

Job Application Tracking System

1.INTRODUCTION

1.1 OVERVIEW

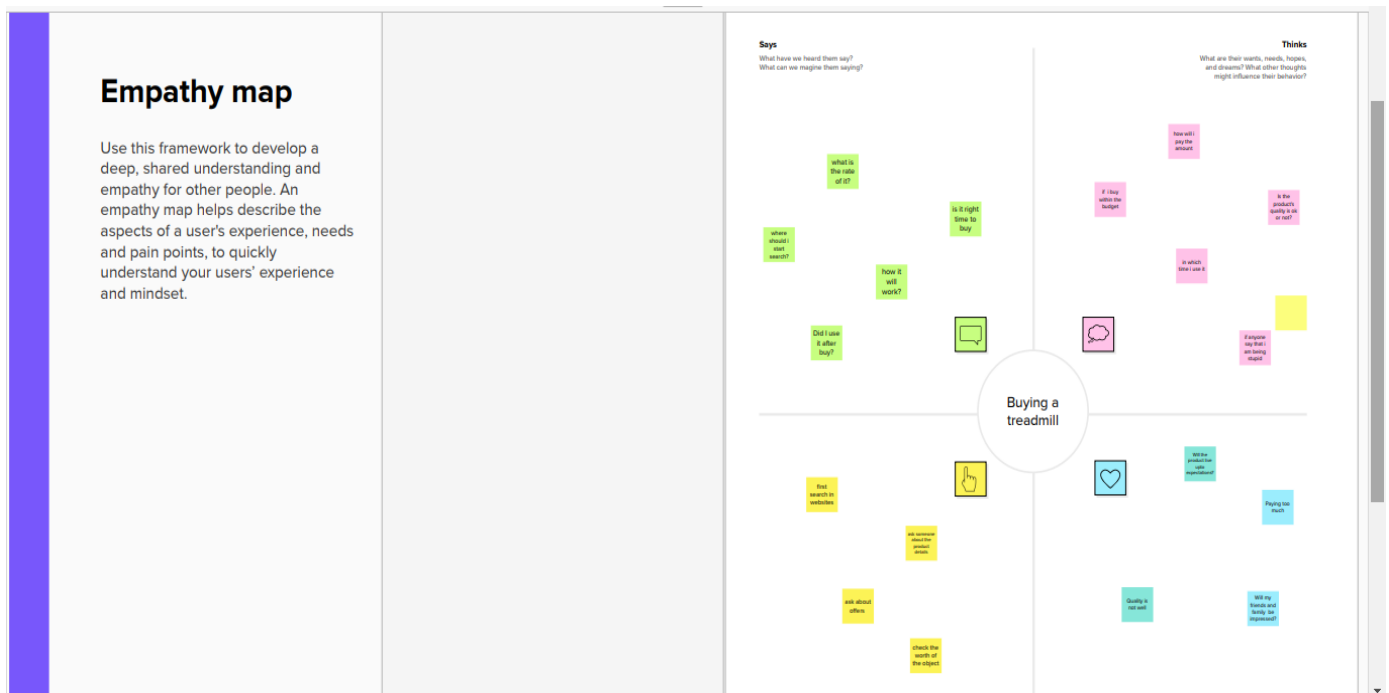
Create a CRM Application which helps the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track.

1.2 PURPOSE

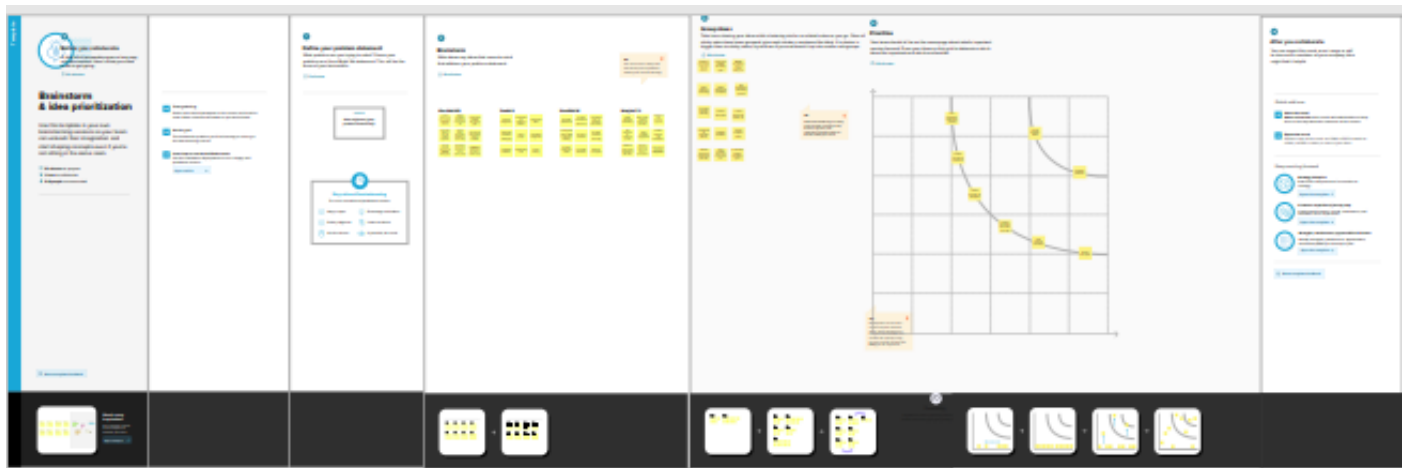
An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates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

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
	Job_title	Text
Jobs	Field Label	Data Type
	Recruiter	Master-Detail Relationship
Candidate	Field Label	Data Type
	Description	Text Area
Job Application Object	Field Label	Data Type
	Location	Text

3.2 ACTIVITY & SCREENSHOT:

In This Salesforce we have to create several Milstones.

