

## 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:



### 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.

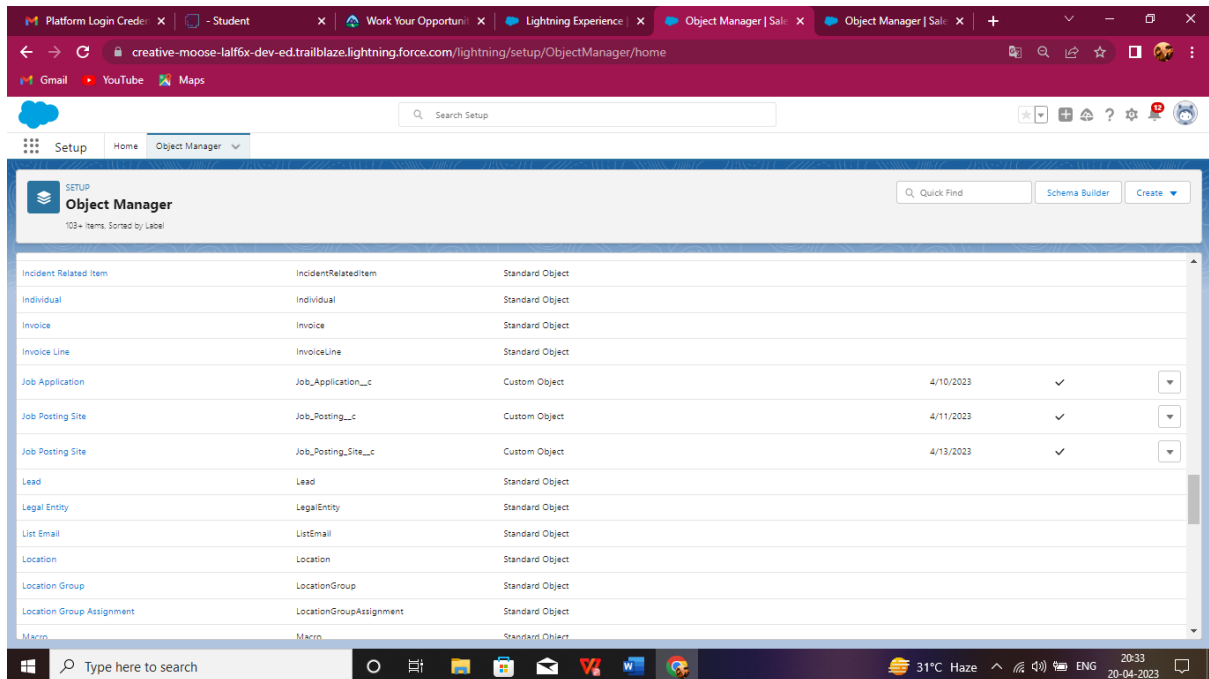
### **3.RESULT:**

#### **3.1 Data Model:**

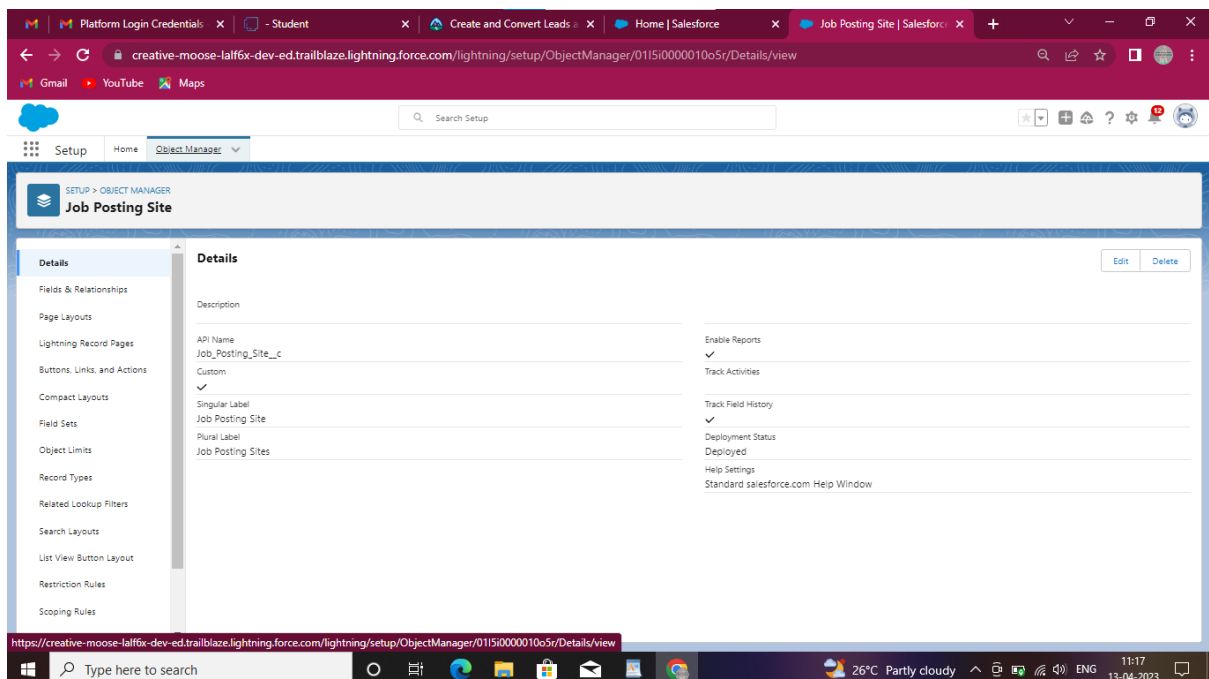
Object name	Field in the Object	
Job posting Site	Field Lable	Job posting site
	Data type	Text
	Record name	Site name
Review	Field Lable	Review
	Data Type	Auto number
	Record name	Review number

## 3.2ACTIVITY & SCREENSHOT:

### Creating Objects:



### Creating job posting site Object:



## Creating review object:

The screenshot shows the Salesforce Setup interface for the 'Review' object. The browser address bar displays the URL: `creative-moose-lalfox-dev-ed.trailblaze.lightning.force.com/lightning/setup/ObjectManager/0115i0000010hdb/Details/view`. The page title is 'Review' under 'Object Manager'. The left sidebar contains a list of configuration options: 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, Restriction Rules, Scoping Rules, and Triggers. The 'Details' section is active, showing the following configuration:

Field	Value
Description	
API Name	Review__C
Custom	✓
Singular Label	Review
Plural Label	Reviews
Enable Reports	✓
Track Activities	✓
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

The bottom of the screen shows the Windows taskbar with the search bar and system tray.

## Creating tabs:

The screenshot shows the Salesforce Setup interface for 'Custom Tabs'. The browser address bar displays the URL: `creative-moose-lalfox-dev-ed.trailblaze.lightning.force.com/lightning/setup/CustomTabs/home`. The page title is 'Custom Tabs'. The left sidebar shows the 'User Interface' section with 'Rename Tabs and Labels' and 'Tabs' options. The 'Tabs' option is selected. The main content area provides information about creating custom tabs and lists the following tabs:

Action	Label	Tab Style	Description
Edit   Del	calendar	Gears	
Edit   Del	customers	People	
Edit   Del	Energy Audits	Fan	
Edit   Del	Job Applications	Pinot	order details
Edit   Del	Job Postings Sites	Real Estate Sign	
Edit   Del	Job Postings Sites	Sailboat	
Edit   Del	payments	Hands	
Edit   Del	Reviews	Real Estate Sign	
Edit   Del	suppliers	Real Estate Sign	

The bottom of the screen shows the Windows taskbar with the search bar and system tray.

## Creating fields:

The screenshot shows the Salesforce Setup interface for the 'Job Posting Site' object. The 'Fields & Relationships' section is active, displaying a list of fields. The table below represents the data shown in the screenshot:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedBy	Lookup(User)		
Job Posting Site URL	Job_Posting_Site_URL__c	URL(255)		
Last Modified By	LastModifiedBy	Lookup(User)		
Position	Position__c	Master-Detail(category)		✓
Site Name	Name	Text(80)		✓

## Creating custom junction function:

The screenshot shows the Salesforce Setup interface for the 'Job Postings' object. The 'Details' section is active, displaying various configuration options. The table below represents the data shown in the screenshot:

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

## Creating relationship object:

The screenshot shows the Salesforce Object Manager interface for the 'Job Posting Site' object. The left sidebar contains a navigation menu with options like 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, Restriction Rules, Scoping Rules, and Triggers. The main content area is titled 'Fields & Relationships' and shows 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 (CreatedBy, Lookup(User)), Job Posting Site (Job\_Posting\_Site\_\_c, Master-Detail(Job Posting Site)), Job Posting Site Name (Name, Text(80)), and Last Modified By (LastModifiedById, Lookup(User)).

