

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

1.1 Overview

Job application tracking systems are software programs that allow employers to manage the recruitment process by tracking job applications, resumes, and other related documents. They provide an efficient way to organize and store applicant information, streamline the hiring process, and quickly identify the best candidates for a position.

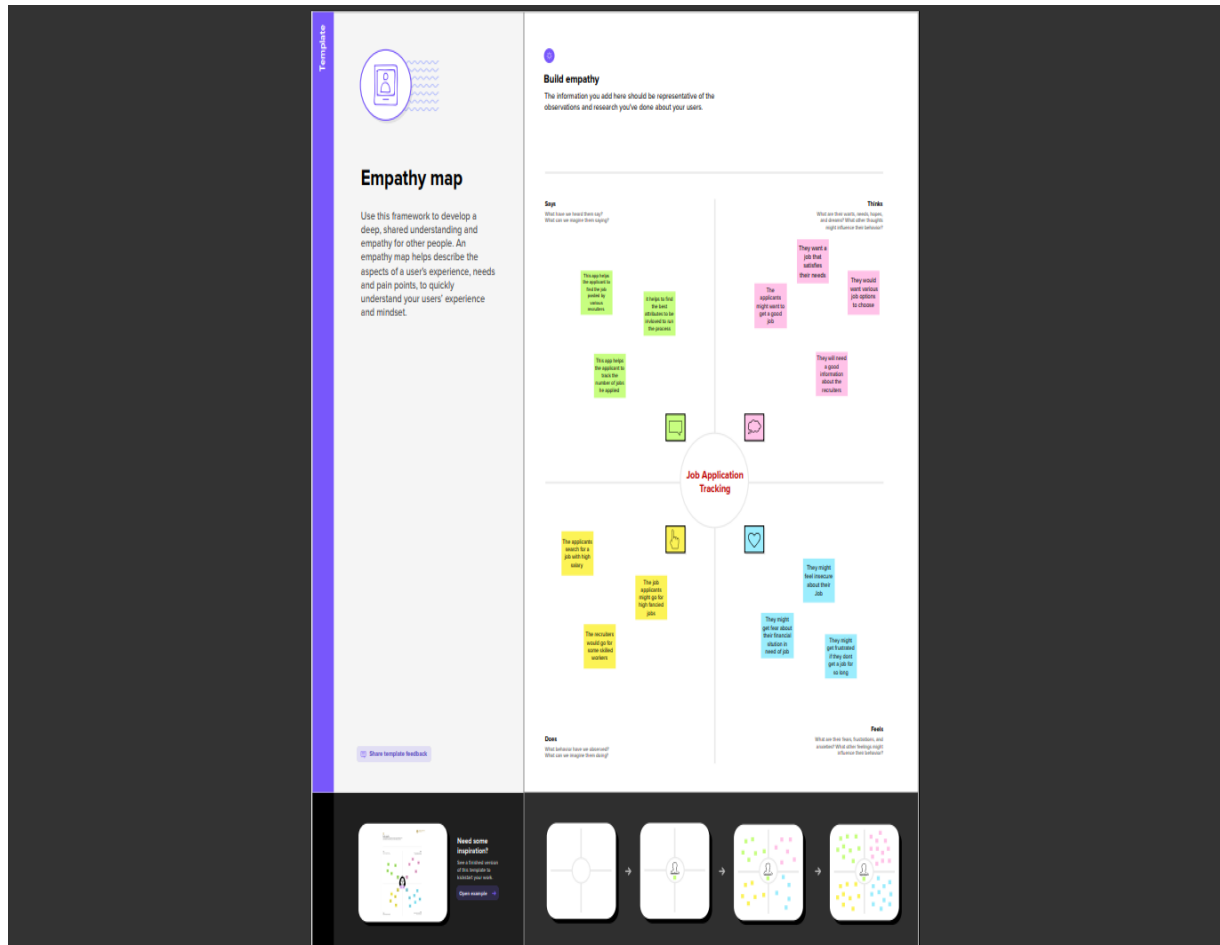
1.2 Purpose

Job application tracking systems are used to streamline the recruitment process by allowing employers to easily manage and track job applications, resumes, and other related documents. They can also be used to track the progress of applicants throughout the hiring process, as well as to identify potential candidates for future openings.

