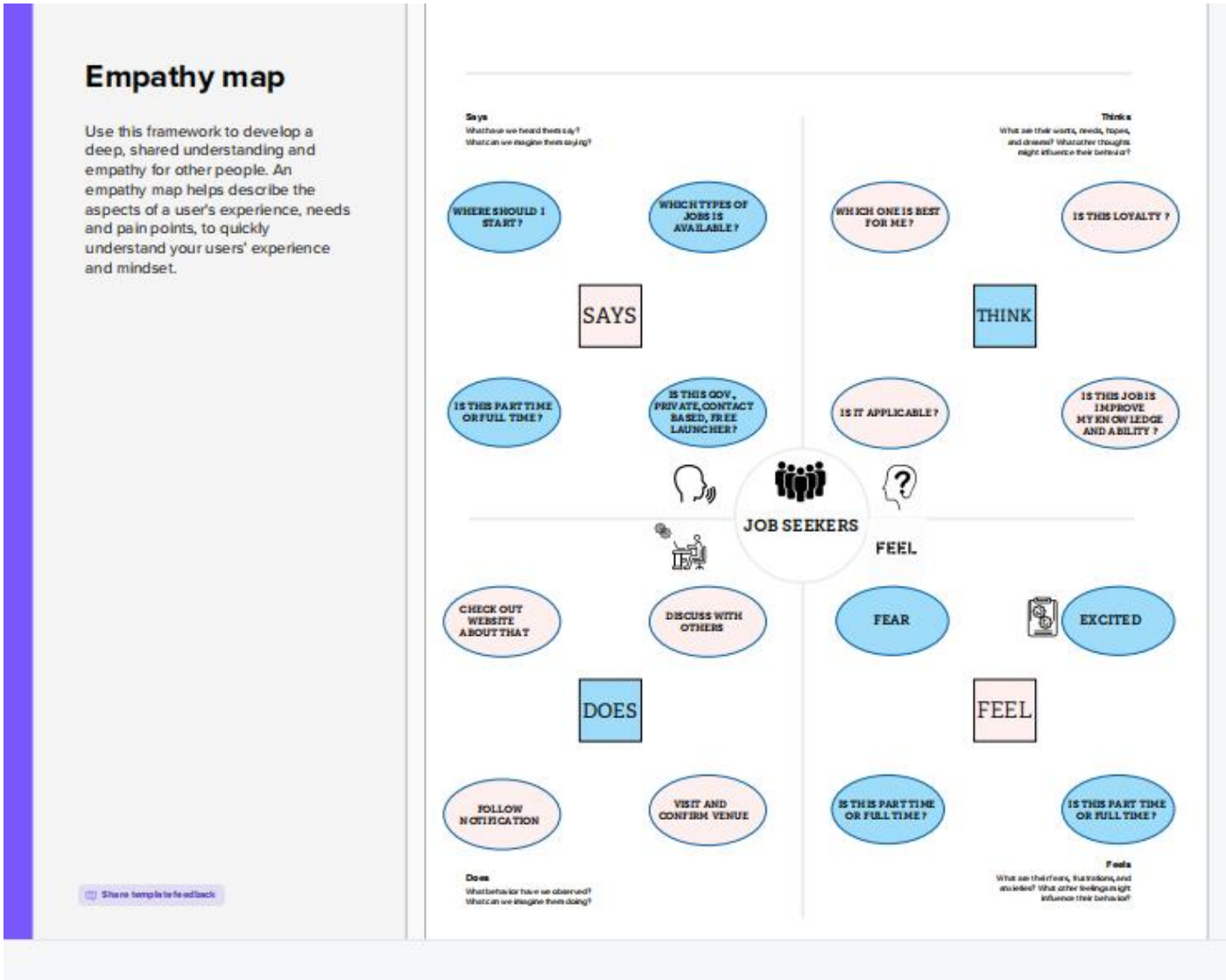
A job application tracking system is a software tool or platform that automates employment application procedures for recruiters and hiring managers. This software helps support the applicant tracking system (ATS) - an application software that automates the recruitment and hiring process.

1.2 Purpose:

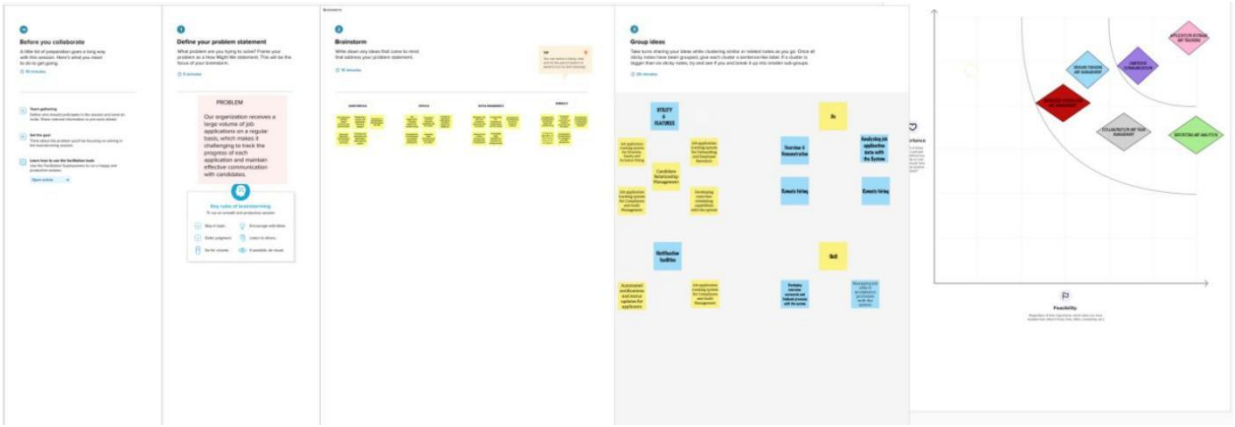
Overall, the job application tracking system project assists in optimizing the recruitment process, enhancing candidate experience, and increasing recruitment efficiency and productivity.

2. Problem definition & design thinking:-

2.1 Empathy map:



2.2 **Ideation and brainstorming map**:



3. Result:-

3.1 Data model:

OBJECT NAME	FIELD IN THE OBJECT		
	FIELD LABLE	DATA TYPE	
Recruiter	Created by	Lookup(user)	
	Job title	Text(30)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
	Recruiter Name	Text(80)	
Jobs	Created by	Lookup(user)	
	Jobs Name	Text(80)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
Candidate	Candidate Name	Text(80)	
	Created by	Lookup(user)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
Job application	Created by	Lookup(user)	
	Job application Number	Auto number	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	

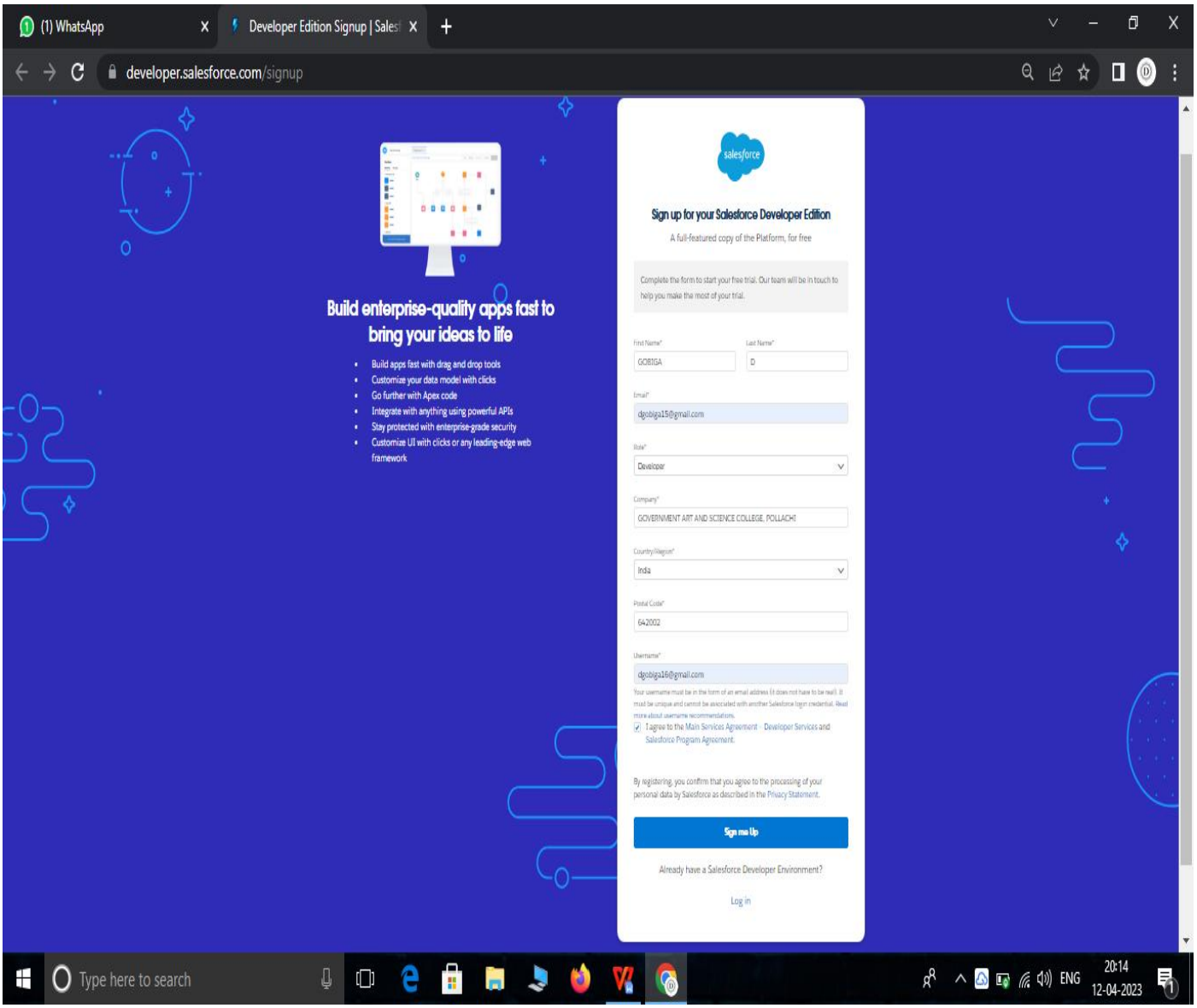
Project Report

3.2 Activity and screenshot:

MILESTONE: 1: SALESFORCE:

Activity 1:

Creating a Salesforce Developer Org:

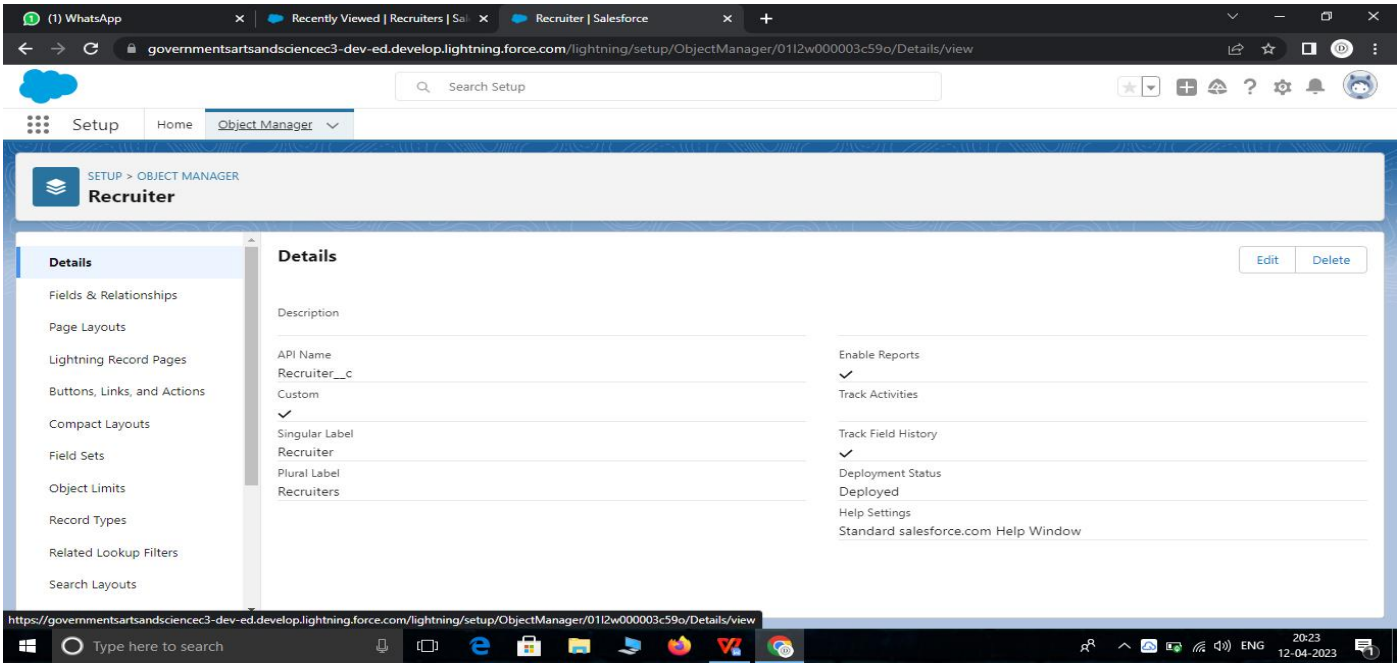


Project Report

MILESTONE 2: OBJECT:

ACTIVITY : 1

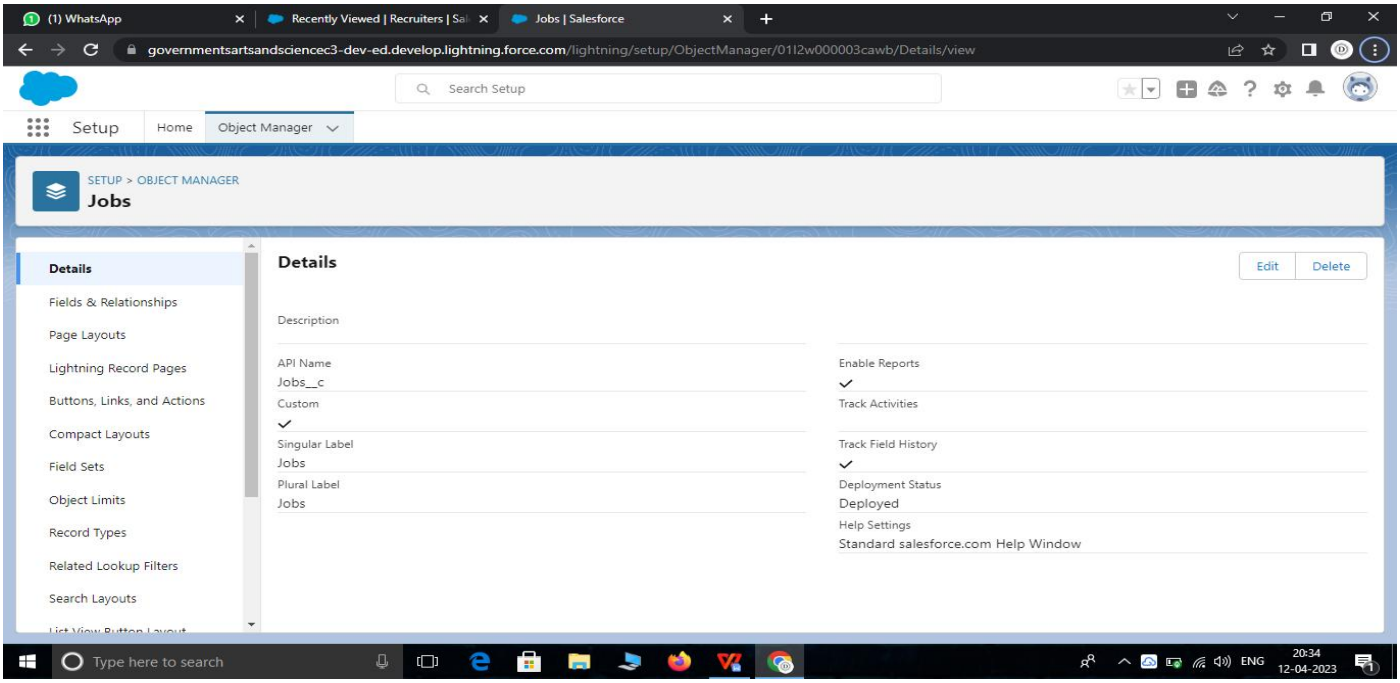
Create a custom object for RECRUITER:



ACTIVITY:2

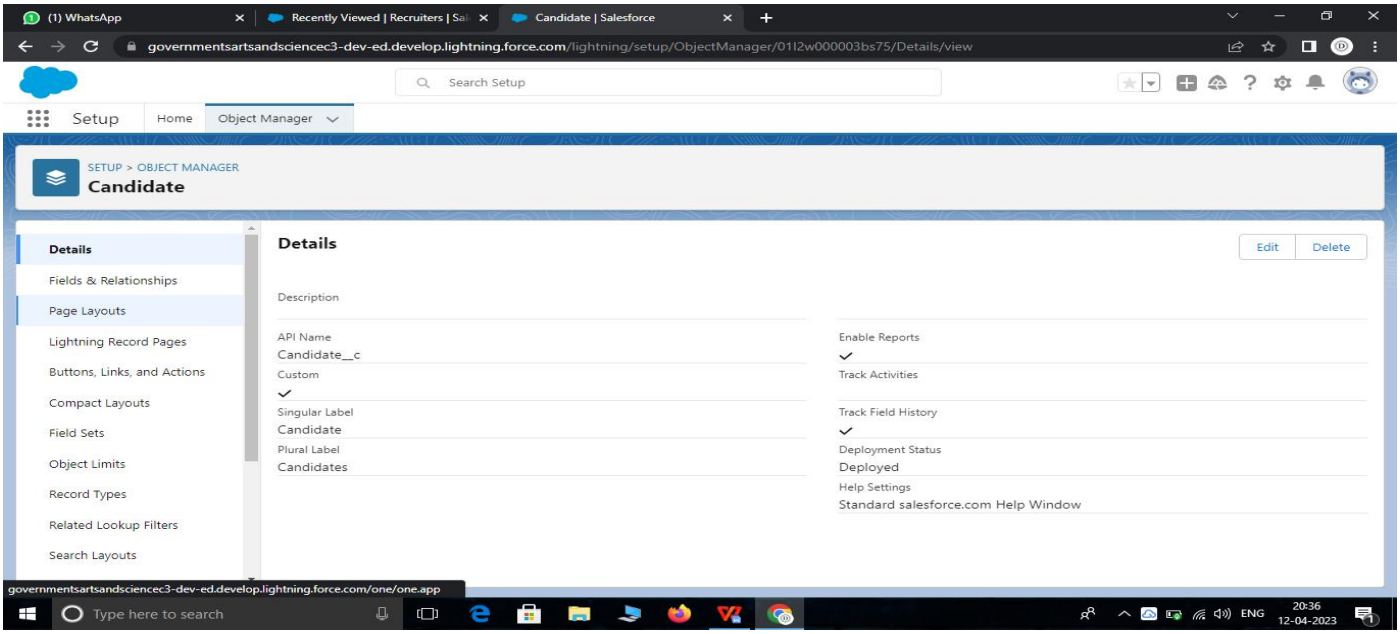
Create objects for Jobs, Candidate, Job application.

