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.

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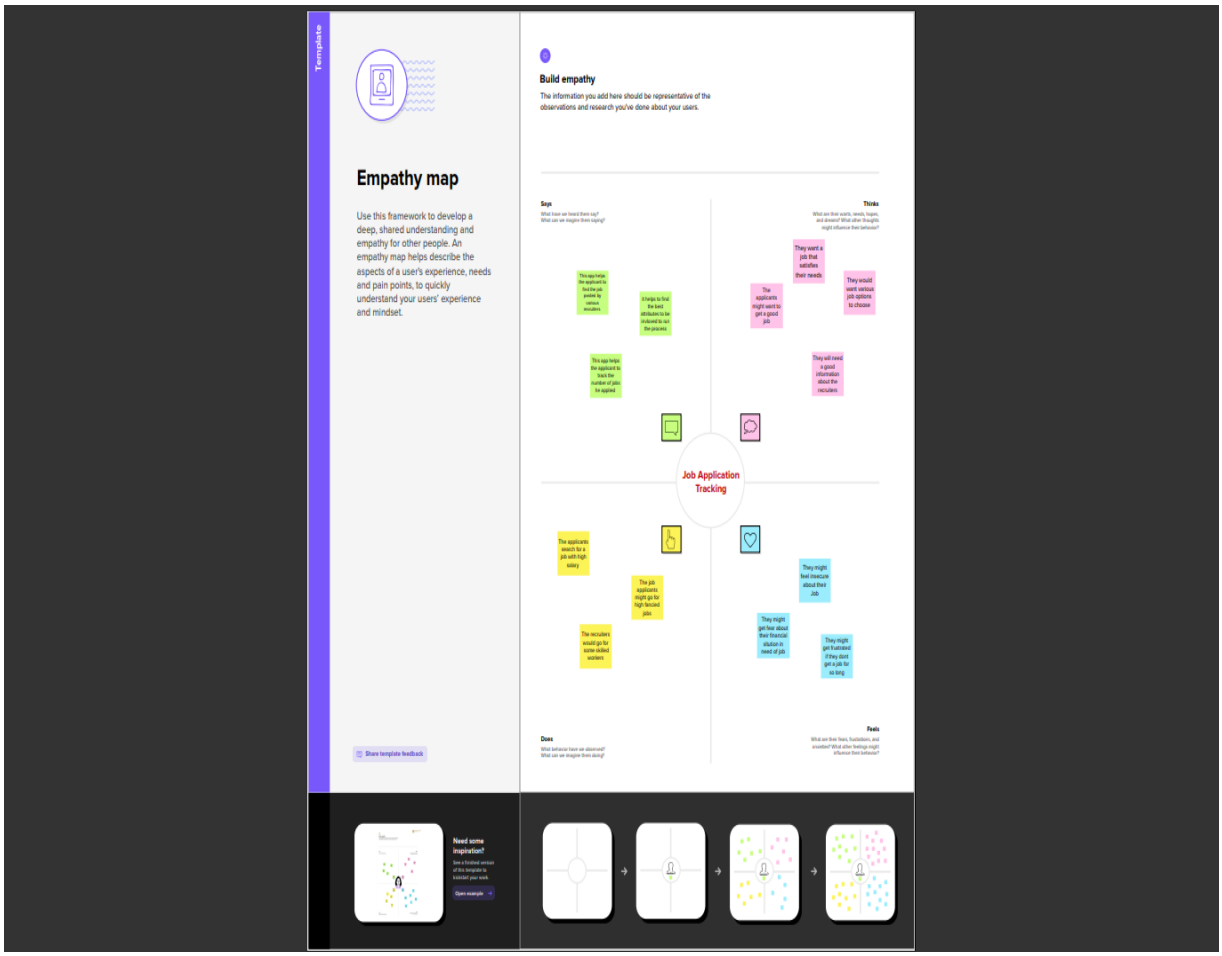
2. PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map



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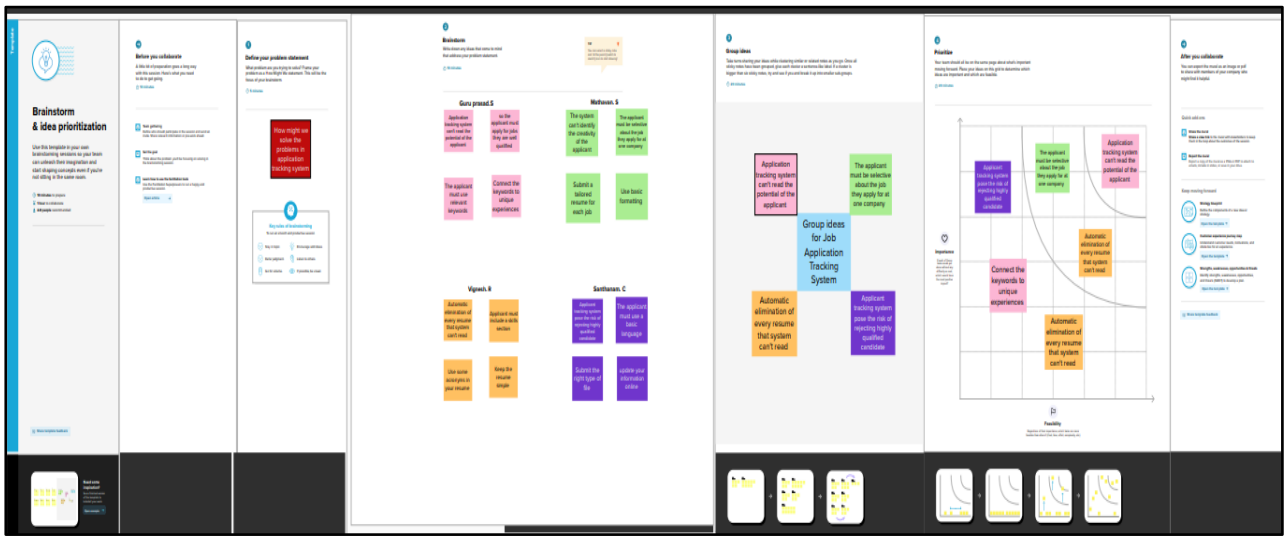
2.2 Ideation & Brainstorming Map



