

JOB APPLICATION TRACKING SYSTEM

1.Introduction

1.1 overview

ATS software providers to provide integration, parsing support and ease of data migration from one system to another. An ATS is a software application that helps you manage the entire recruitment process, right from receiving resumes to hiring employees. The software helps you automate the process of screening & short listing candidates, applicant evaluation, scheduling interviews, managing the hiring process, background verification, and completing new-hire paperwork. ATS helps in sorting through resumes, to determine which ones are the best fit for the open positions. Applicant tracking systems evaluates your resume by checking for keywords or skill sets that fit the job description. The main function of an ATS is to provide a central location and database for a company's recruitment efforts. ATSs are built to better assist management of resumes and applicant information. Data is either received from internal applications via the ATS front-end, located on the company website or is extracted from applicants on job boards. The majority of job and resume boards (LinkedIn.com, Monster.com,, Indeed.com) have partnerships

When an applicant submits their resume for a job of their liking and interest, the ATS captures the applicant information. Information such as the applicant skill sets, experience, educational background, contact information, resume and covering letter can be uploaded into the system database.

As the hiring process progresses, this information can be seamlessly transferred from system to system. Recruiters can review applicant information, shortlist and review if found suitable for requirements. Applicants can be sent automated messages on receiving their application, as well as information with regard to interview schedules, communication of details such as date, time and place of interview, and progress of the recruitment process. Online testing can also be conducted to screen applicants. The ATS also helps

close the loop in the hiring process. Rejection letters can be shared, and if selected, the new hires can connect the information to payroll and HR managers for onboarding. The ATS thereby, cohesively streamlines the recruiting and application process with other networks and systems in the organization.

The ATS can also scan and scout potential recruits using social media networks, and help in the recruitment process. The Applicant Tracking system can store resumes and create a database. This way, when a suitable opportunity comes up in an organization, recruiters use keywords to search out applicants from the database. The ATS matches the keywords and ranks resumes in the search results according to relevance. Keyword searches could include skills, experience, qualifications, location, specific to a particular job opening. This works well for both the applicant and the hiring managers, as the system sieves the entire database, even looking at applicants who have applied a long while back.

The ATS helps reduce errors in the recruitment process, saving time, money and effort. Risks involved in deletion of mails, or misplacing files connected to candidates are entirely eliminated. Certain systems even have provision for candidates to directly apply from their social network sites such as LinkedIn or Indeed. Vital information such as work history, education, specific qualifications, work references can be uploaded with ease. This information is automatically collected and organized digitally, making it easily available to all connected systems. HR managers, line managers, and hiring managers can seamlessly review candidates, reducing and even eliminating time involved in sorting, filing and collating the same information over and over. This helps job applicants, who no longer have to retype the same information for each application, making it easy to use and time saving.

Human errors such as deletion and misplacing files can be eliminated. The ATS help hiring managers stay organized, and on top of their game. The system streamlines the hiring process, handling both small and large volumes of applications. The ATS also helps to keep employers maintain connect with potential hires, by communicating with the applicants directly.

1.2 Purpose

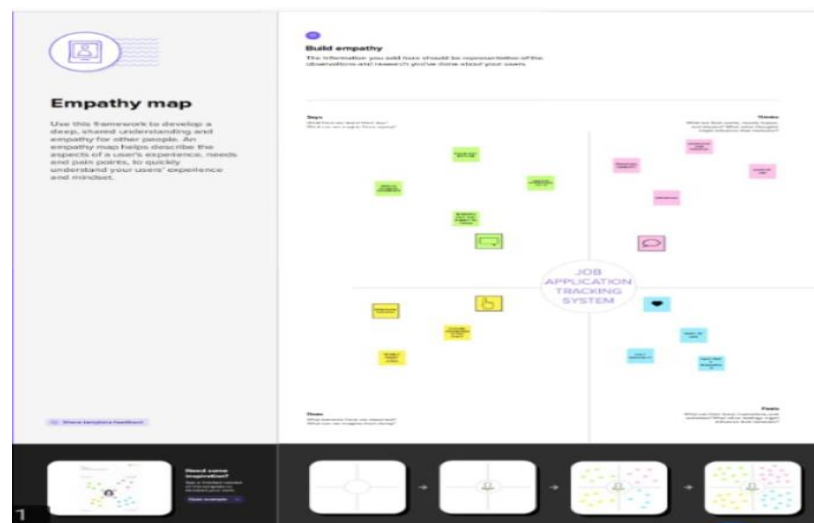
An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates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

An applicant tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

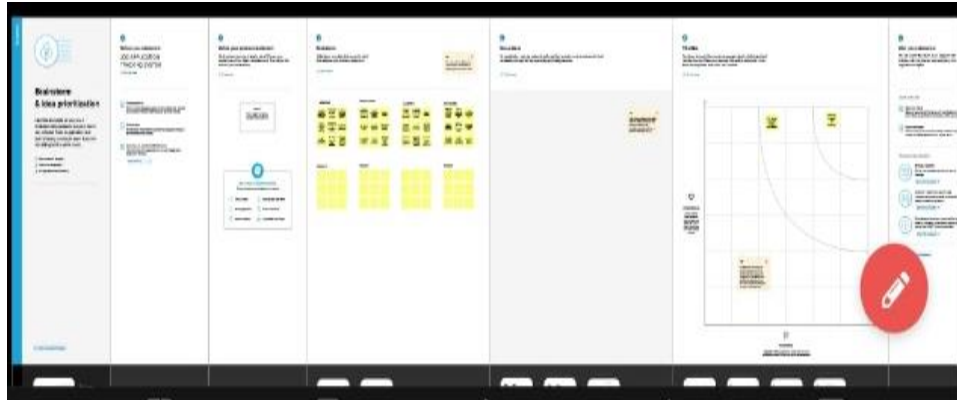
Top employers hire for several jobs at a time and receive hundreds of resumes for any given opening. Because applying for a job online is easier than ever, many of these applicants are unqualified and figured “it was worth a try.”

CRM systems, on the other hand, are used during the recruitment process to target potential candidates who haven’t yet applied to your company. CRM features include email marketing, scheduling, and communication tools to build relationships with possible candidates. Whereas ATS only give you data that candidates input themselves, CRMs allow you to input information that you discover about prospective talent. In other words, ATS are more reactive, while CRMs are more proactive. You don’t necessarily have to choose between the two systems. Many companies use both!

2.1 Empathy map



2.2 Ideation & Brainstorming



RESULT

3.1 Data model:

Object name	Fields in the object	
Recruiter	Field label	Data type
	Created By	Lookup(user)
	Description	Text area(255)
	Last modified by	Look up(user)
	Location	Text(30)
	Recommentation	Master-deatail(recommendation)
	Recruiter number	Auto number
	Recruitment	Text(30)
Jobs	Field label	Data type
	Created by	Lookup(user)
	Jobs name	Auto number
	Last modified by	LOOKUP(user)
	Recruiter	Mater-detail(Recruiter)
Candidate	Field label	Data type
	Candidate name	Auto number
	Created by	Look up(user)

	Last modified by	Lookup (user)
	Owner	Lookup(user,group)
Job application object	Field label	Data type
	Created by	Lookup(user)
	Job application object name	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 name	Auto number

3.2 Activity & screenshot

Milestone 1- Salesforce:

Activity 1:Creating a Salesforce Developer Org.

A full-featured copy of the Platform, for free

Complete the form to start your free trial. Our team will be in touch to help you make the most of your trial.

