

# PROJECT TITLE

## Smart Recruit

(Salesforce-powered Job Application Tracking System)

### Phase 1: Problem Understanding & Industry Analysis

#### Requirement Gathering

##### Current Challenge

Recruiters and HR managers manually track applications using emails and spreadsheets. This results in:

- Difficulty managing high volumes of applications.
- Missed follow-ups due to lack of automation.
- Poor coordination between recruiters and HR managers.
- No real-time visibility for leadership into recruitment metrics.

#### Functional Requirements (What the system must do)

##### **1. Job Posting Management**

- a. HR/Recruiters should be able to create job postings with fields like:
  - i. Job Title
  - ii. Department
  - iii. Location

- iv. Required Skills
    - v. Application Deadline
  - b. Recruiters should be able to update job postings when positions are filled.
- 2. Candidate Management**
  - a. Capture candidate information:
    - i. Name
    - ii. Contact Details
    - iii. Resume (File Upload or URL)
    - iv. Experience, Skills
  - b. Maintain a history of applications per candidate.
- 3. Application Tracking**
  - a. Each application should move through lifecycle stages:
    - i. Applied
    - ii. Shortlisted
    - iii. Interview Scheduled
    - iv. Offered
    - v. Hired / Rejected
  - b. System should automatically update status when recruiters take action.
- 4. Workflow Automation**
  - a. **Flows/Process Builder:**
    - i. Auto-create Interview record when an application is shortlisted.
    - ii. Auto-send email/SMS notification to candidates at key stages.
  - b. **Approval Process:**
    - i. Offer letter stage must be approved by HR Manager.
- 5. Notifications & Communication**
  - a. Email alerts to candidates (status updates).
  - b. Email notifications to recruiters (new application received).
  - c. Reminder notifications for interviews.
- 6. Reports & Dashboards**
  - a. HR Managers should have dashboards showing:
    - i. Applications by Job Posting.
    - ii. Applications by Status (Funnel: Applied → Hired).
    - iii. Recruiter Performance (applications handled, conversions).
  - b. Recruiters should be able to run reports on their own candidates.

## Non-Functional Requirements (System qualities)

### 1. Usability

- a. Simple UI for recruiters to add/manage applications.
  - b. Lightning App with Tabs for Job Postings, Candidates, Applications, Interviews.
- 2. Scalability**
- a. Should handle many applications without performance issues.
- 3. Security**
- a. OWD: Applications private by default.
  - b. Recruiters can only see applications they own.
  - c. HR Managers can see all applications.
  - d. Field-level security: sensitive fields (salary expectations, offer details) restricted.
- 4. Reliability**
- a. Automated workflows should ensure no missed updates or communications.
- 5. Extensibility (Future Scope)**
- a. Later, system can integrate with external portals like LinkedIn or Naukri.
  - b. AI-based candidate ranking could be added.

## Stakeholder Analysis

<u>Stakeholder</u>	<u>Role</u>	<u>Needs / Expectations</u>
<b>HR Manager</b>	Oversees recruitment process	- Access to recruitment KPIs via dashboards - Approval workflows for job offers - Compliance tracking
<b>Recruiter</b>	Manages job postings & candidates	- Simple interface for job posting & application tracking - Automated status updates - Email notifications for new application
<b>Candidate</b>	Applies for jobs	- Timely updates on application status - Transparent & fair process - Smooth communication

<b>Management / Leadership</b>	Reviews hiring metrics	- High-level dashboards & reports - KPIs like time-to-hire, offer acceptance rate - Data-driven insights for strategic decisions
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## Business Process Mapping

### Current Process (Manual System)

Recruitment is handled mostly through offline tools like emails, spreadsheets, and job portals. This results in inefficiencies, delays, and lack of visibility:

- **Job Posting Creation** → Recruiters prepare job postings in Excel or upload them to third-party job portals, with no centralized control
- **Candidate Application** → Applications arrive via personal or shared HR emails. Resumes are stored manually in folders, often leading to mismanagement.
- **Status Tracking** → Recruiters track candidate progress (Applied, Shortlisted, Interviewed, etc.) using spreadsheets. This is error-prone and not transparent.
- **Communication** → Recruiters send emails manually to update candidates, leading to inconsistent or delayed responses.
- **Leadership Monitoring** → Management has no real-time insights into recruitment KPIs like time-to-hire, offer acceptance, or pipeline health.

### Limitations:

- Manual handling increases chances of errors.
- Delayed candidate communication impacts candidate experience.
- No centralized system → duplication of data.
- Lack of dashboards → leadership cannot take data-driven decisions.