JOBS:

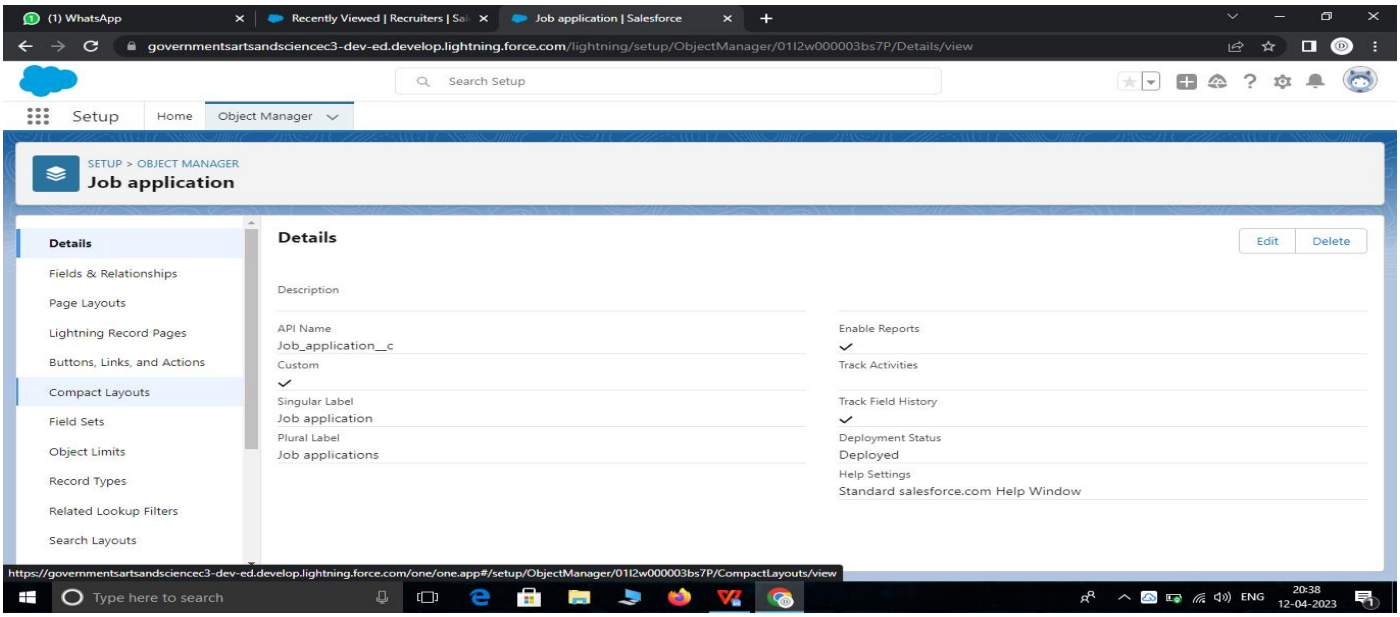


Project Report

CANDIDATE:



JOB APPLICATION:

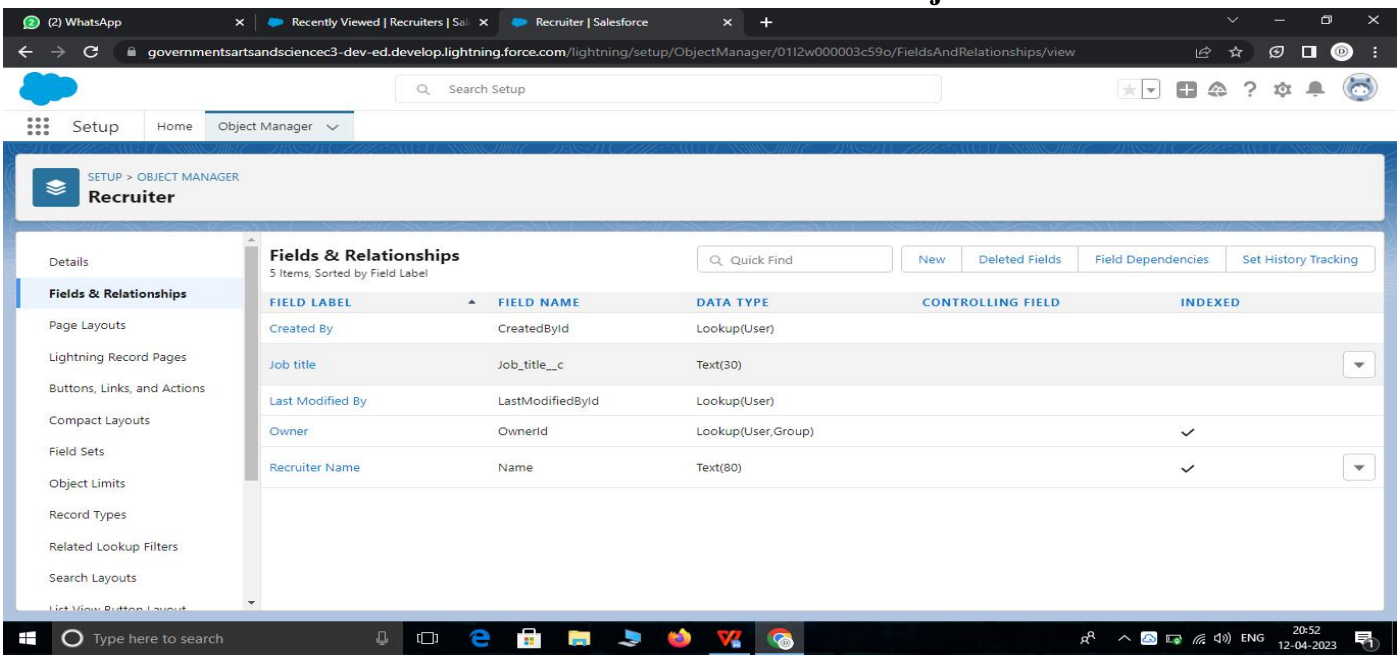


Project Report

MIIESTONE 3: FIELDS:

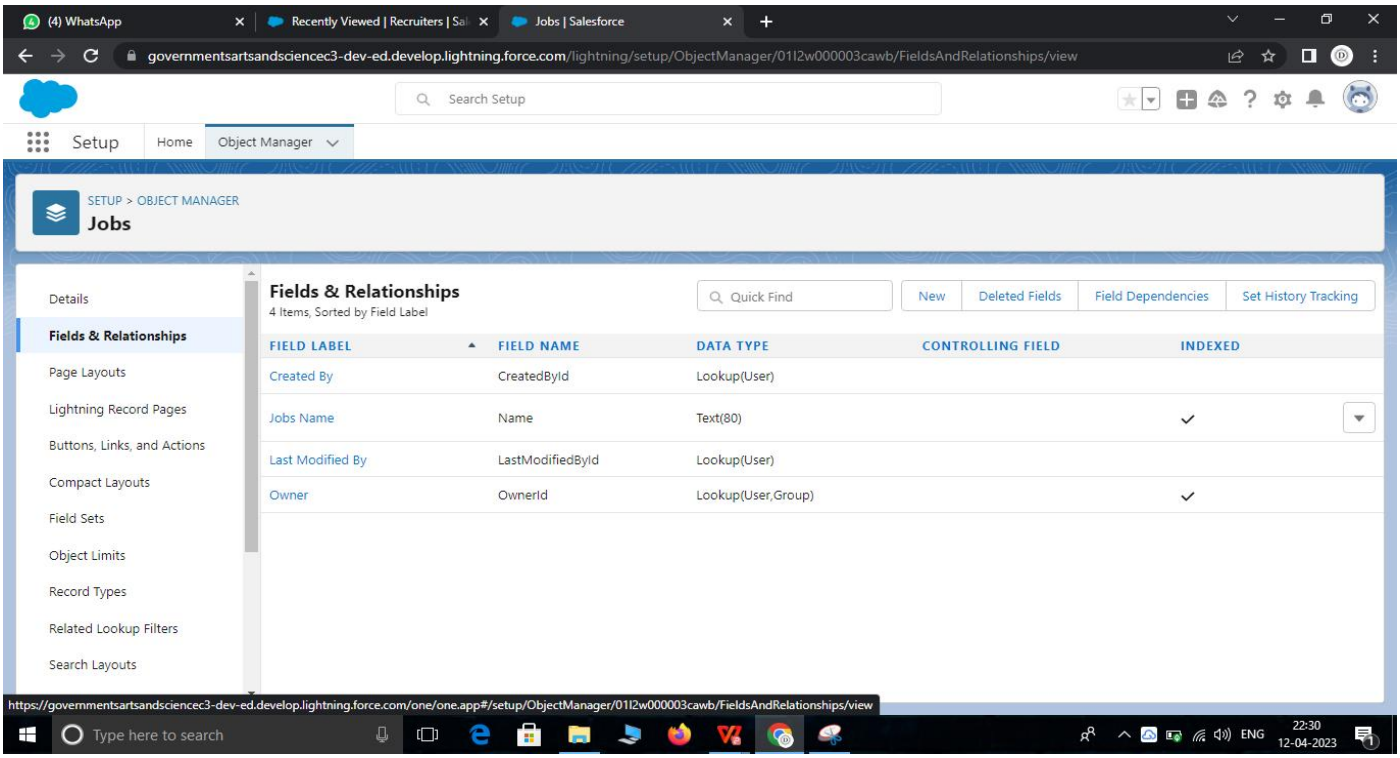
ACTIVITY: 1

Create a custom field for Recruiter object



ACTIVITY : 2

Creation of Master-detail relationship for a object:



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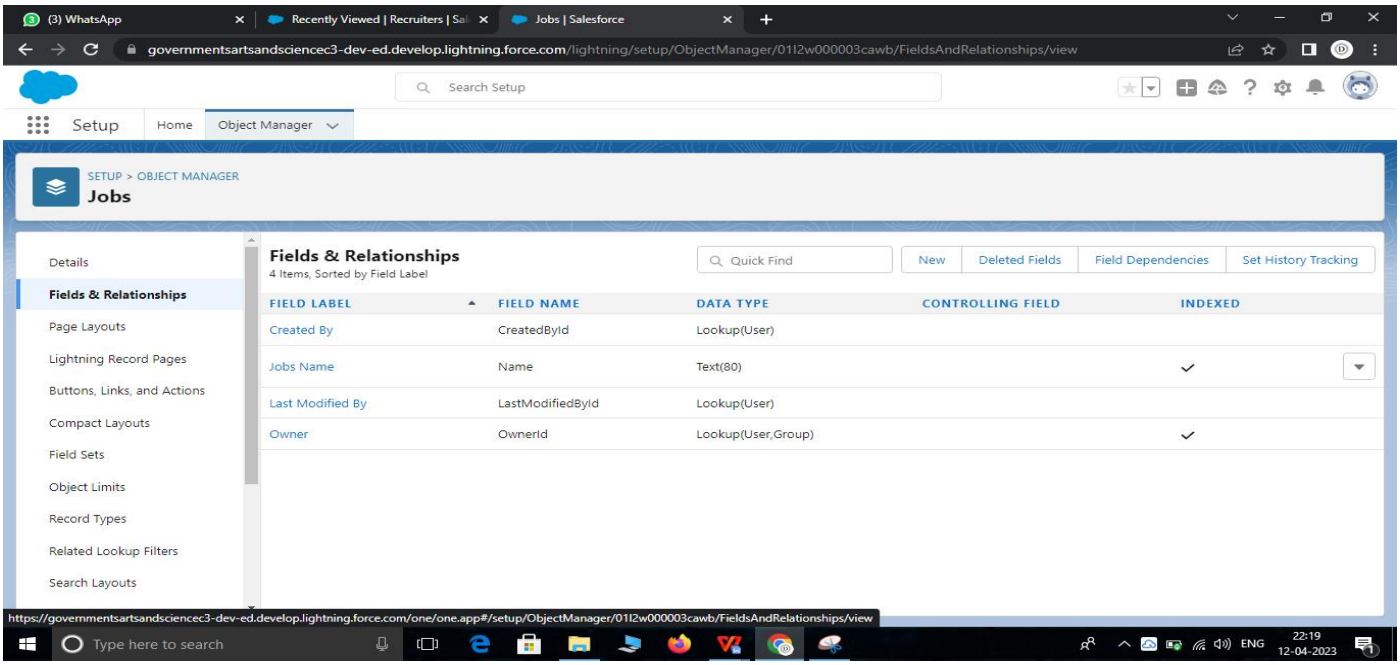
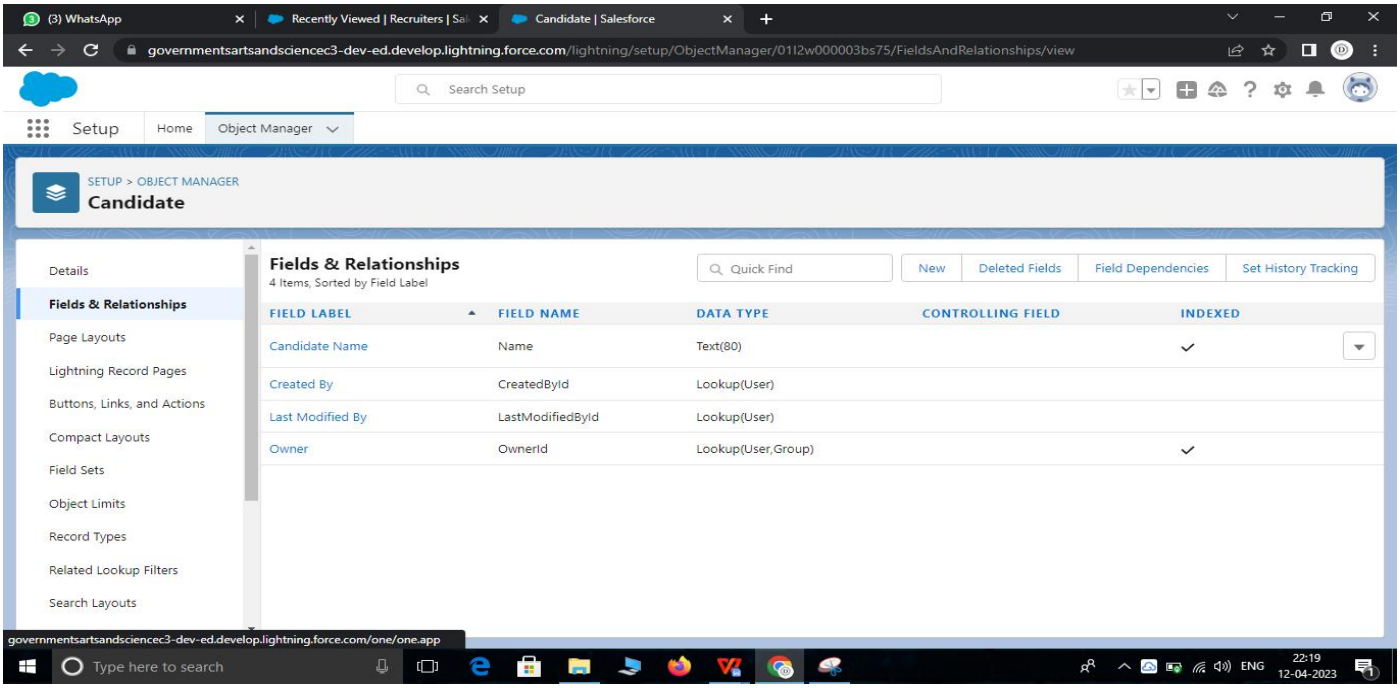
ACTIVITY : 3

Create a custom field for jobs object



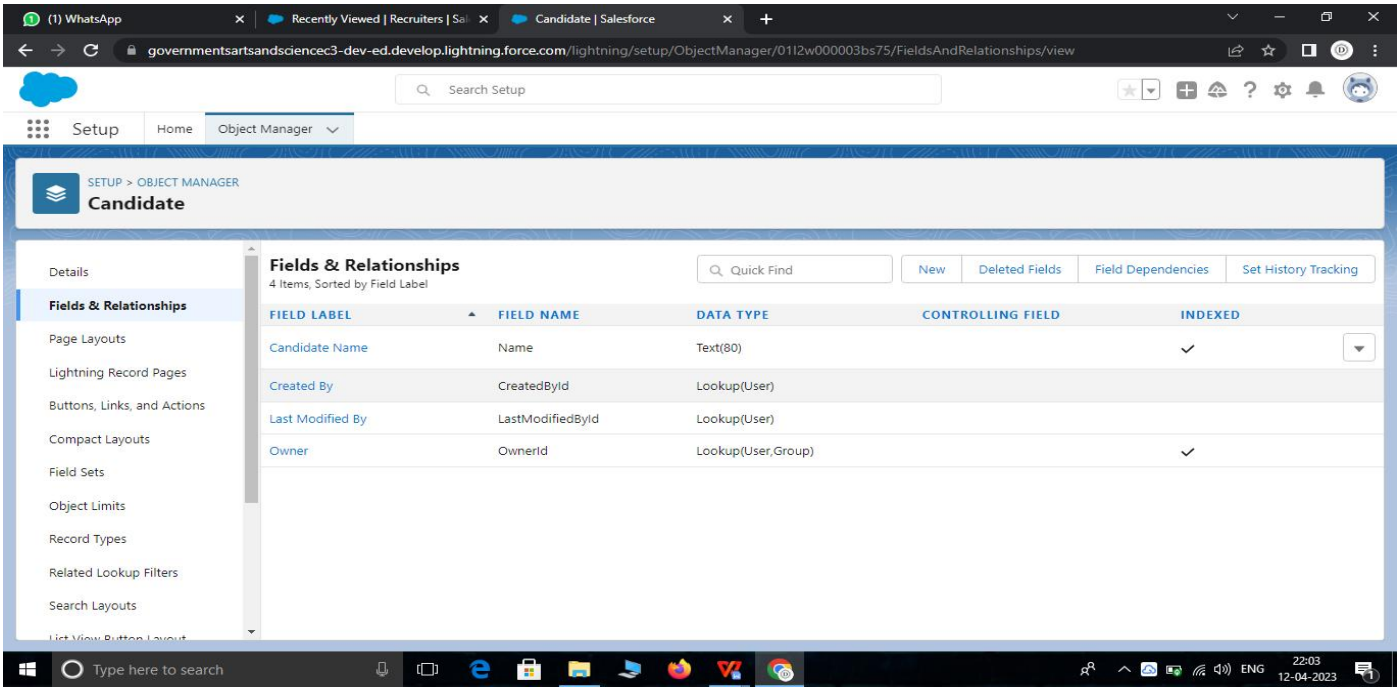
ACTIVITY :4

Create a field for Candidate object



Project Report

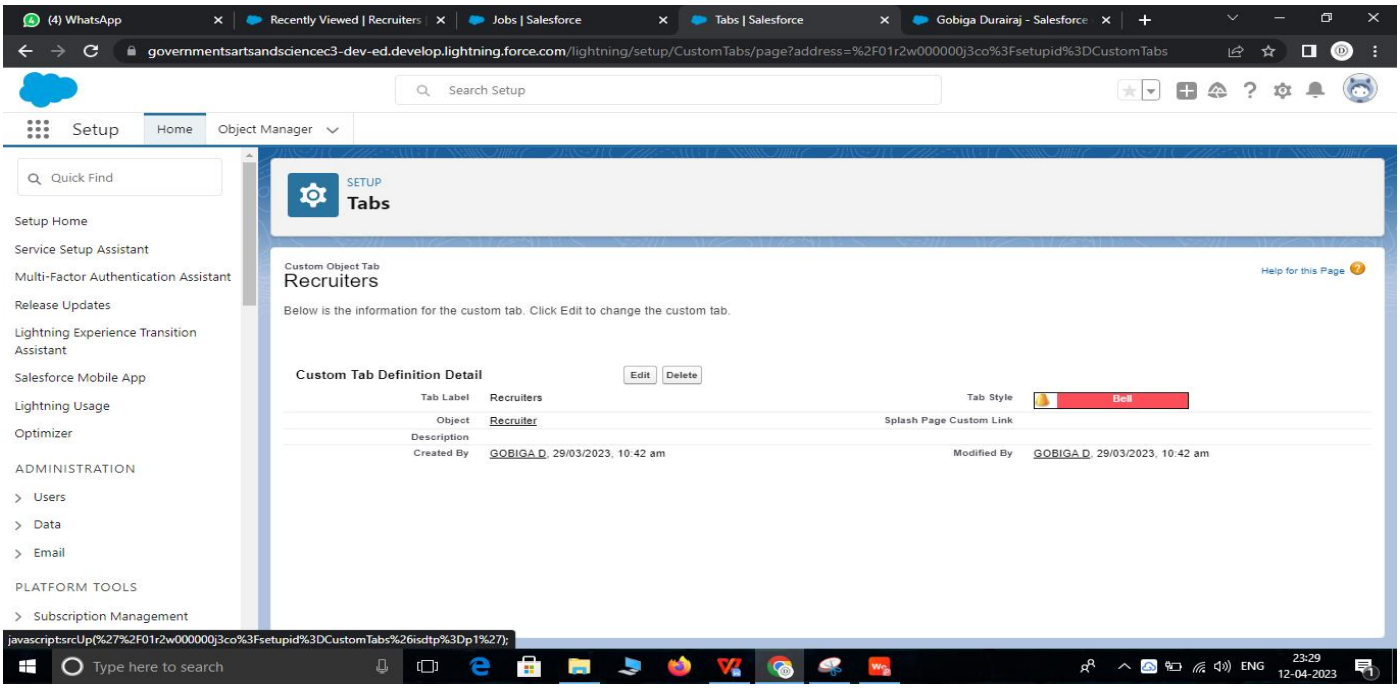
Create a field for Job application object