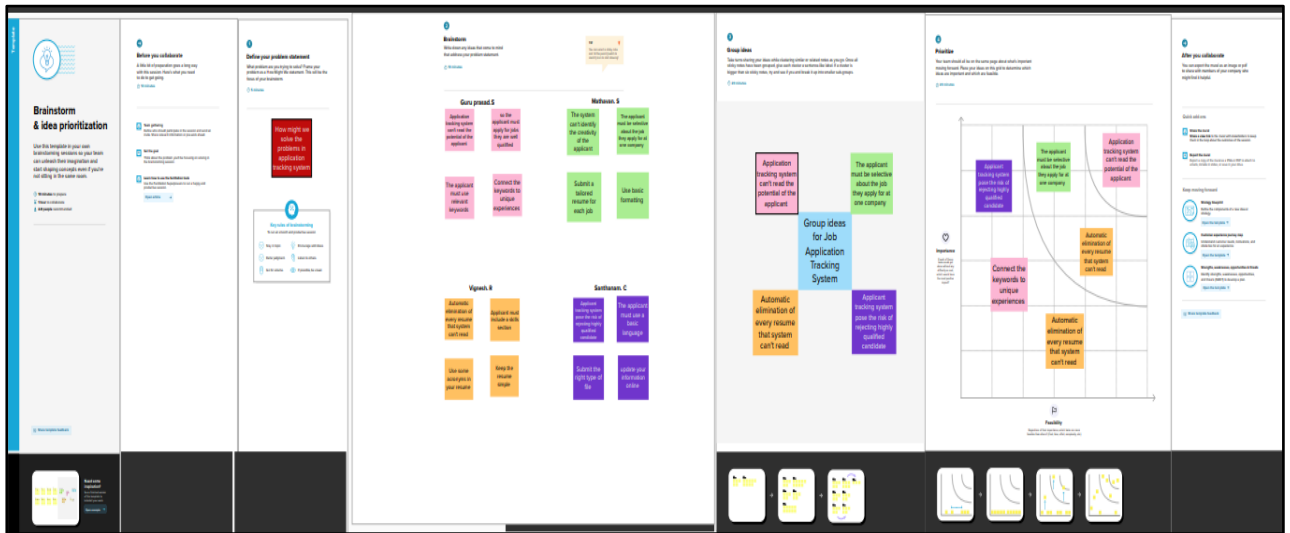


2. PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



3. RESULT

3.1 Data Model:

Object name	Fields in the Object
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Job	FIELD LABEL	DATA TYPE
	Created By	Lookup(user)
	Description	Text area(255)
	Job Number	Auto number
	Last Modified By	Lookup(User)
	Location	Text(30)
	Recruiter	Master-Detail(Recruiter)

Candidate	FIELD LABEL	DATA TYPE
	Candidate Number	Auto Number
	Created By	Lookup(User)
	Last Modified By	Lookup(User)
	Owner	Lookup(User, Group)



Job Application Object	FIELD LABEL	DATA TYPE
	Created By	Lookup(User)
	Job Application Objects Number	Auto Number
	Last Modified By	Lookup(User)
	Owner	Lookup(User, Group)
Tab	FIELD LABEL	DATA TYPE
	Created By	Lookup(User)
	Last Modified By	Lookup(User)
	Owner	Lookup(User, Group)
	Tab Number	Auto Number

Activity And Screenshot:





Search Setup



Setup

Home

Object Manager



SETUP > OBJECT MANAGER

Recruiter

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Fields & Relationships

7 Items, Sorted by Field Label

Quick Find

New

Deleted Fields

Field Dependencies

Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedByd	Lookup(User)		
Description	Description__c	Text Area(255)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedByd	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter Number	Name	Auto Number		✓



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Set History Tracking

Description	Description__c	Text Area(255)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedByd	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter Number	Name	Auto Number		✓
Service Appointment	Service_Appointment__c	Master-Detail(Service Appointment)		✓