## Proposed Process (Salesforce-Powered ATS)

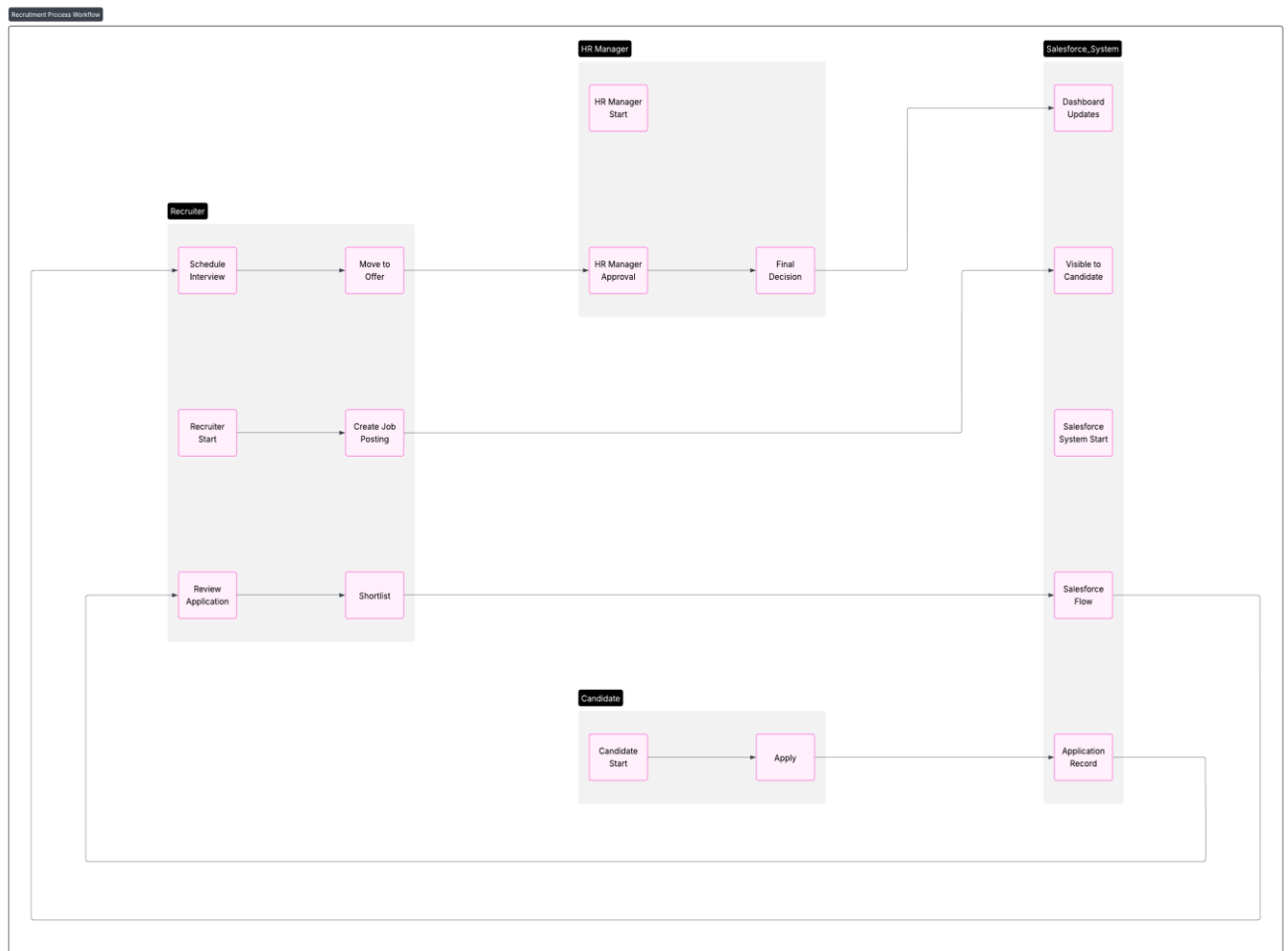
By leveraging Salesforce, the recruitment lifecycle becomes automated, transparent, and trackable in real time:

- **Job Posting Creation** → Recruiters create structured Job Posting records in Salesforce, specifying department, role, skills, and deadlines.
- **Candidate Application** → When a candidate applies, their details and resume are captured in a Candidate object, automatically linked to a Job Posting.
- **Application Lifecycle** → Applications move through defined stages (*Applied* → *Shortlisted* → *Interview* → *Offer* → *Hired/Rejected*).
  - When an application is **Shortlisted**, a **Flow** auto-creates an Interview record and sends an email notification to the candidate.
  - When status = **Offer**, an **Approval Process** routes the request to the HR Manager for final confirmation.
- **HR Manager Approval** → If approved, the application status updates to **Hired** and dashboards refresh automatically.
- **Automated Notifications** → Email alerts keep candidates informed at every stage.
- **Leadership Monitoring** → Dashboards and reports give real-time insights into hiring pipeline, recruiter performance, and bottlenecks.

### Advantages:

- Centralized data storage → all records in Salesforce.
- Real-time communication with candidates → improves candidate experience.
- Automated workflows reduce manual effort.
- Dashboards provide actionable insights for HR and leadership.
- Scalable → system can handle hundreds of job applications simultaneously.

# Workflow Diagram



## Industry-Specific Use Case Analysis for Smart Recruit

### 1. IT Services & Consulting (TCS, Infosys, Wipro)

- **Challenge:** Thousands of applicants in campus drives, manual shortlisting, multiple interview rounds.
- **How Smart Recruit Helps:**
  - Auto-assign candidates to recruiters based on location/skill.

- Approval workflows for offer letters.
- Real-time dashboards of hiring funnel across multiple campuses.