First Name*
Haritha

Last Name*
J

Email*
harithah347@gmail.com

Role*
Developer

Company*
Dr.MGR arts @science college for wo...

Country/Region*
India

Postal Code*
605602

Username*
jane@company.sandbox

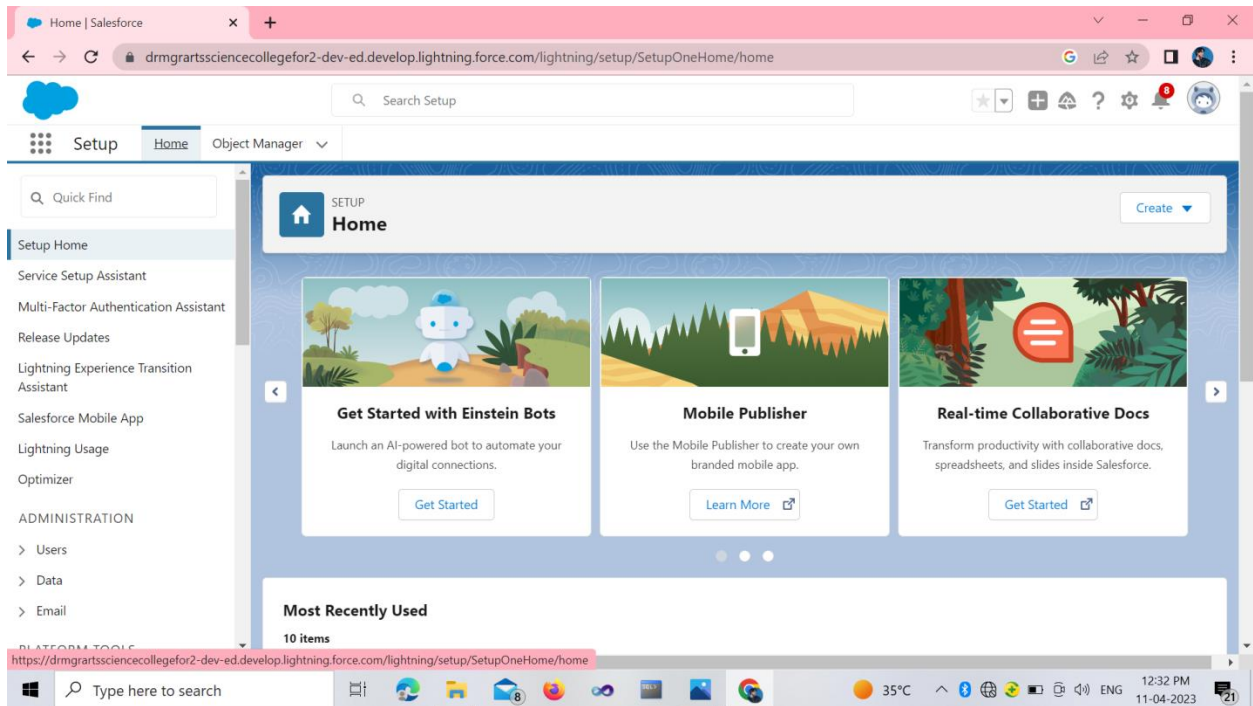
Your username must be in the form of an email address (it does not have to be real). It must be unique and cannot be associated with another Salesforce login credential. [Read more about username recommendations.](#)

☒ I agree to the [Main Services Agreement](#) – [Developer Services and Salesforce Program Agreement](#).

By registering, you confirm that you agree to the processing of your personal data by Salesforce as described in the [Privacy Statement](#).

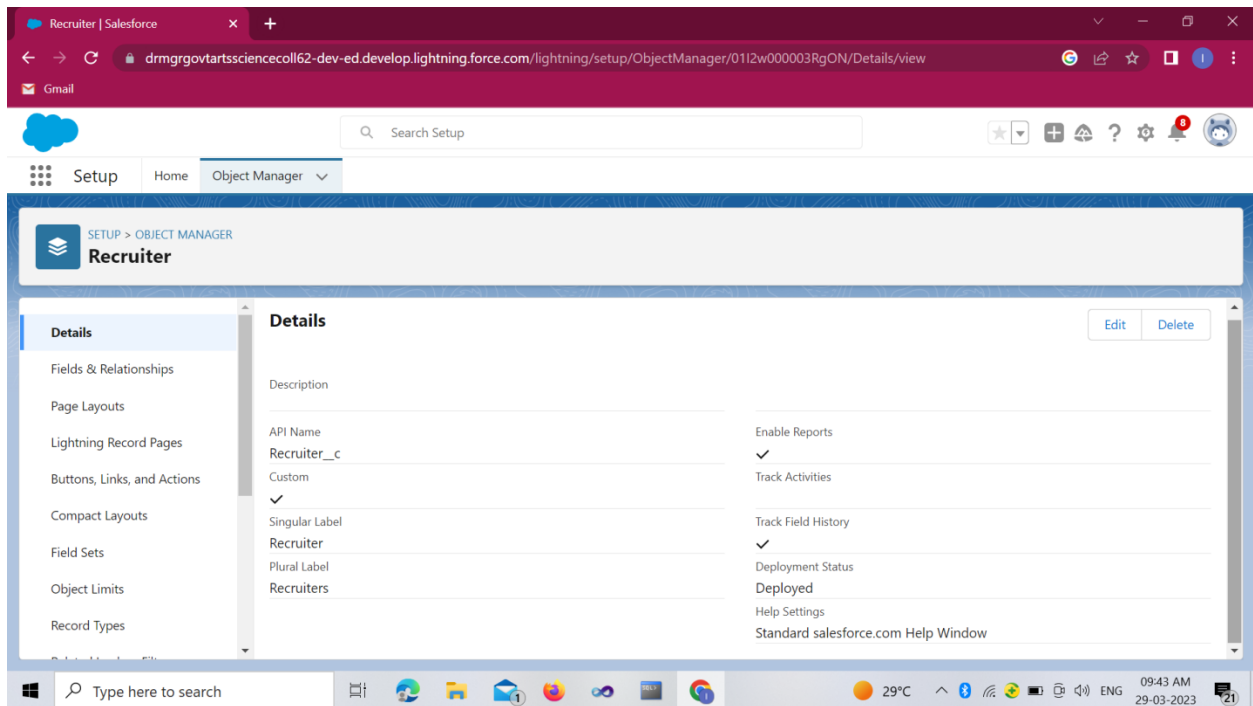
[Sign me Up](#)

Already have a Salesforce Developer Environment? [Log in](#)



Milestone 2-object:

Activity 1: Create custom object for recruiter:



Activity 2:

This screenshot shows the Salesforce Object Manager setup page for the 'job' object. The browser address bar displays the URL: `drmgrartssciencecollegefor2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003ollK/Details/view`. The page title is 'job | Salesforce'. The left sidebar contains a navigation menu with the following items: Details (selected), Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Details' and includes a description field, API Name (job_c), Custom checkbox (checked), Singular Label (job), Plural Label (jobs), and a list of settings: Enable Reports (checked), Track Activities, Track Field History (checked), Deployment Status (Deployed), and Help Settings (Standard salesforce.com Help Window). The bottom status bar shows the system time as 02:28 PM on 01-04-2023.