Edit with WPS Office

job | Salesforce

muthurangamgovernmentarts-c-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003kZMP/Details/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

job

Details

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Record Types

Related Lookup Filters

Search Layouts

List View Button Layout

Details

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

Edit Delete

job | Salesforce

muthurangamgovernmentarts-c-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003kZMP/Details/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

job application object

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List View Button Layout

Restriction Rules

Scoping Rules

Triggers

Flow Triggers

Validation Rules

Details

Description

API Name

job_application_object_c

Custom

✓

Singular Label

job application object

Plural Label

job application objects

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

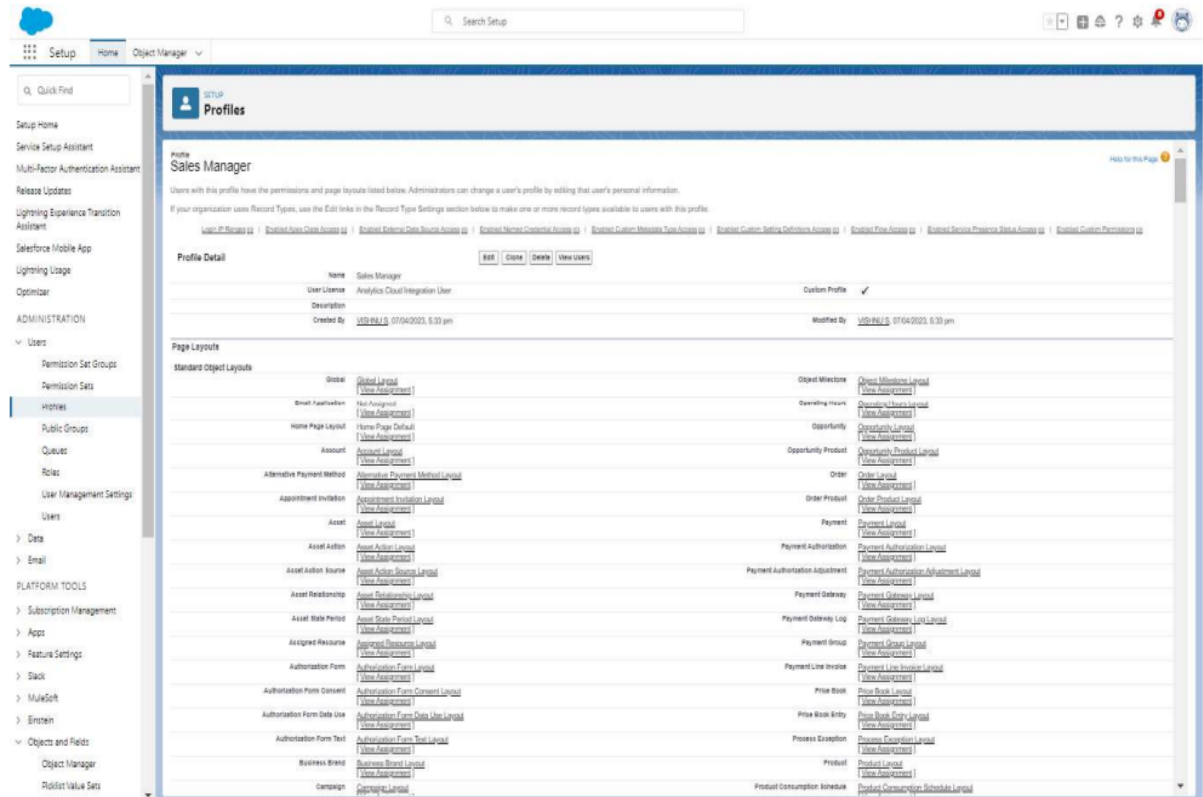
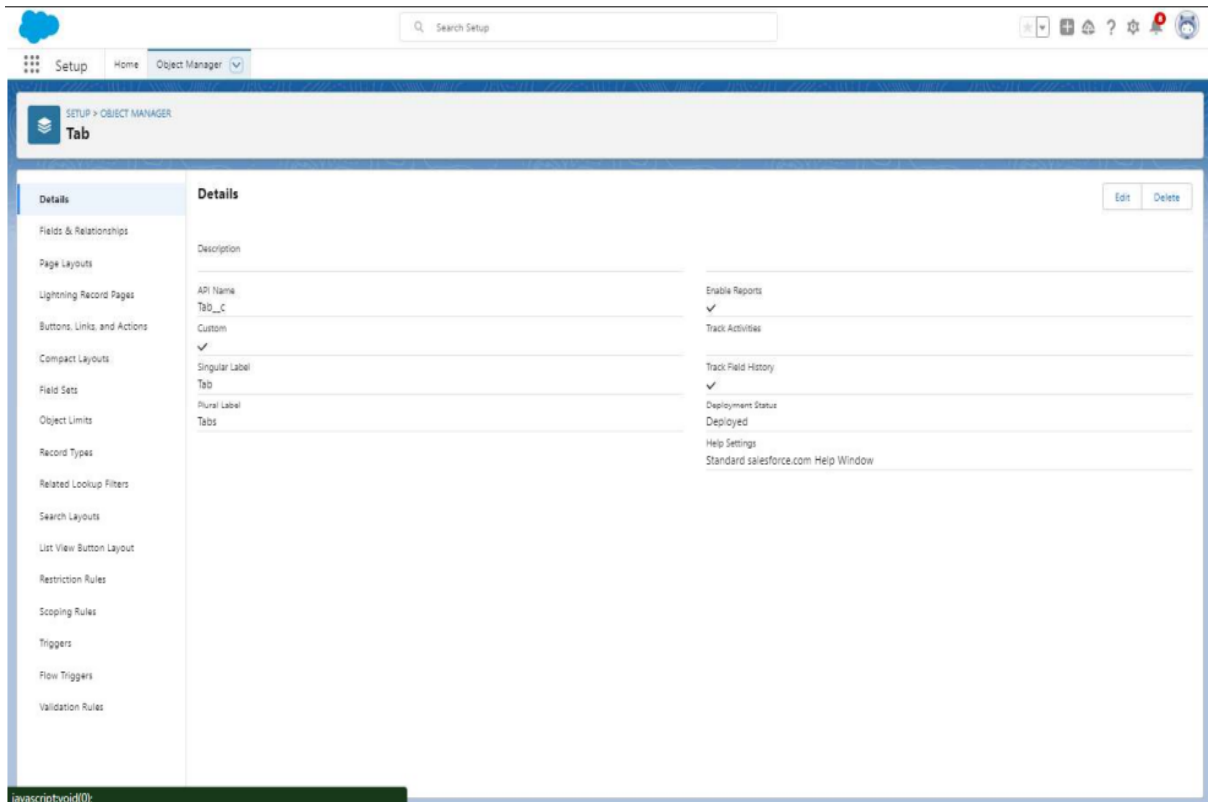
Deployed