## 2. Healthcare Industry (Hospitals & Pharma)

- **Challenge:** High demand for skilled nurses, doctors, pharmacists; manual hiring delays impact patient care.
- **How Smart Recruit Helps:**
  - Track applicant licenses & certifications as part of candidate records.
  - Automate scheduling of interviews with department heads.
  - Approval workflows for onboarding sensitive roles (like surgeons).

## 3. Retail & E-commerce (Amazon, Flipkart, Reliance Retail)

- **Challenge:** Seasonal hiring surges (festive seasons) → thousands of temporary staff applications.
- **How Smart Recruit Helps:**
  - Bulk import candidate applications from job portals.
  - Auto-screen candidates based on availability/shift preference.
  - Dashboards for HR to track store-wise hiring progress.

## 4. Banking & Financial Services (HDFC, ICICI, Deloitte)

- **Challenge:** Strict compliance; need to hire employees with verified backgrounds.
- **How Smart Recruit Helps:**
  - Track application → background verification → final approval.
  - Automate alerts for missing compliance documents (PAN, Aadhaar, KYC).
  - Dashboards for branch-wise recruitment stats.

## 5. Manufacturing & Logistics (Tata Motors, DHL, Mahindra)

- **Challenge:** Large blue-collar workforce recruitment, distributed across multiple plants/warehouses.
- **How Smart Recruit Helps:**
  - Region-wise recruiter assignment.
  - Candidate mobile app → easy application process for workers.
  - SMS/email alerts for interview scheduling.

## 6. Education (Universities & EdTech like Byju's, Coursera)

- **Challenge:** Hiring large teaching/administrative staff during academic sessions.
- **How Smart Recruit Helps:**
  - Manage separate pipelines for faculty vs administrative roles.
  - Approval workflows with academic deans for faculty selection.
  - Reports on hiring time per department.

# Phase 2: Org Setup & Configuration – Smart Recruiter ATS

In this phase, the Salesforce environment for the Smart Recruiter Applicant Tracking System (ATS) was prepared and configured. The objective was to establish a secure, well-structured, and scalable foundation before implementing business processes. This setup ensures that organizational details, user management, and security controls are aligned with the recruitment workflow.



## Salesforce Edition

The project was developed using a **Salesforce Developer Edition Org**, which provides access to core features like Apex, automation tools, custom objects, and AppExchange apps. Although storage and user limits are restricted, this edition is suitable for proof-of-concept and academic projects.

## Company Profile Setup

The company profile was configured with the following details:

- **Company Name:** Smart Recruiter
- **Default Locale:** English (India)
- **Currency:** INR
- **Time Zone:** Asia/Kolkata

This ensures that job postings, candidate data, and reports are aligned with the organization’s region and currency standards.

The screenshot shows the 'Organization Detail' page in Salesforce. The page title is 'SmartRecruiter'. Below the title, it says 'The organization's profile is below.' There are links for 'User Licenses (110)', 'Permission Set Licenses (110)', 'Feature Licenses (11)', and 'Usage-based Entitlements (110)'. The 'Organization Detail' section has an 'Edit' button and a 'Deactivate Org' button. The details are organized into two columns. The left column includes: Organization Name (SmartRecruiter), Primary Contact (Ishan jataw), Division, Address (IN), Fiscal Year Starts In (January), Activate Multiple Currencies (checkbox), Enable Data Translation (checkbox), Newsletter (checkbox checked), Admin Newsletter (checkbox checked), Hide Notices About System Maintenance (checkbox), Hide Notices About System Downtime (checkbox), and Locale Format (ICU). The right column includes: Phone, Fax, Default Locale (English (India)), Default Language (English), Default Time Zone (GMT+05:30) India Standard Time (Asia/Kolkata), Currency Locale (English (India) - INR), Used Data Space (340 KB (7%) View), Used File Space (13 KB (0%) View), API Requests, Last 24 Hours (34 (15,000 max)), Streaming API Events, Last 24 Hours (0 (10,000 max)), Restricted Logins, Current Month (0 (0 max)), Salesforce.com Organization ID (00DWJ00000VnOdG), and Organization Edition (Developer Edition).

Organization Detail	
Organization Name	SmartRecruiter
Primary Contact	Ishan jataw
Division	
Address	IN
Fiscal Year Starts In	January
Activate Multiple Currencies	<input type="checkbox"/>
Enable Data Translation	<input type="checkbox"/>
Newsletter	<input checked="" type="checkbox"/>
Admin Newsletter	<input checked="" type="checkbox"/>
Hide Notices About System Maintenance	<input type="checkbox"/>
Hide Notices About System Downtime	<input type="checkbox"/>
Locale Format	ICU
Phone	
Fax	
Default Locale	English (India)
Default Language	English
Default Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)
Currency Locale	English (India) - INR
Used Data Space	340 KB (7%) <a href="#">View</a>
Used File Space	13 KB (0%) <a href="#">View</a>
API Requests, Last 24 Hours	34 (15,000 max)
Streaming API Events, Last 24 Hours	0 (10,000 max)
Restricted Logins, Current Month	0 (0 max)
Salesforce.com Organization ID	00DWJ00000VnOdG
Organization Edition	Developer Edition

## Business Hours & Holidays

Business hours were defined as **Monday to Friday, 9:00 AM – 6:00 PM**, reflecting typical HR operations. Public holidays in India were added for demonstration purposes. These settings support time-based workflows, such as escalation rules for pending approvals.

