

## 1. Introduction:-

### 1.1 Overview:

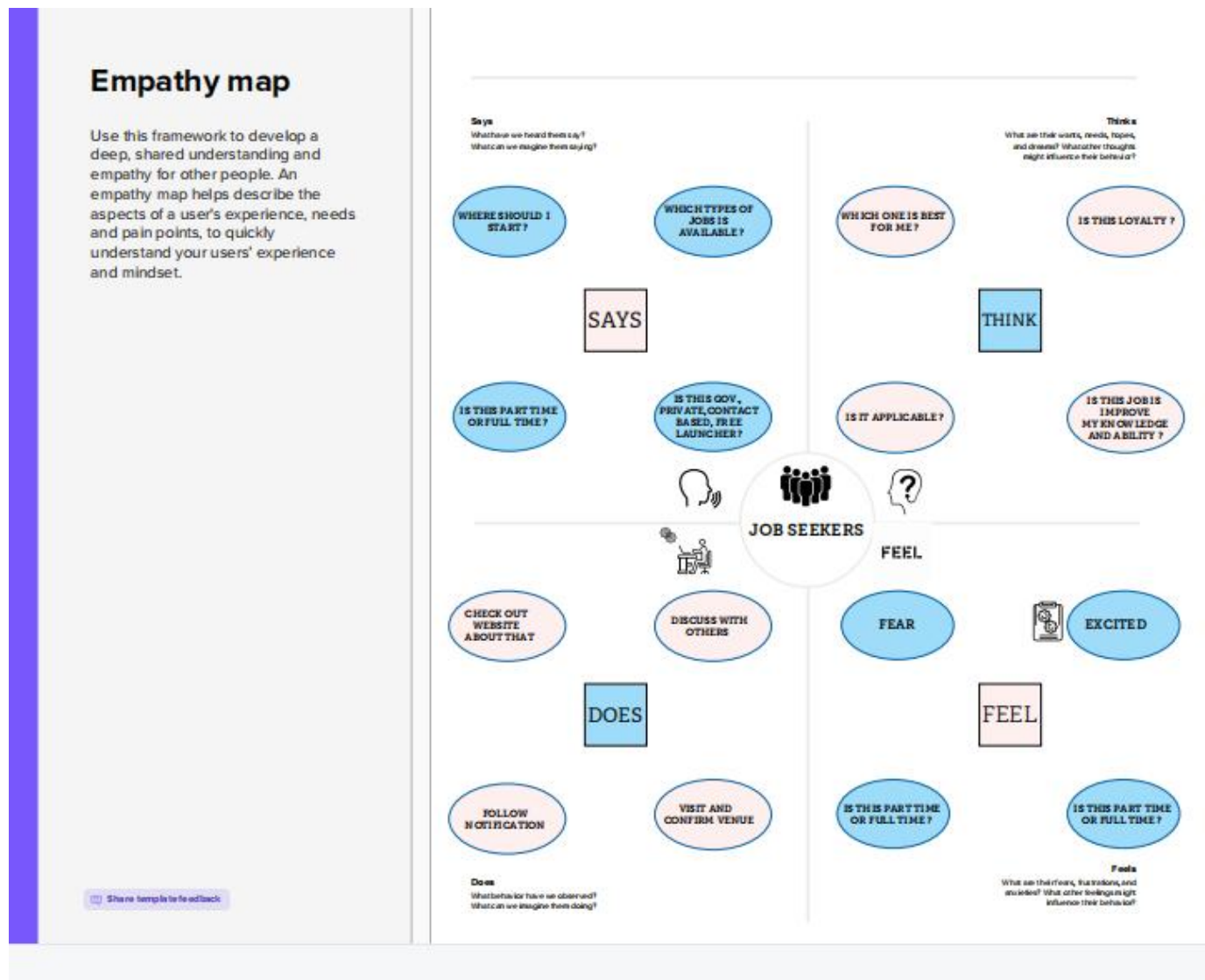
A job application tracking system is a software tool or platform that automates employment application procedures for recruiters and hiring managers. This software helps support the applicant tracking system (ATS) - an application software that automates the recruitment and hiring process.

### 1.2 Purpose:

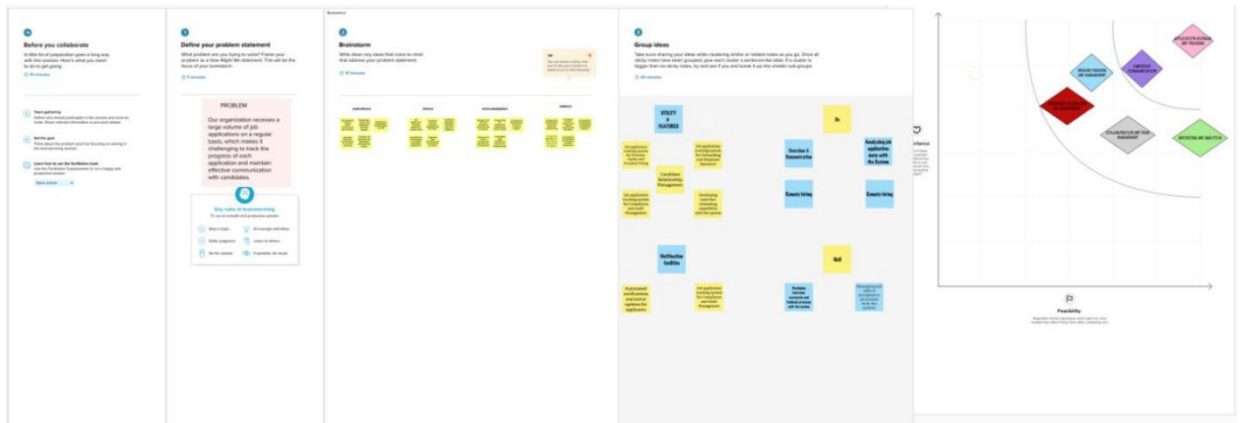
Overall, the job application tracking system project assists in optimizing the recruitment process, enhancing candidate experience, and increasing recruitment efficiency and productivity.

## 2. Problem definition & design thinking:-

### 2.1 Empathy map:



## 2.2 Ideation and brainstorming map:



## 3. Result:-

### 3.1 Data model:

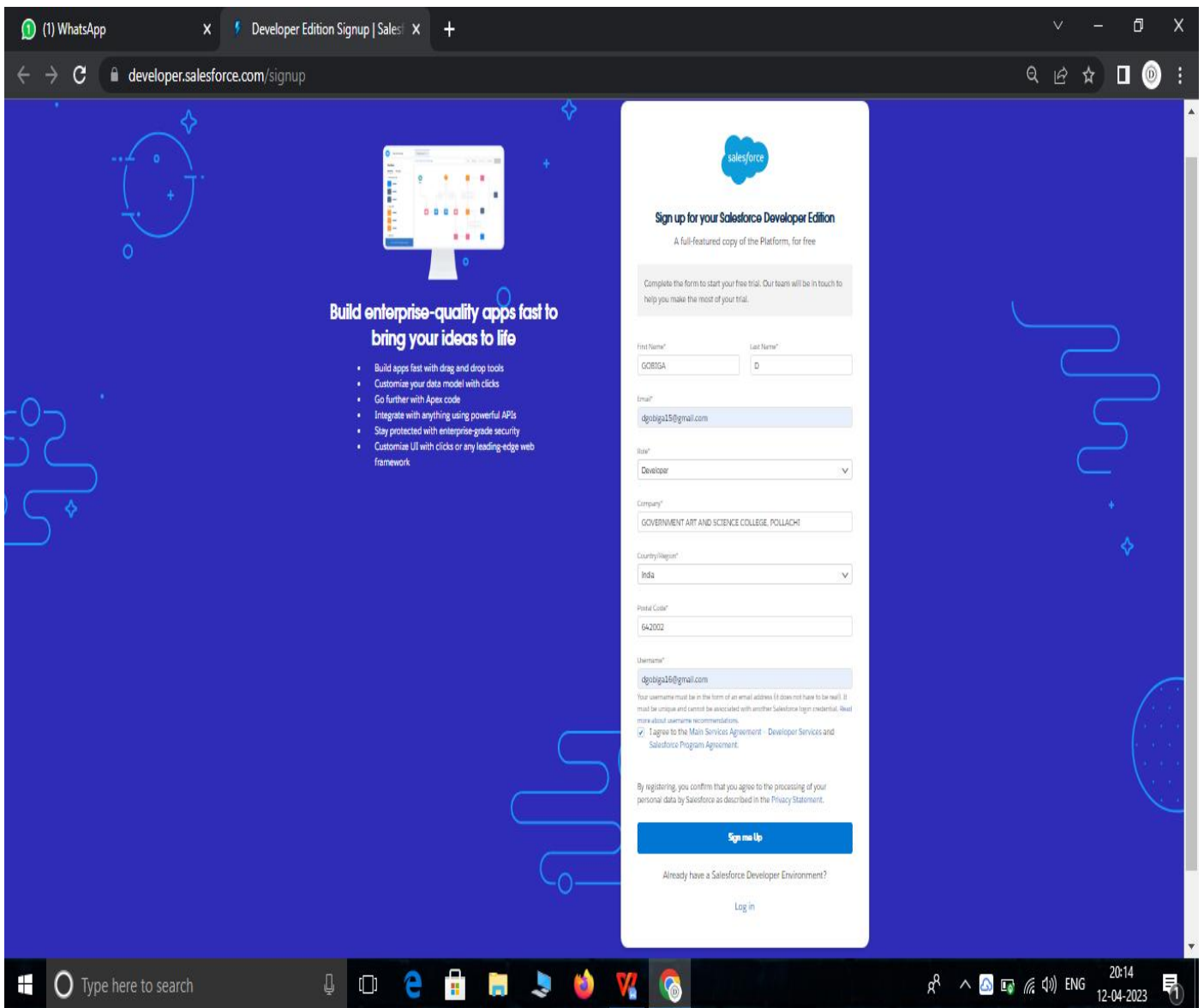
OBJECT NAME	FIELD IN THE OBJECT		
	FIELD LABEL	DATA TYPE	
Recruiter	Created by	Lookup(user)	
	Job title	Text(30)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
	Recruiter Name	Text(80)	
Jobs	Created by	Lookup(user)	
	Jobs Name	Text(80)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
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)	

## 3.2 Activity and screenshot:

### MILESTONE: 1: SALESFORCE:

#### Activity 1:

#### Creating a Salesforce Developer Org:



The screenshot shows the Salesforce Developer Edition Signup page in a web browser. The page has a blue background with white text and a white form. The form is titled "Sign up for your Salesforce Developer Edition" and includes a sub-header "A full-featured copy of the Platform, for free". Below the header, there is a paragraph: "Complete the form to start your free trial. Our team will be in touch to help you make the most of your trial." The form fields are: First Name (GOBIGA), Last Name (D), Email (dgoiga125@gmail.com), Role (Developer), Company (GOVERNMENT ART AND SCIENCE COLLEGE, POLLACHI), Country/Region (India), Postal Code (642002), and Username (dgoiga125@gmail.com). There is a checkbox for "I agree to the Master Services Agreement - Developer Services and Salesforce Program Agreement" which is checked. Below the form, there is a "Sign me up" button and a link for "Already have a Salesforce Developer Environment? Log in". The browser's address bar shows "developer.salesforce.com/signup". The Windows taskbar is visible at the bottom with the search bar and various application icons.

Build enterprise-quality apps fast to bring your ideas to life

- Build apps fast with drag and drop tools
- Customize your data model with clicks
- Go further with Apex code
- Integrate with anything using powerful APIs
- Stay protected with enterprise-grade security
- Customize UI with clicks or any leading-edge web framework

Sign up for your Salesforce Developer Edition

A full-featured copy of the Platform, for free

Complete the form to start your free trial. Our team will be in touch to help you make the most of your trial.