This screenshot shows the Salesforce Object Manager setup page for the 'candidate' object. The browser address bar displays the URL: `drmgrartssciencecollegefor2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003ollj/Details/view`. The page title is 'candidate | Salesforce'. The left sidebar contains a navigation menu with the following items: Details (selected), Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Details' and includes a description field, API Name (candidate_c), Custom checkbox (checked), Singular Label (candidate), Plural Label (candidates), and a list of settings: Enable Reports (checked), Track Activities, Track Field History (checked), Deployment Status (Deployed), and Help Settings (Standard salesforce.com Help Window). The bottom status bar shows the system time as 02:30 PM on 01-04-2023.

job application object | Salesforce

drmgrartssciencecollegefor2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003olly/Details/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

job application object

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Details Edit Delete

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

https://drmgrartssciencecollegefor2-dev-ed.develop.lightning.force.com/one/one.app#/setup/ObjectManager/0112w000003olly/Limits/view

Type here to search

38°C 02:31 PM 01-04-2023

tab | Salesforce

drmgrartssciencecollegefor2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003olm8/Details/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

tab

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Details Edit Delete

Description

API Name
tab__c

Custom
✓

Singular Label
tab

Plural Label
tabs

Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

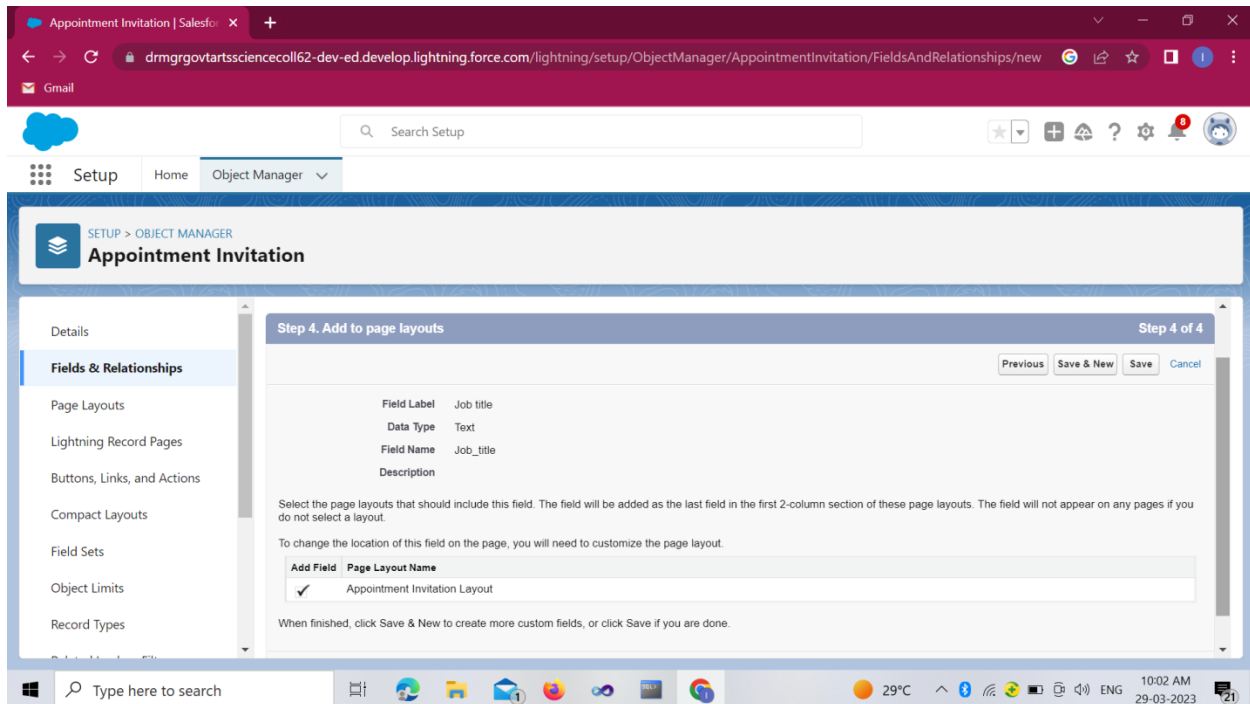
Help Settings
Standard salesforce.com Help Window

Type here to search

38°C 02:32 PM 01-04-2023

Milestone 3-Fields:

Activity 1 :



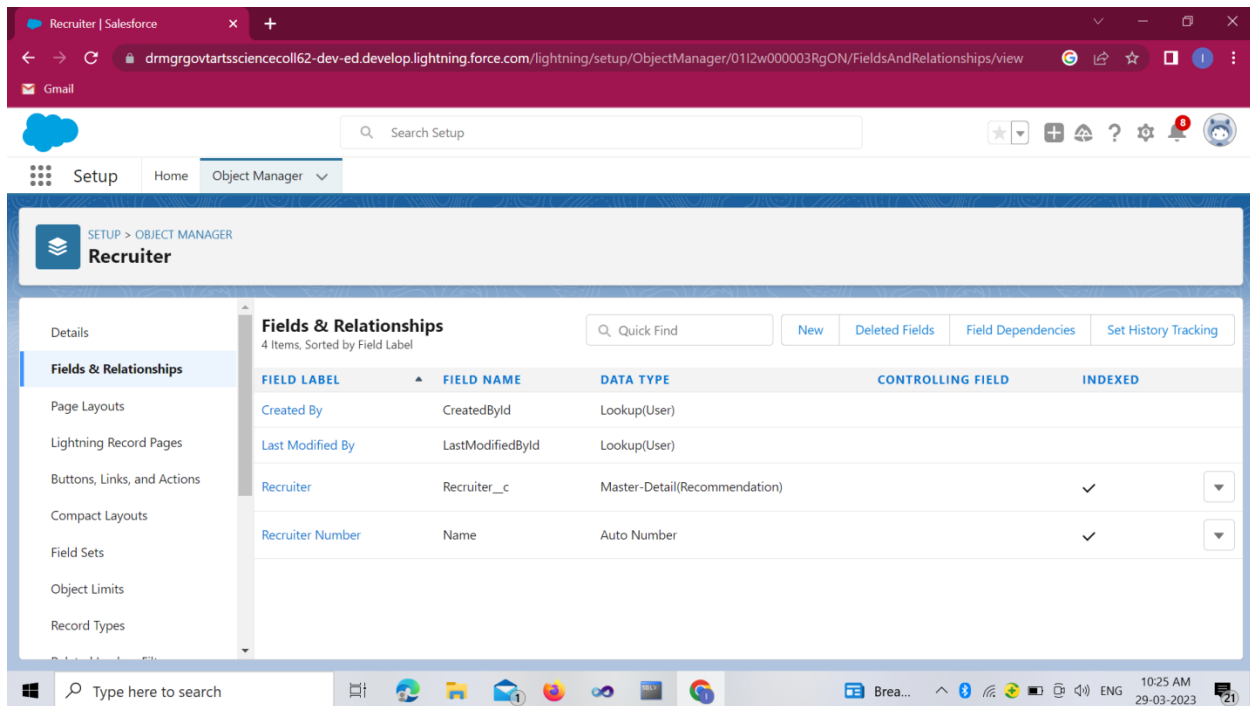
The screenshot shows the Salesforce Setup interface for the 'Appointment Invitation' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, and Record Types. The main content area is titled 'Step 4. Add to page layouts' and shows a table with the following details:

Field Label	Job title
Data Type	Text
Field Name	Job_title
Description	

Below the table, there is a section titled 'Select the page layouts that should include this field. The field will be added as the last field in the first 2-column section of these page layouts. The field will not appear on any pages if you do not select a layout.' This is followed by a table with columns 'Add Field' and 'Page Layout Name'. The 'Appointment Invitation Layout' is checked under 'Add Field'.