Milestone 1

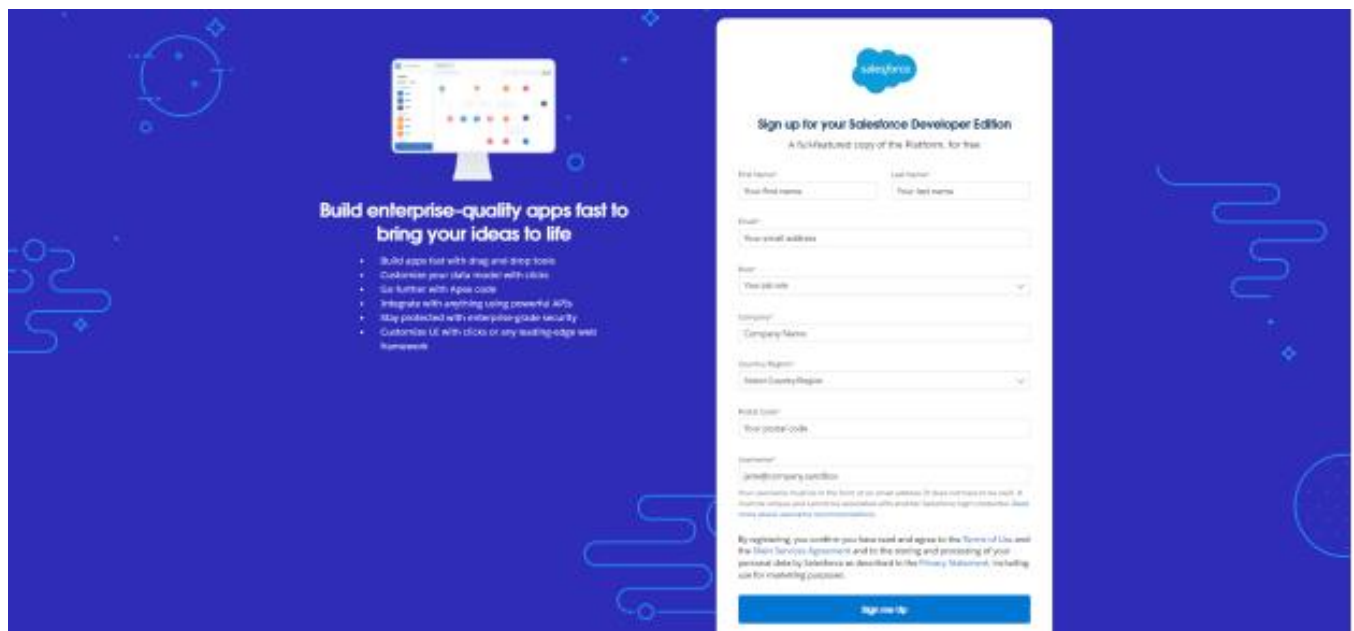
Salesforce

Salesforce is your customer success platform, designed to help you sell, service, market, analyze, and connect with your customers. Salesforce has everything you need to run your business from anywhere. Using standard products and features, you can manage relationships with prospects and customers, collaborate and engage with employees and partners, and store your data securely in the cloud. So what does that really mean? Well, before Salesforce, your contacts, emails, follow-up tasks, and prospective deals might have been organized something like this: <https://youtu.be/r9EX3IGde5k>.

Creating a salesforce Developer Org

A Developer org has all the features and licenses you need to get started with Salesforce.

Step 1. Search Developer.salesforce.com



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
- Run better 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

First Name: Last Name:

Email:

Role:

Company:

Country/Region:

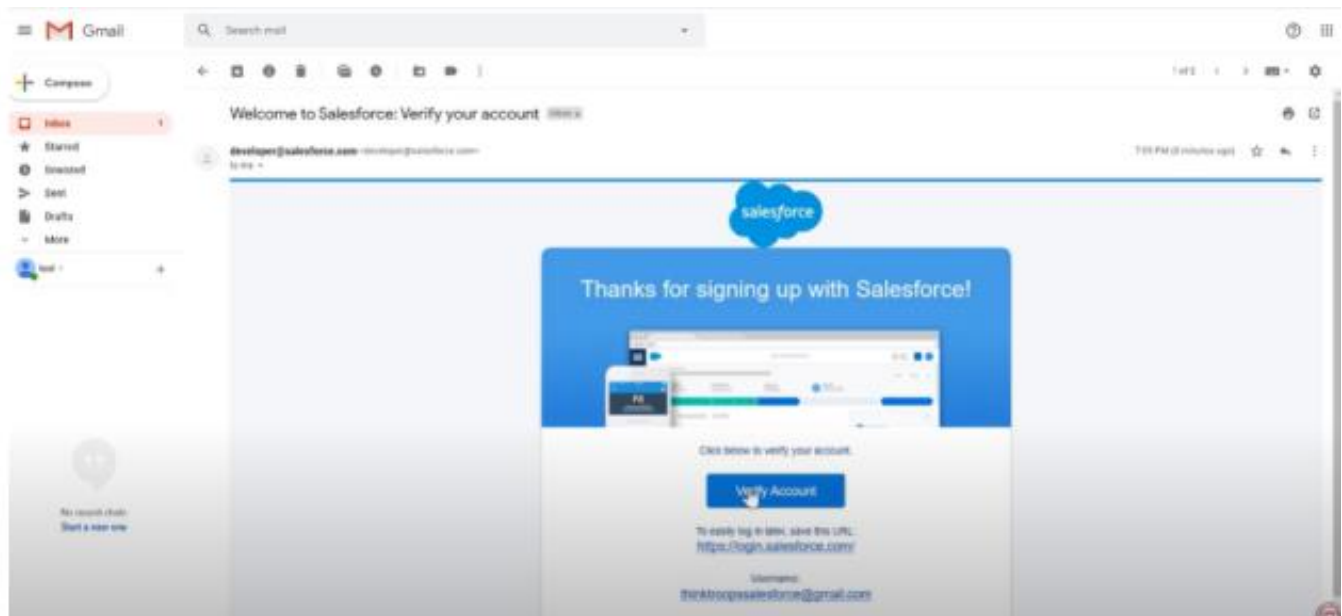
Postal Code:

☐ I agree to the Terms of Use and the Data Processing Agreement

Sign me up

Step 2. Enter the following details like First name, last name, Email, Role, Company, Country/Region, Postal code, and Username must be unique.

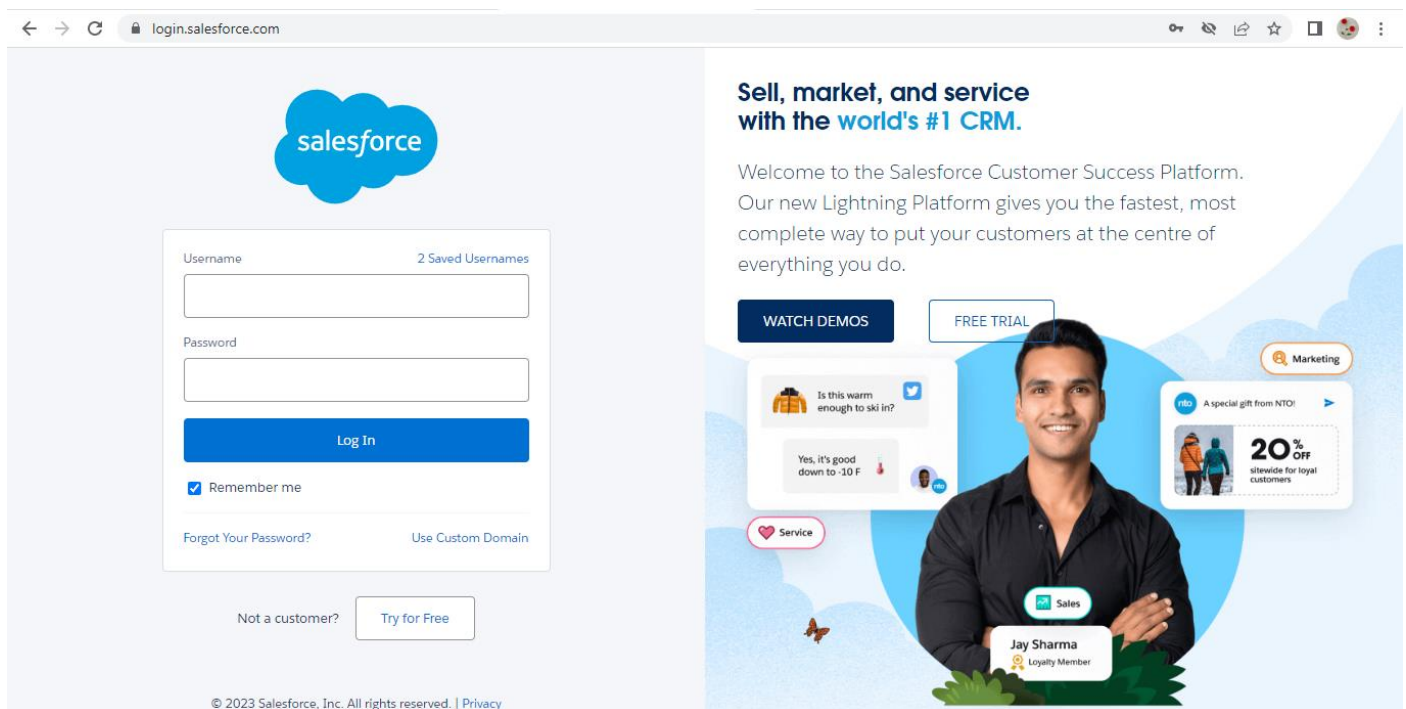
Step 3. Click sign me up, after a few min you will receive a mail from salesforce org and by using the verify account link you can create your new password.