First Name\*  
GOBIGA

Last Name\*  
D

Email\*  
dgoiga125@gmail.com

Role\*  
Developer

Company\*  
GOVERNMENT ART AND SCIENCE COLLEGE, POLLACHI

Country/Region\*  
India

Postal Code\*  
642002

Username\*  
dgoiga125@gmail.com

Your username must be in the form of an email address (it does not have to be real). It must be unique and cannot be associated with another Salesforce login credential. Read more about username recommendations.

☒ I agree to the Master Services Agreement - Developer Services and Salesforce Program Agreement.

By registering, you confirm that you agree to the processing of your personal data by Salesforce as described in the Privacy Statement.

Sign me up

Already have a Salesforce Developer Environment?

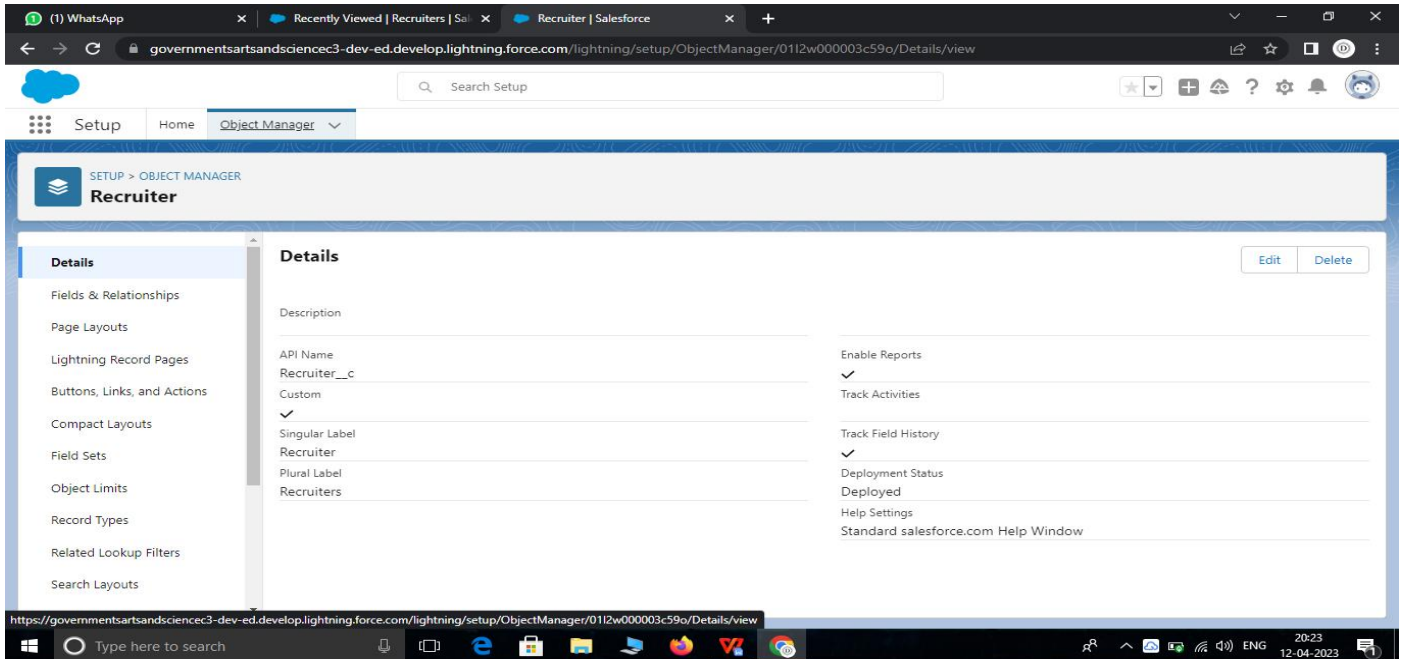
Log in

# Project Report

## MILESTONE 2: OBJECT:

### ACTIVITY : 1

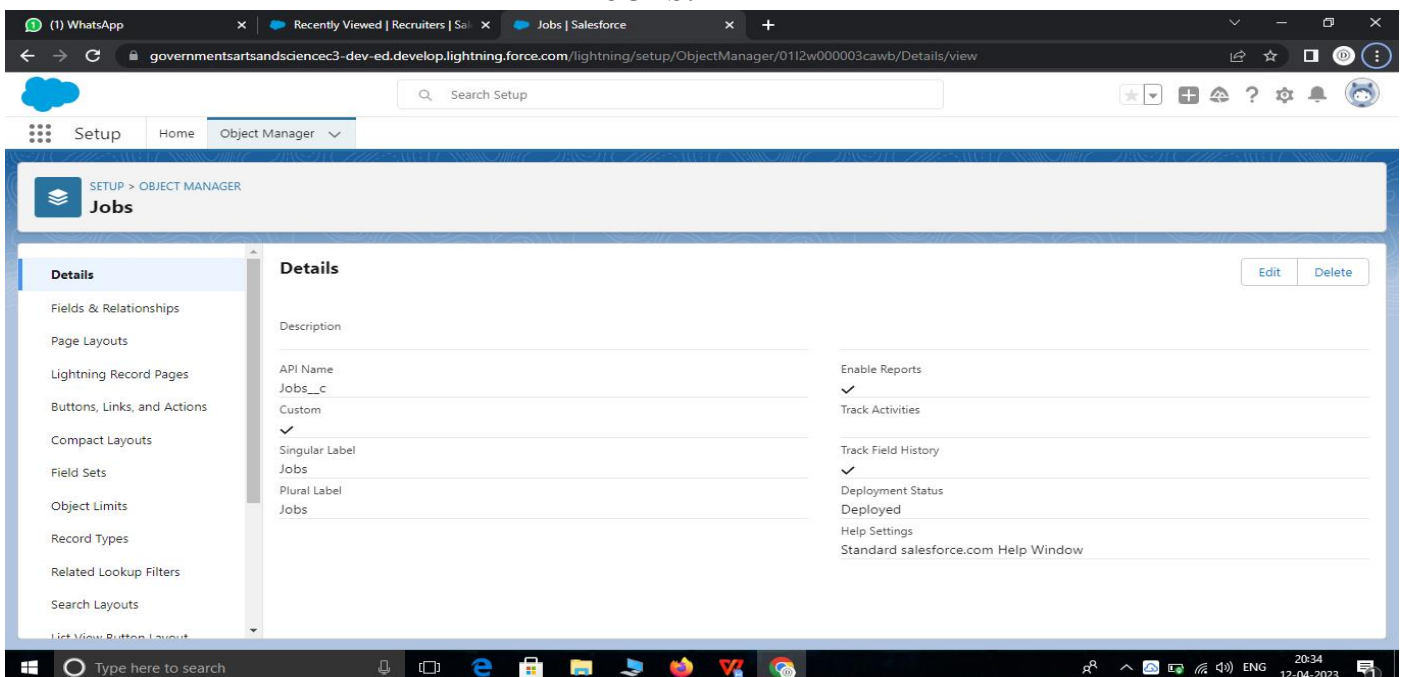
**Create a custom object for RECRUITER:**



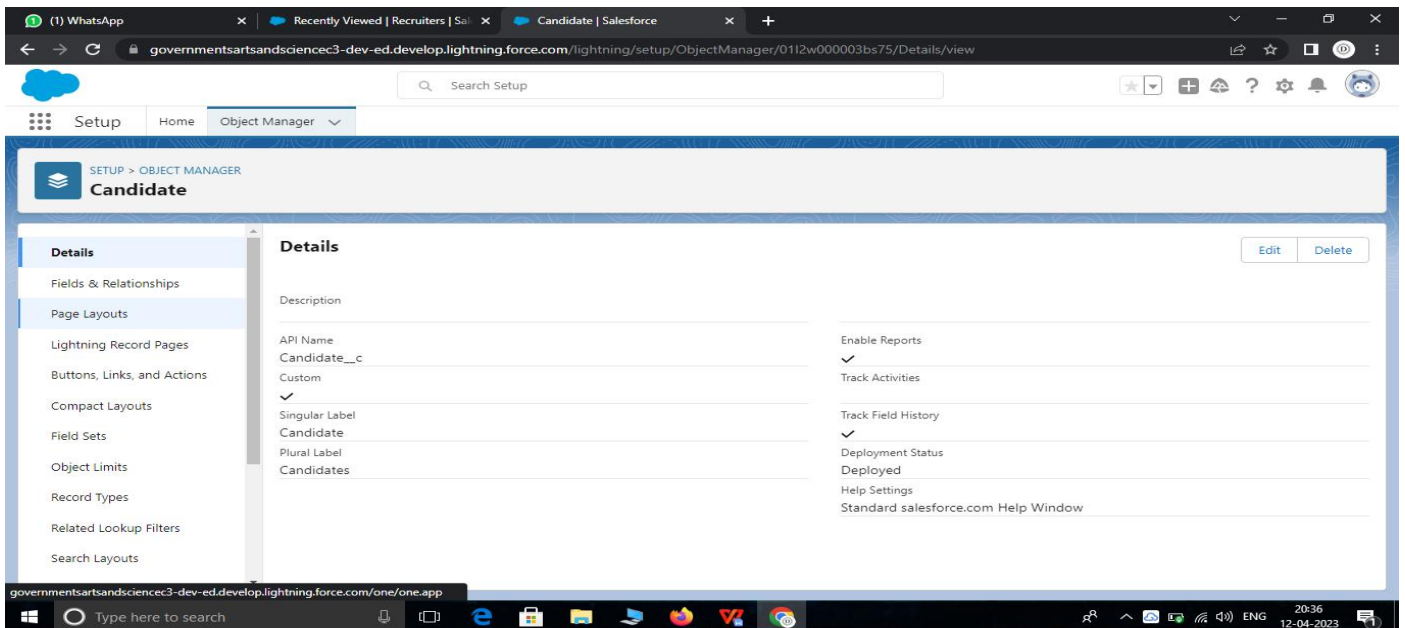
### ACTIVITY:2

**Create objects for Jobs, Candidate, Job application.**

## **JOBS:**



## CANDIDATE:

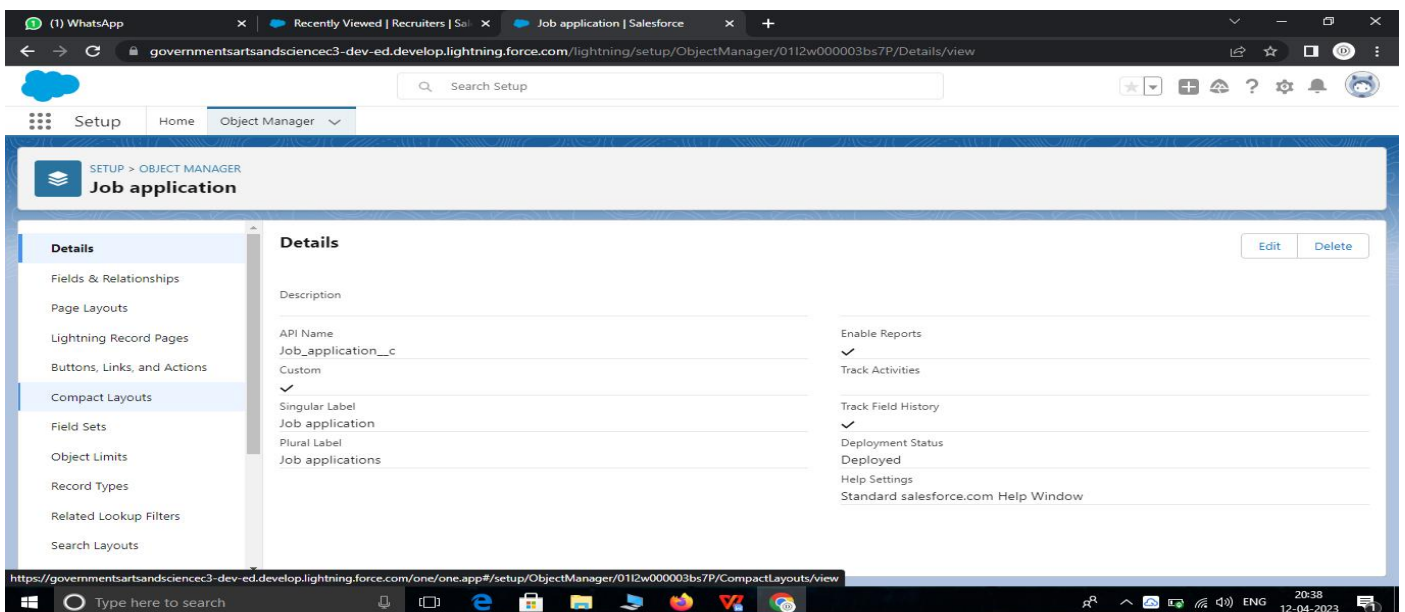


The screenshot shows the Salesforce Setup interface for the 'Candidate' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The 'Details' section is selected, showing the following configuration:

Field	Value
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

The top of the page shows the 'Setup' tab and a search bar. The bottom of the page shows the Windows taskbar with the time 20:36 and date 12-04-2023.