At the bottom of the main content area, there is a note: 'When finished, click Save & New to create more custom fields, or click Save if you are done.'

Activity 2 :



The screenshot shows the Salesforce Setup interface for the 'Recruiter' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, and Record Types. The main content area is titled 'Fields & Relationships' and shows a table with the following details:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recommendation)		✓
Recruiter Number	Name	Auto Number		✓

Activity 3 :

SETUP > OBJECT MANAGER
Recruiter

Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters

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

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	Recruiter
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	Harsha J. 28/03/2023, 11:06 am	Modified By	Harsha J. 28/03/2023, 11:06 am

General Options

Activity 4

SETUP > OBJECT MANAGER
Recruiter

Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters

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

Validation Rules (0)

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

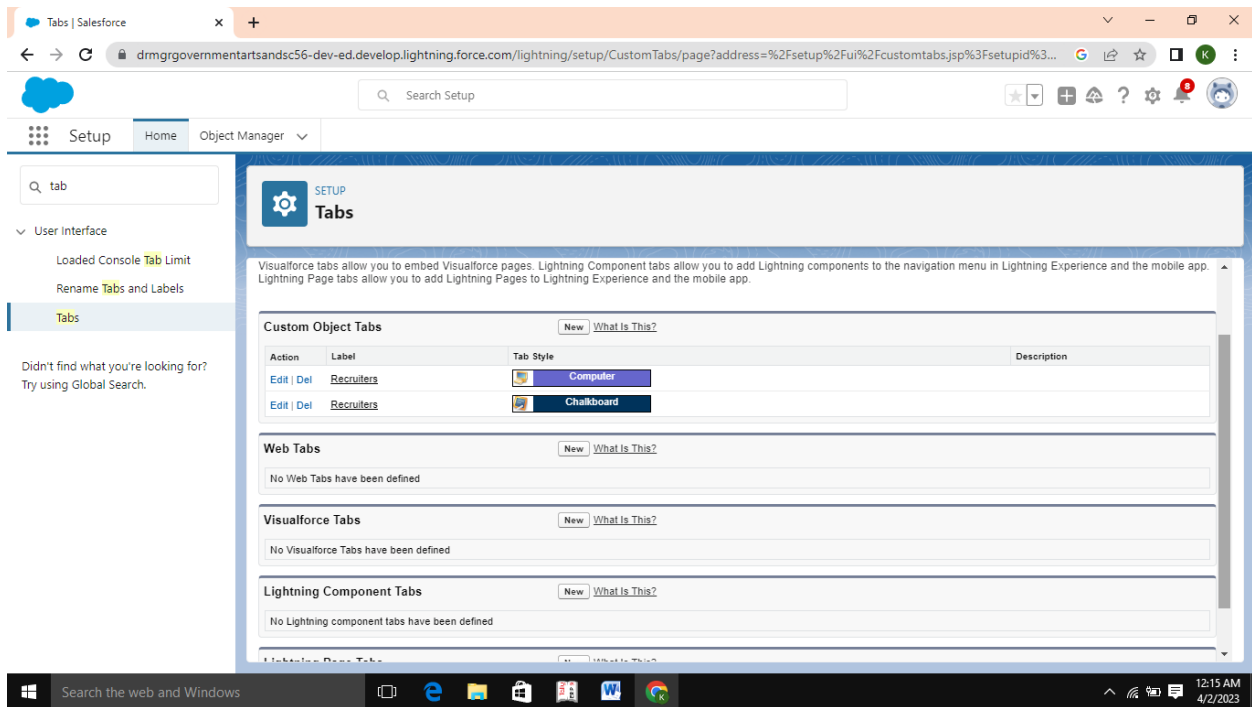
Field Information

Field Label	Location	Object Name	Recruiter
Field Name	Location	Data Type	Text
API Name	Location__c		
Description			
Help Text			
Data Owner			
Field Usage			
Data Sensitivity Level			
Compliance Categorization			
Created By	Harsha J. 28/03/2023, 11:18 am	Modified By	Harsha J. 28/03/2023, 11:18 am

General Options

Milestone 4- Tab:

Activity 1 :



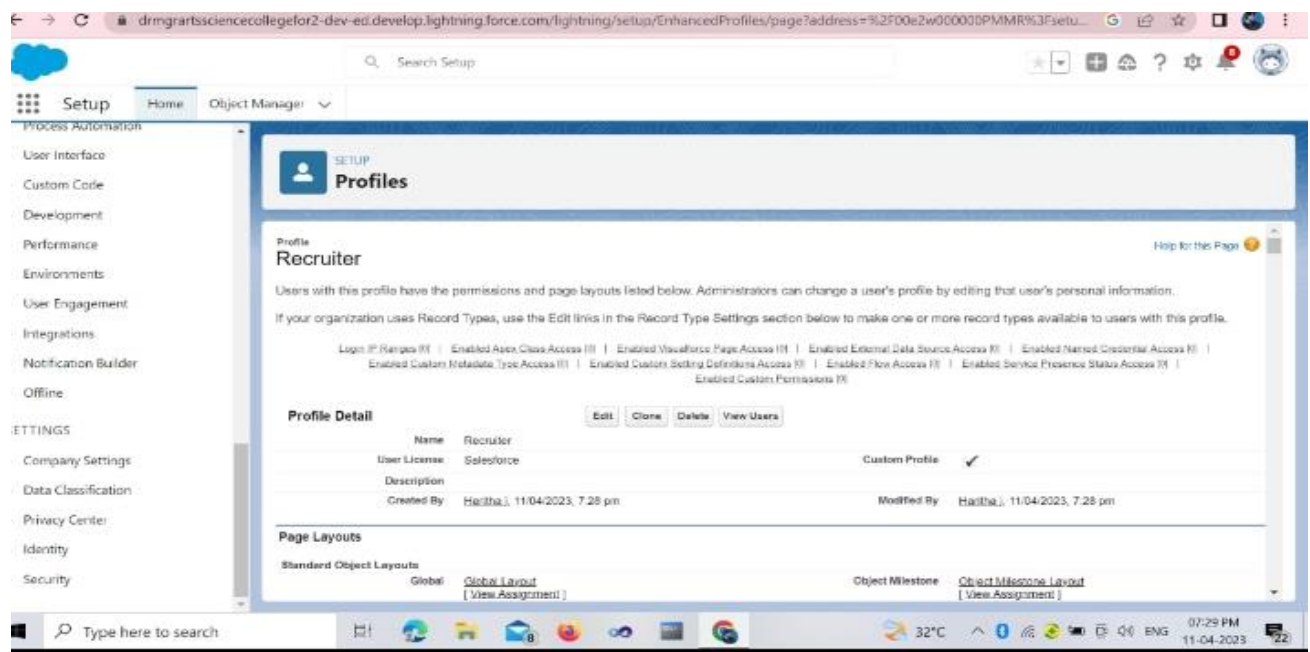
The screenshot shows the Salesforce Setup interface for the 'Tabs' section. The left sidebar contains a search bar with 'tab' entered and a list of categories: User Interface, Loaded Console Tab Limit, Rename Tabs and Labels, and Tabs (selected). The main content area is titled 'SETUP Tabs' and includes a description of Visualforce tabs and Lightning Component tabs. Below this, there are three sections: Custom Object Tabs, Web Tabs, and Visualforce Tabs. The Custom Object Tabs section contains a table with two rows of tabs for the 'Recruiters' object.