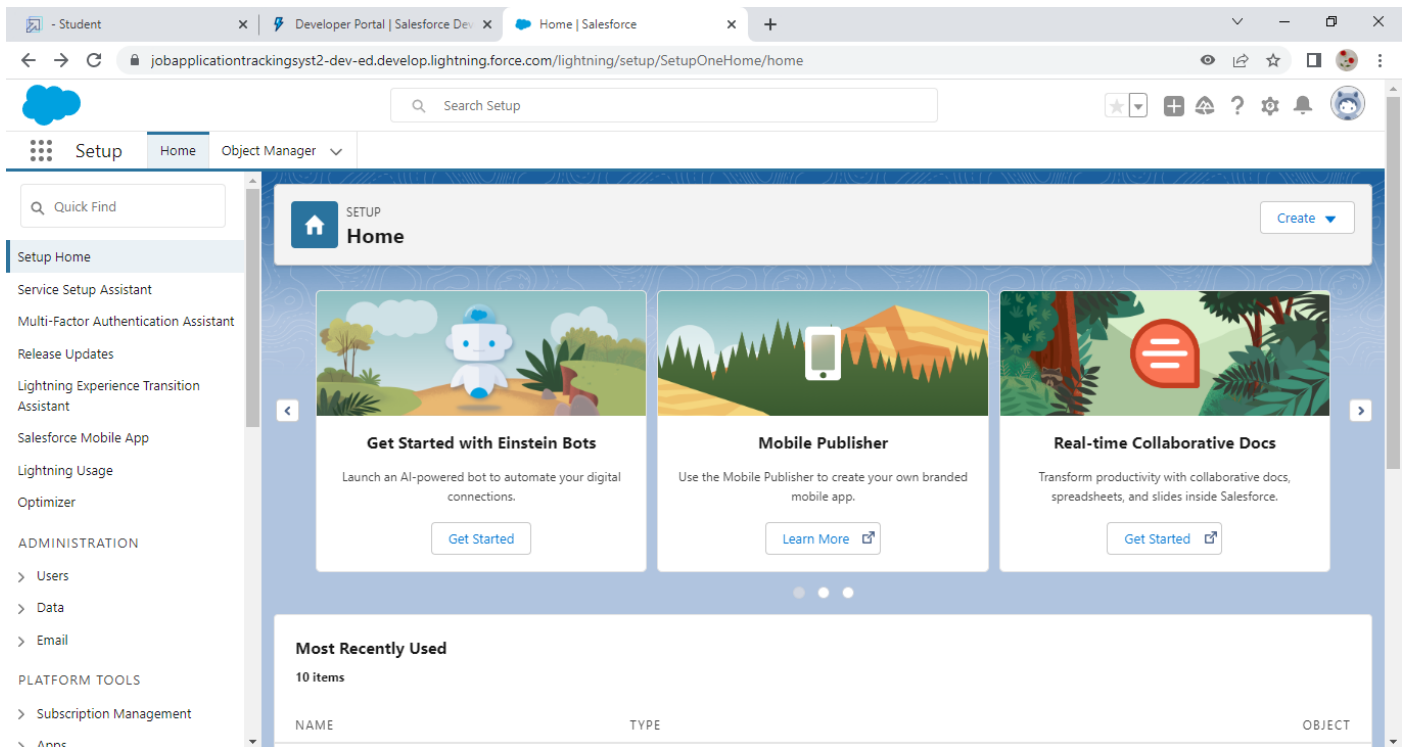
Step 4. Click save.

Step 5. Search login.salesforce.com

Step 6. By using username and password you can into the salesforce or



Then the Setup will appear as below:



Milestone 2

Object:

Salesforce objects are database tables that permit you to store data that is specific to an organization. It consists of fields (columns) and records (rows).

Salesforce objects are of two types:

- **Standard Objects:**

Standard objects are the kind of objects that are provided by salesforce.com such as users, contracts, reports, dashboards, etc.

- **Custom Objects:**

Custom objects are those objects that are created by users. They supply information that is unique and essential to their organization. They are the heart of any application and provide a structure for sharing data.

Activities

Now we Create Custom Object:

To create a custom object for Recruiter, Jobs, Candidate, Job Application Object and Tab.

1. Recruiter

Browser tabs: - Student, Developer Portal | Salesforce Dev, Recruiter | Salesforce

URL: jobapplicationtrackingsyst2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/01I2w000003bs11/Details/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

Recruiter

Details Edit Delete

Description

API Name: Recruiters__c

Custom: ☒

Singular Label: Recruiter

Plural Label: Recruiters

Enable Reports: ☐

Track Activities: ☐

Track Field History: ☐

Deployment Status: Deployed

Help Settings: Standard salesforce.com Help Window

Left sidebar menu: 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

Windows taskbar: Type here to search, 34°C Partly sunny, ENG IN, 7:33 AM 4/18/2023

2.Job

Browser tabs: - Student, Developer Portal | Salesforce Dev, job | Salesforce

URL: jobapplicationtrackingsyst2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/01I2w000003btWH/Details/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

job

Details Edit Delete

Description

API Name: job__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

Left sidebar menu: 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

3.Candidate

Browser tabs: - Student | Developer Portal | Salesforce Dev | candidate | Salesforce