## JOB APPLICATION:



The screenshot shows the Salesforce Setup interface for the 'Job application' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The 'Details' section is selected, showing the following configuration:

Field	Value
Description	
API Name	Job_application__c
Custom	✓
Singular Label	Job application
Plural Label	Job applications
Enable Reports	✓
Track Activities	
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

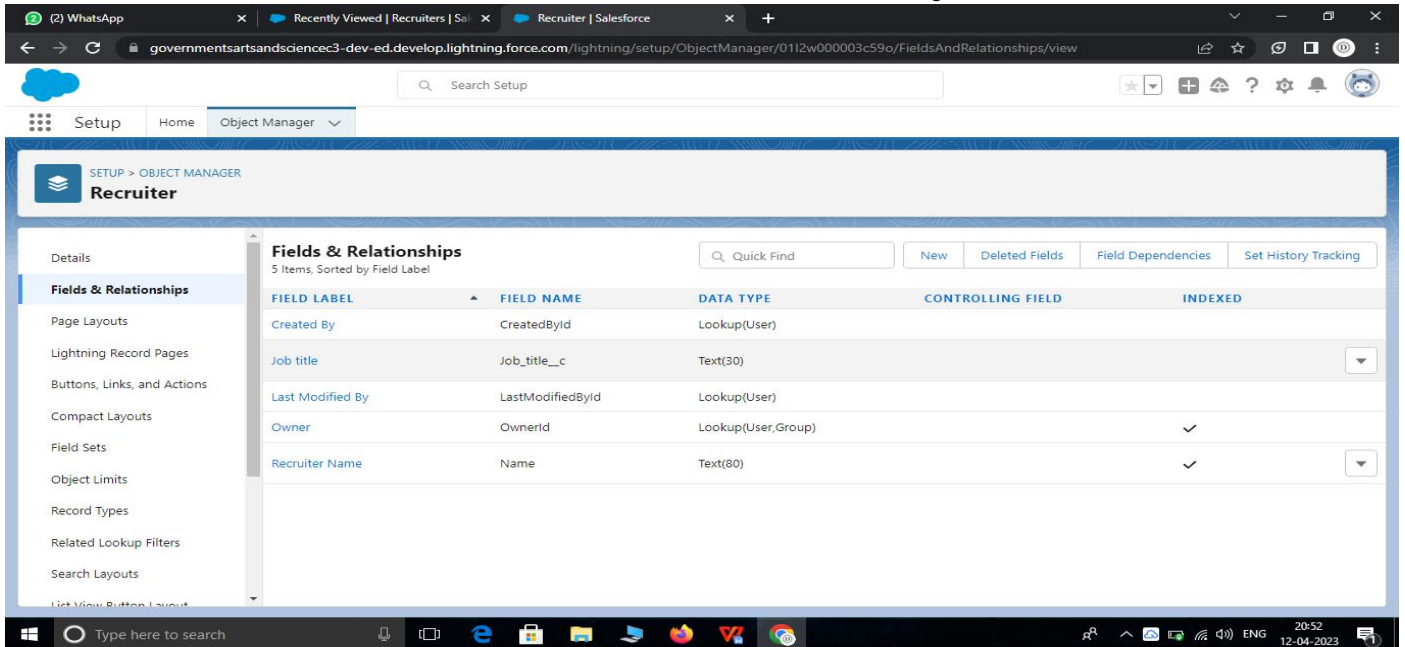
The top of the page shows the 'Setup' tab and a search bar. The bottom of the page shows the Windows taskbar with the time 20:38 and date 12-04-2023.



## MILESTONE 3: FIELDS:

### ACTIVITY: 1

#### Create a custom field for Recruiter object

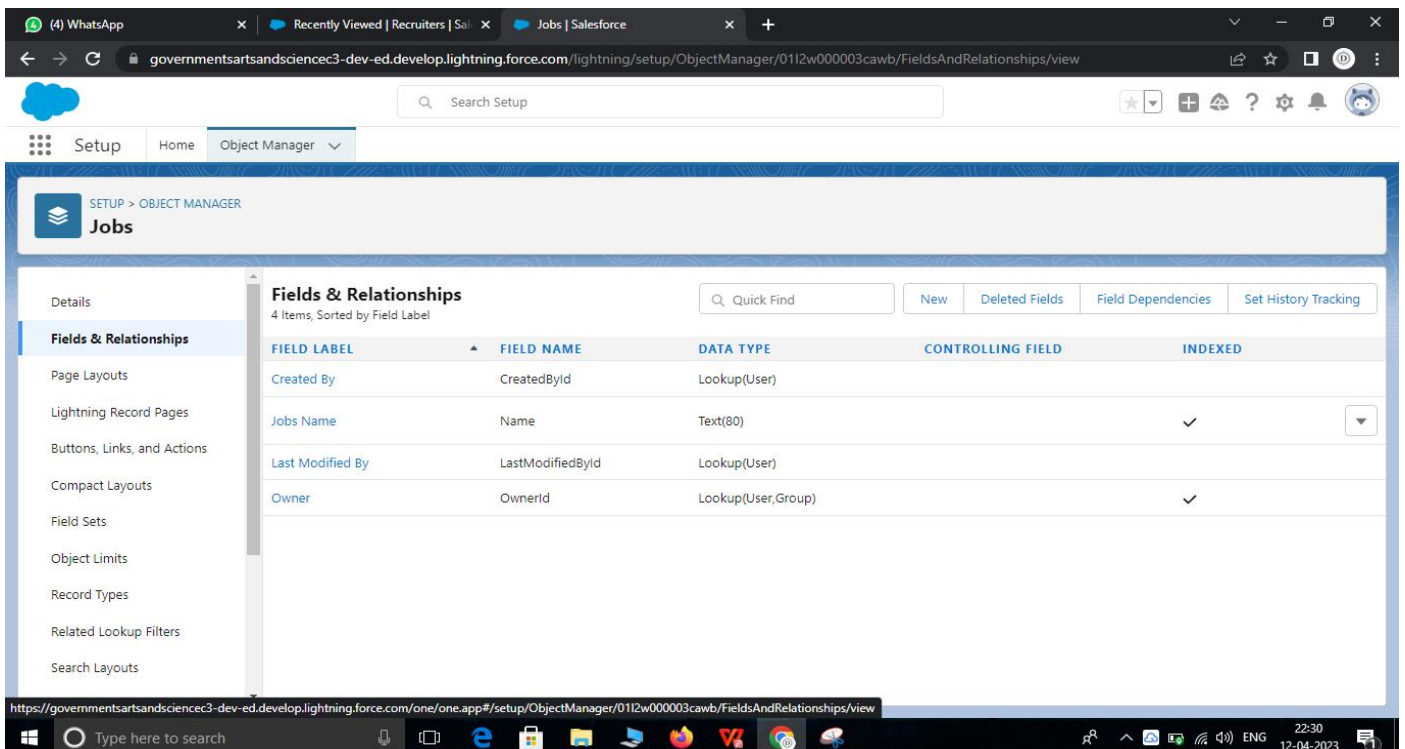


The screenshot shows the Salesforce Setup interface for the 'Recruiter' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. The fields listed are:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedBy	Lookup(User)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedBy	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Recruiter Name	Name	Text(80)		✓

### ACTIVITY : 2

#### Creation of Master-detail relationship for a object:

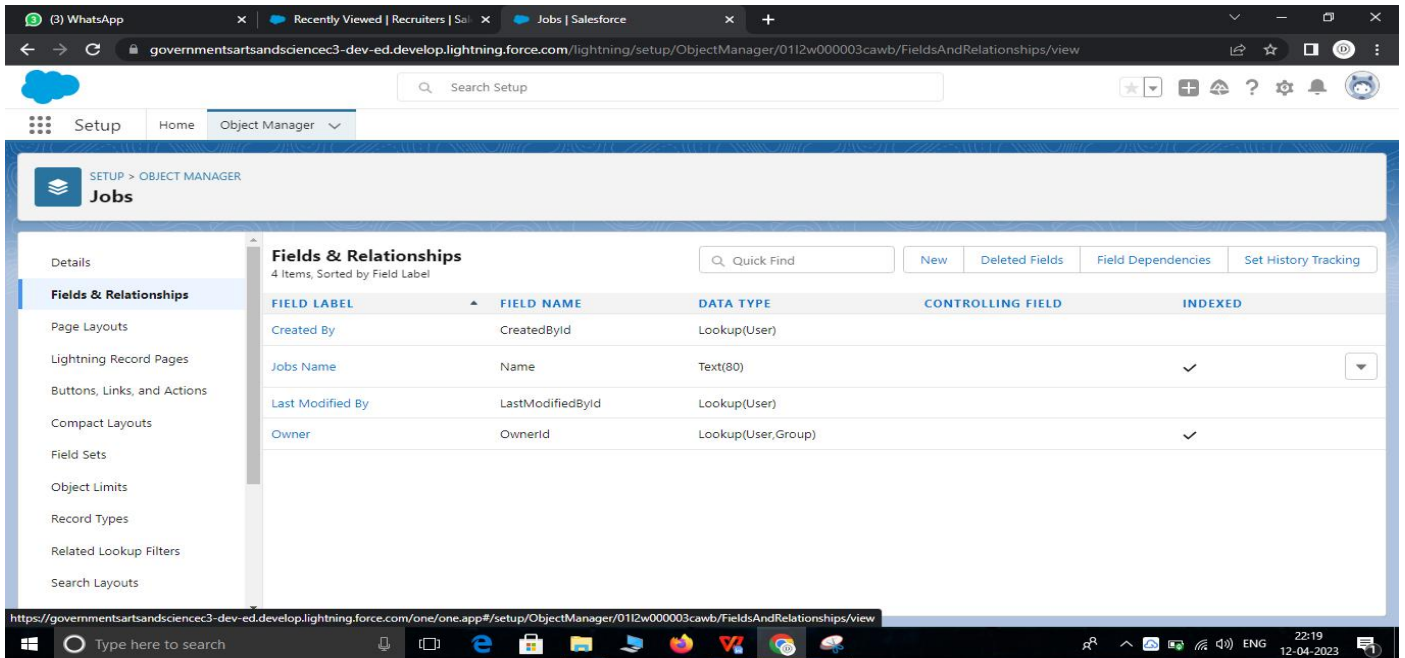


The screenshot shows the Salesforce Setup interface for the 'Jobs' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. The fields listed are:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedBy	Lookup(User)		
Jobs Name	Name	Text(80)		✓
Last Modified By	LastModifiedBy	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## ACTIVITY : 3