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)

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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:

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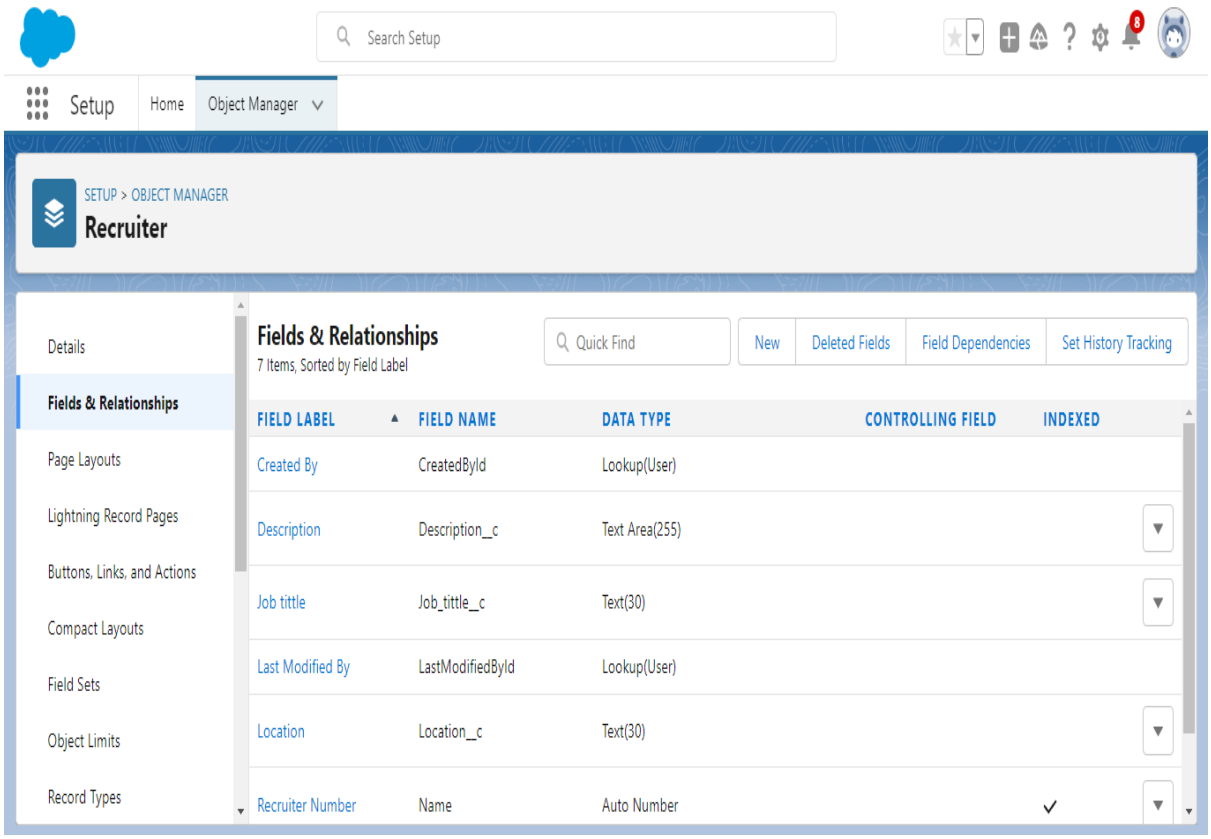