MILESTONE: 4: TAB

Activity :1

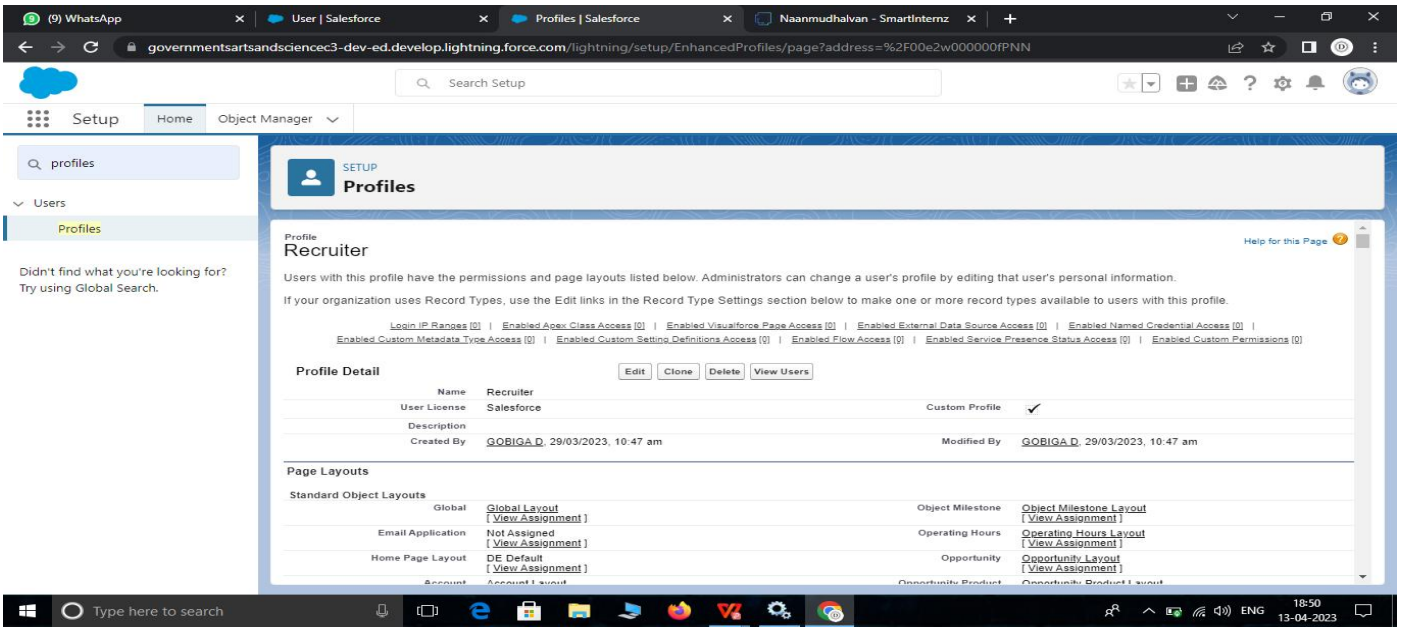
Create a tab for object Recruiter:



Project Report

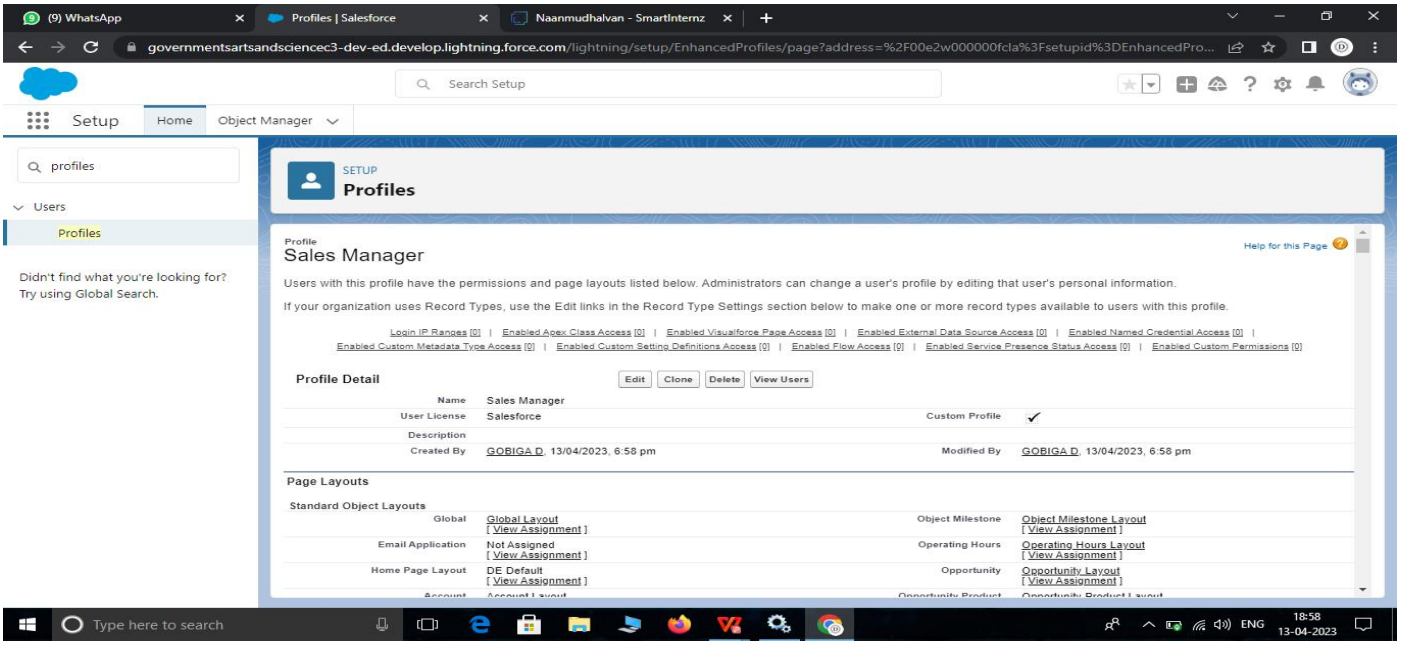
MILESTONE:5: PROFILE

Create a custom profile:



ACTIVITY : 2

Create a profile with the name as “Sales Manager”

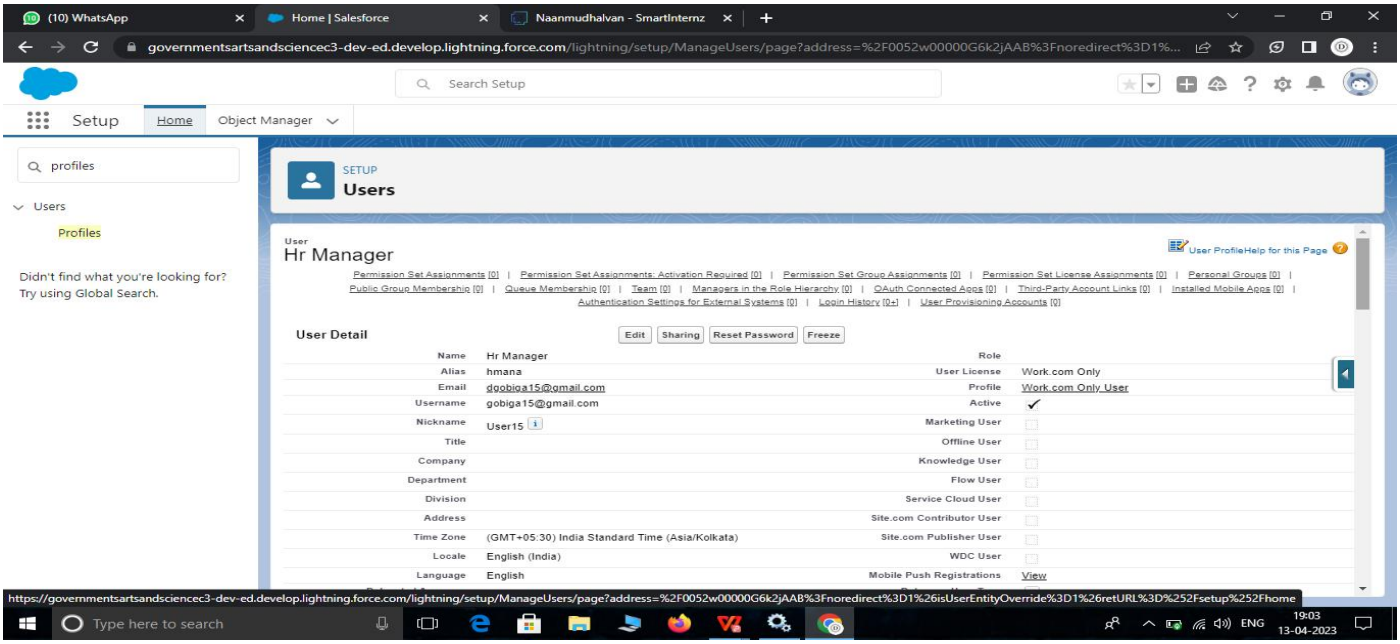


Project Report

MILESTONE :6: USER

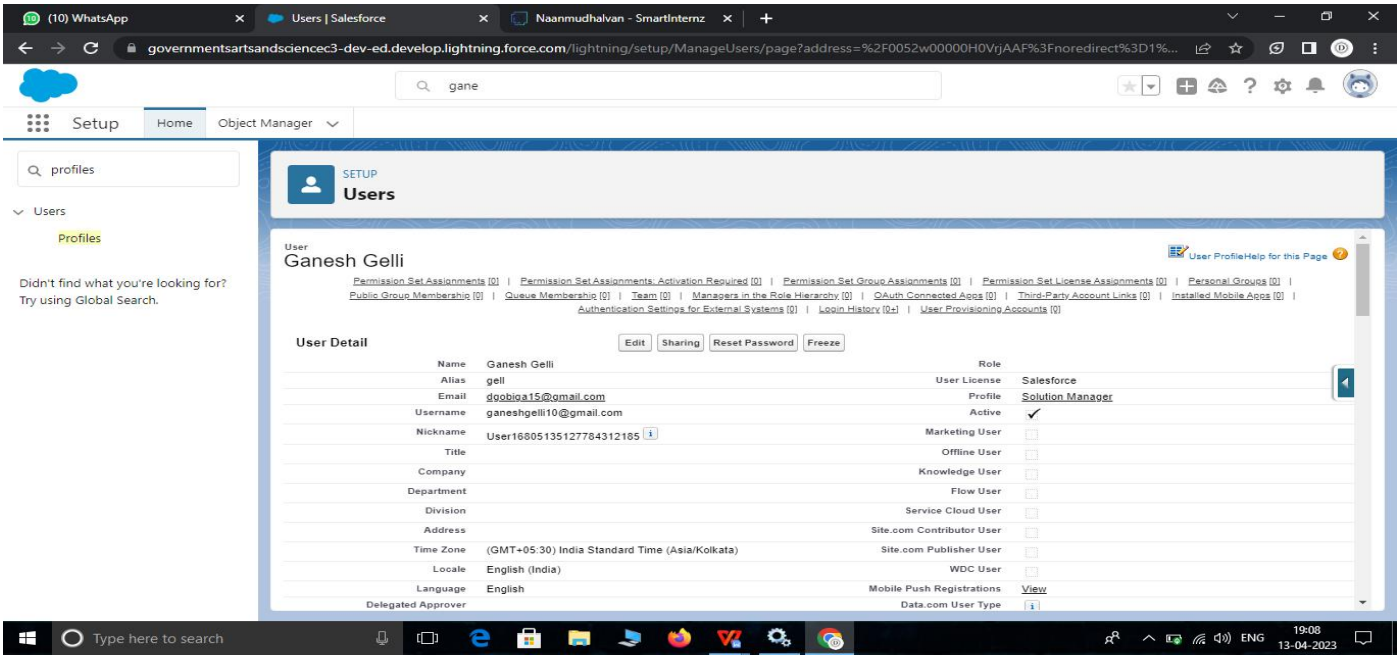
ACTIVITY :1

Create a user with a username “Hr Manager”