## Fiscal Year Settings

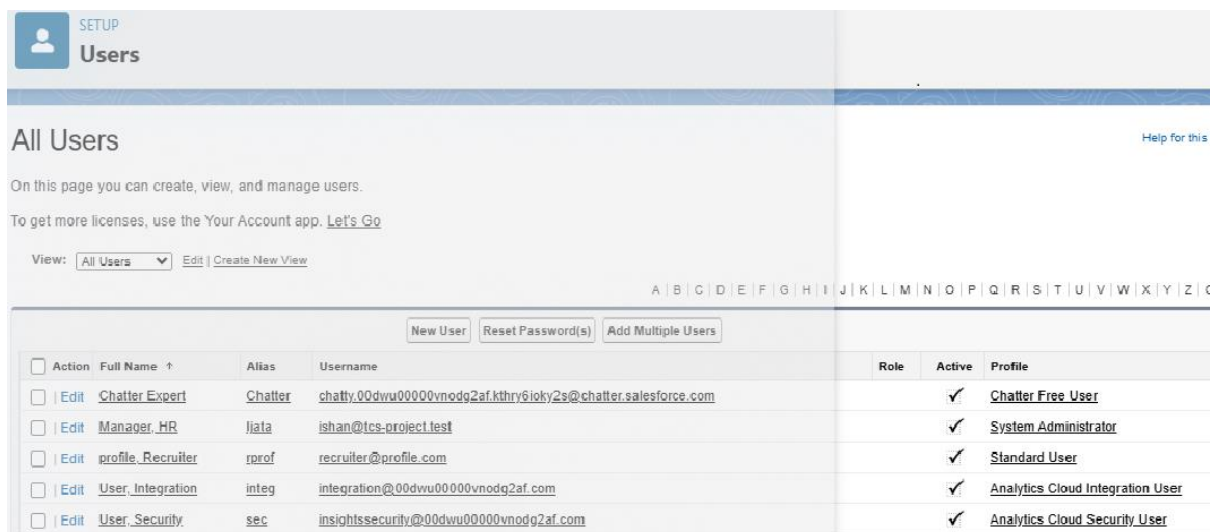
A **Standard Fiscal Year (April–March)** was enabled. This ensures that recruitment reports, such as hires per quarter or year, are synchronized with the organization's financial reporting cycle.

## User Setup & Licenses

Sample users were created to represent real-world roles:

- **HR Manager** – manages approvals and oversees recruitment.
- **Recruiter** – manages job postings and candidate applications.
- **Candidate** – applies for jobs via portals or external submission.

Each user was assigned appropriate licenses and profiles to simulate practical scenarios.



The screenshot shows the Salesforce 'Users' setup page. At the top, there's a 'SETUP Users' header. Below it, the 'All Users' section includes instructions on how to create, view, and manage users, and a link to get more licenses. A 'View: All Users' dropdown is present. Below the instructions, there's a table of users with columns for Action, Full Name, Alias, Username, Role, Active, and Profile. The table lists five users: Chatter Expert, Manager\_HR, profile\_Recruiter, User\_Integration, and User\_Security. Each user has an 'Edit' link and a checkbox. The 'Role' column shows roles like Chatter Free User, System Administrator, Standard User, Analytics Cloud Integration User, and Analytics Cloud Security User. The 'Active' column shows a checkmark for each user. The 'Profile' column shows the profile assigned to each user.

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatty.00dwu0000vnodg2af.kthry6ioky2s@chatter.salesforce.com		✓	Chatter Free User
<input type="checkbox"/> Edit	Manager_HR	liata	ishan@tcs-project.test		✓	System Administrator
<input type="checkbox"/> Edit	profile_Recruiter	rprof	recruiter@profile.com		✓	Standard User
<input type="checkbox"/> Edit	User_Integration	integ	integration@00dwu0000vnodg2af.com		✓	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User_Security	sec	insightssecurity@00dwu0000vnodg2af.com		✓	Analytics Cloud Security User

## Profiles, Roles, and Permission Sets

Profiles were customized to control access to objects and fields. Roles were defined hierarchically: **HR Director** → **HR Manager** → **Recruiter**. Permission Sets were created for granting additional privileges, such as access to reporting features. This setup ensures a balance between security and operational flexibility.

## Role CFO

[Help for this Page](#)

Below is the list of users assigned to this role. Click Edit to modify the role name. Click Assign Users to Role to assign existing users to this role. Click New User to create a user for this role.