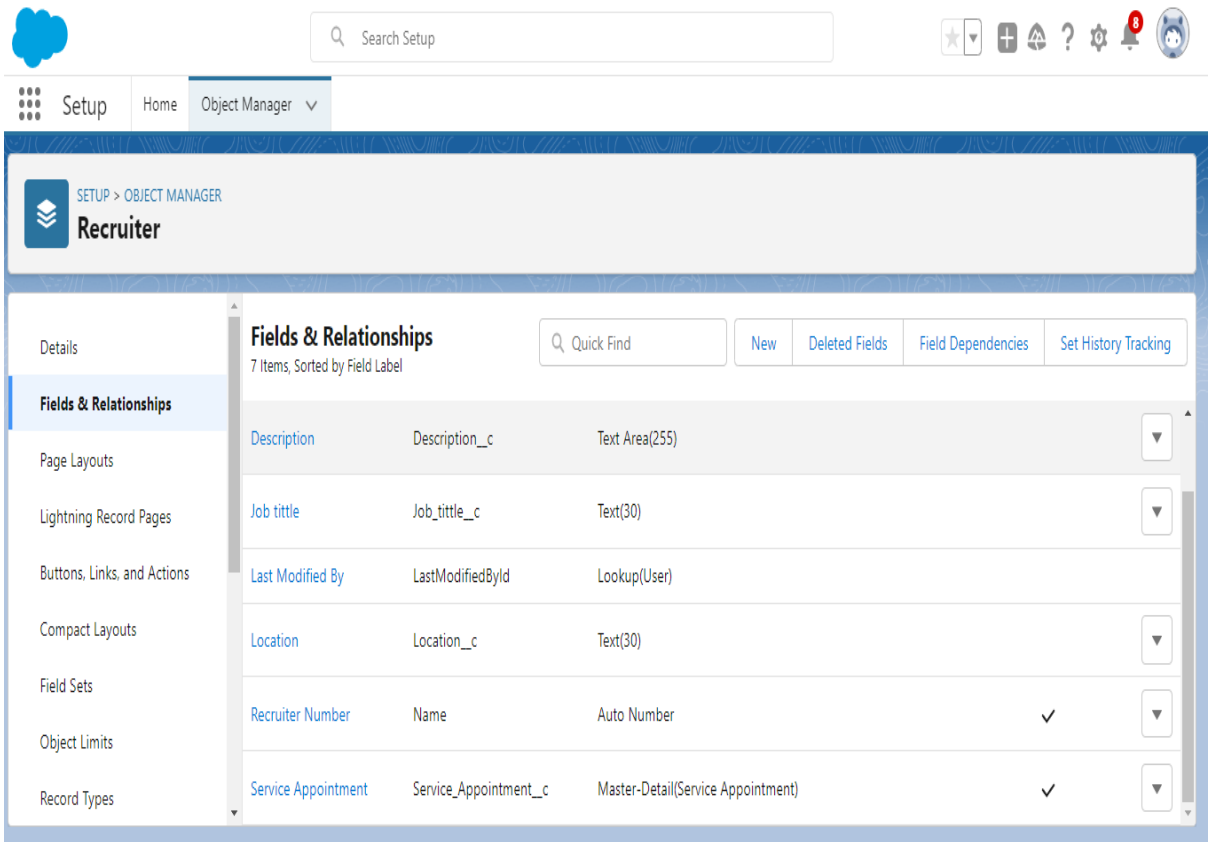