### Create a custom field for jobs object

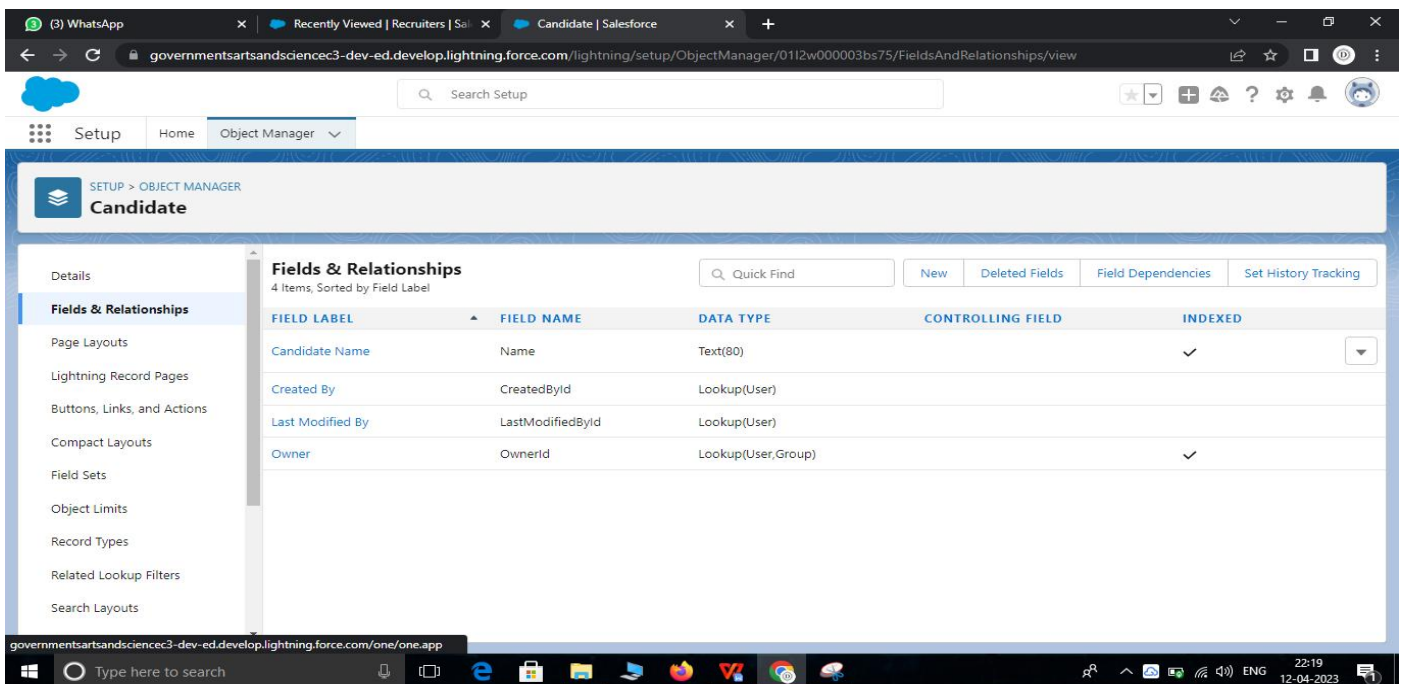


The screenshot shows the Salesforce Setup interface for the 'Jobs' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed. The fields listed are 'Created By', 'Jobs Name', 'Last Modified By', and 'Owner'.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Jobs Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## ACTIVITY :4

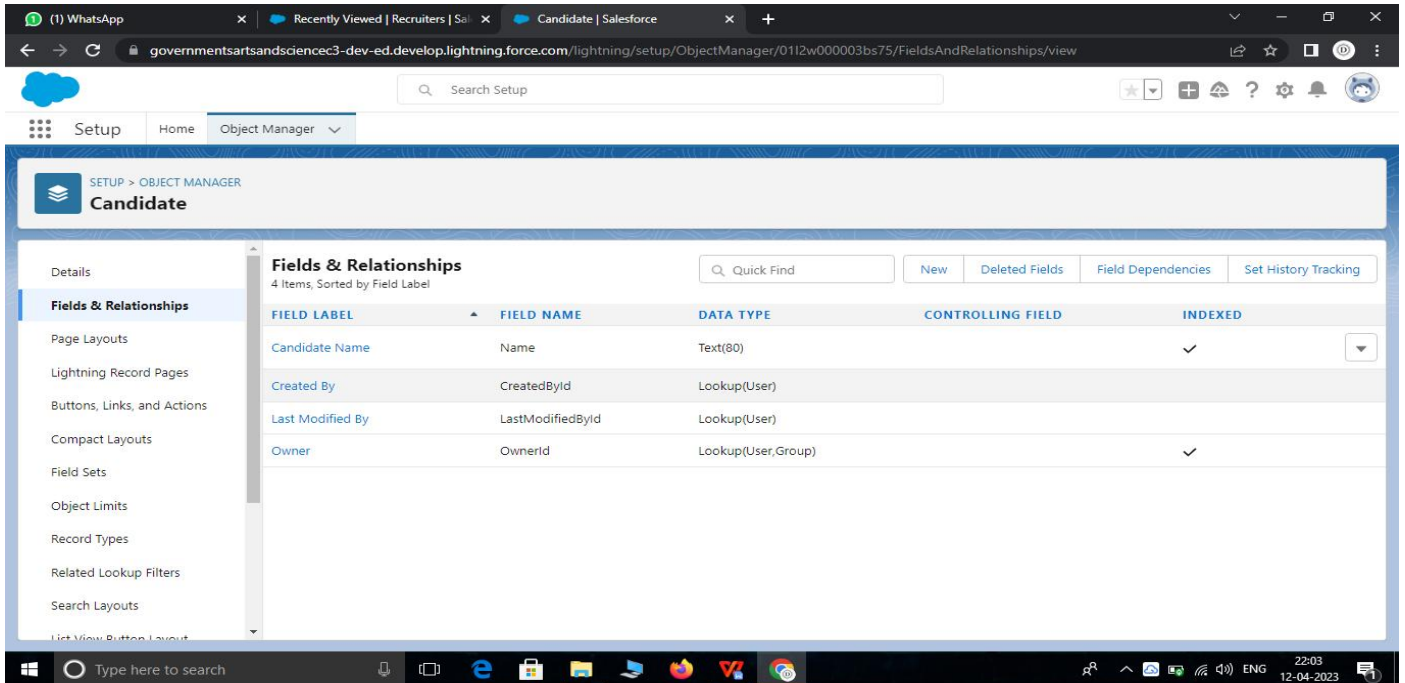
### Create a field for Candidate object



The screenshot shows the Salesforce Setup interface for the 'Candidate' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed. The fields listed are 'Candidate Name', 'Created By', 'Last Modified By', and 'Owner'.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Candidate Name	Name	Text(80)		✓
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## Create a field for Job application object



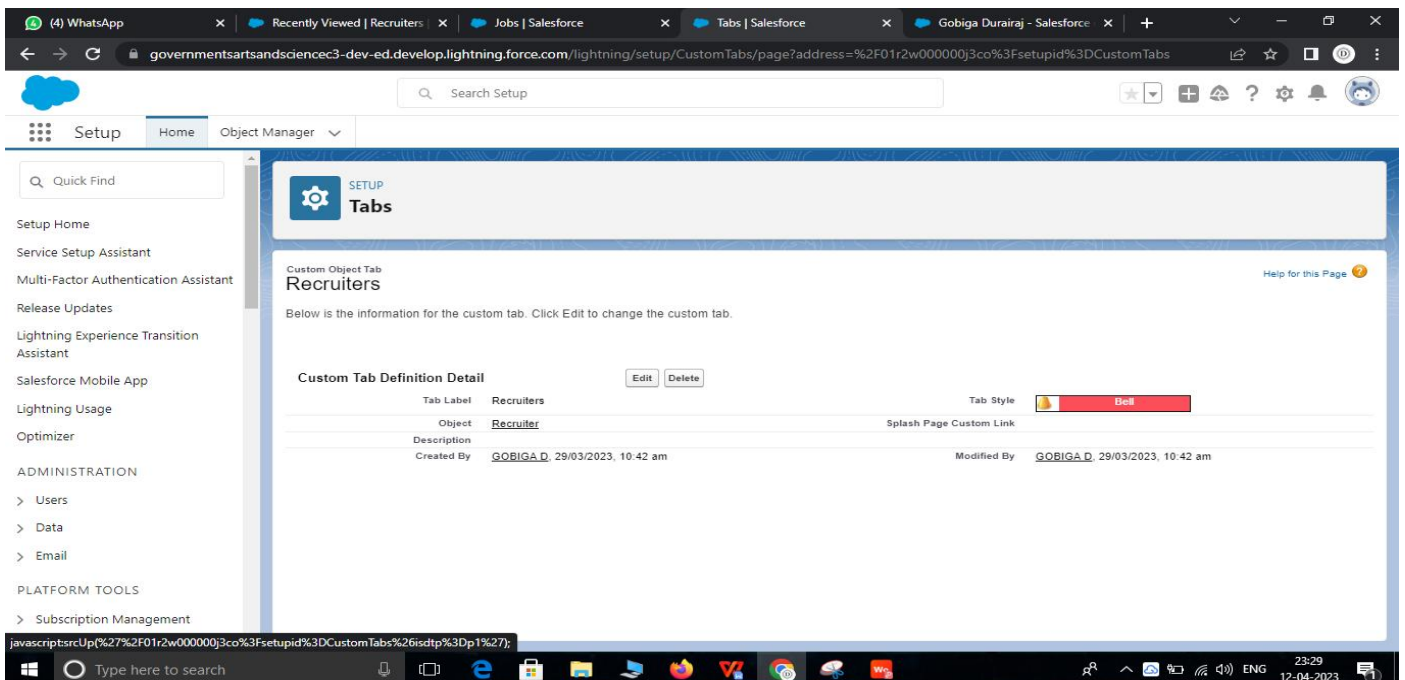
The screenshot shows the Salesforce Object Manager interface for the 'Candidate' object. The 'Fields & Relationships' section is active, displaying a table of fields:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Candidate Name	Name	Text(80)		✓
Created By	CreatedBy	Lookup(User)		
Last Modified By	LastModifiedBy	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## MILESTONE: 4: TAB