Hierarchy: SmartRecruiter » CEO » CFO

Siblings: [SVP, Sales & Marketing](#), [SVP, Customer Service & Support](#), [SVP, Human Resources](#), [COO](#)

[Users in CFO Role \[1\]](#)

### Role Detail

[Edit](#) [Delete](#)

Label	CFO	Role Name	CFO
This role reports to	CEO	Role Name as displayed on reports	CFO
Modified By	HR Manager, 15/09/2025, 6:29 pm	Sharing Groups	Role, Role and Internal Subordinates
Opportunity Access	Users in this role can edit all opportunities associated with accounts that they own, regardless of who owns the opportunities		
Case Access	Users in this role can edit all cases associated with accounts that they own, regardless of who owns the cases		

Users in CFO Role				<a href="#">Assign Users to Role</a> <a href="#">New User</a>		<a href="#">Users in CFO Role Help</a>	
Action	Full Name	Alias	Username	Activate Windows		Active	
<a href="#">Edit</a>	HR Manager	hjala	ishan@tcs-project.test	Go to Settings to activate Windows.		✓	

## Role COO

[Help for this Page](#)

Below is the list of users assigned to this role. Click Edit to modify the role name. Click Assign Users to Role to assign existing users to this role. Click New User to create a user for this role.

Hierarchy: SmartRecruiter » CEO » COO

Siblings: [SVP, Sales & Marketing](#), [SVP, Customer Service & Support](#), [CFO](#), [SVP, Human Resources](#)

[Users in COO Role \[1\]](#)

### Role Detail

[Edit](#) [Delete](#)

Label	COO	Role Name	COO
This role reports to	CEO	Role Name as displayed on reports	COO
Modified By	HR Manager, 15/09/2025, 6:29 pm	Sharing Groups	Role, Role and Internal Subordinates
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Users in COO Role				<a href="#">Assign Users to Role</a> <a href="#">New User</a>		<a href="#">Users in COO Role Help</a>	
Action	Full Name	Alias	Username	Activate Windows		Active	
<a href="#">Edit</a>	Recruiter profile	rprof	recruiter@profile.com	Go to Settings to activate Windows.		✓	

## Organization-Wide Defaults (OWD) and Sharing Rules

- **OWD** was set as follows:
  - Job Applications and Candidate records → Private
  - Job Postings → Public Read/Write
- **Sharing Rules** were implemented to allow recruiters from specific departments to collaborate on relevant applications.

This prevents unauthorized access to sensitive candidate data while enabling teamwork among HR staff.

**Note ->** I will be completing the OWD setup after creating my custom objects. And will establish sharing rules as per requirements.

## Login Access Policies

Login restrictions were applied by IP ranges for administrators, while recruiters were granted trusted access for remote work. These measures strengthen system security.

## Developer Org Setup & Sandbox Usage

The project was built on a **Developer Org**. For enterprise-level deployment, a sandbox strategy is recommended:

- **Developer Sandbox** → for building features.
- **UAT Sandbox** → for testing by HR staff.
- **Production Org** → for live usage.

## Deployment Basics

Metadata and configurations were deployed using **Change Sets** and **Salesforce DX (SFDX) with VS Code**. A GitHub repository was also used for version control and collaboration, ensuring that project changes are tracked effectively.

# Phase 3: Data Modelling & Relationships Report

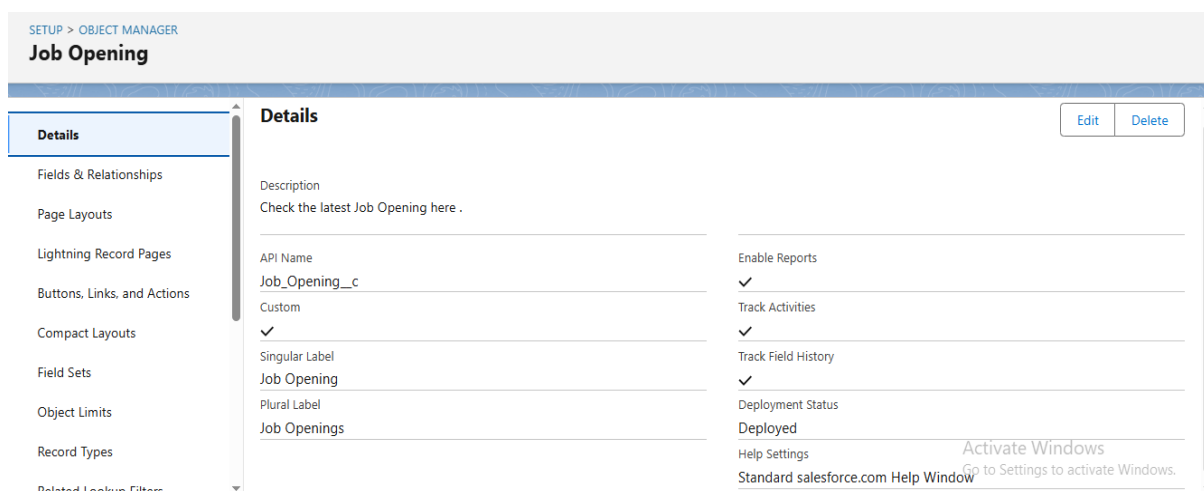
## 1. Objective

- To design the **data model** for Smart Recruiter that supports job openings, applications, interviews, and applicant tracking.
- To define relationships between objects, fields, page layouts, record types, and file handling.

## 2. Objects Created

List all the objects in my project the Smart Recruiter with description of each .

