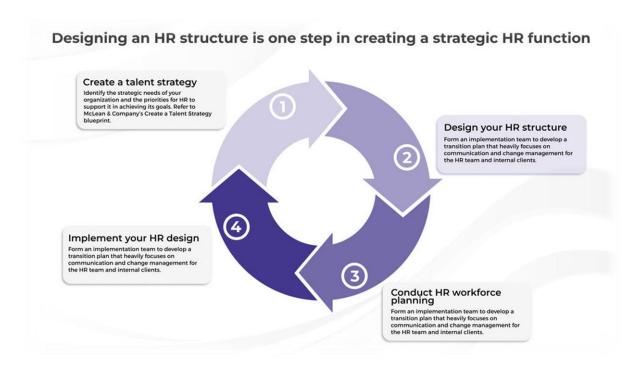# 1.INTRODUCTION:

1.1 Overview:

Recruitment assistants are involved with a company's hiring processes and activities. Their duties include contacting potential candidates, scheduling interviews, and assisting the HR department during the recruitment process. They may also need to perform background checks and verify a candidate's qualifications and experience.

1.2 Purpose:

we use custom objects, relationships, page layouts to give the HR team easy access to data they need on an existing recruitment app.o make the existing app more efficient for the HR team we create custom objects and relationships to store and access the data more efficiently.

2.PROBLEM DEFINITION AND DESIGN THINKING:

2.1 Empathy Map:

Designing an HR structure is one step in creating a strategic HR function

Create a talent strategy
Identify the strategic needs of your organization and the priorities for HR to support it in achieving its goals. Refer to McLean & Company's Create a Talent Strategy blueprint.

Design your HR structure
Form an implementation team to develop a transition plan that heavily focuses on communication and change management for the HR team and internal clients.

Implement your HR design
Form an implementation team to develop a transition plan that heavily focuses on communication and change management for the HR team and internal clients.

Conduct HR workforce planning
Form an implementation team to develop a transition plan that heavily focuses on communication and change management for the HR team and internal clients.

2.2 IDEATION AND BRAINSTORMING MAPSCREENSHOT:

When it comes to ideation and brainstorming for HR managers using Salesforce, there are several areas where you can explore new ideas and map them out for implementation. Here are some potential ideation and brainstorming areas for HR managers using Salesforce:

1. Employee engagement: Salesforce can be used to engage employees in new and innovative ways, such as gamification, social recognition, and personalized communication.

2. Performance management: Salesforce can be used to create new performance metrics and goals, automate performance reviews, and track employee progress.

3. Learning and development: Salesforce can be used to create a personalized learning and development program for employees, including tracking their progress and suggesting relevant courses and resources.

4. Talent acquisition: Salesforce can be used to identify and attract top talent, including creating a candidate pipeline, leveraging social media for recruiting, and using predictive analytics to identify candidates who are most likely to succeed.

5. Employee wellness: Salesforce can be used to promote employee wellness, such as creating wellness challenges, tracking progress, and providing resources to help employees achieve their wellness goals.

To brainstorm and map out ideas in these areas, you can use tools like mind maps, flowcharts, and diagrams. You can also use Salesforce Chatter to collaborate with other members of your HR team, share ideas, and get feedback. Finally, it's important to stay up-to-date with the latest trends and best practices in HR and use this knowledge to drive innovation and change within your organization.
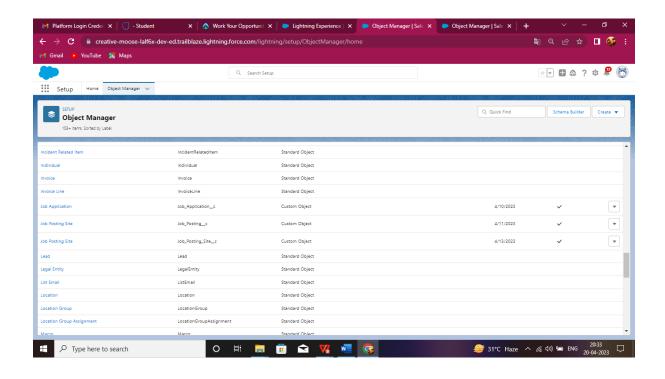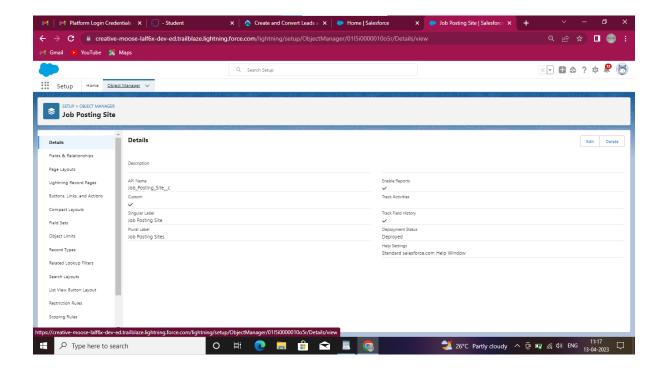
3.RESULT:

3.1 Data Model:

Object name	Field in the Object	
Job posting Site	Field Lable	Job posting site
	Data type	Text
	Record name	Site name
Review	Field Lable	Review
	Data Type	Auto number
	Record name	Review number

3.2 ACTIVITY & SCREENSHOT:

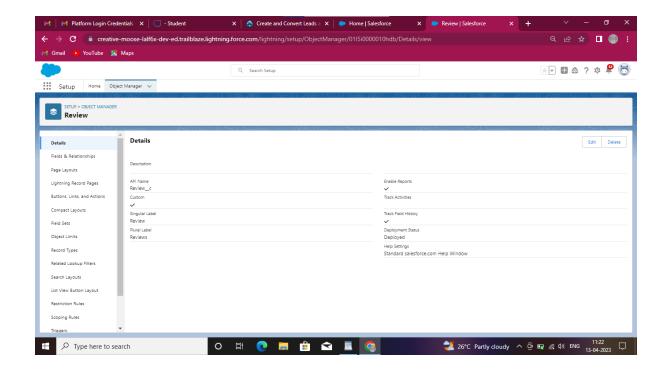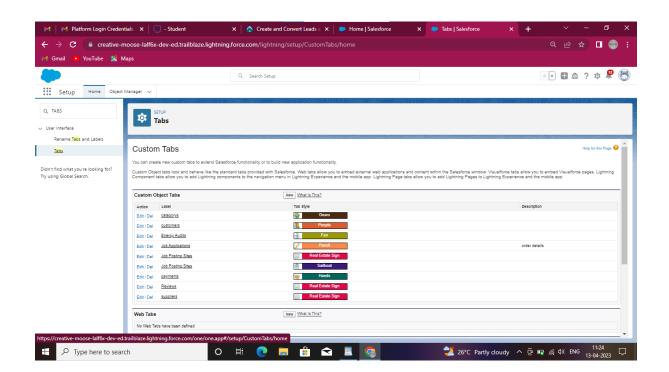### Creating Objects:
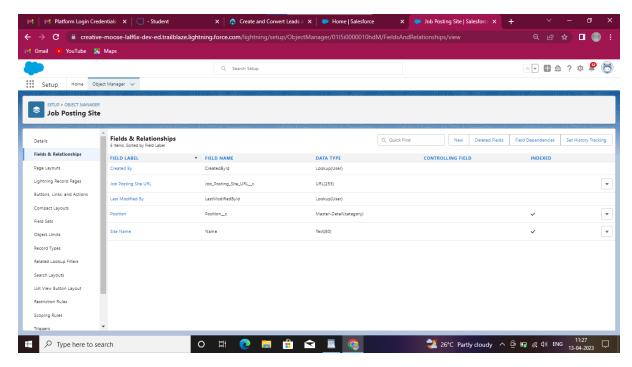

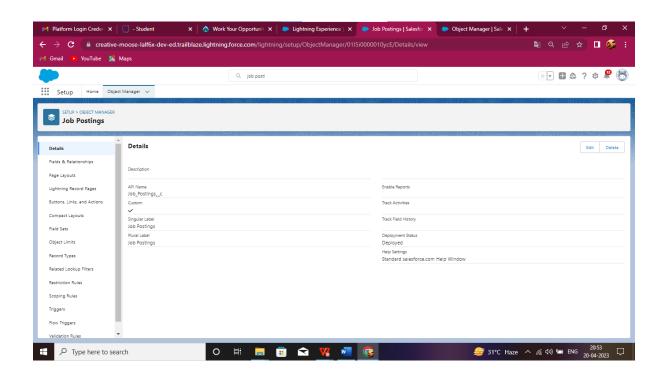### Creating job posting site Object:

Creating review object:

Creating tabs:

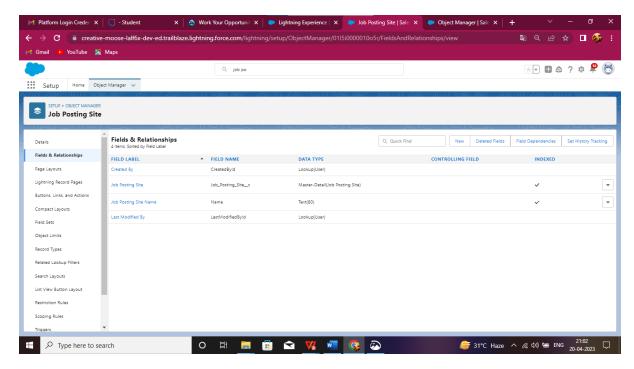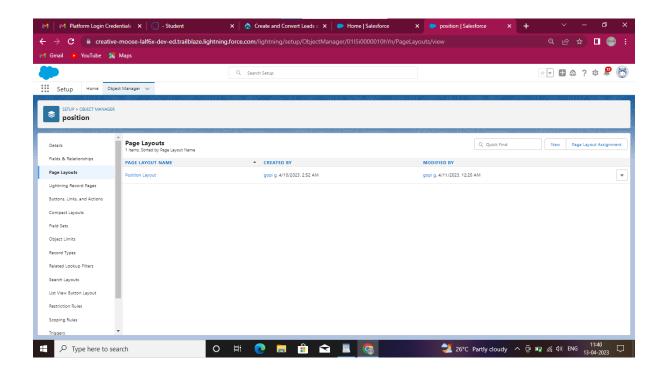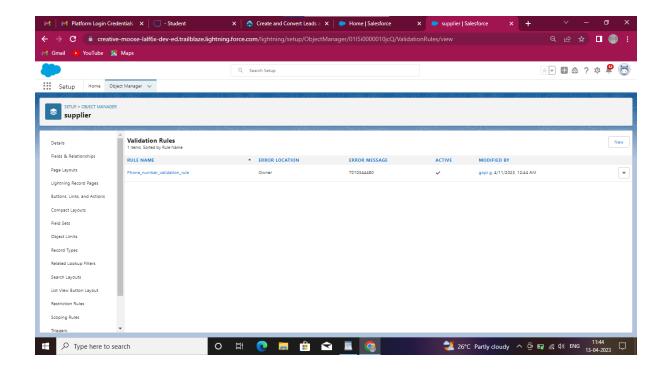# Creating fields:

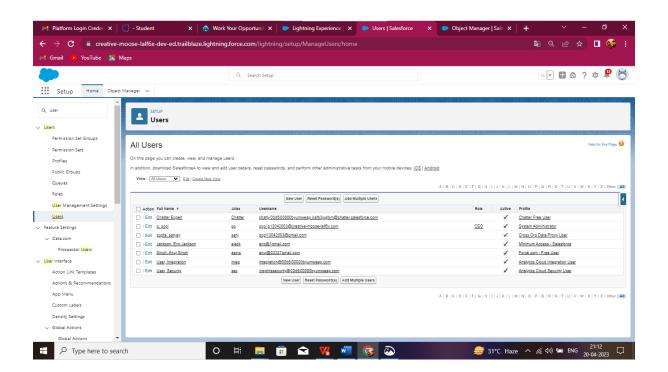# Creating custom junction function:

Creating relationship object:

Creating page layout:

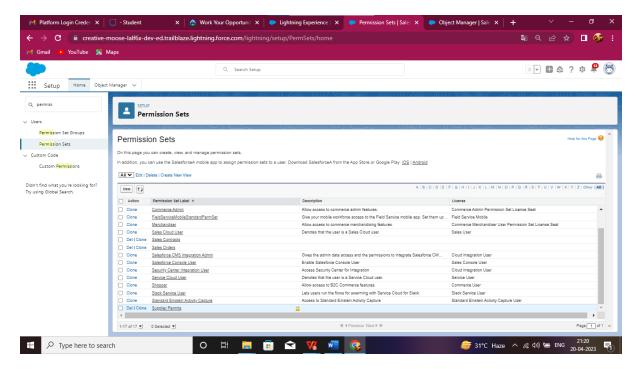# Creating validation rule:

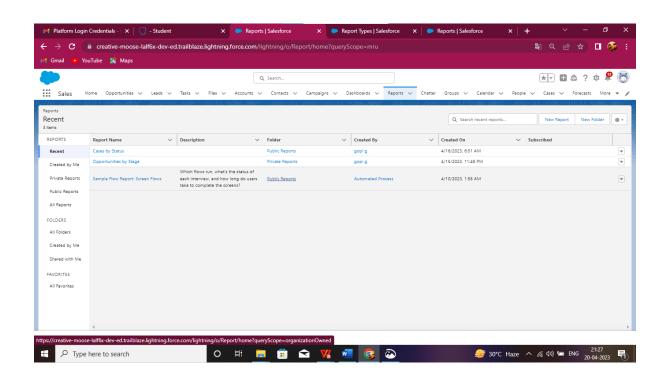# Creating user:

Creating permission sets:

Creating report:

4.Trailhead profile public URL:

Team head- https://trailblazer.me/id/gopig25

Team member1- https://trailblazer.me/id/fedsa

Team member2- https://trailblazer.me/id/ashoa27

Team member3- https://trailblazer.me/id/mutha36

5.Advantages and Disadvantages:

Advantages:

Recruitment is essential for hiring an individual for several posts in the Organization. Recruitment has several advantages.

1. **Provides Higher Quality Candidates:** The main advantage of recruitment is that it provides higher quality candidates for the specific post. The Organization takes time to time to release notifications for the hiring, and the recruiter of the organization takes the recruitment task. The recruiter arranges the process and develops the test suited for the job. And after clearing all the necessary tests, the individual hired.

2. **Ensures Faster Hiring:** The process of hiring is a very long and tedious task. It involves a variety of things which makes the recruitment process very long and sometimes leads to a loss of interest among the applicant. The recruitment process provides solutions to the long process of hiring and maintaining the applicant's interest. Recruitment ensures the faster hiring of individuals for several posts. With the proper usage of a recruitment agency or recruiter, organizations can shift the workload towards them.

3. **Helps Hire Applicants with Specialist Knowledge:** Today's world is witnessing rapid growth and development in almost every field, most importantly in the technological domain. The need for specialists increased day by day. To fulfil this, recruiters have to hire individuals with specialist knowledge. Recruitment agencies hire individuals with certain skills suited to the need of the task, knowledge of technology, and other specialties.

DISADVANTAGES:

An organization is an association of people who work together to achieve the same goal. And these people are selected for the post through a proper recruitment process. And this recruitment in the organization also has several disadvantages.

1. **Recruitment May Stagnate the Company's Culture:** The recruitment process saves lots of time, energy, and resources for the organization but also has some drawbacks. The most notable disadvantage of recruitment is that it leads to the stagnation of the work in the organization.

2. **Increases Training Costs of the New Applicants:** The newly recruited employees may need additional training. If the applicant is hired through recruitment, he may possess only some of the desired qualities. They need additional training.

3. **May Leads to Workplace Hostility:** There is a hierarchy in the workplace; from top to bottom, every post is accorded to the person with enough skills and abilities to handle that post. Recruitment leads to the addition of new members to the company, and sometimes it leads to hostility.

CONCLUSION:

Recruitment is necessary for any organization as it brings new employees with new ideas and challenges the existing workforce with an old mind-set. Recruitment has to make more robust as it provides jobs to millions of people and indirectly contributes to developing individuals and nations.

APPLICATIONS:

As an HR manager, there are several ways in which you can use Salesforce to streamline your HR processes and improve efficiency. Here are some potential uses for HR managers using Salesforce:

1. Applicant tracking: Salesforce can be used to track job applicants and manage the hiring process from start to finish. This includes managing job postings, reviewing resumes, scheduling interviews, and sending out job offers.

2. Employee onboarding: You can use Salesforce to manage the onboarding process for new employees, including collecting and storing necessary paperwork, setting up employee profiles, and assigning tasks to various departments.

3. Performance management: Salesforce can be used to set goals and track employee performance over time. You can use it to manage performance reviews, track progress towards goals, and provide feedback to employees.

4. Training and development: Salesforce can be used to manage employee training and development, including scheduling training sessions, tracking attendance, and monitoring progress.

5. Time and attendance tracking: Salesforce can be used to track employee time and attendance, including tracking vacation time, sick time, and other types of leave.

6. Benefits administration: You can use Salesforce to manage employee benefits, including tracking enrollment, managing changes to benefits, and answering employee questions.

7. Employee engagement: Salesforce can be used to improve employee engagement by providing a centralized platform for employee communication, recognition, and feedback.

Overall, Salesforce can help HR managers streamline their processes, reduce administrative tasks, and improve overall efficiency in managing HR functions.