Internal Job Application Tracker System

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1. Problem Statement

Organizations often struggle to track internal job applications efficiently. HR needs a system to review applications, communicate statuses to employees, and ensure data security. Manual tracking is time-consuming and prone to errors. This project provides a simple, automated, and secure solution to manage internal job applications, notifications, and reporting.

2. Objective

- Allow employees to submit internal job applications.
- Enable HR to view and manage all applications.
- Automate status updates and email notifications.
- Provide actionable insights via reports and dashboards.

3.Tools and Features Used

- **Salesforce Developer Edition**: Platform for the entire system

- **Custom Object (Employee__c)**: Stores all application details

- **Profiles & Roles**: Security and access control for HR and employees

- **Org-Wide Defaults & Sharing Rules**: Restrict visibility of records as needed

- **Record-Triggered Flows & Email Alerts**: Automates status updates and notifications

- **Minimal Apex Trigger**: Auto-creates a Task when a new application is submitted

- **Reports & Dashboards**: Provides visual insights to HR

4. Expected Outcomes

- Job Tracker users can submit applications easily

- HR can view all applications and track progress

- Employees receive timely updates about their application status

- Automated processes reduce workload and increase efficiency

- Reports and dashboards provide data-driven insights for decision-making

5. Advantages / Benefits

- Reduces manual tracking and human errors

- Ensures proper access control for different users

- Automates communication with employees through email alerts

- Provides HR with insights and summaries via dashboards

- Scalable and maintainable with minimal developer effort

6. Conclusion

The Internal Job Application Tracker demonstrates a **secure, automated, and user-friendly solution** built using Salesforce native tools. By combining declarative features like Flows, Profiles, Sharing Rules, and Reports with minimal Apex, the system ensures **data security, process automation, and real-time insights**. This project highlights how organizations can streamline internal recruitment efficiently while maintaining control over sensitive employee data.