- **Job Opening \_c** -> It is a custom object created for storing for the Job opening details from the different organisations.



- **Application \_c** -> this is also a custom object that is used to store the applicant records that applied for the job opening.

SETUP > OBJECT MANAGER

## Application

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

**Details**

EditDelete

Description

The Applicant job applications are available here .

---

API Name

Application\_\_c

Custom

✓

Singular Label

Application

Plural Label

Applications

Enable Reports

✓

Track Activities

✓

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

- Interview -> This is a custom object that is used for storing scheduled interview details and track details for applicant shortlisted for interview.

SETUP > OBJECT MANAGER

## Interview

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

**Details**

EditDelete

Description

The applicants that are Shortlisted have their details here.

---

API Name

Interview\_\_c

Custom

✓

Singular Label

Interview

Plural Label

Interviews

Enable Reports

✓

Track Activities

✓

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

- Account -> This is a standard object that is used to store details of the organisations that has provided a job opening.

SETUP > OBJECT MANAGER

## Account

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

**Details**

EditDelete

Description

---

API Name

Account

Custom

Singular Label

Account

Plural Label

Accounts

Enable Reports

Track Activities

Track Field History

Deployment Status

Help Settings

Standard salesforce.com Help Window

- **Contact** -> this is a standard object that is used for storing application contact details.

SETUP > OBJECT MANAGER

## Contact

**Details**

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

**Details**

Description

API Name  
**Contact**

Custom

Singular Label  
**Contact**

Plural Label  
**Contacts**

Enable Reports

Track Activities

Track Field History

Deployment Status

Help Settings  
Standard salesforce.com Help Window

### 3. Fields

- Job Opening Objects fields are shown in the image below.

Setup Home Object Manager

SETUP > OBJECT MANAGER

## Job Opening

**Details**

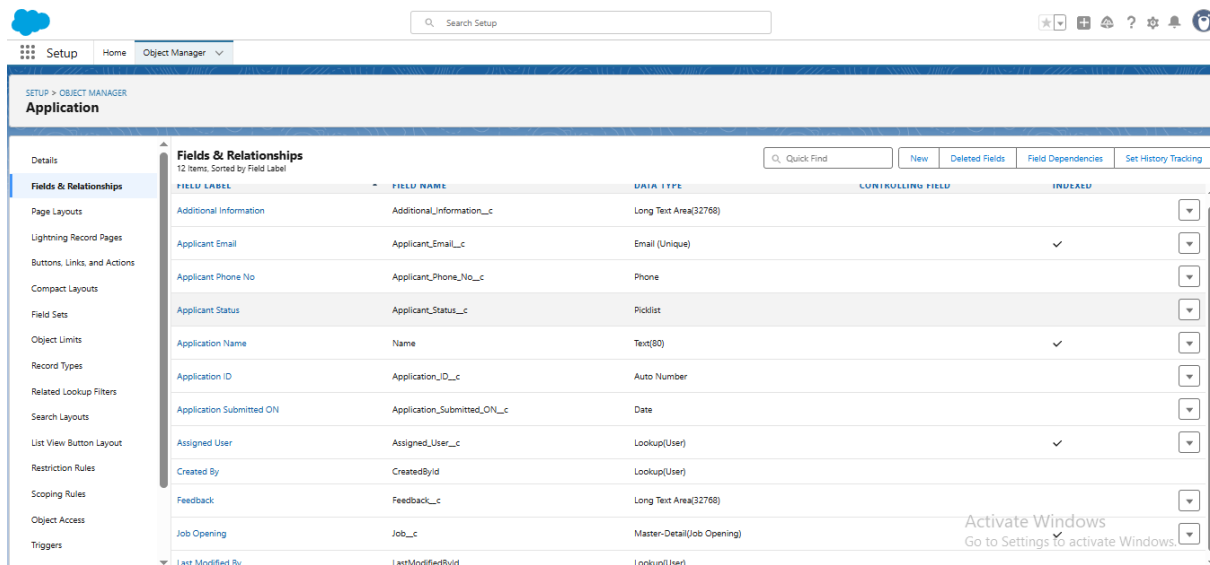
- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Restriction Rules
- Scoping Rules
- Object Access
- Triggers
- Flow Triggers
- Validation Rules
- Conditional Field Formatting

**Fields & Relationships**  
15 Items, Sorted by Field Label

Quick Find
New Deleted Fields Field Dependencies Set History Tracking

Application Uptime	Application_Uptime__c	Lookup (Time)	
Created By	CreatedById	Lookup (User)	
Employment Type	Employment_Type__c	Picklist	
Experienced Required	Experienced_Required__c	Text (100)	
Job Description	Job_Description__c	Text Area (255)	
Job Location	Job_Location__c	Text (100)	
Job Opening Name	Name	Text (80)	✓
Job Posting Date	Job_Posting_Date__c	Date	
Job Title	Job_Title__c	Text (100)	
Last Modified By	LastModifiedById	Lookup (User)	
No of openings	No_of_openings__c	Number (18, 0)	
Organisation	Organisation__c	Master-Detail (Account)	✓
Record Type	RecordTypeId	Record Type	✓
Required Skill Set & Certifications	Required_Skill_Set_Certifications__c	Text Area (255)	
Salary Rate	Salary_Rate__c	Number (18, 0)	