ACTIVITY :2:

Create a user with a username “Ganesh Gelli”

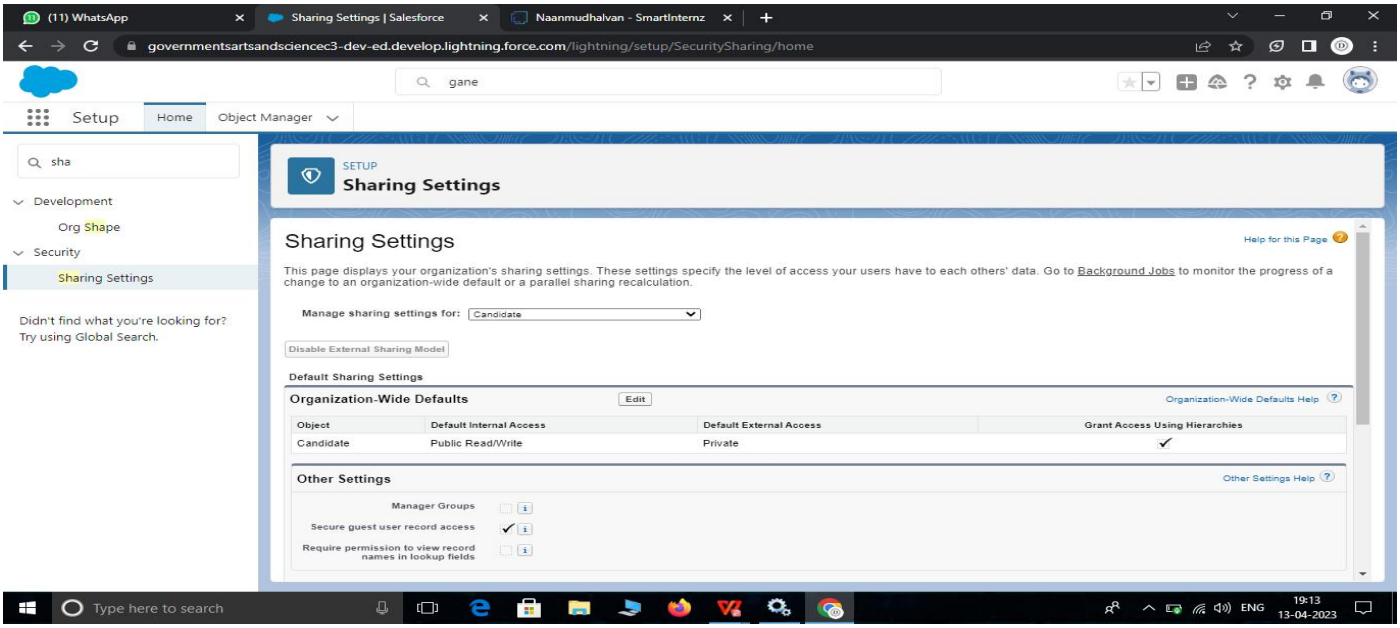


Project Report

MILESTONE :7: SHARING RULES

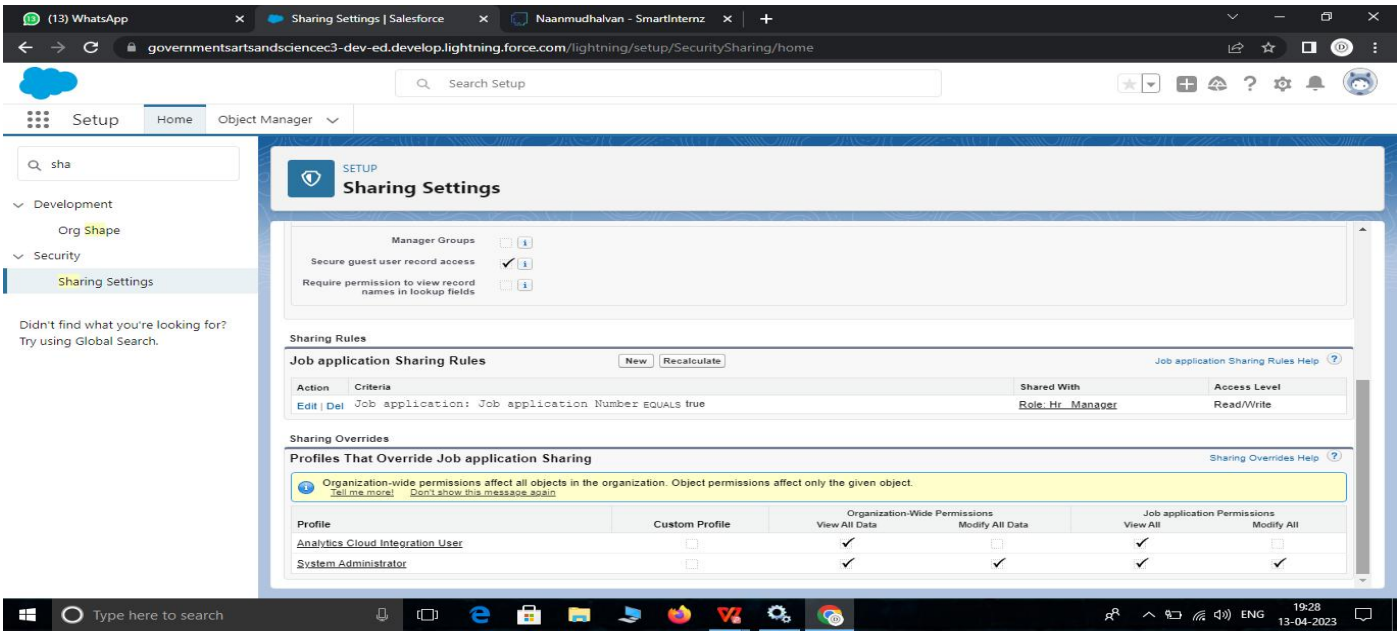
ACTIVITY :1

Create a sharing rule for candidate object



ACTIVITY :2

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

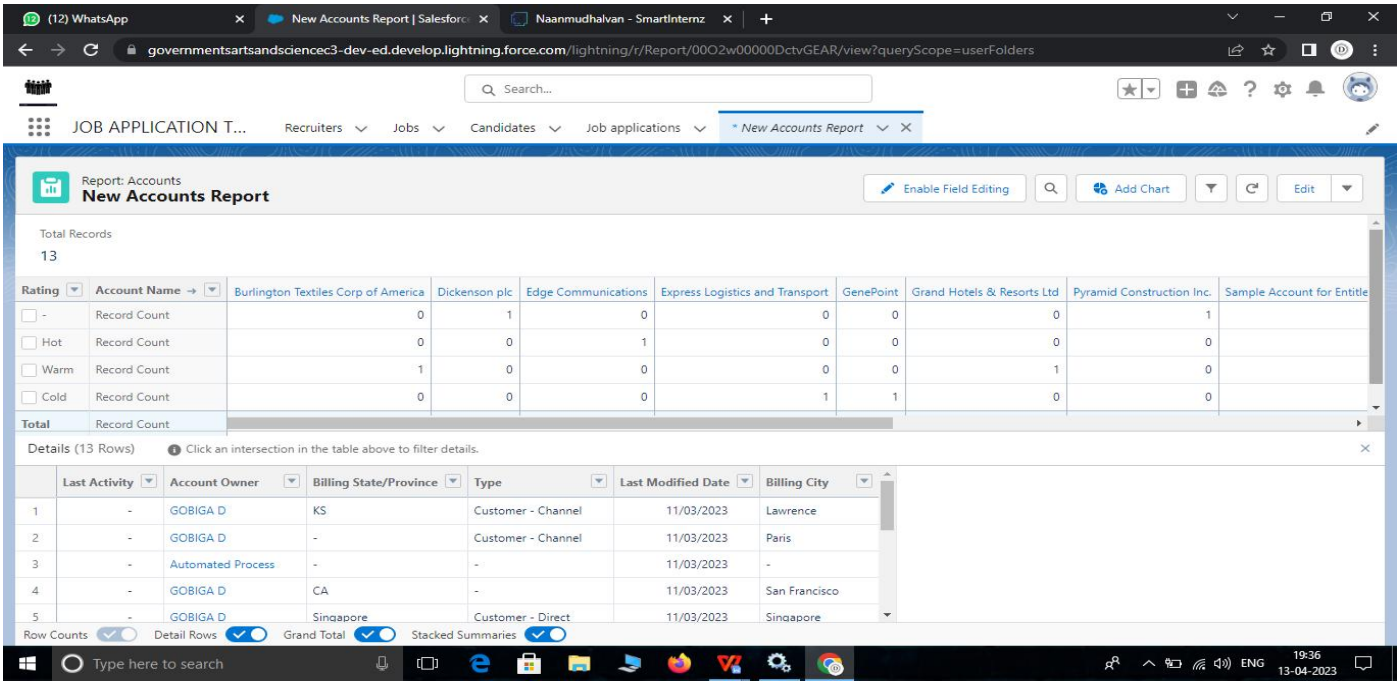


Project Report

MILESTONE:8: REPORTS

ACTIVITY:1

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



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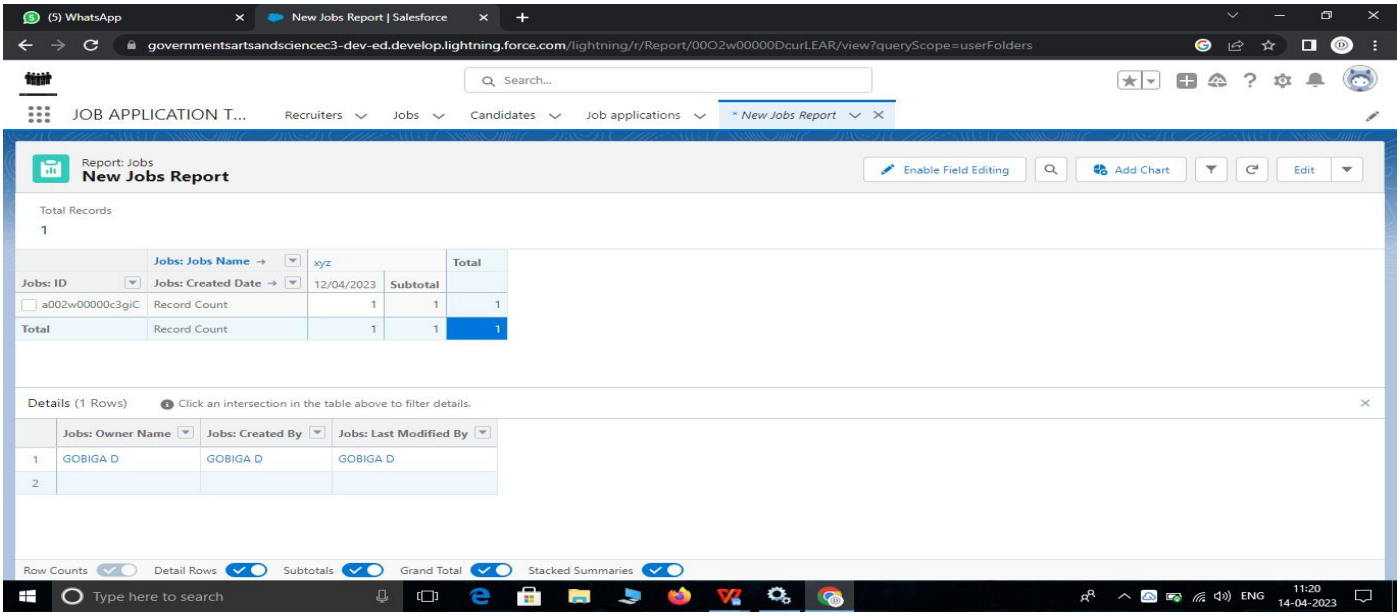
Project Report