URL: jobapplicationtrackingsyst2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/01I2w000003btWg/Details/view

Search Setup

Setup | Home | Object Manager

SETUP > OBJECT MANAGER
candidate

Details [Edit] [Delete]

Description

API Name	candidate__c	Enable Reports	✓
Custom	✓	Track Activities	
Singular Label	candidate	Track Field History	✓
Plural Label	candidates	Deployment Status	Deployed
		Help Settings	Standard salesforce.com Help Window

Left sidebar menu:

- 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

4.Job Application Object

Browser tabs: - Student | Developer Portal | Salesforce Dev | job application object | Salesforce

URL: jobapplicationtrackingsyst2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/01I2w000003btWq/Details/view

Search Setup

Setup | Home | Object Manager

SETUP > OBJECT MANAGER
job application object

Details [Edit] [Delete]

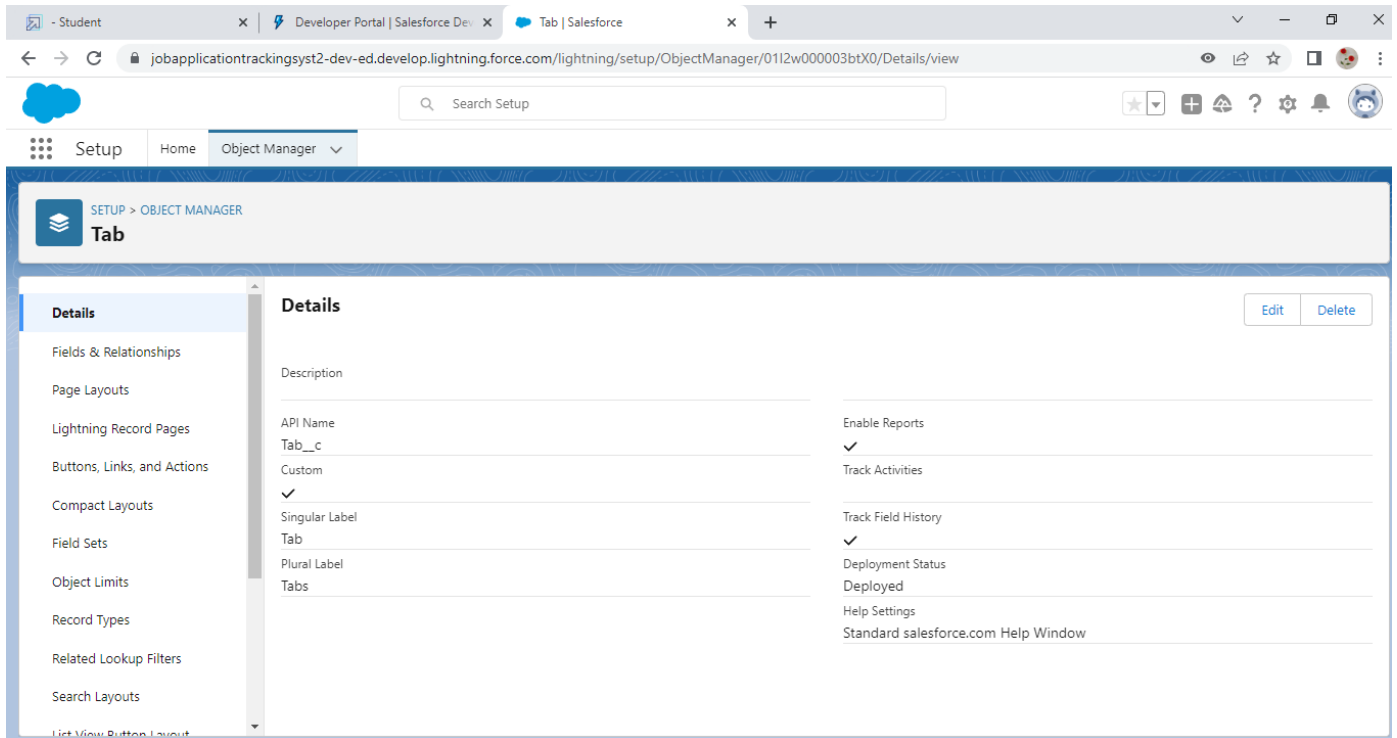
Description

API Name	job_application_object__c	Enable Reports	✓
Custom	✓	Track Activities	
Singular Label	job application object	Track Field History	✓
Plural Label	job application objects	Deployment Status	Deployed
		Help Settings	Standard salesforce.com Help Window

Left sidebar menu:

- 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

5.Tab



Milestone 3

Fields

Fields in Salesforce represents what the columns represent in relational databases. It can store data values which are required for a particular object in a record.

There are 2 types of fields in salesforce:

- Standard fields:

There are four standard fields in every custom object that are Created By, Last Modified By, Owner, and the field created at the time of the creation of an object. These fields cannot be deleted or edited and they are always required. For standard objects, the fields which are present by default in them and cannot be deleted from standard objects are standard fields.

- Custom fields:

The Custom fields which are added by the administrator/developer to meet the business requirements of any organization. They may or may not be required.