### Activity :1

## Create a tab for object Recruiter:



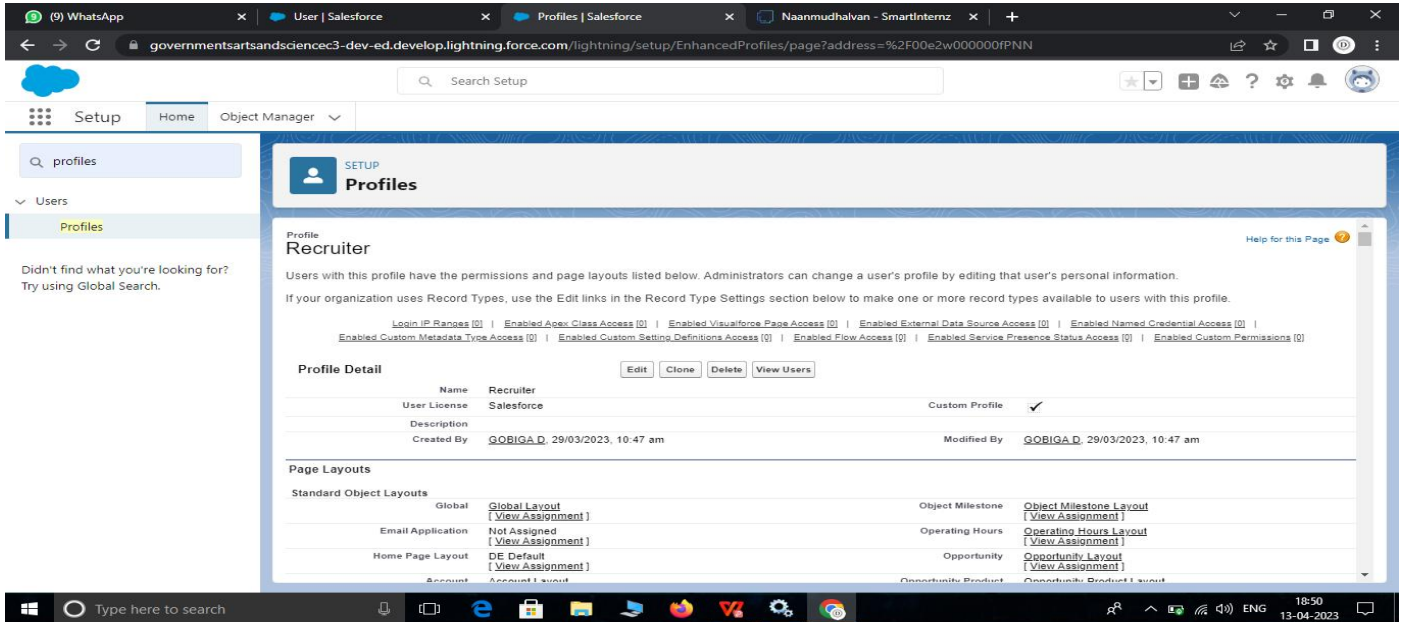
The screenshot shows the Salesforce Setup interface for creating a custom tab. The 'Recruiters' custom tab is defined with the following details:

Tab Label	Recruiters	Tab Style	Icon
Object	Recruiter	Splash Page Custom Link	Recruiter Icon
Description			
Created By	GOBIGA D. 29/03/2023, 10:42 am	Modified By	GOBIGA D. 29/03/2023, 10:42 am



## MILESTONE:5: PROFILE

Create a custom profile:

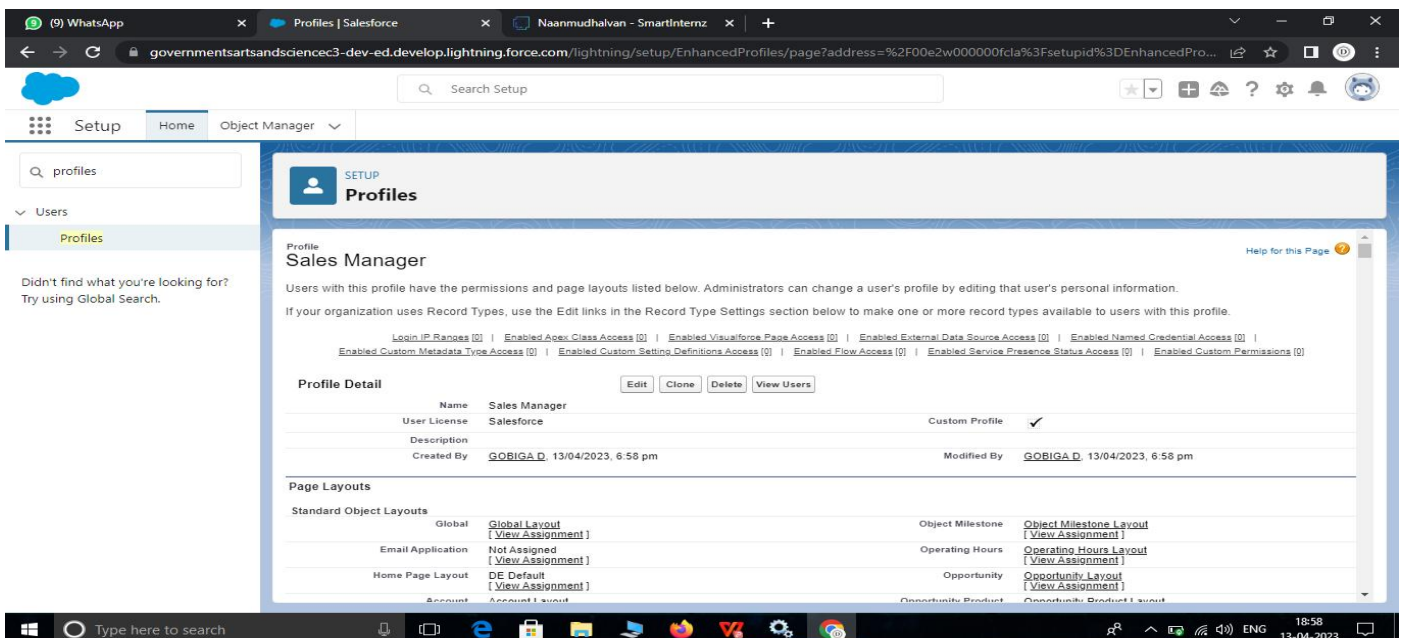


The screenshot shows the Salesforce Setup interface for the 'Recruiter' profile. The left sidebar contains 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Profiles' and shows the 'Recruiter' profile details. The profile is a custom profile with the name 'Recruiter' and user license 'Salesforce'. It was created by 'GOBIGA D.' on 29/03/2023 at 10:47 am. The 'Page Layouts' section shows the following assignments:

Standard Object Layouts	Global	Email Application	Home Page Layout	Account	Object Milestone	Operating Hours	Opportunity	Opportunity Product
	Global Layout [View Assignment]	Not Assigned [View Assignment]	DE Default [View Assignment]	Account Layout	Object Milestone Layout [View Assignment]	Operating Hours Layout [View Assignment]	Opportunity Layout [View Assignment]	Opportunity Product Layout

## ACTIVITY : 2

Create a profile with the name as “Sales Manager”



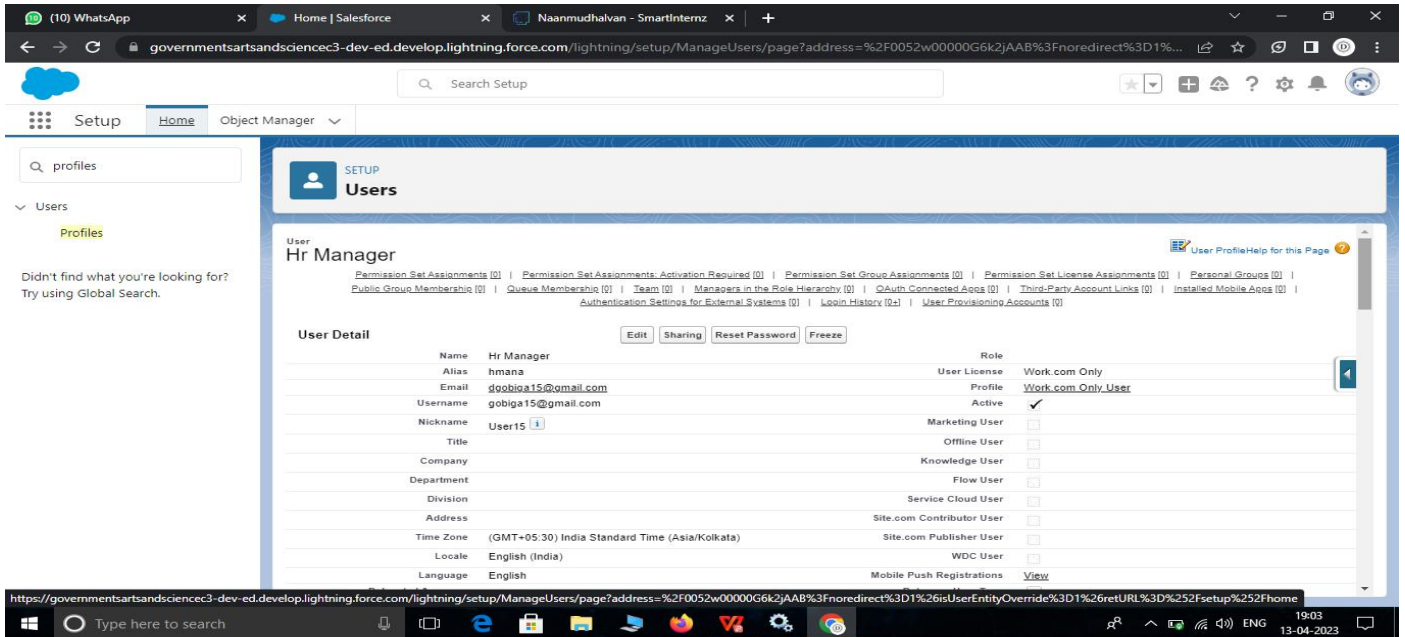
The screenshot shows the Salesforce Setup interface for the 'Sales Manager' profile. The left sidebar contains 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Profiles' and shows the 'Sales Manager' profile details. The profile is a custom profile with the name 'Sales Manager' and user license 'Salesforce'. It was created by 'GOBIGA D.' on 13/04/2023 at 6:58 pm. The 'Page Layouts' section shows the following assignments:

Standard Object Layouts	Global	Email Application	Home Page Layout	Account	Object Milestone	Operating Hours	Opportunity	Opportunity Product
	Global Layout [View Assignment]	Not Assigned [View Assignment]	DE Default [View Assignment]	Account Layout	Object Milestone Layout [View Assignment]	Operating Hours Layout [View Assignment]	Opportunity Layout [View Assignment]	Opportunity Product Layout

## MILESTONE :6: USER

### ACTIVITY :1

Create a user with a username “Hr Manager”

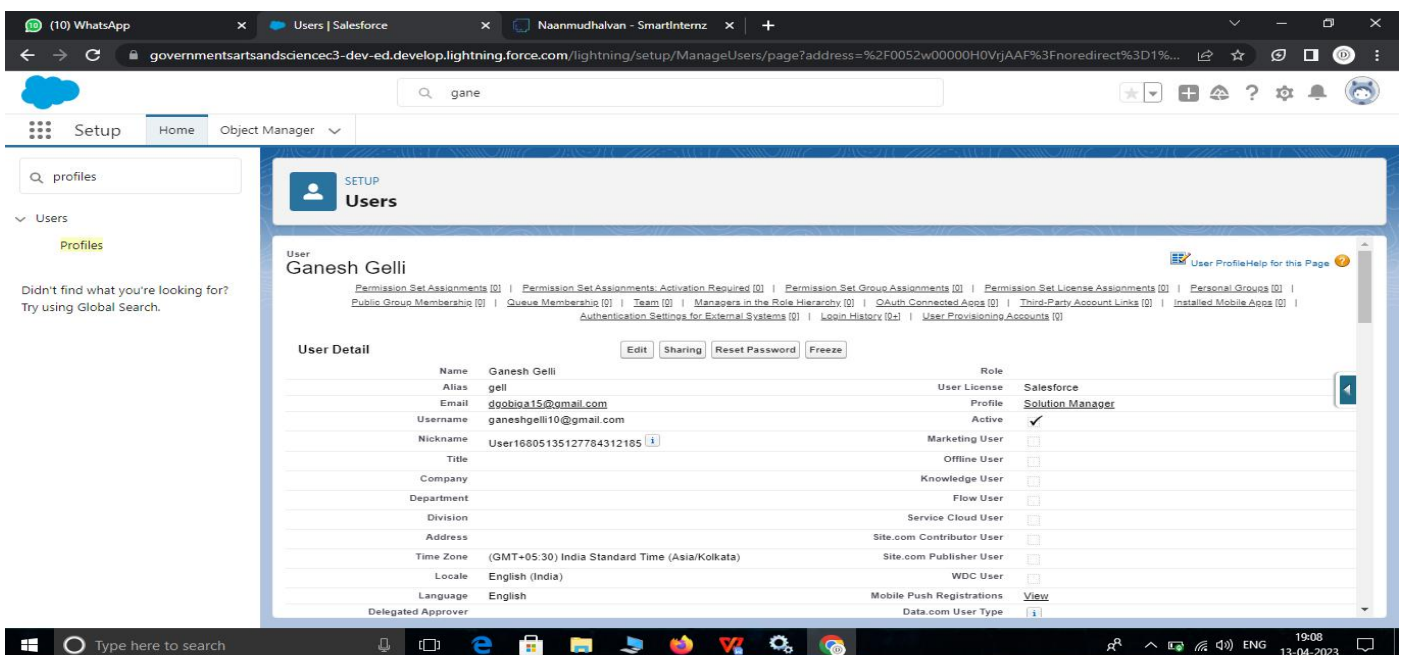


The screenshot shows the Salesforce Setup interface with the 'Users' tab selected. The user 'Hr Manager' is being created with the following details:

User Detail		Role
Name	Hr Manager	User License
Alias	hmana	Work.com Only
Email	gobiga15@gmail.com	Profile
Username	gobiga15@gmail.com	Active
Nickname	User15	Marketing User
Title		Offline User
Company		Knowledge User
Department		Flow User
Division		Service Cloud User
Address		Site.com Contributor User
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User
Locale	English (India)	WDC User
Language	English	Mobile Push Registrations

### ACTIVITY :2:

Create a user with a username “Ganesh Gelli”



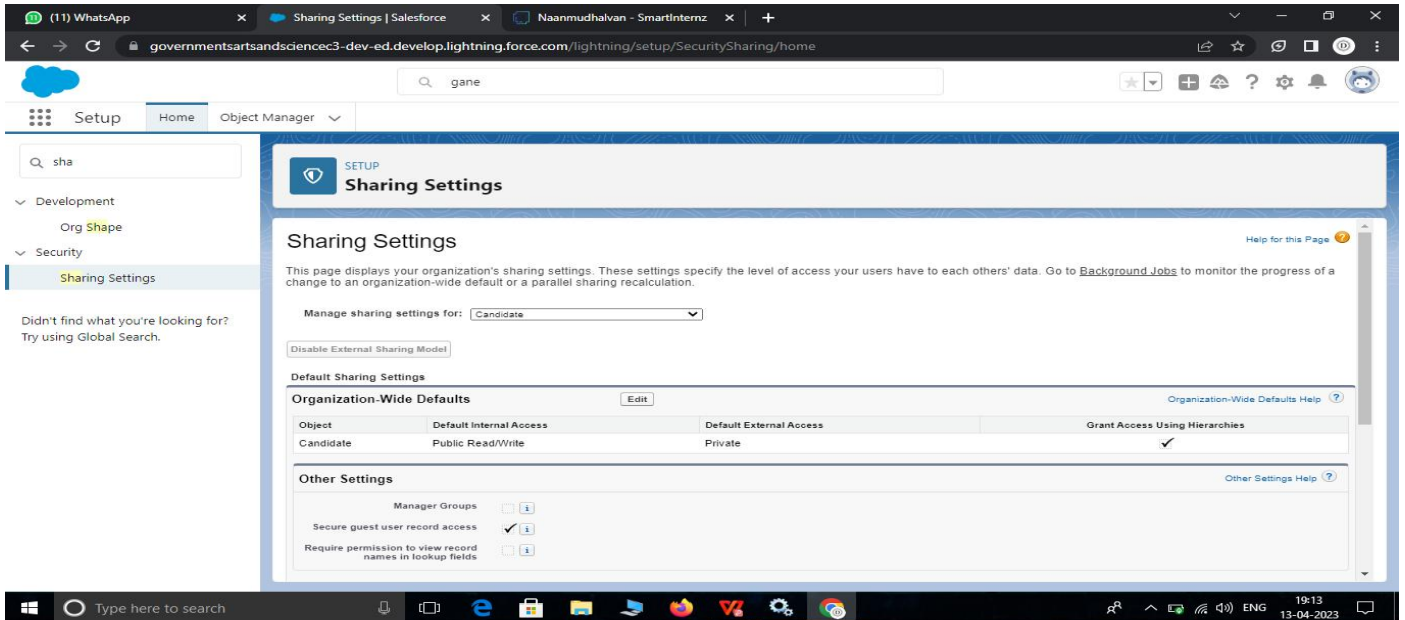
The screenshot shows the Salesforce Setup interface with the 'Users' tab selected. The user 'Ganesh Gelli' is being created with the following details:

User Detail		Role
Name	Ganesh Gelli	User License
Alias	gell	Salesforce
Email	gobiga15@gmail.com	Profile
Username	ganeshgelli10@gmail.com	Solution Manager
Nickname	User16805135127784312185	Active
Title		Marketing User
Company		Offline User
Department		Knowledge User
Division		Flow User
Address		Service Cloud User
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Contributor User
Locale	English (India)	Site.com Publisher User
Language	English	WDC User
Delegated Approver		Mobile Push Registrations
		Data.com User Type

## MILESTONE :7: SHARING RULES

### ACTIVITY :1

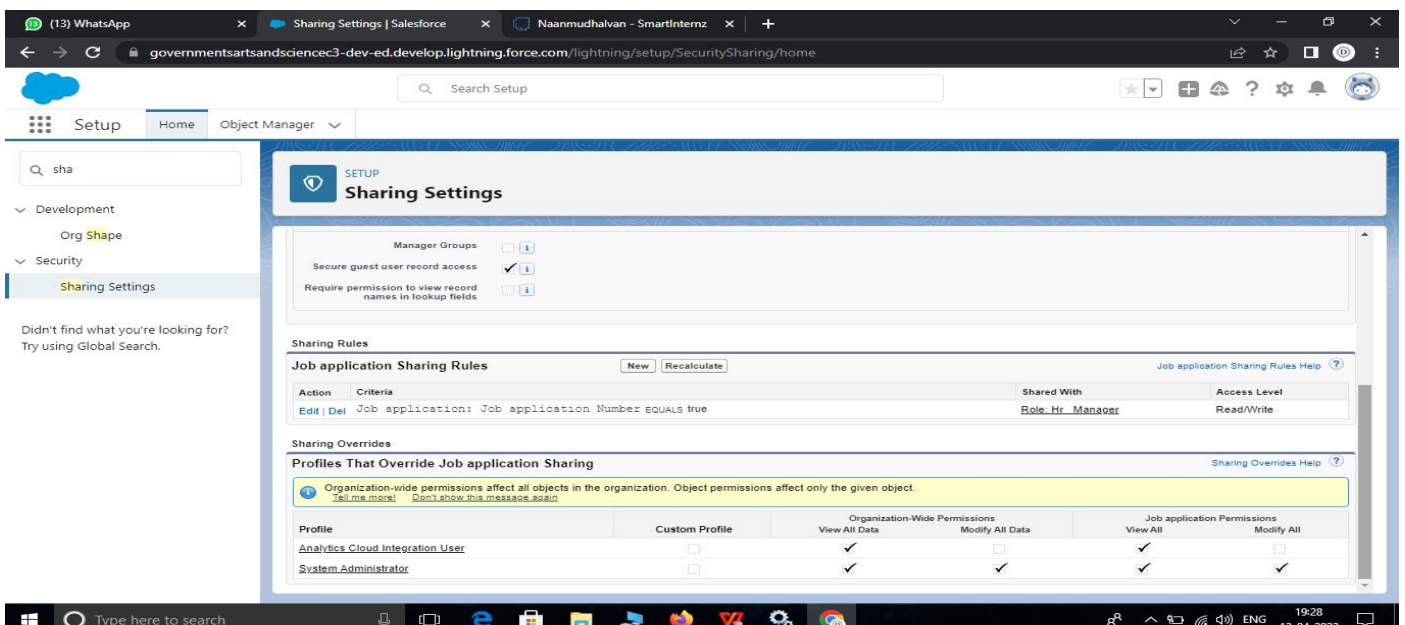
Create a sharing rule for candidate object



The screenshot shows the Salesforce Setup page for Sharing Settings. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Sharing Settings' and shows the 'Candidate' object selected. The 'Default Sharing Settings' section shows 'Public Read/Write' for internal access and 'Private' for external access. The 'Other Settings' section shows 'Secure guest user record access' checked.

### ACTIVITY :2

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



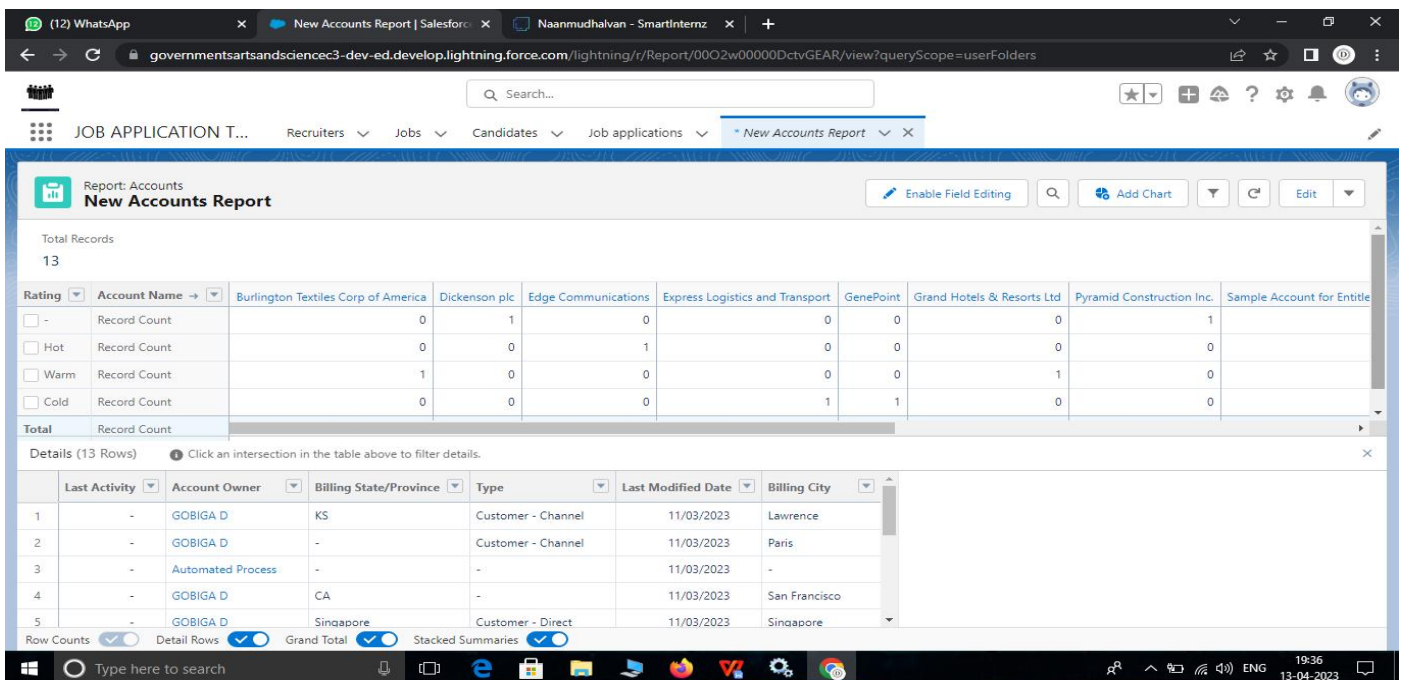
The screenshot shows the Salesforce Setup page for Sharing Rules. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Sharing Rules' and shows a new rule created for the 'Job application' object. The rule criteria are 'Job application: Job application Number EQUALS true'. The rule is shared with 'Role: Hr\_Manager' and has 'Read/Write' access level. The 'Sharing Overrides' section shows a table of profiles and their permissions.