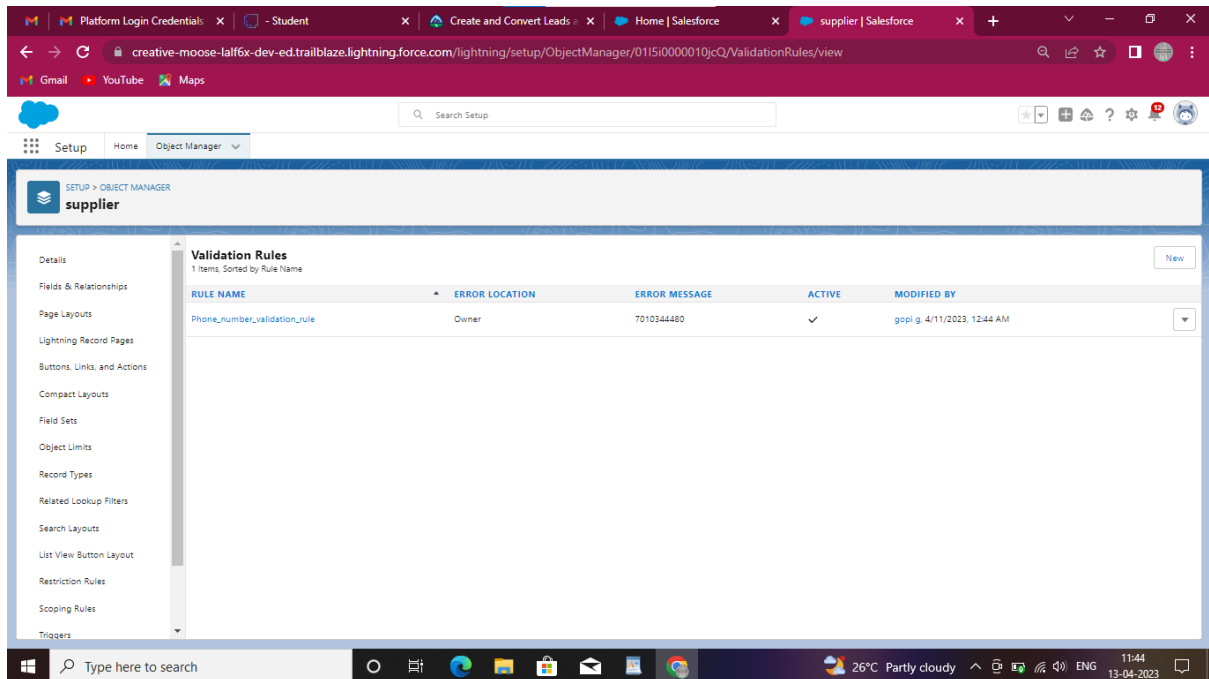
FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedBy	Lookup(User)		
Job Posting Site	Job_Posting_Site__c	Master-Detail(Job Posting Site)		✓
Job Posting Site Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		

## Creating page layout:

The screenshot shows the Salesforce Object Manager interface for the 'position' object. The left sidebar contains a navigation menu with options like 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, Restriction Rules, Scoping Rules, and Triggers. The main content area is titled 'Page Layouts' and shows a table of page layouts. The table has columns for PAGE LAYOUT NAME, CREATED BY, and MODIFIED BY. The page layout listed is: Position Layout (created by gopi.g. on 4/10/2023, 2:52 AM, modified by gopi.g. on 4/11/2023, 12:20 AM).