Activities

Create a Custom Field for Recruiter, Job and Jobs

- In field and Relationship Select the data type as Text and click next and enter field label and name as Job_Tittle,length as 30 and save it.(this steps for recruiters)

- Then select data type as Master-detail Relationship in Field and Relationship and click Next.
- Choose the related object and select that object and save it.
- Enter the label and name as recruiters and save it.
- Now select the data type as Text Area in Field and Relationship.
- And then enter the Field Label and Field Name as Description and save it.
- Then select data type as Text in Field and Relationship and Enter the Field Label and field name as Location and click next and save it.(This steps for Jobs)

SETUP > OBJECT MANAGER
job

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](#)

job Custom Field
Description
[Back to job](#)

[Validation Rules \(0\)](#)

Custom Field Definition Detail [Edit](#) [Set Field-Level Security](#) [View Field Accessibility](#) [Where is this used?](#)

Field Information

Field Label	Description	Object Name	job
Field Name	Description	Data Type	Text Area
API Name	Description__c		
Description			
Help Text			
Data Owner			
Field Usage			
Data Sensitivity Level			
Compliance Categorization			
Created By	SIVA SAKTHIR	Modified By	SIVA SAKTHIR
	22/03/2023, 11:37 am		22/03/2023, 11:37 am

General Options

Required	<input type="checkbox"/>
Default Value	

SETUP > OBJECT MANAGER
job

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](#)

job Custom Field
Location
[Back to job](#)

[Validation Rules \(0\)](#)

Custom Field Definition Detail [Edit](#) [Set Field-Level Security](#) [View Field Accessibility](#) [Where is this used?](#)

Field Information

Field Label	Location	Object Name	job
Field Name	Location	Data Type	Text
API Name	Location__c		
Description			
Help Text			
Data Owner			
Field Usage			
Data Sensitivity Level			
Compliance Categorization			
Created By	SIVA SAKTHIR	Modified By	SIVA SAKTHIR
	22/03/2023, 11:38 am		22/03/2023, 11:38 am

General Options

Required	<input type="checkbox"/>
Unique	<input type="checkbox"/>
Case Sensitive	<input type="checkbox"/>

Tab

In Salesforce, a tab is a user interface element that allows users to navigate to different sections of the platform, such as Accounts, Contacts, Leads, and Opportunities. Tabs can also be used to access custom objects and custom pages. They are typically located at the top of the screen and can be customized to fit the needs of the organization

Create a Tab and Select the created object Recruiter and tab style for the new custom tab

The screenshot shows the Salesforce Setup interface. The left sidebar has a search bar with 'tab' entered, and the 'User Interface' section is expanded, showing 'Loaded Console Tab Limit', 'Rename Tabs and Labels', and 'Tabs'. The main content area is titled 'Edit Custom Object Tab Recruiter'. It contains a 'Custom Tab Definition Edit' section with the following fields:

- Tab Label:** Recruiter
- Object:** Recruiter
- Tab Style:** Form (with a green button labeled 'Form' and a magnifying glass icon)

Below these fields, there is an optional section: '(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.' with a dropdown menu set to '--None--'. At the bottom, there is a 'Description' field with a text area and 'Save' and 'Cancel' buttons.

Milestone 5

Profile

A profile is a group/collection of settings and permissions that define what a user can do in salesforce. A profile controls “Object permissions, Field permissions, User permissions, Tab settings, App settings, Apex class access, Visualforce page access, Page layouts, Record Types, Login hours & Login IP ranges. A profile can be assigned to many users, but user can be assigned single profile at a time.

Create a Profile for Recruiter and Sales Manager

The screenshot shows the Salesforce Setup interface for editing a profile named 'Recruiter'. The page title is 'Profile Edit Recruiter'. Below the title, there are buttons for 'Save', 'Save & New', and 'Cancel'. The 'Name' field is set to 'Recruiter', 'User License' is 'Salesforce', and 'Custom Profile' is checked. The 'Description' field is empty. Below this, the 'Custom App Settings' section is visible, showing a table of application settings with 'Visible' and 'Default' columns.

	Visible	Default
All Tabs (standard__AllTabSet)	<input checked="" type="checkbox"/>	<input type="radio"/>
Analytics Studio (standard__Insights)	<input checked="" type="checkbox"/>	<input type="radio"/>
App Launcher (standard__AppLauncher)	<input checked="" type="checkbox"/>	<input type="radio"/>
Bolt Solutions (standard__LightningBolt)	<input checked="" type="checkbox"/>	<input type="radio"/>
Sales (standard__LightningSales)	<input checked="" type="checkbox"/>	<input type="radio"/>
Sales (standard__Sales)	<input checked="" type="checkbox"/>	<input type="radio"/>
Sales Console (standard__LightningSalesConsole)	<input checked="" type="checkbox"/>	<input type="radio"/>
Salesforce Chatter (standard__Chatter)	<input checked="" type="checkbox"/>	<input type="radio"/>

The screenshot shows the Salesforce Setup interface for editing a profile named 'Sales Manager'. The page title is 'Profile Edit Sales Manager'. Below the title, there are buttons for 'Save', 'Save & New', and 'Cancel'. The 'Name' field is set to 'Sales Manager', 'User License' is 'Salesforce', and 'Custom Profile' is checked. The 'Description' field is empty. Below this, the 'Custom App Settings' section is visible, showing a table of application settings with 'Visible' and 'Default' columns.