Help Settings

Standard salesforce.com Help Window

Edit Delete





Setup Home

Service Setup Assistant

Multi-Factor Authentication Assistant

Release Updates

Lightning Experience Transition Assistant

Salesforce Mobile App

Lightning Usage

Optimizer

ADMINISTRATION

Users

Permission Set Groups

Permission Sets

Profiles

Public Groups

Queues

Roles

User Management Settings

Users

Data

Email

PLATFORM TOOLS

Subscription Management

Apps

Feature Settings

Search Setup

Users

User: Sales Manager

Permission Set Assignments | Permission Set Assignments Activated | Permission Set Group Assignments | Permission Set License Assignments | Personal Groups | Public Group Memberships | Queue Memberships | Teams | Members in the Role Hierarchy | Chatter Connected Apps | Third Party Account Links | Installed Mobile Apps | Authentication Settings for External Systems | Login History | User Provisioning Accounts

User Detail

Name: Sales Manager

Alias: ggal

Email: jayigal@hfu@gmail.com

Username: jayigal@hfu@gmail.com

Nickname: User1000070200012712870

Title:

Company:

Department:

Division:

Address:

Time Zone: (GMT+05:30) India Standard Time (Asia/Kolkata)

Locale: English (India)

Language: English

Delegated Approver:

Manager:

Receive Approval Request Emails: Only if I am an approver

Federation ID:

App Registration: One-Time Password Authenticator:

App Registration: Salesforce Authenticator:

Security Key (U2F or WebAuthn):

Lightning Login:

Temporary Verification Code (Expires in 1 to 24 hours):

Role: Salesforce Platform

User License: Standard Platform User

Profile: Active

Marketing User:

Offline User:

Knowledge User:

Flow User:

Service Cloud User:

Site.com Contributor User:

Site.com Publisher User:

WDC User:

Mobile Push Registrations:

Data.com User Type:

Accessibility Mode (Classic Only):

Debug Mode:

High-Contrast Palette on Charts:

Load Lightning Pages While Scrolling:

Salesforce CRM Content User:

Receive Salesforce CRM Content Email Alerts:

Receive Salesforce CRM Content Alerts as Daily Digest:

Make Setup My Default Landing Page:

Allow Forecasting:

Call Center:

Phone:

Extension:

Fax:

Setup Home

Service Setup Assistant

Multi-Factor Authentication Assistant

Release Updates

Lightning Experience Transition Assistant

Salesforce Mobile App

Lightning Usage

Optimizer

ADMINISTRATION

Users

Permission Set Groups

Permission Sets

Profiles

Public Groups

Queues

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User Management Settings

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Subscription Management

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User: Hr Manager

Permission Set Assignments | Permission Set Assignments Activated | Permission Set Group Assignments | Permission Set License Assignments | Personal Groups | Public Group Memberships | Queue Memberships | Teams | Members in the Role Hierarchy | Chatter Connected Apps | Third Party Account Links | Installed Mobile Apps | Authentication Settings for External Systems | Login History | User Provisioning Accounts

User Detail

Name: Hr Manager

Alias: hrmana

Email: vishnuvishnu4492@gmail.com

Username: vishnuvishnu4492@gmail.com

Nickname: User100000720000007001

Title:

Company:

Department:

Division:

Address:

Time Zone: (GMT+05:30) India Standard Time (Asia/Kolkata)

Locale: English (India)

Language: English

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Debug Mode:

High-Contrast Palette on Charts:

Load Lightning Pages While Scrolling:

Salesforce CRM Content User:

Receive Salesforce CRM Content Email Alerts:

Receive Salesforce CRM Content Alerts as Daily Digest:

Make Setup My Default Landing Page:

Allow Forecasting:

Call Center:

Phone:

Extension:

Fax:



Search...

★

+

🏠

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⚙️

🔔

👤

☰

Sales

Home

Opportunities

Leads

Tasks

Files

Accounts

Contacts

Campaigns

Dashboards

Reports

Chatter

Groups

More

✎

📊

Report: Accounts

object jobs

🔍

Enable Field Editing

🔍

📊 Add Chart

⌵

🔄

Edit

⌵

Total Records

13

Type →		Customer - Direct										Customer - Channel					Total	
Rating ↓	Billing City →	San Francisco	Subtotal	Austin	Burlington	Chicago	New York	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland	Subtotal			
<input type="checkbox"/> -	Record Count	1	1	2	1	0	0	0	0	1	0	2	1	0	1	0	2	6
<input type="checkbox"/> Hot	Record Count	0	0	0	0	1	0	0	1	0	0	2	0	0	0	0	2	2
<input type="checkbox"/> Warm	Record Count	0	0	0	0	0	1	1	0	0	1	3	0	0	0	0	3	3
<input type="checkbox"/> Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	2
Total	Record Count	1	1	2	1	1	1	1	1	1	1	7	1	1	1	1	4	13

Details (13 Rows)

🔍 Click an intersection in the table above to filter details.

✕

Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date	
1	-	Automated Process	Sample Account for Entitlements	-	31/03/2023
2	-	VISHNU S	sForce	CA	31/03/2023
3	-	VISHNU S	United Oil & Gas, UK	UK	31/03/2023
4	-	VISHNU S	United Oil & Gas, Singapore	Singapore	31/03/2023
5	-	VISHNU S	Dickenson plc	KS	31/03/2023
6	-	VISHNU S	Pyramid Construction Inc.	-	31/03/2023