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY
Position Layout	gopi.g. 4/10/2023, 2:52 AM	gopi.g. 4/11/2023, 12:20 AM

## Creating validation rule:

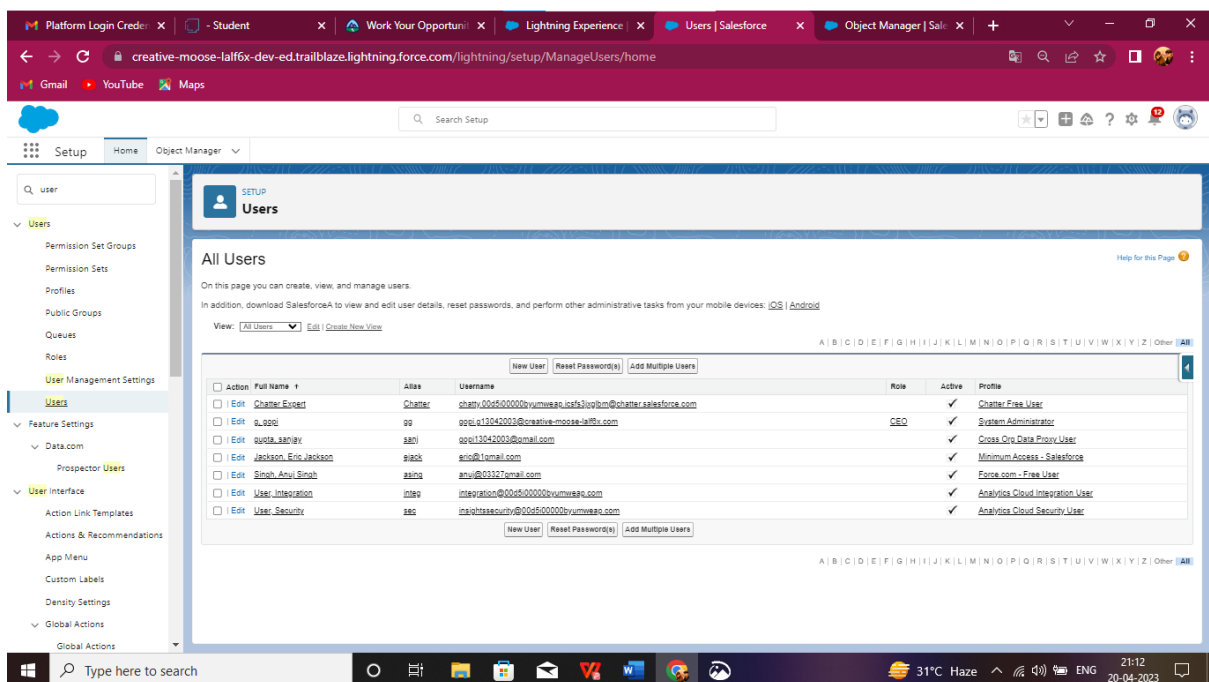


The screenshot shows the Salesforce Setup interface for the 'supplier' org. The left sidebar contains a navigation menu with options like Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, Search Layouts, List View Button Layout, Restriction Rules, Scoping Rules, and Triggers. The main content area is titled 'Validation Rules' and shows 1 item, sorted by Rule Name. A table lists the validation rules:

RULE NAME	ERROR LOCATION	ERROR MESSAGE	ACTIVE	MODIFIED BY
Phone_number_validation_rule	Owner	7010344480	✓	gopi g. 4/11/2023, 12:44 AM

The bottom of the screen shows a Windows taskbar with the search bar and system tray displaying 26°C, Partly cloudy, and the date 13-04-2023.

## Creating user:



The screenshot shows the Salesforce Setup interface for the 'supplier' org, specifically the 'Users' page. The left sidebar contains a navigation menu with options like Users, Permission Set Groups, Permission Sets, Profiles, Public Groups, Queues, Roles, User Management Settings, Feature Settings, Data.com, Prospector Users, User Interface, Action Link Templates, Actions & Recommendations, App Menu, Custom Labels, Density Settings, and Global Actions. The main content area is titled 'All Users' and shows a list of users. The table lists the users:

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter, Ernest	Chatter	chatter.005d0000000000000000000000000000@chatter.salesforce.com		✓	Chatter Free User
<input type="checkbox"/> Edit	g. gopi	g	gopi.g.13042023@creative-moose-lalfox.com	CEO	✓	System Administrator
<input type="checkbox"/> Edit	quinta_ban@y	ban	quinta13042023@gmail.com		✓	Cross Org Data Proxy User
<input type="checkbox"/> Edit	Jackson, Eric Jackson	piak5	eric@1email.com		✓	Minimum Access - Salesforce
<input type="checkbox"/> Edit	Singh, Anuj Singh	asinh	anuj@03327email.com		✓	Force.com - Free User
<input type="checkbox"/> Edit	User, Integration	integ	integration@005d0000000000000000000000000000@creative-moose-lalfox.com		✓	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User, Security	sec	inintsecurity@005d0000000000000000000000000000@creative-moose-lalfox.com		✓	Analytics Cloud Security User

The bottom of the screen shows a Windows taskbar with the search bar and system tray displaying 31°C, Haze, and the date 20-04-2023.

## Creating permission sets:

The screenshot shows the Salesforce Setup interface for Permission Sets. The left sidebar contains navigation links: Setup, Home, Object Manager, Users, Permission Set Groups, Permission Sets, Custom Code, and Custom Permissions. The main content area is titled 'Permission Sets' and includes a search bar, a 'New' button, and a table of existing permission sets. The table has columns for Action, Permission Set Label, Description, and License. The table lists various permission sets such as 'Commerce Admin', 'Field Service Mobile Standard Permission Set', 'Merchandiser', 'Sales Cloud User', 'Sales Contracts', 'Sales Console', 'Salesforce CMS Integration Admin', 'Salesforce Console User', 'Security Center Integration User', 'Service Cloud User', 'Shopper', 'Stack Service User', 'Standard Einstein Activity Capture', and 'Superuser Permissions'. The bottom of the screen shows a Windows taskbar with the date 20-04-2023 and time 21:20.

Action	Permission Set Label	Description	License
Clone	Commerce Admin	Allow access to commerce admin features.	Commerce Admin Permission Set License Seat
Clone	FieldServiceMobileStandardPermSet	Give your mobile workforce access to the Field Service mobile app. Set them up ...	Field Service Mobile
Clone	Merchandiser	Allow access to commerce merchandising features.	Commerce Merchandiser User Permission Set License Seat
Clone	Sales Cloud User	Denotes that the user is a Sales Cloud user.	Sales User
Del   Clone	Sales Contracts		
Del   Clone	Sales Console		
Clone	Salesforce CMS Integration Admin	Gives the admin data access and the permissions to integrate Salesforce CM...	Cloud Integration User
Clone	Salesforce Console User	Enable Salesforce Console User	Sales Console User
Clone	Security Center Integration User	Access Security Center for Integration	Cloud Integration User
Clone	Service Cloud User	Denotes that the user is a Service Cloud user.	Service User
Clone	Shopper	Allow access to B2C Commerce features.	Commerce User
Clone	Stack Service User	Lets users run the flows for swarming with Service Cloud for Slack.	Slack Service User
Clone	Standard Einstein Activity Capture	Access to Standard Einstein Activity Capture	Standard Einstein Activity Capture User
Del   Clone	Superuser Permis...		

## Creating report:

The screenshot shows the Salesforce Reports interface. The left sidebar contains navigation links: Reports, Recent, Created by Me, Private Reports, Public Reports, All Reports, FOLDERS, All Folders, Created by Me, Shared with Me, FAVORITES, and All Favorites. The main content area is titled 'Reports' and includes a search bar, a 'New Report' button, and a table of recent reports. The table has columns for Report Name, Description, Folder, Created By, Created On, and Subscribed. The table lists three reports: 'Cases by Status', 'Opportunities by Stage', and 'Sample Flow Report: Screen Flows'. The bottom of the screen shows a Windows taskbar with the date 20-04-2023 and time 21:27.

Report Name	Description	Folder	Created By	Created On	Subscribed
Cases by Status		Public Reports	gopi g	4/16/2023, 6:01 AM	
Opportunities by Stage		Private Reports	gopi g	4/15/2023, 11:46 PM	
Sample Flow Report: Screen Flows	Which flows run, what's the status of each interview, and how long do users take to complete the screens?	Public Reports	Automated Process	4/10/2023, 1:58 AM	



#### 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.