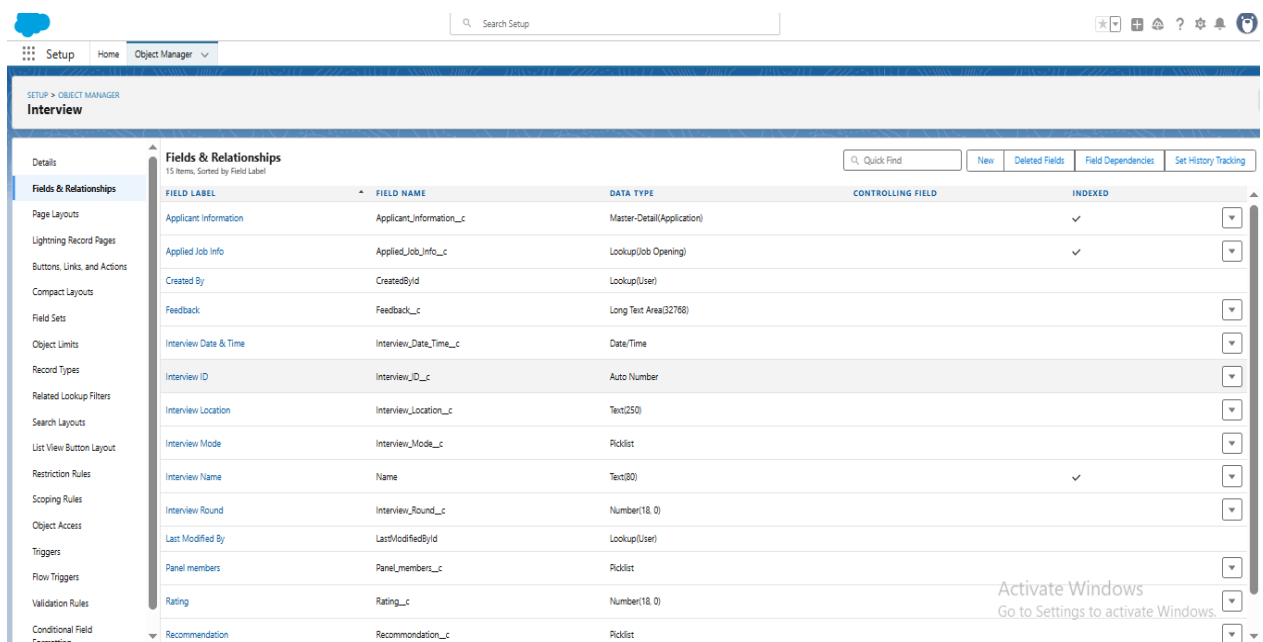
- Application Object Fields are shown in the image below.



The screenshot shows the 'Application' object in Salesforce Setup. The 'Fields & Relationships' section displays 12 fields. The table below lists these fields with their labels, names, data types, and whether they are indexed or controlled.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Additional Information	Additional_Information__c	Long Text Area(32768)		
Applicant Email	Applicant_Email__c	Email (Unique)		✓
Applicant Phone No	Applicant_Phone_No__c	Phone		
Applicant Status	Applicant_Status__c	Picklist		
Application Name	Name	Text(80)		✓
Application ID	Application_ID__c	Auto Number		
Application Submitted ON	Application_Submitted_ON__c	Date		
Assigned User	Assigned_User__c	Lookup(User)		✓
Created By	CreatedBy	Lookup(User)		
Feedback	Feedback__c	Long Text Area(32768)		
Job Opening	Job__c	Master-Detail(Job Opening)		
Last Modified By	LastModifiedById	Lookup(User)		

- Interview Objects Fields are shown in the image below.



The screenshot shows the 'Interview' object in Salesforce Setup. The 'Fields & Relationships' section displays 15 fields. The table below lists these fields with their labels, names, data types, and whether they are indexed or controlled.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant Information	Applicant_Information__c	Master-Detail(Application)		✓
Applied Job Info	Applied_Job_Info__c	Lookup(Job Opening)		✓
Created By	CreatedBy	Lookup(User)		
Feedback	Feedback__c	Long Text Area(32768)		
Interview Date & Time	Interview_Date_Time__c	Date/Time		
Interview ID	Interview_ID__c	Auto Number		
Interview Location	Interview_Location__c	Text(250)		
Interview Mode	Interview_Mode__c	Picklist		
Interview Name	Name	Text(80)		✓
Interview Round	Interview_Round__c	Number(18, 0)		
Last Modified By	LastModifiedById	Lookup(User)		
Panel members	Panel_Members__c	Picklist		
Rating	Rating__c	Number(18, 0)		
Recommendation	Recommendation__c	Picklist		

- Account and contacts are standard objects therefore their fields are present by default in the salesforce.

## 4. Record Types

- **Job Opening:**
  - Full-Time – A record type for storing full-time job opening details.



- Internship-A record type for storing Internship job opening details
- Each record type has its **own page layout** (Full-Time Layout, Internship Layout).