Row Counts

☒ Detail Rows

☒ Subtotals

☒ Grand Total

☒ Stacked Summaries

☒

📋 To Do List

To Do List

Report: Accounts
candidate

Enable Field Editing

Total Records: 13

Account Owner	Created By	Billing City	Austin	Burlington	Chicago	Lawrence	Mountain View	New York	Paris	Portland	San Francisco	Singapore	Tucson	Total
Automated Process	Automated Process	Record Count	1	0	0	0	0	0	0	0	0	0	0	1
	Subtotal	Record Count	1	0	0	0	0	0	0	0	0	0	0	1
VISHNU S	VISHNU S	Record Count	1	1	1	1	1	1	1	1	1	1	1	12
	Subtotal	Record Count	1	1	1	1	1	1	1	1	1	1	1	12
Total		Record Count	2	1	1	1	1	1	1	1	1	1	1	13

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

Last Activity	Account Name	Billing State/Province	Type	Rating	Last Modified Date
1	Sample Account for Entitlements	-	-	-	31/03/2023
2	United Oil & Gas, UK	UK	Customer - Direct	-	31/03/2023
3	Edge Communications	TX	Customer - Direct	Hot	31/03/2023
4	Burlington Textiles Corp of America	NC	Customer - Direct	Warm	31/03/2023
5	Grand Hotels & Resorts Ltd	IL	Customer - Direct	Warm	31/03/2023
6	Dickenson plc	KS	Customer - Channel	-	31/03/2023

Row Counts Detail Rows Subtotals Grand Total Stacked Summaries

To Do List

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4. Trailhead Profile Public URL

Team Lead - <https://trailblazer.me/id/gurus69>

Team Member 1 - trailblazer.me/id/santhanam16

Team Member 2 - trailblazer.me/id/madhs47

Team Member 3 - trailblazer.me/id/vignr30



5. Advantages & Disadvantages

Advantages:

Time-saving: An ATS helps to automate the recruitment process, which saves time and effort for recruiters. It also helps to eliminate repetitive tasks such as manually screening resumes and scheduling interviews.

Better organization: An ATS helps to keep track of all the resumes, applications, and candidate data in one place. This makes it easier to search and find candidate profiles, job descriptions, and resumes.

Improved communication: An ATS enables better communication between recruiters and candidates. Recruiters can send automated emails to candidates regarding their application status, and candidates can receive updates on their application status.

Better hiring decisions: An ATS helps to eliminate bias in the recruitment process by providing a standardized platform for screening and evaluating candidates. It also helps to identify top candidates based on their skills, experience, and qualifications.

Disadvantages:

Costly: An ATS can be expensive to purchase and implement. Smaller companies with limited recruitment budgets may find it difficult to invest in an ATS.

Lack of human touch: An ATS can sometimes be too automated, which may lead to a lack of personal touch in the recruitment process. This can lead to a negative candidate experience and may deter top candidates from applying.

Technical glitches: Like any other software, an ATS can experience technical issues and glitches, which may result in lost or corrupted data.

Screening errors: An ATS relies heavily on keyword screening to identify top candidates, which may result in false positives or



negatives. This can lead to qualified candidates being rejected or unqualified candidates being selected.

Overall, an ATS can be a valuable tool for streamlining the recruitment process, but it should be used in conjunction with other recruitment methods to ensure a fair and effective hiring process.

6. Applications

Resume screening: An ATS can scan resumes and applications for keywords, job titles, and other relevant information to identify qualified candidates.

Applicant tracking: The system can keep track of each candidate's status in the hiring process, from application submission to job offer or rejection.

Candidate database management: An ATS can store and organize candidate information, making it easy for recruiters and hiring managers to search and retrieve candidate profiles.

Job posting management: The system can automate job postings to multiple job boards and social media platforms, saving recruiters time and effort.

Reporting and analytics: An ATS can generate reports and analytics on hiring metrics, such as time-to-hire and candidate sources, to help recruiters and hiring managers make data-driven decisions.

Communication and collaboration: An ATS can facilitate communication and collaboration among recruiters, hiring managers, and other stakeholders involved in the 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:

- ♠ Saves Time for Value Added Work
- ♠ Better Overview of Applications
- ♠ Flexible System for Both Employer & the Agency
- ♠ Easy Job Posting
- ♠ Improved Cost-per-Hire
- ♠ Improved Quality of Hire
- ♠ Improved Inter-Departmental Communication
- ♠ Promotes Collaborative Hiring
- ♠ Entire Recruitment Cycle Speeds Up
- ♠ Improved Candidate Experience...