Action	Label	Tab Style	Description
Edit Del	Recruiters	Computer	
Edit Del	Recruiters	Chalkboard	

The Web Tabs and Visualforce Tabs sections both indicate that no tabs have been defined. The Lightning Component Tabs section also indicates that no tabs have been defined.

Milestone 5 – Profiles:

Activity 1



The screenshot shows the Salesforce Setup interface for the 'Profiles' section. The left sidebar contains a search bar and a list of categories: Process Automation, User Interface, Custom Code, Development, Performance, Environments, User Engagement, Integrations, Notification Builder, Offline, SETTINGS, Company Settings, Data Classification, Privacy Center, Identity, and Security. The main content area is titled 'SETUP Profiles' and shows the details for the 'Recruiter' profile. It includes a description of the profile and a list of permissions. Below this, there is a 'Profile Detail' section with fields for Name, User License, Description, Created By, and Modified By. The 'Page Layouts' section shows the 'Global' layout assigned to the 'Recruiter' profile.

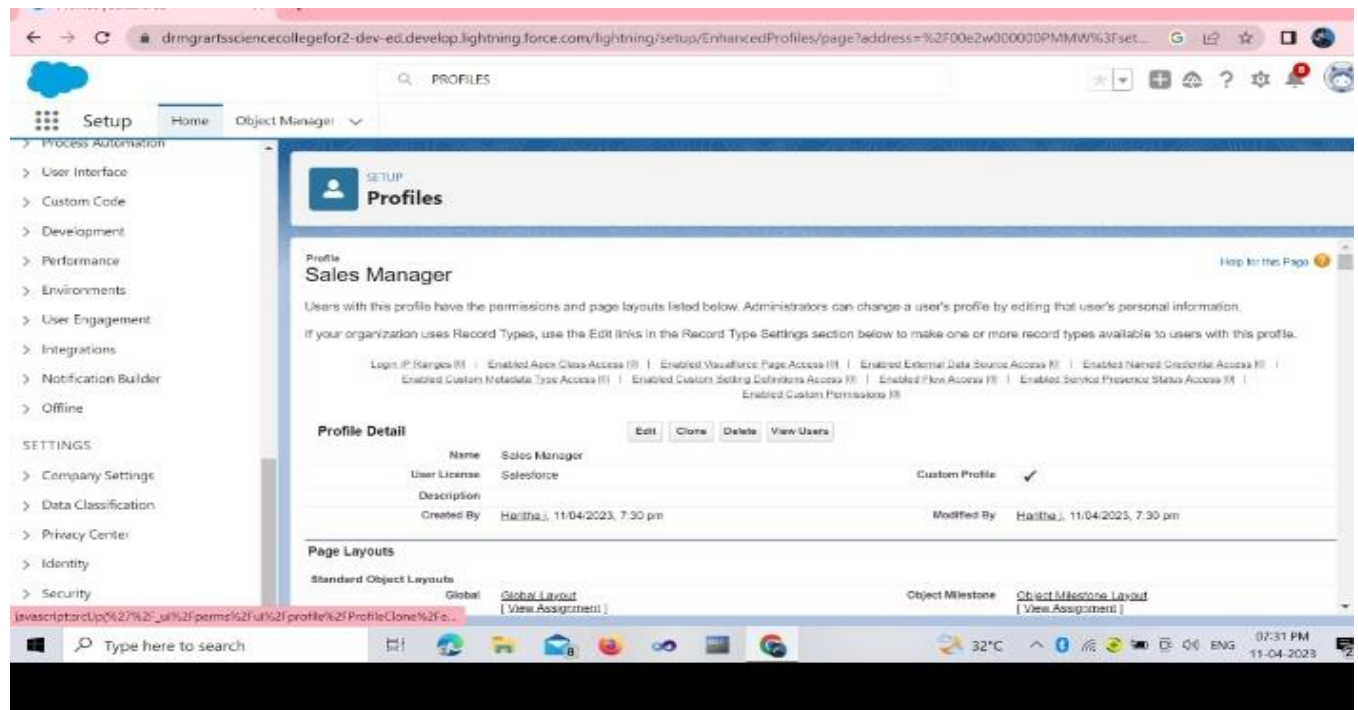
Profile Detail

Field	Value
Name	Recruiter
User License	Salesforce
Description	
Created By	Harsha J. 11/04/2023, 7:28 pm
Modified By	Harsha J. 11/04/2023, 7:28 pm

Page Layouts

Layout	Assignment
Global	Global Layout [View Assignment]
Object Milestone	Object Milestone Layout [View Assignment]

Activity 2



The screenshot shows the Salesforce Setup interface for the 'Profiles' section. The left sidebar contains navigation links for Setup, Home, and Object Manager. The main content area displays the 'Sales Manager' profile details. The profile is named 'Sales Manager' and is associated with the 'Salesforce' user license. It is a custom profile, as indicated by the checkmark in the 'Custom Profile' field. The 'Profile Detail' section shows the profile was created by 'Haritha J.' on 11/04/2023 at 7:30 pm. The 'Page Layouts' section shows the 'Global' layout assigned to the profile. The bottom of the screen shows a Windows taskbar with the date 11-04-2023 and time 07:31 PM.

Setup

Home Object Manager

Process Automation

User Interface

Custom Code

Development

Performance

Environments

User Engagement

Integrations

Notification Builder

Offline

SETTINGS

Company Settings

Data Classification

Privacy Center

Identity

Security

Profiles

Profile: Sales Manager

Users with this profile have the permissions and page layouts listed below. Administrators can change a user's profile by editing that user's personal information.

If your organization uses Record Types, use the Edit links in the Record Type Settings section below to make one or more record types available to users with this profile.

Login IP Ranges (X) | Enabled Apex Class Access (X) | Enabled Visualforce Page Access (X) | Enabled External Data Source Access (X) | Enabled Named Credential Access (X) | Enabled Custom Metadata Type Access (X) | Enabled Custom Setting Definitions Access (X) | Enabled Flow Access (X) | Enabled Service Presence Status Access (X) | Enabled Custom Permissions (X)

Profile Detail

Edit Clone Delete View Users

Name: Sales Manager

User License: Salesforce

Description:

Created By: Haritha J. 11/04/2023, 7:30 pm

Modified By: Haritha J. 11/04/2023, 7:30 pm

Custom Profile: ☒

Page Layouts

Standard Object Layouts: Global: Global Layout [View Assignment]

Object Milestone: Object Milestone Layout [View Assignment]