New Job Opening

Select a record type

☒ Full Time  
Create a full time job opening

☐ Intern

Cancel Next

## 5. Page Layouts

- **Job Opening:** Single layout showing details required for the Job Opening.
- **Application:** Single layout showing applicant info, resume, job applied, and status.
- **Interview** Layout shows interview details essential for scheduling an interview.

## 6. Compact Layouts

- **Job Opening Compact Layout:** Job Title, Location, Status.

Job Opening Compact Layout  
Job Quick View

Compact Layout Detail

Label	API Name	Included Fields	Object Name
Job Quick View	Job_Quick_View	Job Title Job Location Job Opening Name	Job Opening

Created By: HR Manager, 17/09/2025, 8:45 pm  
Modified By: HR Manager, 17/09/2025, 8:45 pm

Activate Windows  
Go to Settings to activate Windows.

- **Application Compact layout:** Application name, Application status etc.

Application Compact Layout
Applicant Quick View
[Help for this Page](#)

[Back to Application](#)

Compact Layout Detail
Edit
Clone
Delete
Compact Layout Assignment

Label	Applicant Quick View	Object Name	Application
API Name	Applicant_Quick_View		
Included Fields	Application Name Applicant Status Job Opening		
Created By	HR Manager, 17/09/2025, 8:46 pm	Modified By	HR Manager, 17/09/2025, 8:46 pm

Edit
Clone
Delete
Compact Layout Assignment

Activate Windows  
Go to Settings to activate Windows.

- Quick Interview Compact layout:** Interview Date & Time, Recommendation  
Interview Location

Interview Compact Layout
Interview Quick View
[Help for this Page](#)

[Back to Interview](#)

Compact Layout Detail
Edit
Clone
Delete
Compact Layout Assignment

Label	Interview Quick View	Object Name	Interview
API Name	Interview_Quick_View		
Included Fields	Interview Date & Time Interview Location Panel members Recommendation		
Created By	HR Manager, 17/09/2025, 8:48 pm	Modified By	HR Manager, 17/09/2025, 8:48 pm

Edit
Clone
Delete
Compact Layout Assignment

Activate Windows  
Go to Settings to activate Windows.

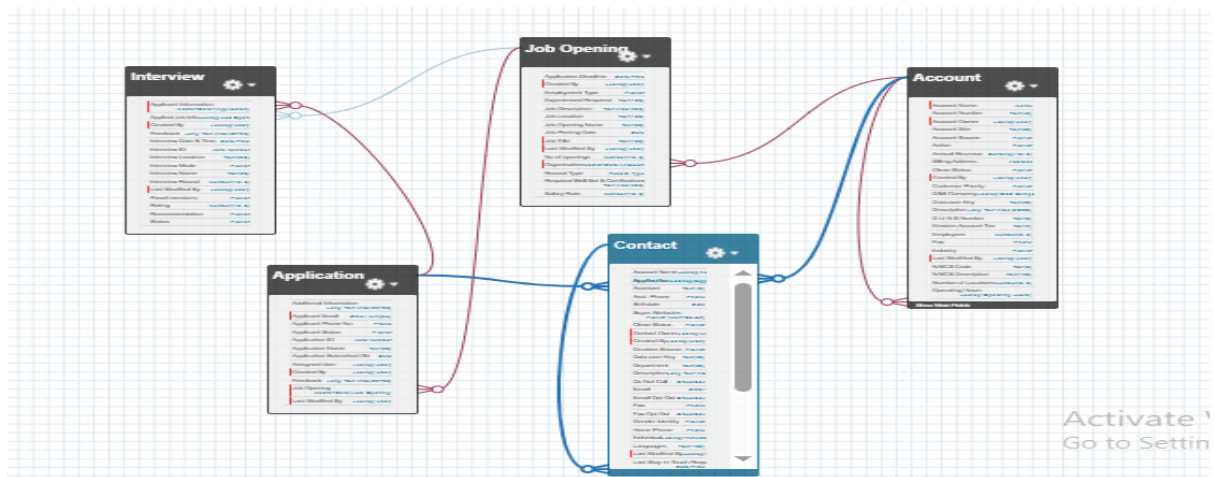
## 7. Object Relationships

Include **all relationships** between all the objects used by me till now .

Parent Object	Child Object	Relationship Type	Notes
Account	JobOpening_c	Master-Detail	Deleting Account deletes all Jobs
JobOpening_c	Application_c	Master-Detail	Applications tied to Job
Application_c	Interview_c	Master-Detail	Interviews tied to Application
Application_c	Contact	Lookup	Applicant can apply to multiple jobs

## 6. Schema Builder

- Use Schema Builder to **visualize relationships** between objects.
- Example: One **Job Opening\_\_c** has many **Application\_\_c** records.



## 8. Junction Objects

- Junction object is an object that is used for creating many to many relationships between two objects.
- I Have not used the Junction Object in my Project I may be showing it while working in the future scope.

## 9. External Objects

- Suppose Smart Recruiter wants to pull **job data from a third-party system (like LinkedIn/Indeed)**. I Have Planned this idea as my future scope.