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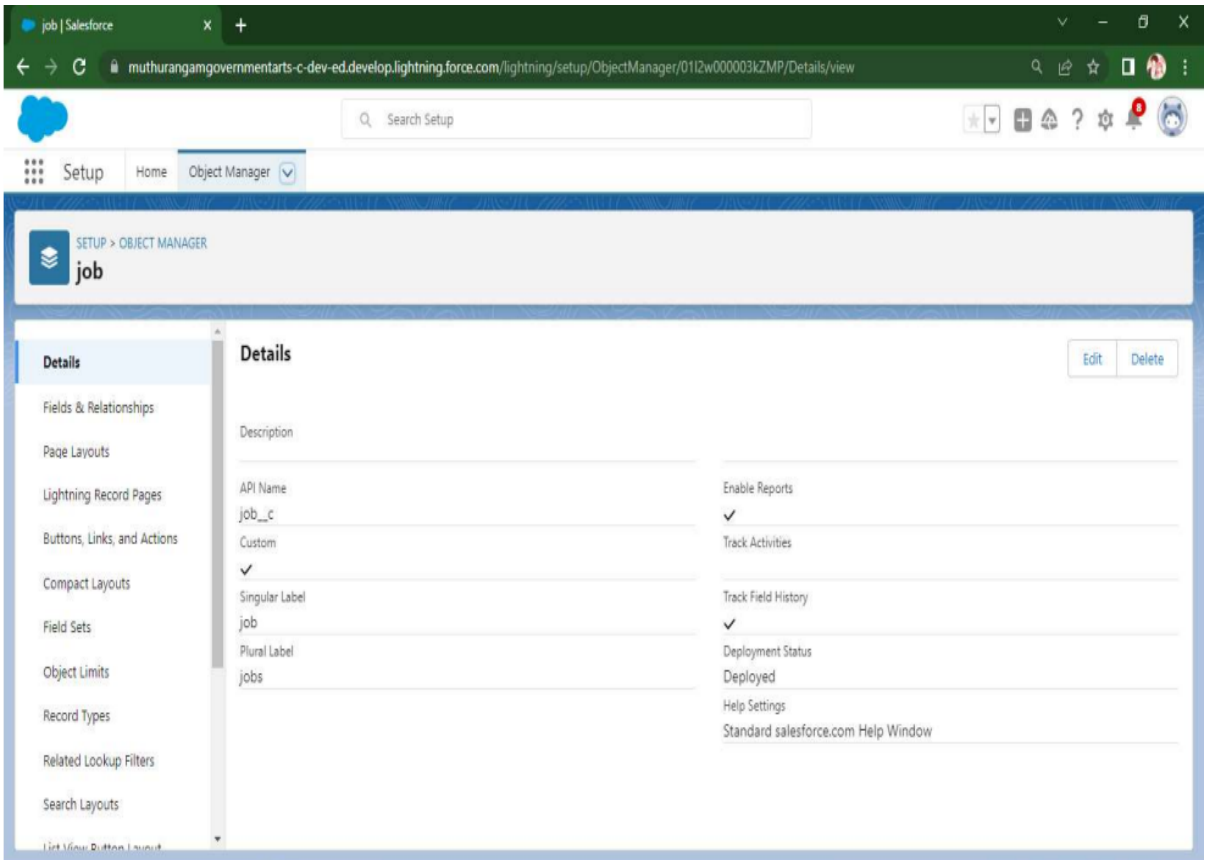