Type here to search

32°C

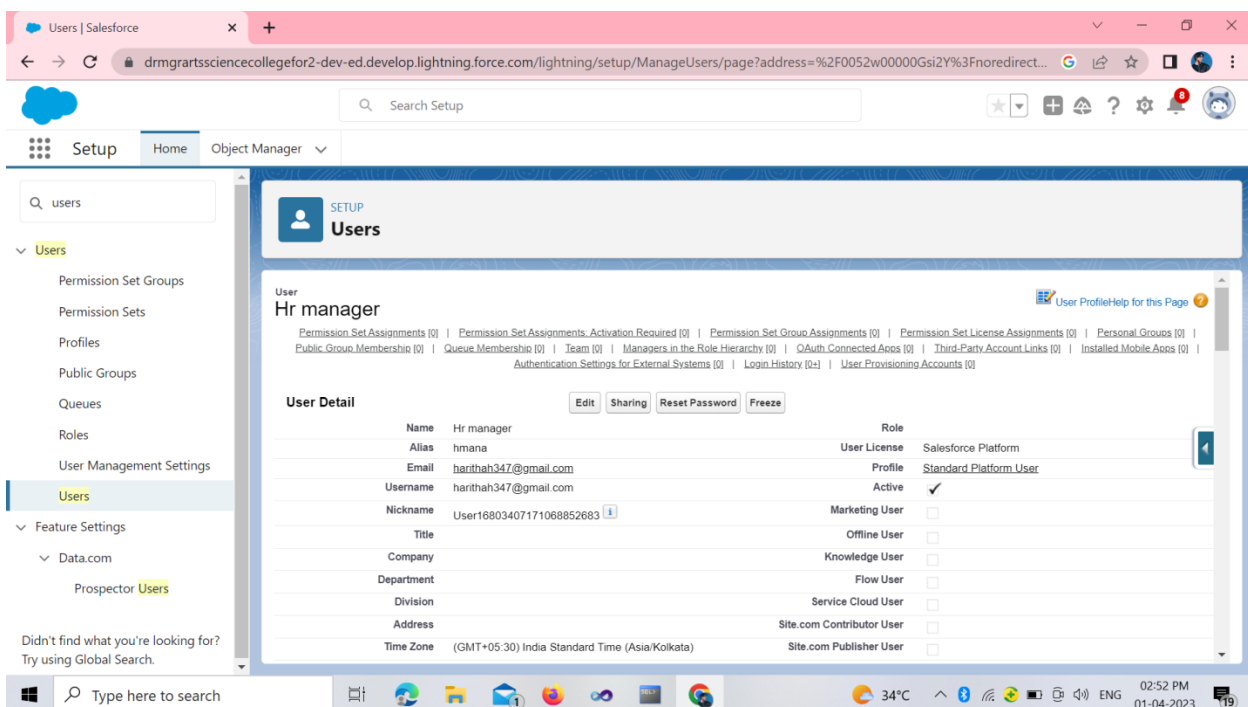
ENG

11-04-2023

07:31 PM

Milestone 6 - User

Activity 1 :



The screenshot shows the Salesforce Setup interface for the 'Users' section. The left sidebar contains navigation links for Setup, Home, and Object Manager. The main content area displays the 'Hr manager' user details. The user is named 'Hr manager' and has the email 'harithah347@gmail.com'. The user is active, as indicated by the checkmark in the 'Active' field. The 'User Detail' section shows the user's role is 'Salesforce Platform' and their profile is 'Standard Platform User'. The 'User Detail' section also shows the user's nickname is 'User16803407171068852683'. The bottom of the screen shows a Windows taskbar with the date 01-04-2023 and time 02:52 PM.

Users | Salesforce

Setup

Home Object Manager

Search Setup

users

Users

Permission Set Groups

Permission Sets

Profiles

Public Groups

Queues

Roles

User Management Settings

Users

Feature Settings

Data.com

Prospector Users

Didn't find what you're looking for? Try using Global Search.

Users

User: Hr manager

User Profile Help for this Page

Permission Set Assignments (0) | Permission Set Assignments Activation Required (0) | Permission Set Group Assignments (0) | Permission Set License Assignments (0) | Personal Groups (0) | Public Group Membership (0) | Queue Membership (0) | Team (0) | Managers in the Role Hierarchy (0) | OAuth Connected Apps (0) | Third-Party Account Links (0) | Installed Mobile Apps (0) | Authentication Settings for External Systems (0) | Login History (0+) | User Provisioning Accounts (0)

User Detail

Edit Sharing Reset Password Freeze

Name: Hr manager

Alias: hmana

Email: harithah347@gmail.com

Username: harithah347@gmail.com

Nickname: User16803407171068852683

Title:

Company:

Department:

Division:

Address:

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

Role: Salesforce Platform

User License: Salesforce Platform

Profile: Standard Platform User

Active: ☒

Marketing User: ☐

Offline User: ☐

Knowledge User: ☐

Flow User: ☐

Service Cloud User: ☐

Site.com Contributor User: ☐

Site.com Publisher User: ☐

Type here to search

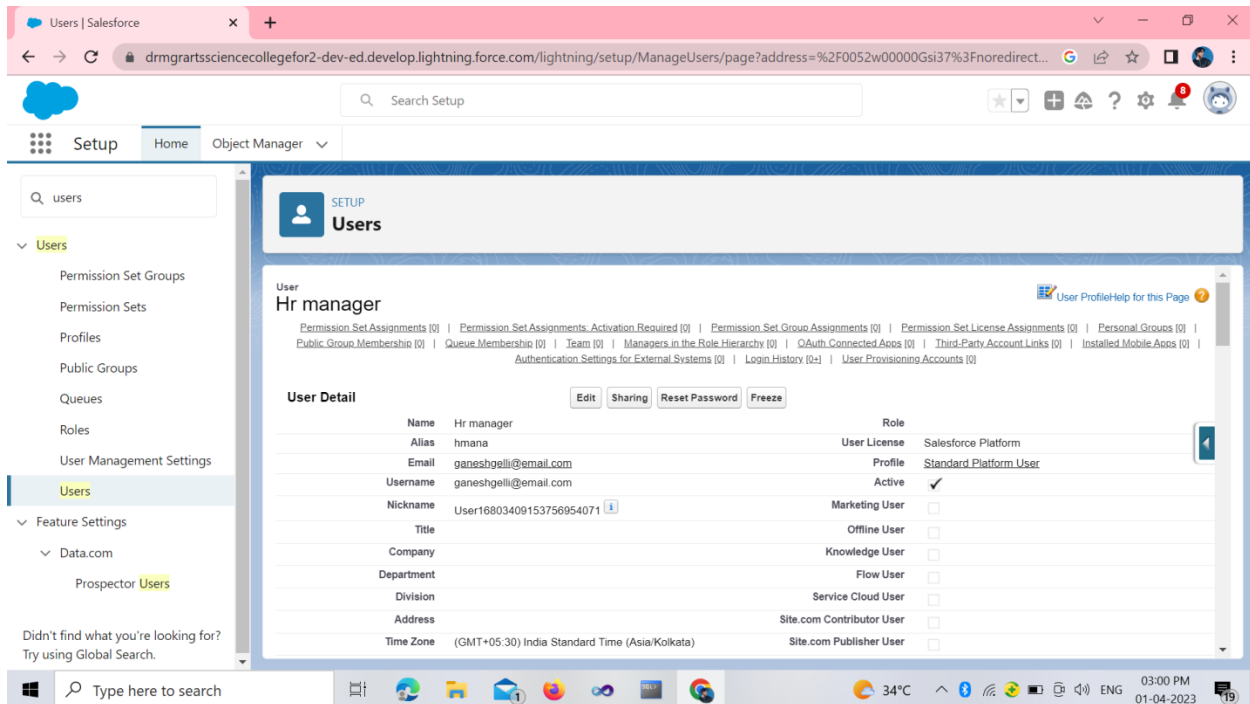
34°C

ENG

01-04-2023

02:52 PM

Activity 2



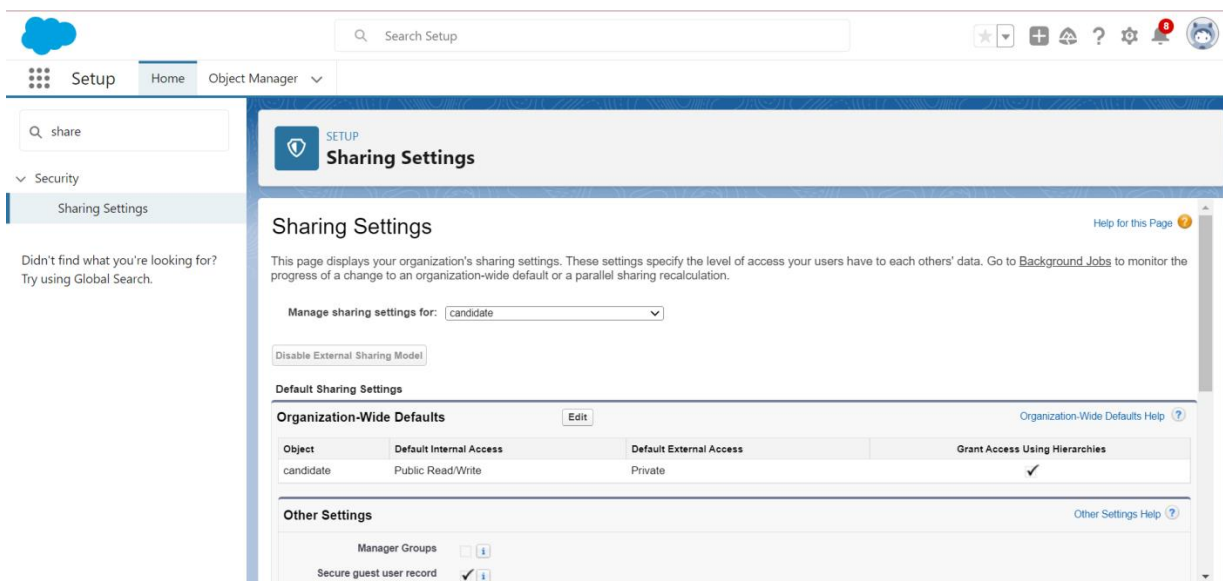
The screenshot shows the Salesforce Setup interface for user management. The left sidebar contains a search bar with 'users' and a list of navigation items: Users, Permission Set Groups, Permission Sets, Profiles, Public Groups, Queues, Roles, and User Management Settings. The 'Users' item is selected. The main content area is titled 'Users' and shows a user profile for 'Hr manager'. The user details include Name, Alias, Email, Username, Nickname, Title, Company, Department, Division, Address, and Time Zone. The user is active and has the role of 'Salesforce Platform'.

User Detail

Field	Value	Field	Value
Name	Hr manager	Role	Salesforce Platform
Alias	hmana	User License	Standard Platform User
Email	ganeshgelli@gmail.com	Profile	Standard Platform User
Username	ganeshgelli@gmail.com	Active	<input checked="" type="checkbox"/>
Nickname	User16803409153756954071	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address		Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	<input type="checkbox"/>

Milestone 7 – Sharing rules

Activity 1 :



The screenshot shows the Salesforce Setup interface for sharing settings. The left sidebar contains a search bar with 'share' and a list of navigation items: Security, Sharing Settings, and Didn't find what you're looking for? Try using Global Search. The 'Sharing Settings' item is selected. The main content area is titled 'Sharing Settings' and shows the organization's sharing settings. The settings include a dropdown for 'Manage sharing settings for:' set to 'candidate', a 'Disable External Sharing Model' button, and a table for 'Default Sharing Settings'.

Sharing Settings

This page displays your organization's sharing settings. These settings specify the level of access your users have to each others' data. Go to [Background Jobs](#) to monitor the progress of a change to an organization-wide default or a parallel sharing recalculation.

Manage sharing settings for:

[Disable External Sharing Model](#)

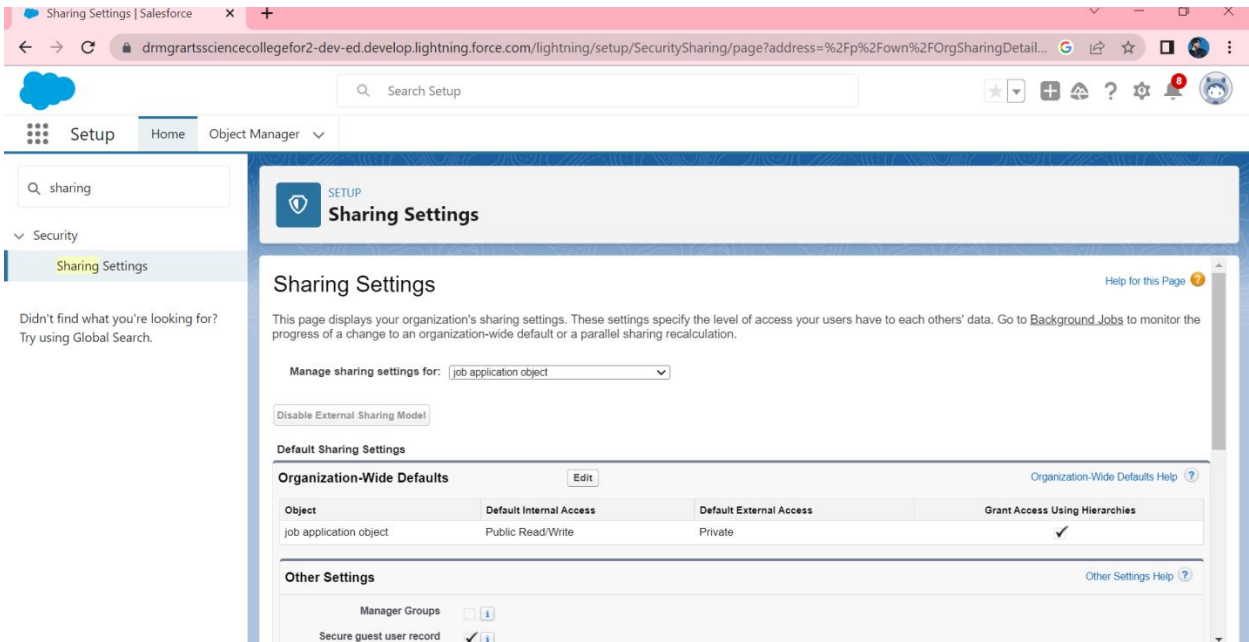
Default Sharing Settings

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
candidate	Public Read/Write	Private	<input checked="" type="checkbox"/>

Other Settings

Setting	Value
Manager Groups	<input type="checkbox"/>
Secure guest user record access	<input checked="" type="checkbox"/>

Activity 2:



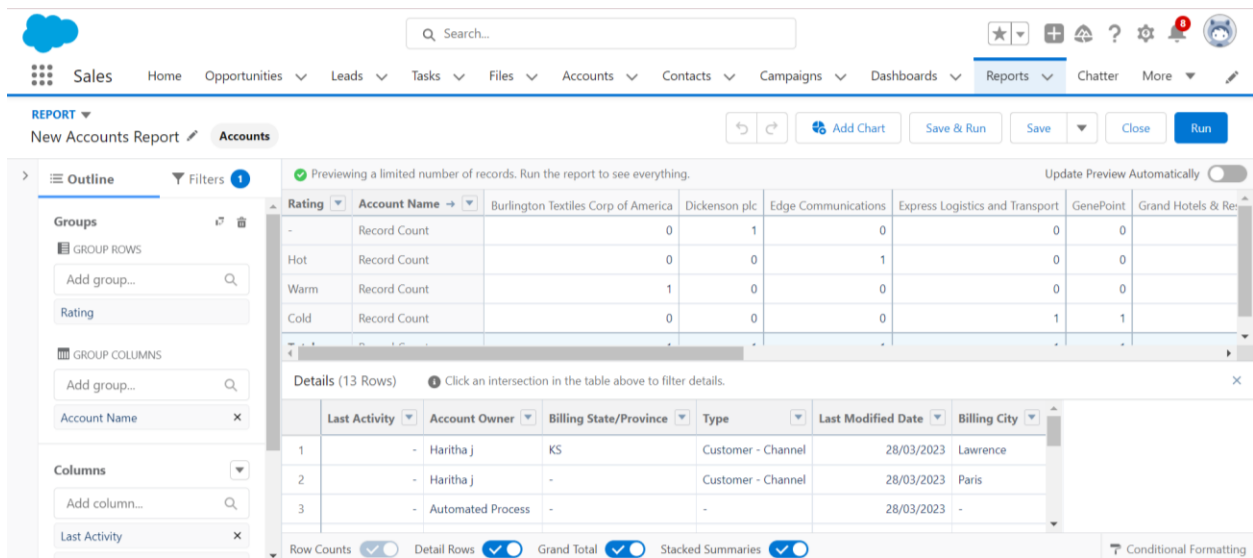
The screenshot shows the Salesforce Setup page for Sharing Settings. The left sidebar has a search bar with "sharing" and a list of security-related items. The main content area is titled "Sharing Settings" and includes a dropdown for "Manage sharing settings for:" set to "job application object". Below this is a section for "Default Sharing Settings" with a table of "Organization-Wide Defaults".

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
job application object	Public Read/Write	Private	<input checked="" type="checkbox"/>

Other Settings include "Manager Groups" (disabled) and "Secure guest user record" (checked).

Milestone 8 – Report:

Activity 1 :



The screenshot shows the Salesforce Reports page. The left sidebar has a search bar and a list of report items. The main content area is titled "New Accounts Report" and includes a table of account data.

Rating	Account Name	Burlington Textiles Corp of America	Dickenson plc	Edge Communications	Express Logistics and Transport	GenePoint	Grand Hotels & Res
-	Record Count	0	1	0	0	0	0
Hot	Record Count	0	0	1	0	0	0
Warm	Record Count	1	0	0	0	0	0
Cold	Record Count	0	0	0	0	1	1

Details (13 Rows) table:

	Last Activity	Account Owner	Billing State/Province	Type	Last Modified Date	Billing City
1	-	Haritha j	KS	Customer - Channel	28/03/2023	Lawrence
2	-	Haritha j	-	Customer - Channel	28/03/2023	Paris
3	-	Automated Process	-	-	28/03/2023	-

Row Counts: ☒ Detail Rows: ☒ Grand Total: ☒ Stacked Summaries: ☒ Conditional Formatting: ☐

Activity 2:

The screenshot shows the Salesforce Reports interface for a report named "New job application objects Report". The report is currently in "Preview" mode, showing a table with two columns: "job application object: Owner Name" and "Total". The table is empty, displaying the message "No records returned. Try editing report filters." The left sidebar contains the "Outline" panel, which shows the report's structure, including "Groups" (GROUP ROWS) and "Columns" (GROUP COLUMNS). The "Columns" section lists the columns included in the report: "job application object: Owner Name", "job application object: job application object Name", and "job application object: Owner Role". The bottom of the interface shows various report settings, including "Row Counts", "Detail Rows", "Subtotals", "Grand Total", "Stacked Summaries", and "Conditional Formatting".

The screenshot shows the Salesforce Reports interface for a report named "candidates". The report is currently in "Preview" mode, showing a table with two columns: "candidate: candidate Name" and "Total". The table is empty, displaying the message "No records returned. Try editing report filters." The left sidebar contains the "Outline" panel, which shows the report's structure, including "Groups" (GROUP ROWS) and "Columns" (GROUP COLUMNS). The "Columns" section lists the columns included in the report: "candidate: candidate Name", "candidate: ID", and "candidate: Owner Name". The bottom of the interface shows various report settings, including "Row Counts", "Detail Rows", "Grand Total", "Stacked Summaries", and "Conditional Formatting".

Trailhead Profile Public URL:

Team Lead - <https://trailblazer.me/id/harij39>

Team Member 1 - <https://trailblazer.me/id/indhj2>

Team Member 2 - <https://trailblazer.me/id/jpriya95>

Team Member 3 - <https://trailblazer.me/id/kanis163>

Advantages and disadvantages:

Applicant tracking system advantages include enabling you to focus more on tasks that truly require your attention rather than spending manual resources on routine, mundane tasks. Good ATS can save almost 50% of your time by automating these routine tasks. In doing so, your processes get more efficient and faster.

An ATS software allows you to speed up your recruitment process and save yourself a huge amount of time for more important tasks. Stop manually publishing your listing on job boards, one at a time, or sending follow up emails individually. An ATS allows you to do all that with just a few cl

Everyone agrees that it is overwhelming for recruiters to manually screen every incoming application for a new opening, given that each job offer receives on average 250 applications. It's a heavy work load for only 4 to 6 of the candidates make it to a face-to-face interview.

An ATS automates the initial screening of all applications, using algorithms to match candidates against job requirements. Those that do not meet minimum requirements are rejected and the rest is ranked according to qualification indicators.

This allows recruiters to stop wasting time with bad applicants and getting too tired to correctly identify promising profiles.

Studies show that recruiters spend an average of six seconds reviewing an individual resume. Even with this quick glance, recruiters may still spend a significant amount of cumulative time qualifying resumes, a process that can be automated and reduced with an ATS. If configured appropriately, the software can pre-screen questionnaires and perform basic resume-reading tasks through keyword searches, filtering out non-qualified candidates. Additionally, an ATS can create a talent pool by storing applications and information in a database for unsuccessful but

strong candidates. The hiring team can tap into the database for future opportunities in the organization, saving time on the front end of the qualification process.

DISADVANTAGE

- A Disadvantage of ATS is missing qualified applicants due to wrong keyword selection.
- Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.

.Could filter out good candidates. When “programming” your recruiting software to recognize common keywords around roles and responsibilities, you could end up filtering out good candidates that have atypical experience or lack keywords that are aligned with what you are looking for. Careful consideration of your filters and a quality assurance process will help to fine tune the filter and reduce filtering out good candidates. This can happen with manual reviews as well, so automation, in most situations, has a net benefit.

- Communications can be less personalized. When automating responses to candidates, your messaging will be less personalized and can come off as robotic. Taking additional time to construct good communication can help make it feel more personalized. It’s much better to send a less personalized communication than no communication at all.
- An Applicant Tracking System Disadvantage is that they are open to manipulation.

APPLICATIONS

An applicant tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

- Distribution/warehousing/manufacturing.
- Yard management.
- Fleet management.
- Person tracking.
- GPS tracking.
- Real-time locating systems (RTLS)

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. 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. This tool is very important for optimizing the hiring process with the help of artificial intelligence and technology. As we move forward, the ATS tools are evolving and making the monotonous tasks easy.

FUTURE SCOPE

The world is moving into automation and AI, and leads way to the new age Applicant Tracking System(ATS). Read further to understand what the future might be like for the 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. Read on to find out more about the evolution of Applicant Tracking Systems and how the same has been beneficial for the new breed of recruiters.