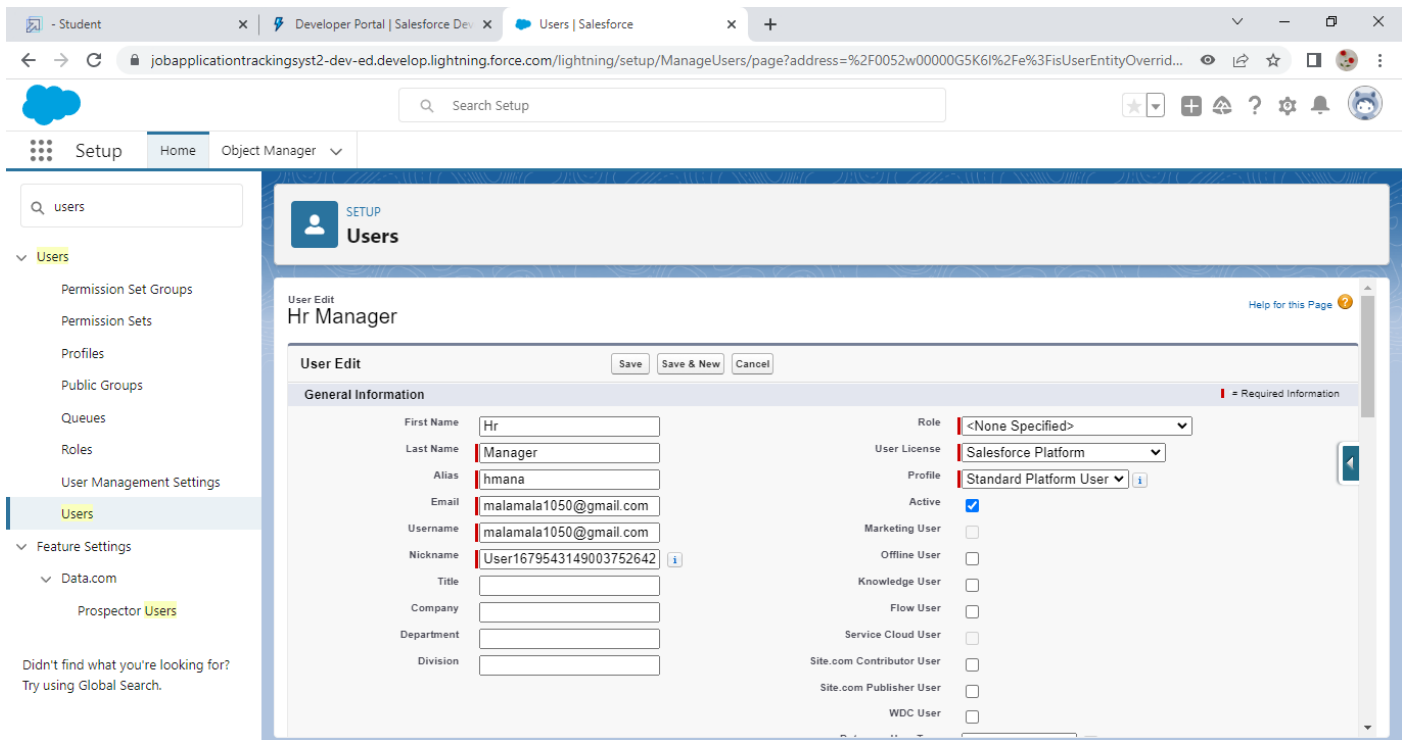
	Visible	Default
All Tabs (standard__AllTabSet)	<input checked="" type="checkbox"/>	<input type="radio"/>
Analytics Studio (standard__Insights)	<input checked="" type="checkbox"/>	<input type="radio"/>
App Launcher (standard__AppLauncher)	<input checked="" type="checkbox"/>	<input type="radio"/>
Bolt Solutions (standard__LightningBolt)	<input checked="" type="checkbox"/>	<input type="radio"/>
Sales (standard__LightningSales)	<input checked="" type="checkbox"/>	<input type="radio"/>
Sales (standard__Sales)	<input checked="" type="checkbox"/>	<input type="radio"/>
Sales Console (standard__LightningSalesConsole)	<input checked="" type="checkbox"/>	<input type="radio"/>
Salesforce Chatter (standard__Chatter)	<input checked="" type="checkbox"/>	<input type="radio"/>

Milestone 6

Users

A user is anyone who logs in to Salesforce. Users are employees at your company, such as sales reps, managers, and IT specialists, who need access to the company's records. Every user in Salesforce has a user account. The user account identifies the user, and the user account settings determine what features and records the user can access.

Create a user for Hr Manager and Ganesh Gelli with profile Standard Platform User and Sales Manager.



Milestone 7

Sharing Rules

Sharing rules help users to share records based on conditions. It is basically created for objects whose organization-wide defaults (OWD) are set to public read-only or private because sharing rules can only extend the access and not restrict it.

Types of sharing rules,

- Owner-based Sharing Rules
- Criteria-based Sharing Rules
 - Create a Sharing Rule for Candidate and Job Application For Hr Manager.