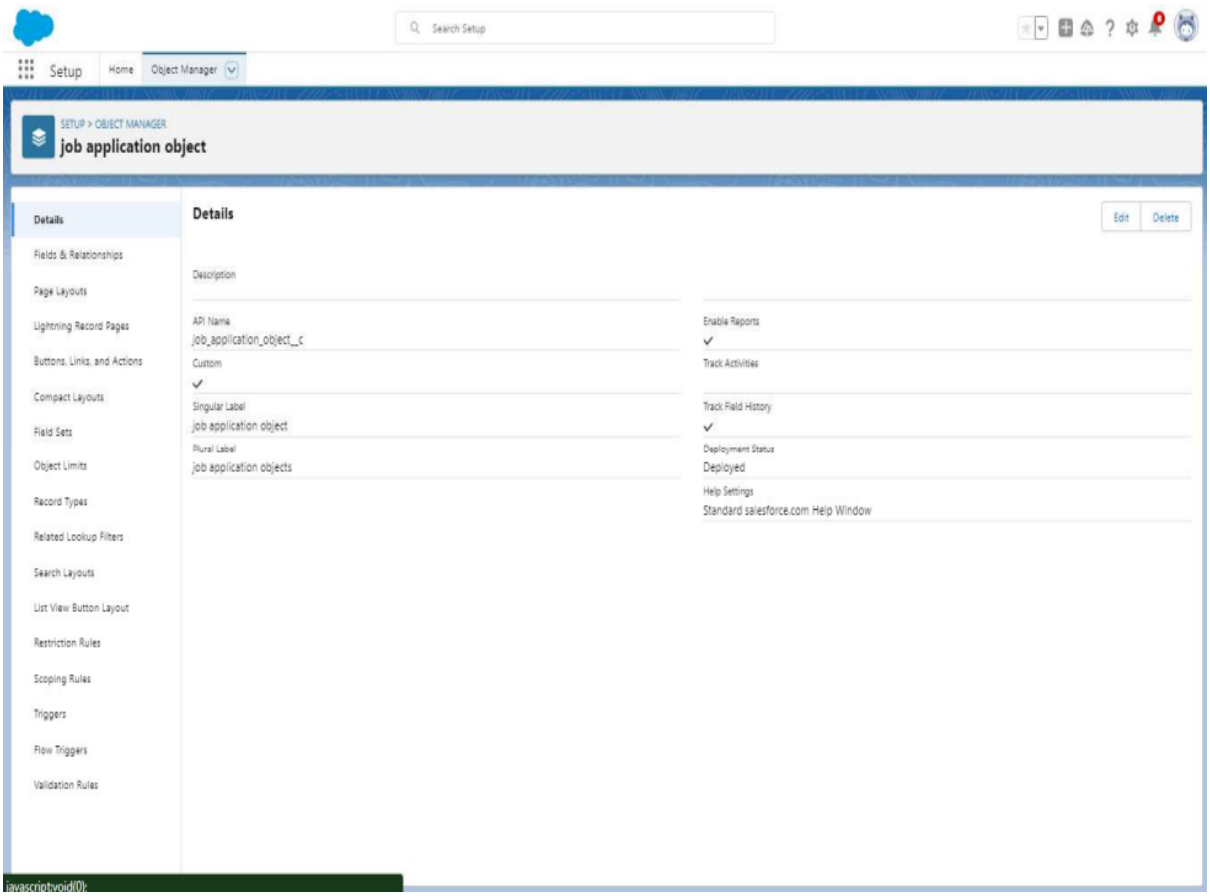

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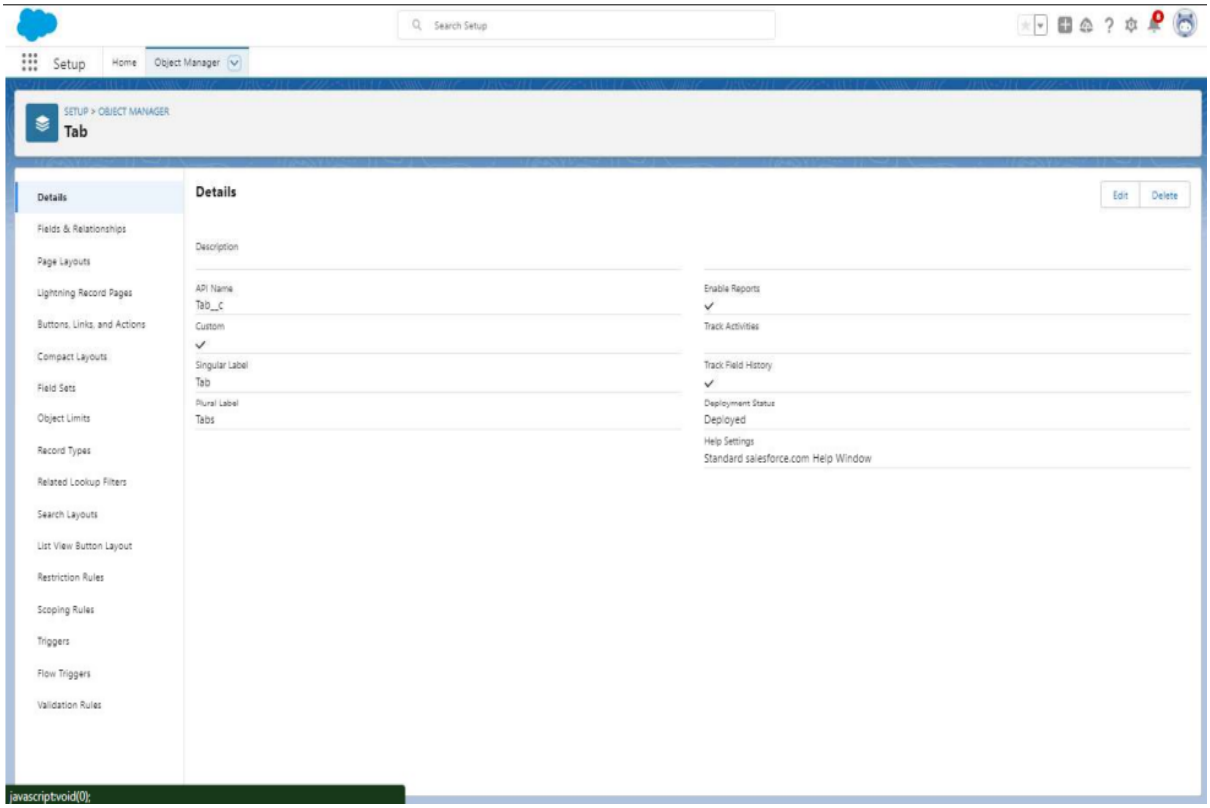