Profile	Custom Profile	Organization-Wide Permissions	Job application Permissions
		View All Data	Modify All Data
Analytics Cloud Integration User	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
System Administrator	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## MILESTONE:8: REPORTS

### ACTIVITY:1

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



The screenshot shows a Salesforce Lightning interface with a report titled "New Accounts Report". The report displays a table of account ratings and details. The top section shows the report title and a search bar. Below the title, there is a table with columns for Rating, Account Name, and various account details. The table is filtered to show 13 records. The bottom section shows a details table with columns for Last Activity, Account Owner, Billing State/Province, Type, Last Modified Date, and Billing City. The details table shows 5 rows of data.

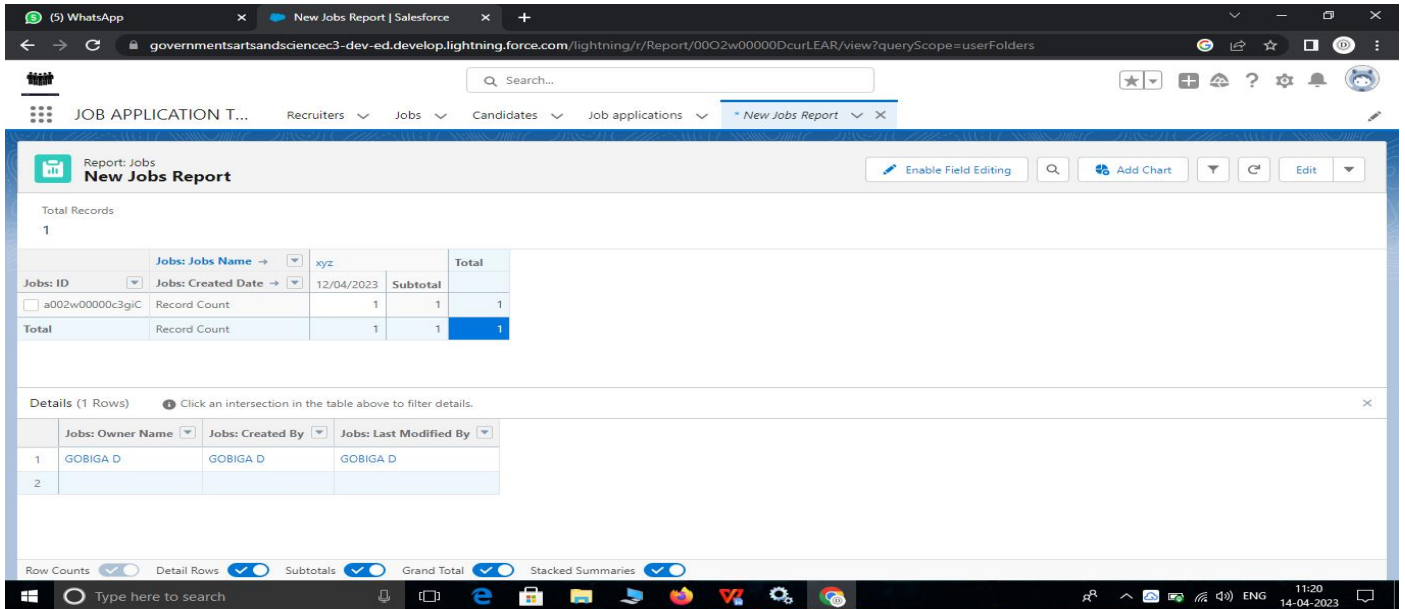
Rating	Account Name	Burlington Textiles Corp of America	Dickenson plc	Edge Communications	Express Logistics and Transport	GenePoint	Grand Hotels & Resorts Ltd	Pyramid Construction Inc.	Sample Account for Entitle
-	Record Count	0	1	0	0	0	0	1	
Hot	Record Count	0	0	1	0	0	0	0	
Warm	Record Count	1	0	0	0	0	1	0	
Cold	Record Count	0	0	0	1	1	0	0	
Total	Record Count								

Last Activity	Account Owner	Billing State/Province	Type	Last Modified Date	Billing City
-	GOBIGA D	KS	Customer - Channel	11/03/2023	Lawrence
-	GOBIGA D	-	Customer - Channel	11/03/2023	Paris
-	Automated Process	-	-	11/03/2023	-
-	GOBIGA D	CA	-	11/03/2023	San Francisco
-	GOBIGA D	Singapore	Customer - Direct	11/03/2023	Singapore

## ACTIVITY:2

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

### REPORT USING JOBS OBJECT



The screenshot shows the Salesforce 'New Jobs Report' interface. The report is titled 'Report: Jobs New Jobs Report'. It displays a summary table with the following data:

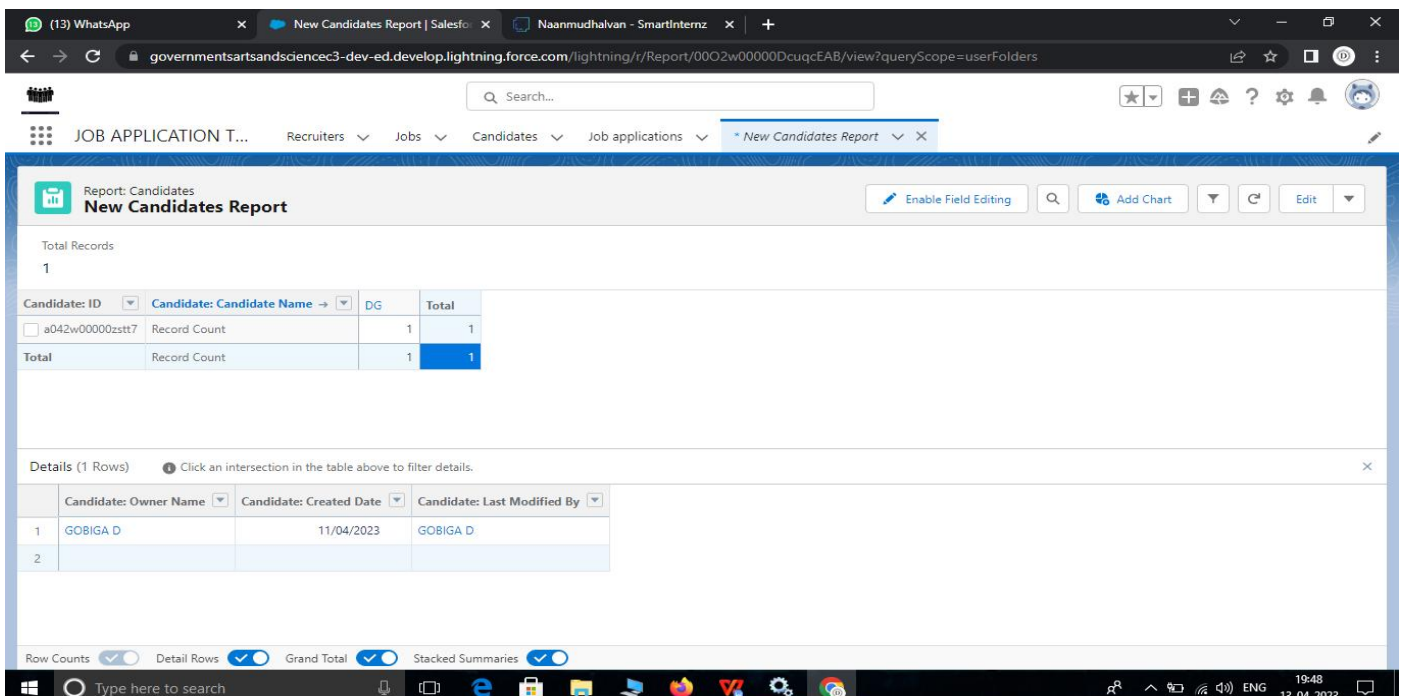
Jobs: ID	Jobs: Created Date	Subtotal	Total
a002w00000c3gIC	12/04/2023	1	1
<b>Total</b>	<b>Record Count</b>	<b>1</b>	<b>1</b>

Below the summary table, there is a 'Details (1 Rows)' section with the following data:

Jobs: Owner Name	Jobs: Created By	Jobs: Last Modified By
GOBIGA D	GOBIGA D	GOBIGA D

The interface includes various filters and controls at the top, such as 'Enable Field Editing', 'Add Chart', and 'Edit'. The bottom of the screen shows the Windows taskbar with the time 11:20 and date 14-04-2023.

### REPORT USING CANDIDATE OBJECT



The screenshot shows the Salesforce 'New Candidates Report' interface. The report is titled 'Report: Candidates New Candidates Report'. It displays a summary table with the following data:

Candidate: ID	Candidate: Candidate Name	DG	Total
a042w00000zstt7		1	1
<b>Total</b>	<b>Record Count</b>	<b>1</b>	<b>1</b>

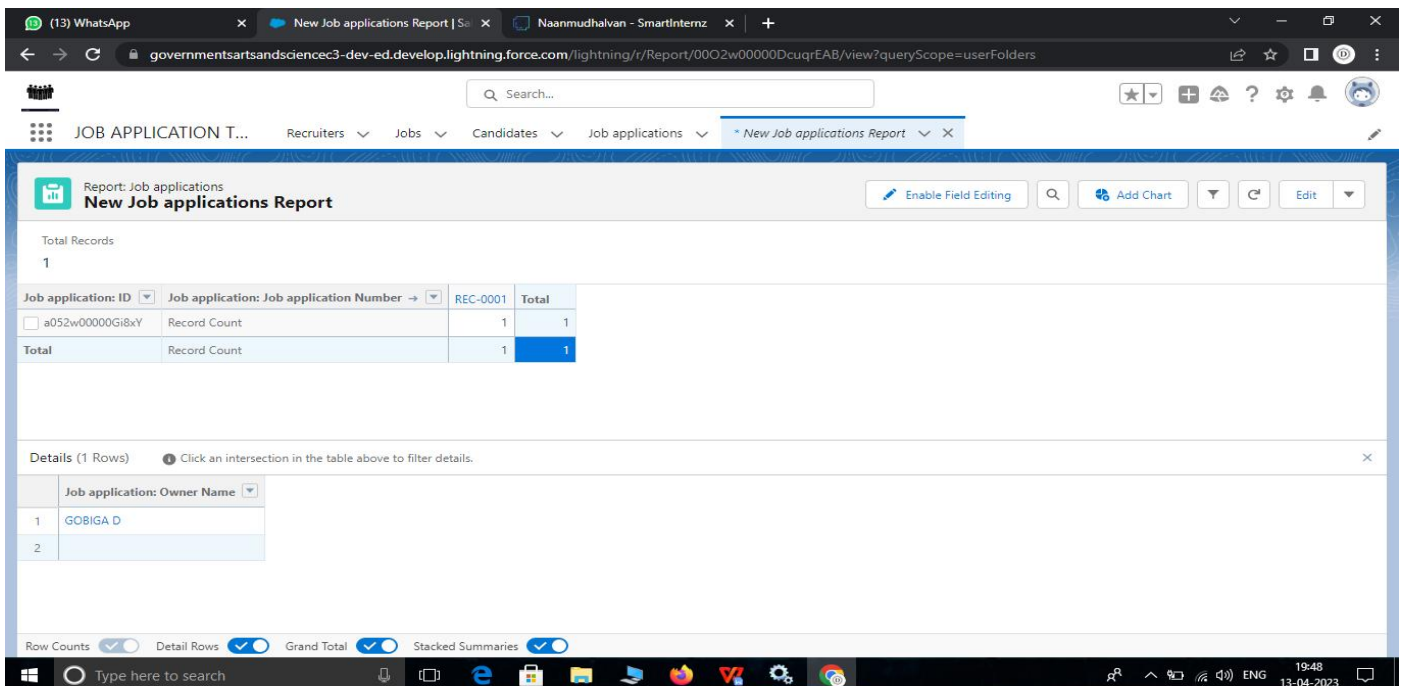
Below the summary table, there is a 'Details (1 Rows)' section with the following data:

Candidate: Owner Name	Candidate: Created Date	Candidate: Last Modified By
GOBIGA D	11/04/2023	GOBIGA D

The interface includes various filters and controls at the top, such as 'Enable Field Editing', 'Add Chart', and 'Edit'. The bottom of the screen shows the Windows taskbar with the time 19:48 and date 13-04-2023.