The screenshot shows the Salesforce Setup interface for 'Sharing Settings'. The left sidebar has a search bar with 'sharin' and a list under 'Security' with 'Sharing Settings' selected. The main content area is titled 'Sharing Settings' and shows a configuration for a rule named 'candidate'. The 'Label' and 'Rule Name' fields are both set to 'candidate'. The 'Description' field is empty. Below this is 'Step 1: Select your rule type'. Under 'Criteria', there is a table with columns 'Field', 'Operator', and 'Value'. The first row has 'candidate Number' in the Field column, 'equals' in the Operator column, and 'true' in the Value column. There are four more rows with '--None--' in the Field and Operator columns and empty Value fields. To the right of each row is an 'AND' label. Below the criteria table is an 'Add Filter Logic...' link. Under 'Additional Options', there is a checkbox 'Include records owned by users who can't have an assigned role' which is checked. Below this are 'Share with' (Role: SVP, Sales & Marketing), 'Access Level' (Read/Write), and 'Created By' (SIVA SAKTHI R, 19/04/2023, 5:13 pm). At the bottom right is 'Modified By' (SIVA SAKTHI R, 19/04/2023, 5:13 pm). At the bottom are 'Save' and 'Cancel' buttons.

The screenshot shows the Salesforce Setup interface for 'Sharing Settings'. The left sidebar has a search bar with 'sharin' and a list under 'Security' with 'Sharing Settings' selected. The main content area is titled 'Sharing Settings' and shows a configuration for a rule named 'job_application'. The 'Label' and 'Rule Name' fields are both set to 'job application'. The 'Description' field is empty. Below this is 'Step 1: Select your rule type'. Under 'Criteria', there is a table with columns 'Field', 'Operator', and 'Value'. The first row has 'job application object Number' in the Field column, 'equals' in the Operator column, and 'true' in the Value column. There are four more rows with '--None--' in the Field and Operator columns and empty Value fields. To the right of each row is an 'AND' label. Below the criteria table is an 'Add Filter Logic...' link. Under 'Additional Options', there is a checkbox 'Include records owned by users who can't have an assigned role' which is checked. Below this are 'Share with' (Role: CEO), 'Access Level' (Read/Write), and 'Created By' (SIVA SAKTHI R, 01/04/2023, 9:10 pm). At the bottom right is 'Modified By' (SIVA SAKTHI R, 01/04/2023, 9:10 pm). At the bottom are 'Save' and 'Cancel' buttons.

Milestone 8

Reports

A report is a list of records that meet the criteria you define. It's displayed in rows and columns, and can be filtered, grouped, or displayed in a graphical chart. Every report is stored in a folder. Folders can be public, hidden, or shared, and can be set to read-only or read/write.

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

Report: Accounts
job application

Enable Field Editing Add Chart Edit

Total Records
13

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

Type	Billing City
1 Customer - Channel	Lawrence
2 Customer - Channel	Paris
3 -	-
4 -	San Francisco

Row Counts Detail Rows Grand Total Stacked Summaries

Report: Accounts
jobs

Enable Field Editing Add Chart Edit

Total Records
13

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

Type	Billing City
1 Customer - Channel	Lawrence
2 Customer - Channel	Paris
3 -	-
4 -	San Francisco

Row Counts Detail Rows Grand Total Stacked Summaries

Report: Accounts
Candidate

Enable Field Editing Add Chart Edit

Total Records
13

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

Type	Billing City
1 Customer - Channel	Lawrence
2 Customer - Channel	Paris
3 -	-
4 -	San Francisco

Row Counts Detail Rows Grand Total Stacked Summaries

4.Trailhead Profile Public URL:

- ❖ Team Leader-<https://trailblazer.me/id/psivasakthir>
- ❖ Team Member1-<https://trailblazer.me/id/nandi02>
- ❖ Team Member2- <https://trailblazer.me/id/manju05>
- ❖ Team Member3-<https://trailblazer.me/id/ysakthivel>

5. ADVANTAGE & DISADVANTAGE

Advantages of Job Application Tracking System:

- Reduces time spent with administrative tasks.
- Provides Better and Faster CV Screening.
- Facilitates Collaborative Hiring.
- Improve the Quality of Hire.
- Speeds up the Recruitment Cycle.
- Boosts Employer Brand.
- Enhances Candidate Experience.

Disadvantages of Job Application System:

- Sometimes ATS Systems experience similar frustrating technical issues.
- System memory can only be accessed by system programs and application software cannot get access to system memory.
- One of the most important disadvantages of online tracking is that you have no privacy ,they know almost everything about you , what you like ,what you do online,what you see on social media,what you shop,where you live,and more personal information,if that kind of information is leaked you could be in danger.
- A Disadvantage of ATS is missing qualified applicants due to wrong selection.
- An Applicant Tracking System Disadvantages is that they are open to manipulation.

6.APPLICATION

An Applicant tracking system is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

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.

8.FUTURE SCOPE

The world is moving into automation and AI, and leads way to the new age Applicant Tracking System(ATS).

The world knows that Applicant Tracking Systems (ATS) made their way into the recruitment domain just a few years ago. Although, previously, ATS solutions were implemented only by a few companies that could bear the heavy investment costs, now their use in the HR arena has risen to a great extent. According to a recently released survey report, the majority of staffing firms worldwide will opt for an Applicant Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.

THANK YOU