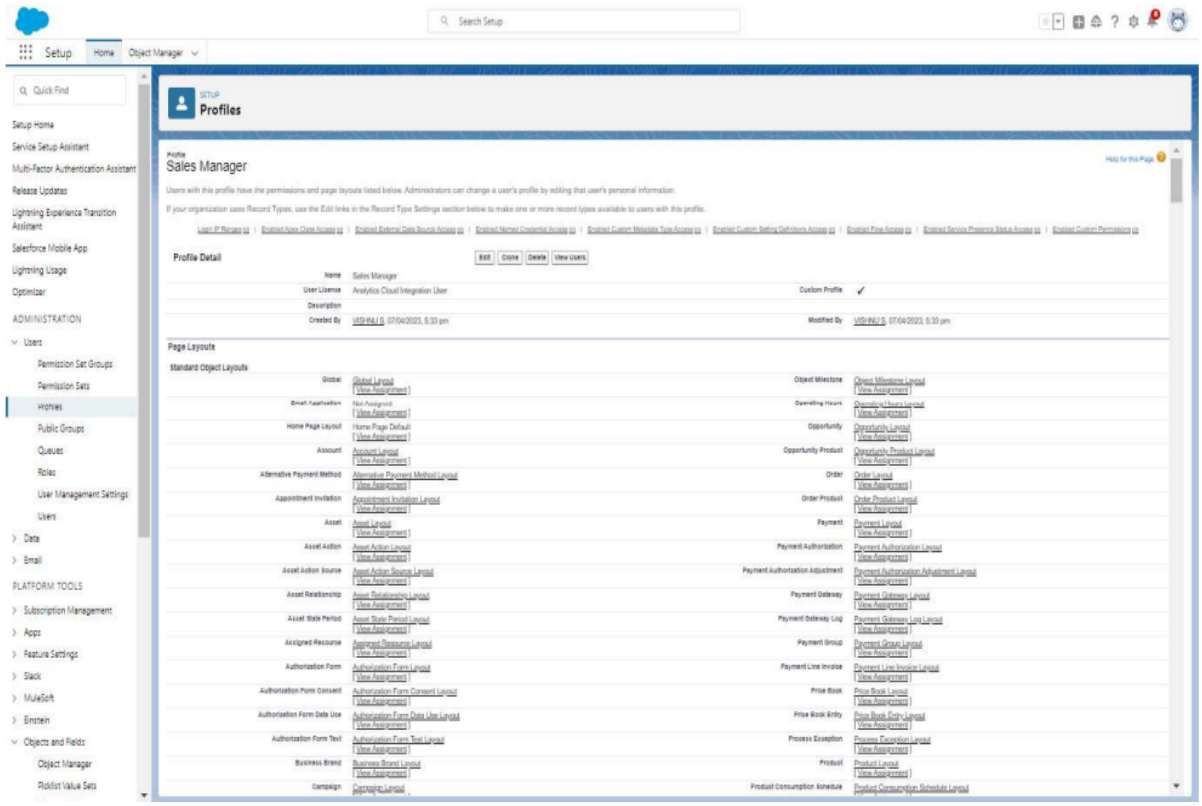

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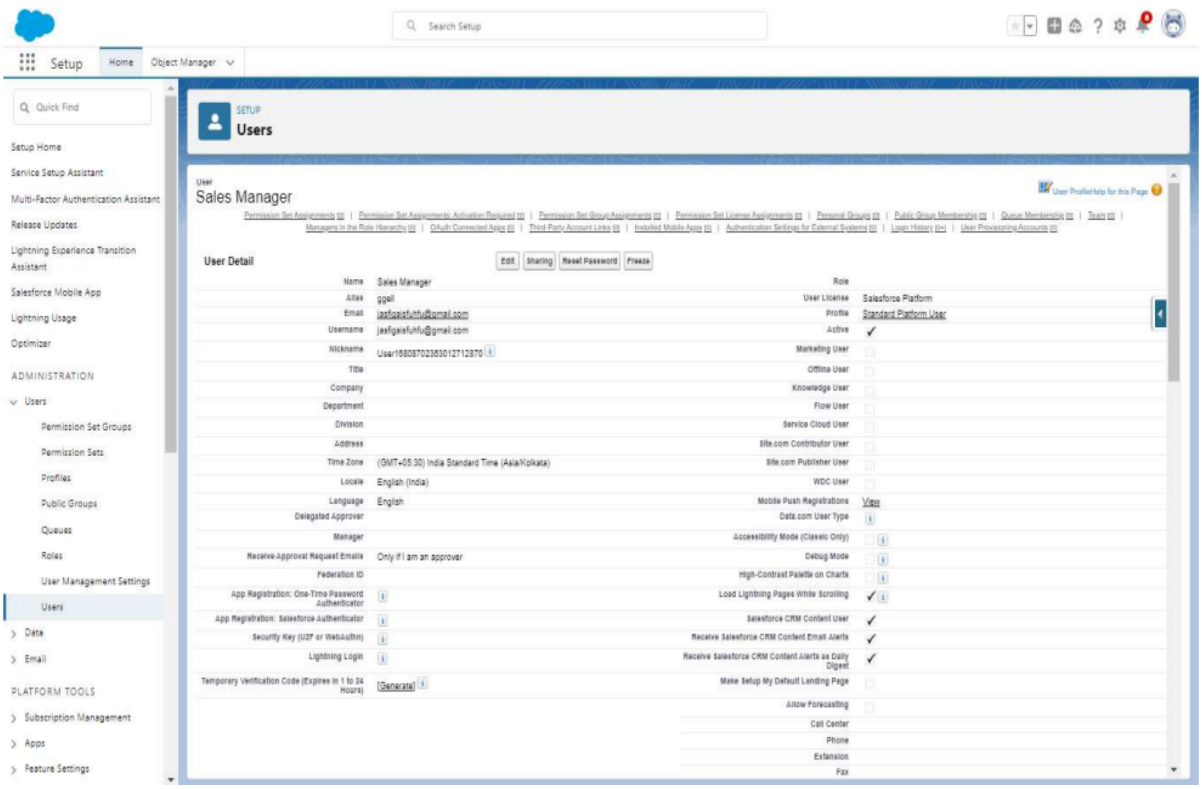