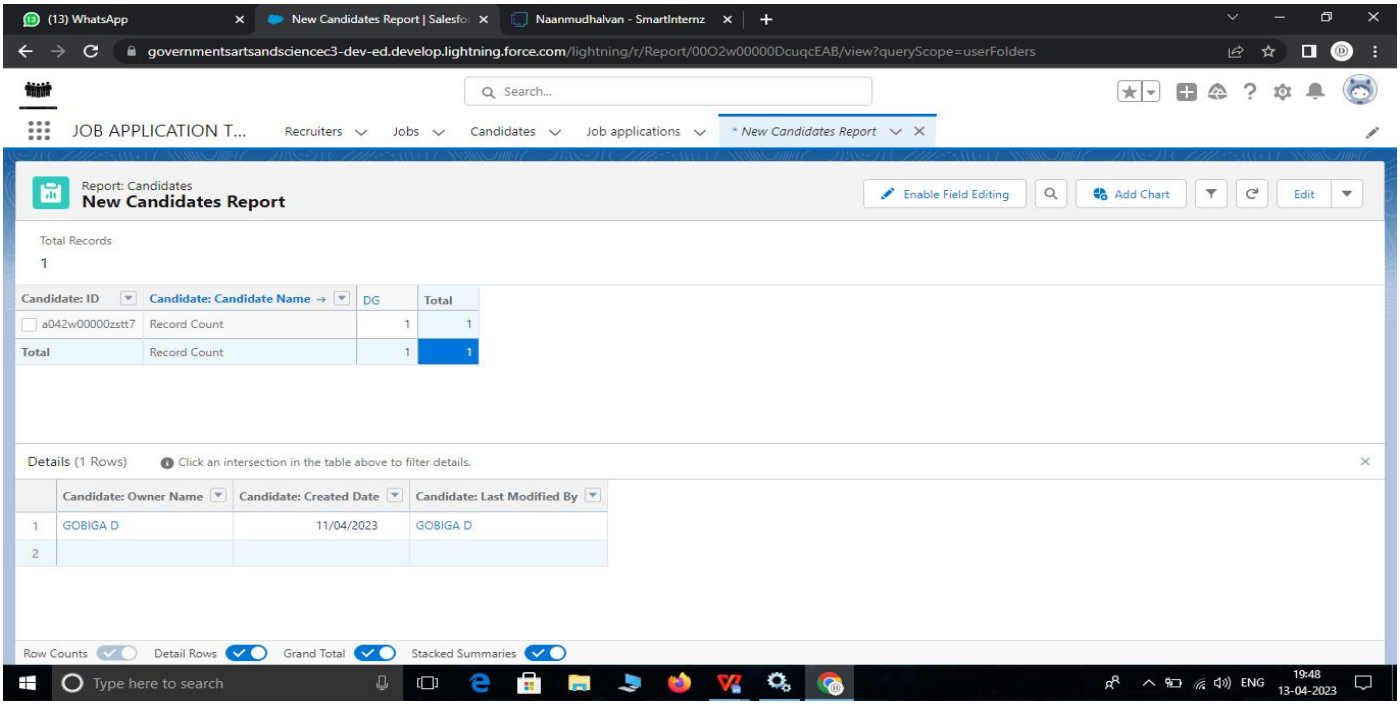
ACTIVITY:2

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

REPORT USING JOBS OBJECT

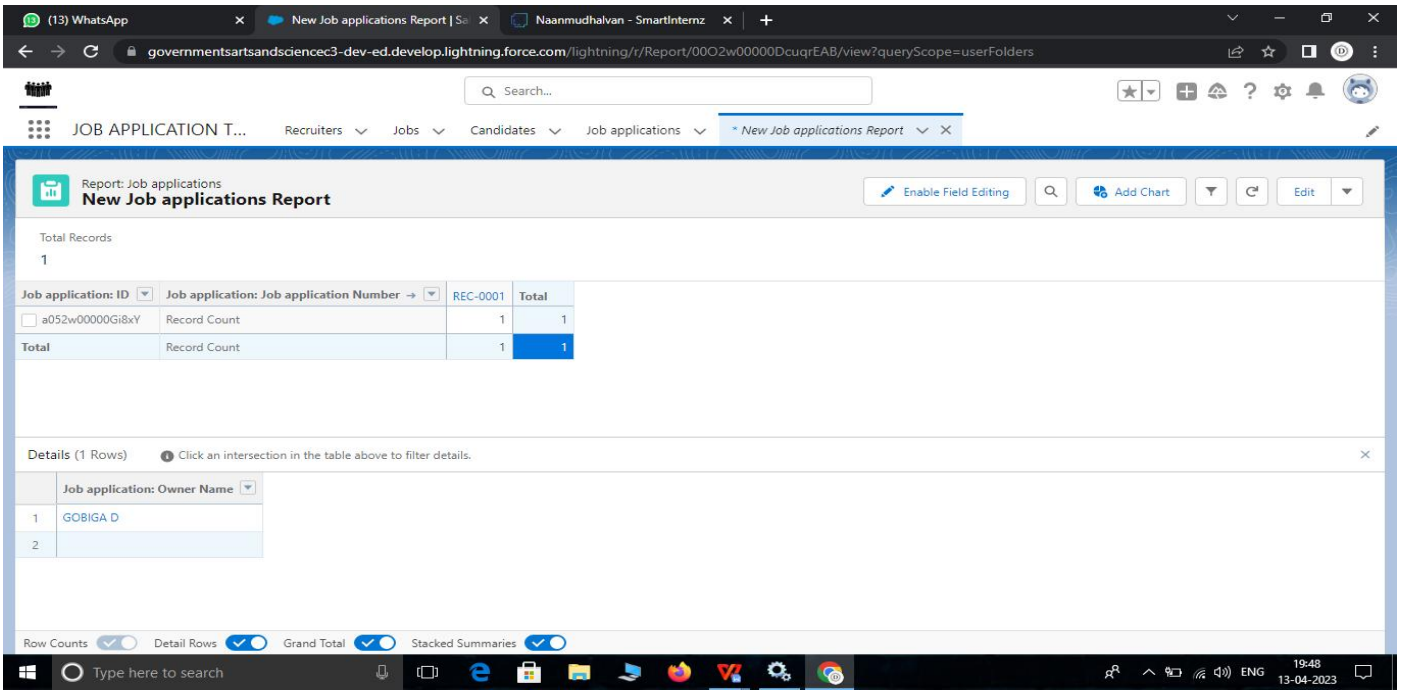


REPORT USING CANDIDATE OBJECT

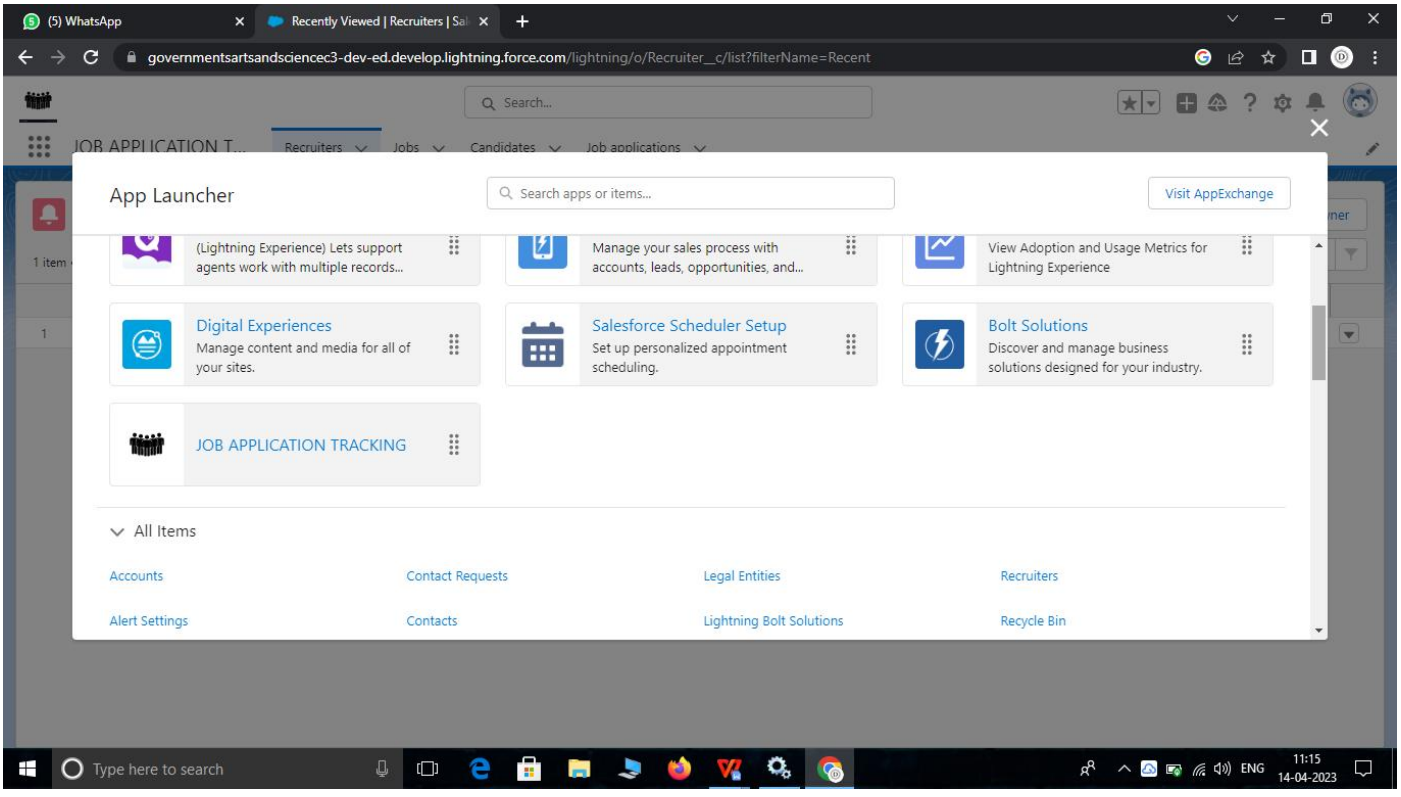


Project Report

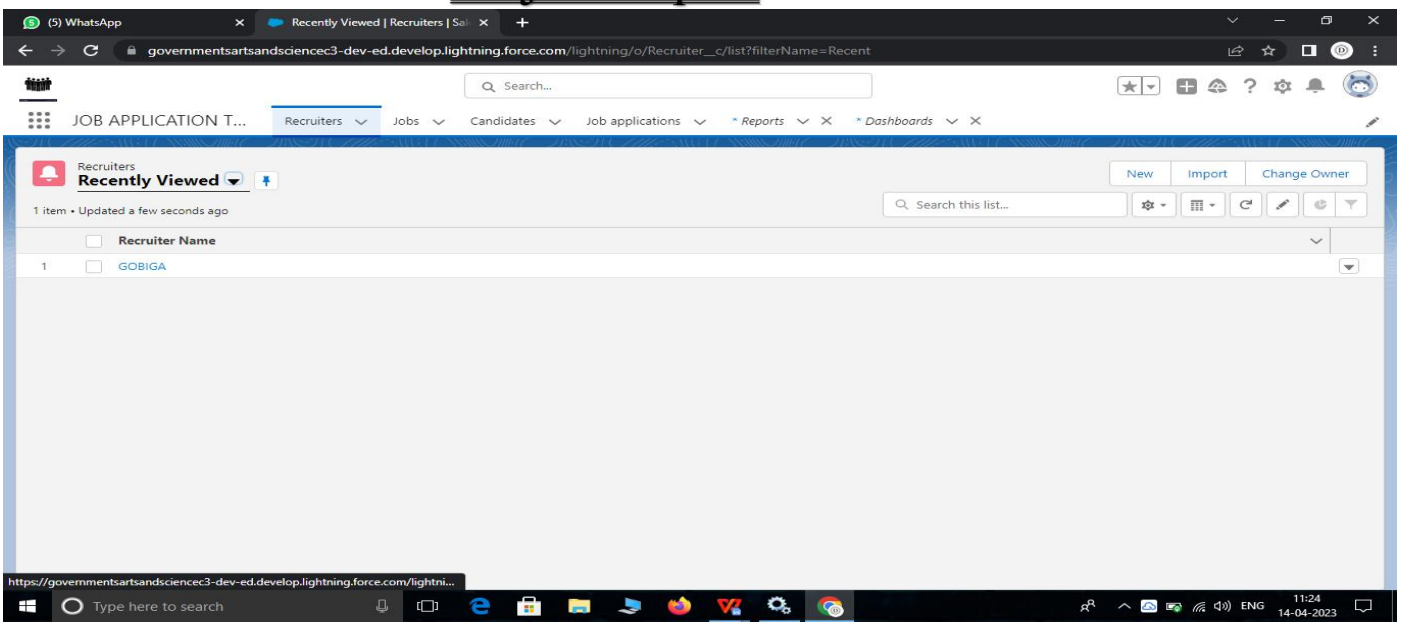
REPORT USING OBJECT JOB APPLICATION



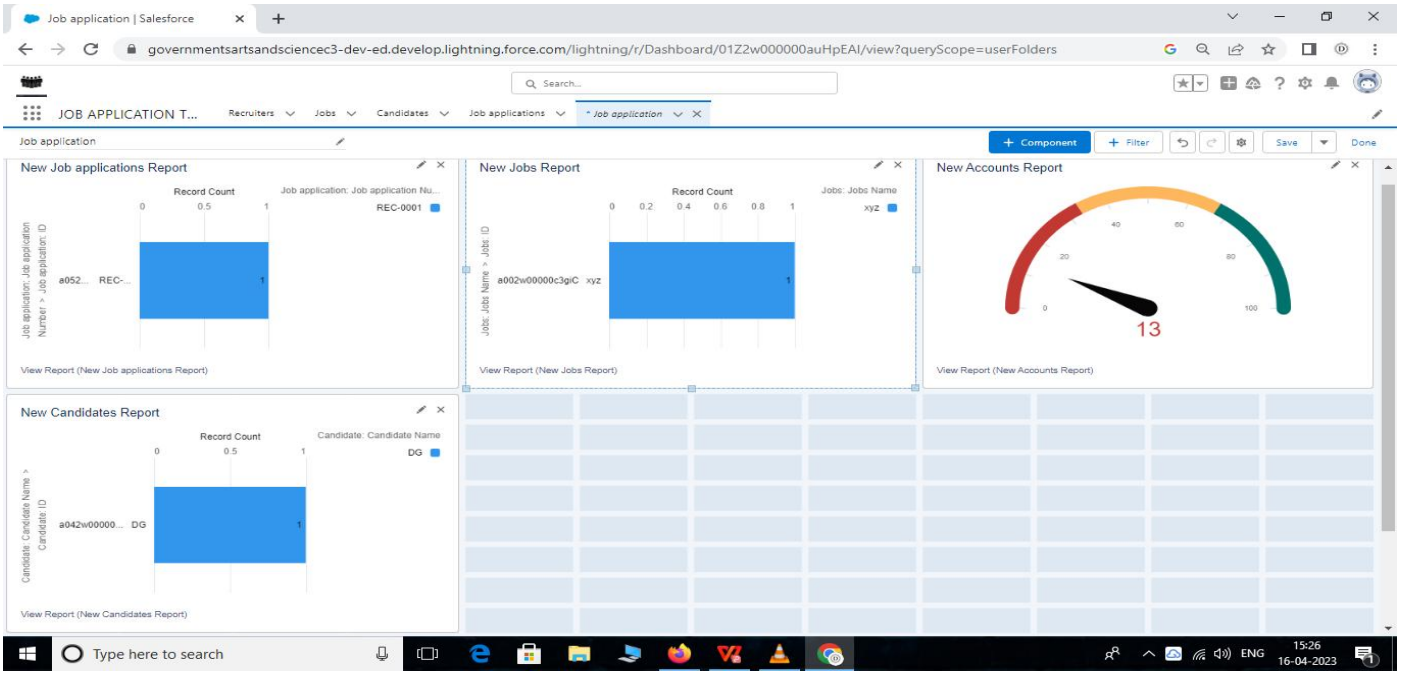
LIGHTNING APP CREATION (NOT IN PROJECT MANUAL)



Project Report



DASHBOARD CREATION (NOT IN PROJECT MANUAL)



4.Trailhead profile public URL:

Team Lead - https://trailblazer.me/id/hgahlot3
Team Member 1 - https://trailblazer.me/id/banupriyabanu2003
Team Member 2 - https://trailblazer.me/id/ddharshinis1
Team Member 3 - https://trailblazer.me/id/dk1maths
Team Member 4 - https://trailblazer.me/id/gdurairaj2

5.Advantages and disadvantages:

Advantages:-

Increased efficiency: A job application tracking system project can automate many aspects of the hiring process, speeding up the process and making it less time-consuming for recruiters and hiring managers.

Improved candidate experience: The system can provide candidates with real-time updates on their application status and communication, creating a positive experience throughout the hiring process.

Paperless recruitment process: The system replaces the traditional paper-based recruitment process and eliminates the need for manual data entry, improving accuracy and reducing errors.

Disadvantage:-

Data Accuracy: The system relies on the input data. Incorrect or incomplete data can lead to inaccurate tracking and evaluation of the hiring process. Also, if candidates aren't notified of their status, they could assume that the firm is disinterested in their application.

6.Applications:

Better Candidate Experience: Candidates can stay informed throughout the recruitment process and receive automated updates on their application status, which helps in creating a positive candidate experience.

7. Conclusion:

job application tracking systems (ATS) are a valuable tool for businesses and organizations that receive a high volume of job applications. They provide an efficient and automated way to manage the recruitment process, from posting job listings to reviewing resumes, conducting pre-screening interviews, and selecting candidates for further review.

8.Future scope:

The future of job application tracking systems is focused on improving their functionality and enhancing the user experience. Here are some potential future developments.

Mobile Optimization: More job seekers are using mobile devices to search and apply for jobs, so this will become more optimized for mobile use, allowing candidates to apply for positions from their smartphones and tablets.

Video Interviews and Assessments: ATS will leverage video technology to conduct pre-screening interviews and assessments to speed up the hiring process and provide a more immersive experience for candidates.

the future of job application tracking system is focused on automation, personalization, and more efficient recruitment processes that benefit both employers and job seekers.