## REPORT USING OBJECT JOB APPLICATION



The screenshot shows a Salesforce Lightning report titled "New Job applications Report". The report displays a table with 1 record. The table has columns for "Job application: ID", "Job application: Job application Number", "REC-0001", and "Total". The record shows a "Record Count" of 1 for the "Total" column.

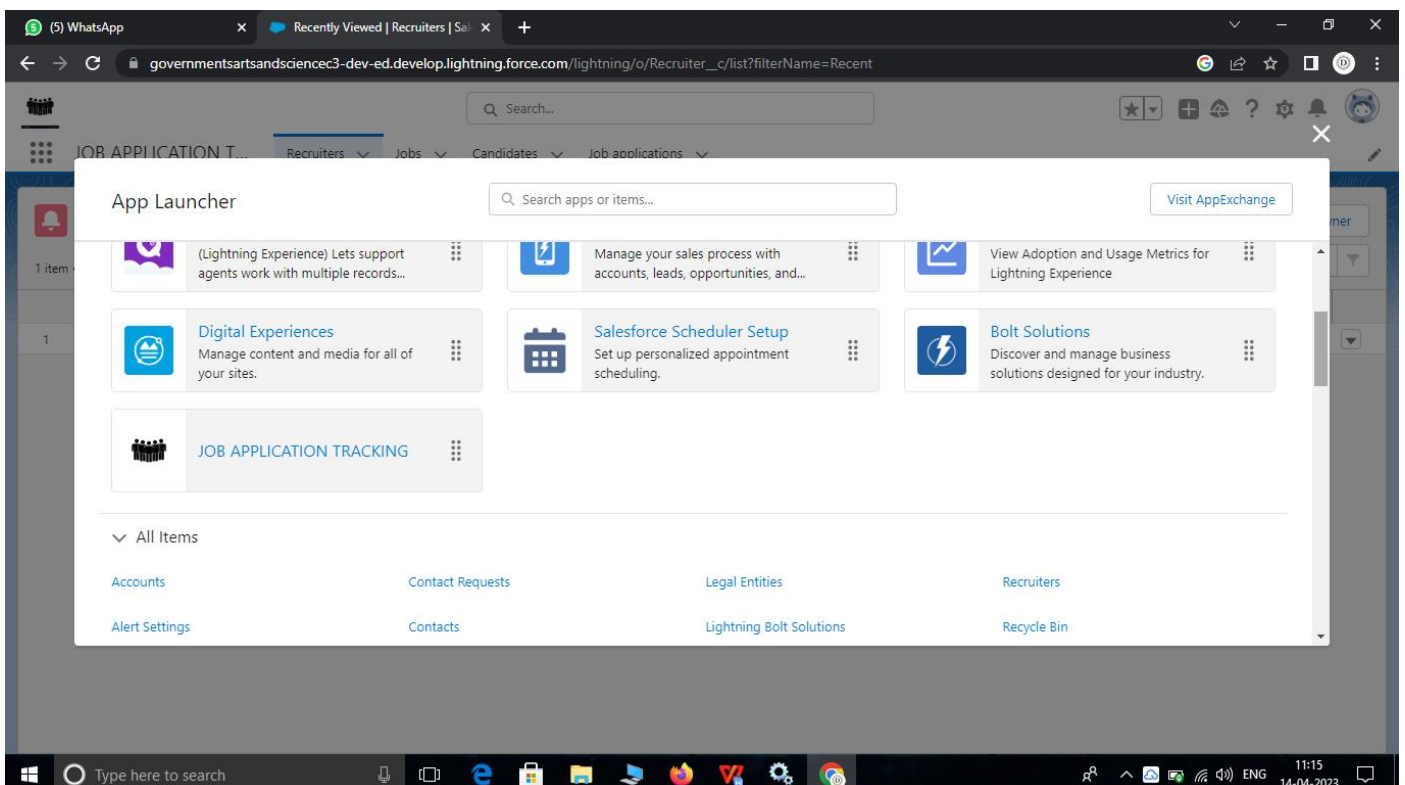
Job application: ID	Job application: Job application Number	REC-0001	Total
a052w00000Gi8xY	Record Count	1	1
<b>Total</b>	Record Count	1	1

Details (1 Rows) Click an intersection in the table above to filter details.

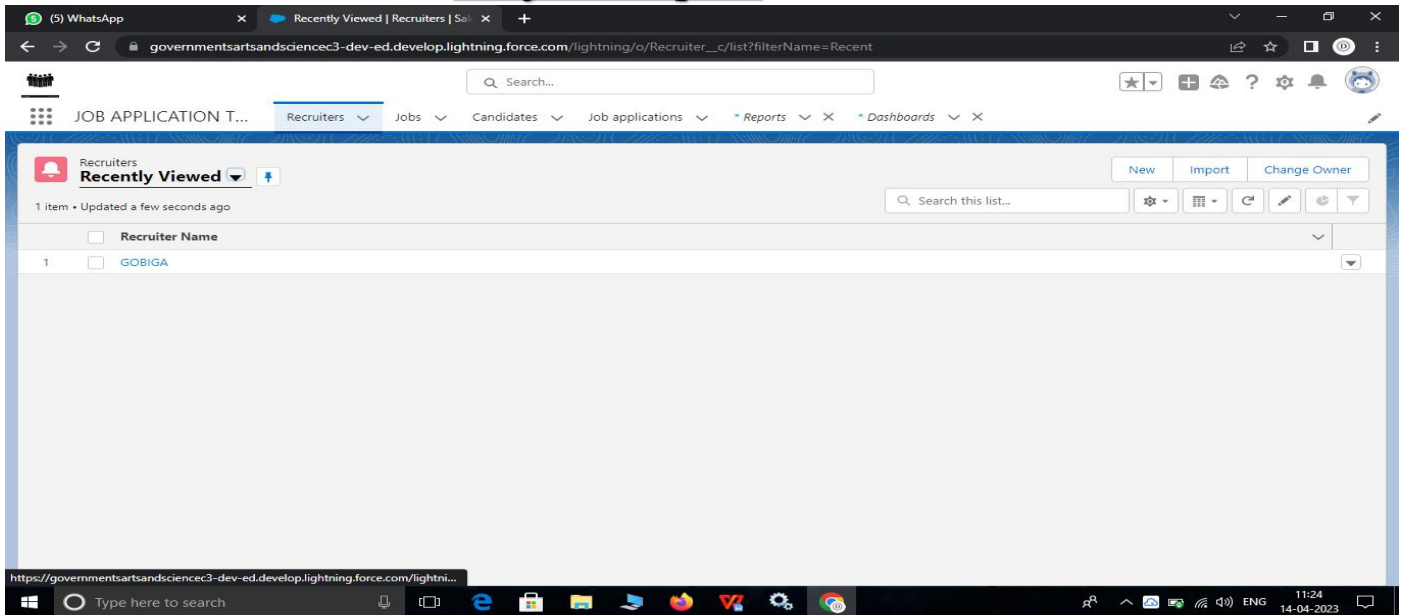
Job application: Owner Name
GOBIGA D

Row Counts: ☒ Detail Rows: ☒ Grand Total: ☒ Stacked Summaries: ☒

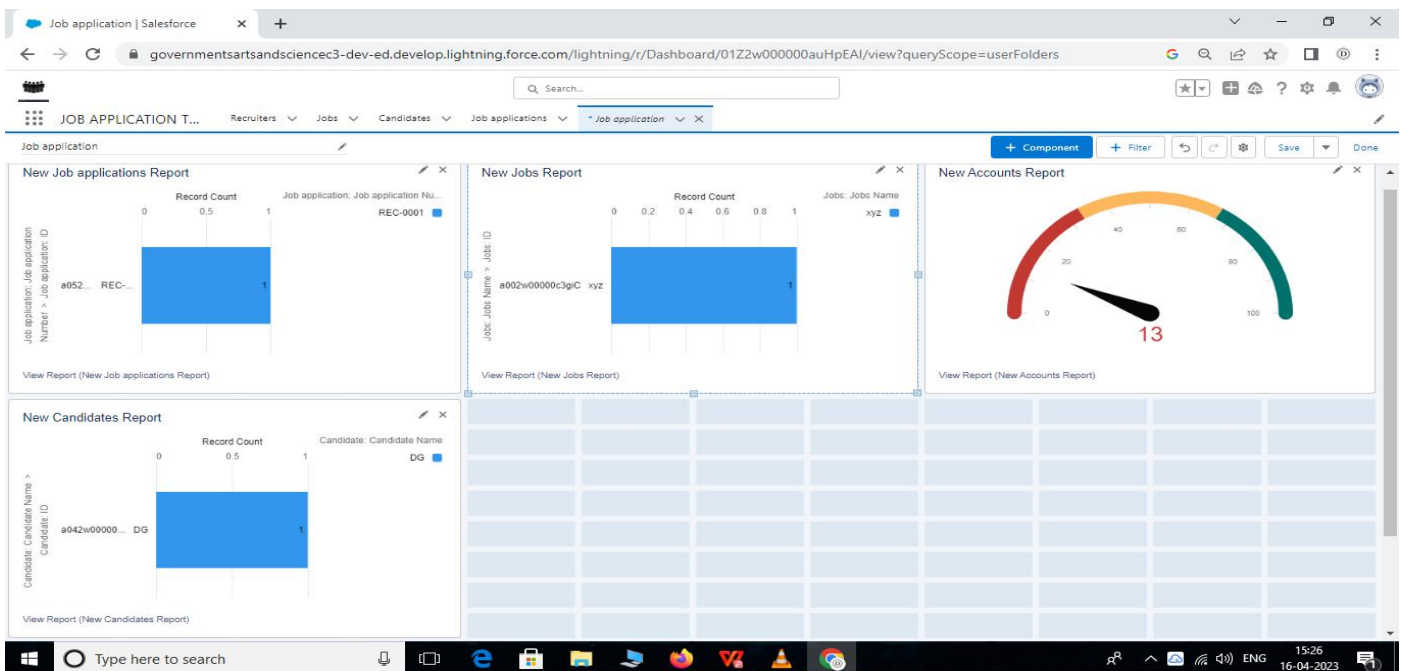
## LIGHTNING APP CREATION (NOT IN PROJECT MANUAL)



The screenshot shows the Salesforce Lightning App Launcher. It displays a search bar and a "Visit AppExchange" button. Below the search bar, there are several app tiles, including "Digital Experiences", "Salesforce Scheduler Setup", and "Bolt Solutions". At the bottom, there is a section titled "All Items" with a list of items including "Accounts", "Contact Requests", "Legal Entities", "Recruiters", "Alert Settings", "Contacts", "Lightning Bolt Solutions", and "Recycle Bin".



## 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.

## Project Report

**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.