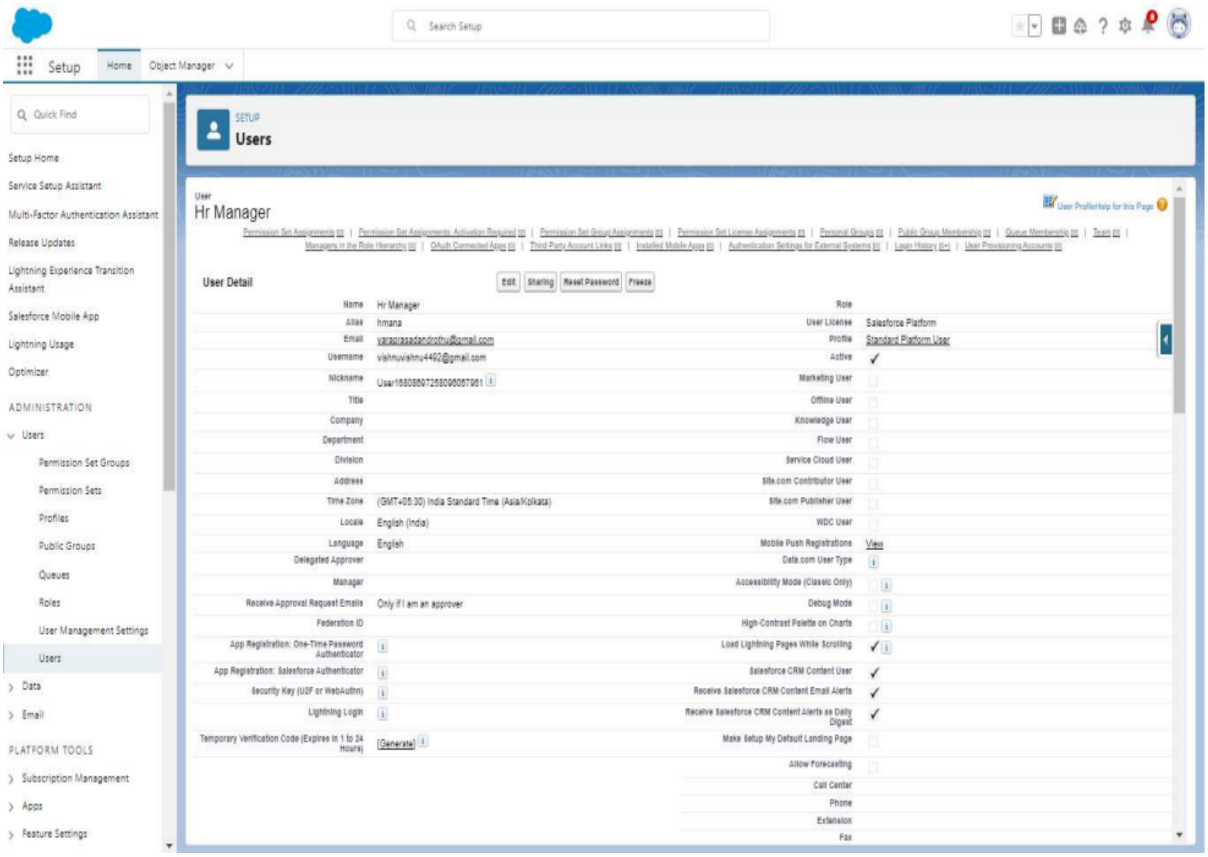

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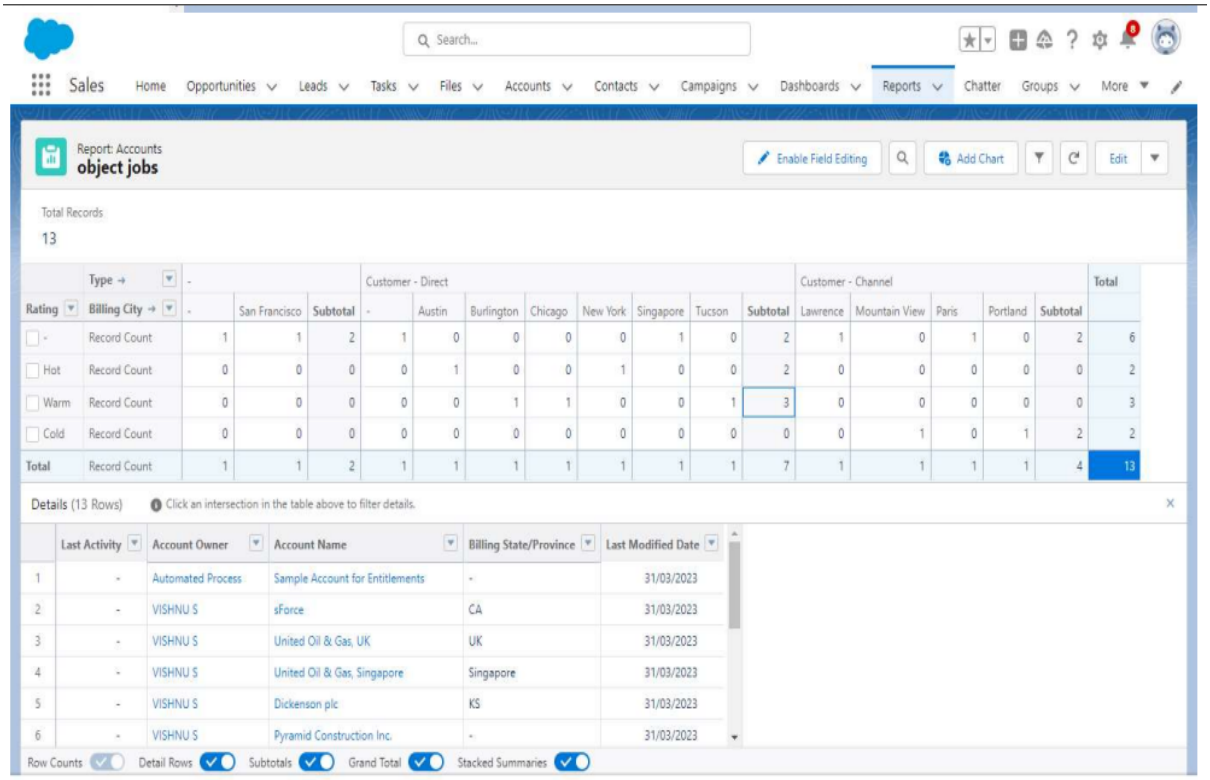

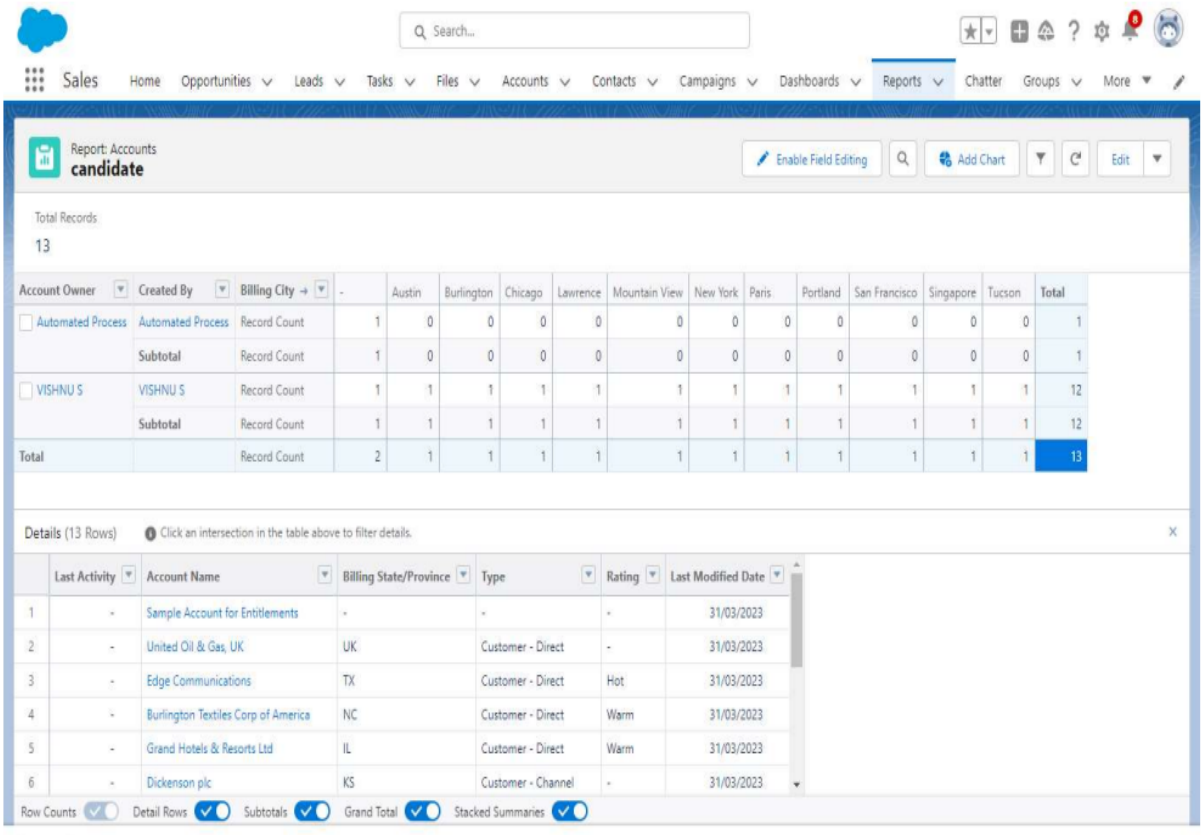

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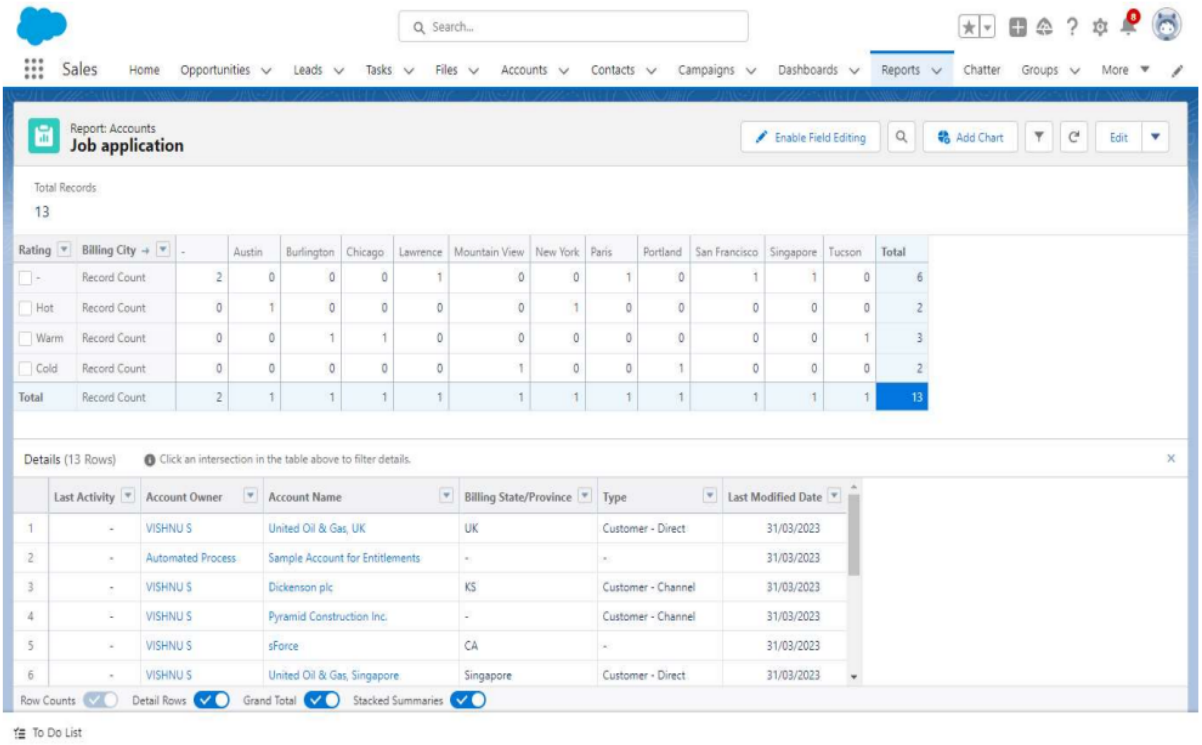

4. Trailhead Profile Public URL

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

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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

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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

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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…

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