

1. PROJECT REPORT

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

1.1 OVERVIEW

- A job application typically consists of several components that are designed to provide potential employers with information about you, your qualification, and your interest in the position. Here is an overview of the most common components of a job application:
 1. Cover letter: This is a letter that introduces you and explains why you are interested in the job. It should highlight your relevant skills and experiences and demonstrate your enthusiasm for the position.
 2. Resume/CV: This is a document that provides an overview of your education, work experience, skills, and accomplishments.
 3. References: Some job applications require you to provide a list of professional reference who can speak and work ethic.
 4. Application form: Some employers require you to fill out an application form that includes basic personal information, education history, work history, and other relevant details.

1.2 PURPOSE

- A job Application Tracking system (ATS) is software tool used by employers and recruiters to manage and streamline their hiring process. The primary purpose of an ATS is to automatic and simplify the recruitment process, from job posting and candidate applications to interview scheduling and job offer letters.
- ATS allows hiring managers to manage and track large volumes of applications, ensuring that all candidates are given fair consideration and that no applicants are overlooked. It also helps recruiters and HR professionals to screen and filter candidates based on specific criteria such as qualification, experience, and skills.
- Furthermore, an ATS enables companies to collaborate on hiring decisions, share notes and feedback about candidates, and maintain a record of all communications and interactions with candidates throughout the hiring process.

- Overall, the primary purpose of an ATS is to streamline the recruitment process, save time, reduce manual labor, and ensure that the most qualified candidates are selected for the job.

2.PROBLEM DEFINITION & DESIGN THINKING

2.1 EMPATHY MAP



Build empathy

The information you add here should be representative of the observations and research you've done about your users.



2.2 IDENTION & BRAINSTORMING MAP

Template



Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- ⌚ 10 minutes to prepare
- ⌚ 1 hour to collaborate
- 👤 2-8 people recommended

1

JOB APPLICATION TRACKING SYSTEM

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

⌚ 5 minutes



Key rules of brainstorming

To run an smooth and productive session

- 🌐 Stay in topic.
- 💡 Encourage wild ideas.
- 🕒 Defer judgment.
- 👂 Listen to others.
- 🔎 Go for volume.
- 👁️ If possible, be visual.

DATE	18.04.2023
Team ID and members	NM_ID-B27D2775D705683B5F24 LEADER: LOGESHWARI J MEMBERS: MANJU S SVASAKTHIVEL C SRIMADHUMITHA M
PROJECT	JOB APPLICATION TRACKING SYSTEM

✉️ Share template feedback

3.BRAINSTORM

A job application tracking system presentation are given by every members in the team.

2

Brainstorm

Write down any ideas that come to mind that address your problem statement.

⌚ 10 minutes

3.

3

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

⌚ 20 minutes

4.

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Accurate And Timely Data:
Ensuring that the job application tracking system is capturing accurate and timely data is the top priority. This will help ensure that the data collected is relevant and can be used for accurate decision-making.

Integration:
The job application tracking system should be integrated with other systems and processes. This will help to ensure that the data is shared across departments and processes and employers to make informed decisions quickly.

Maintenance:
The job application tracking system should have reliable maintenance plan in place. This will help to ensure that the system is running smoothly and any issues are addressed quickly.

SECURITY:
Ensuring that the data stored in a job Application Tracking system is secure another priority. Security measures should be in place to protect data from unauthorized users and prevent against data breaches.

ct our team make a presentation for prioritize in the project.

4

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

⌚ 20 minutes



3.RESULT

3.1 DATA MODEL

OBJECT NAME	FIELDS IN THE OBJECTS	
CREATED BY	Field Label	Data type
	Created type	Lookup(user)
LAST MODEIFIED BY	Field label	Data type
	Last Modified by	Lookup(user)
OWNER	Field label	Data type
	Owner	Lookup(user)
JOB TITLE	Field label	Data type
	Job title	Text

3.2 ACTIVITY AND SCREENSHOT

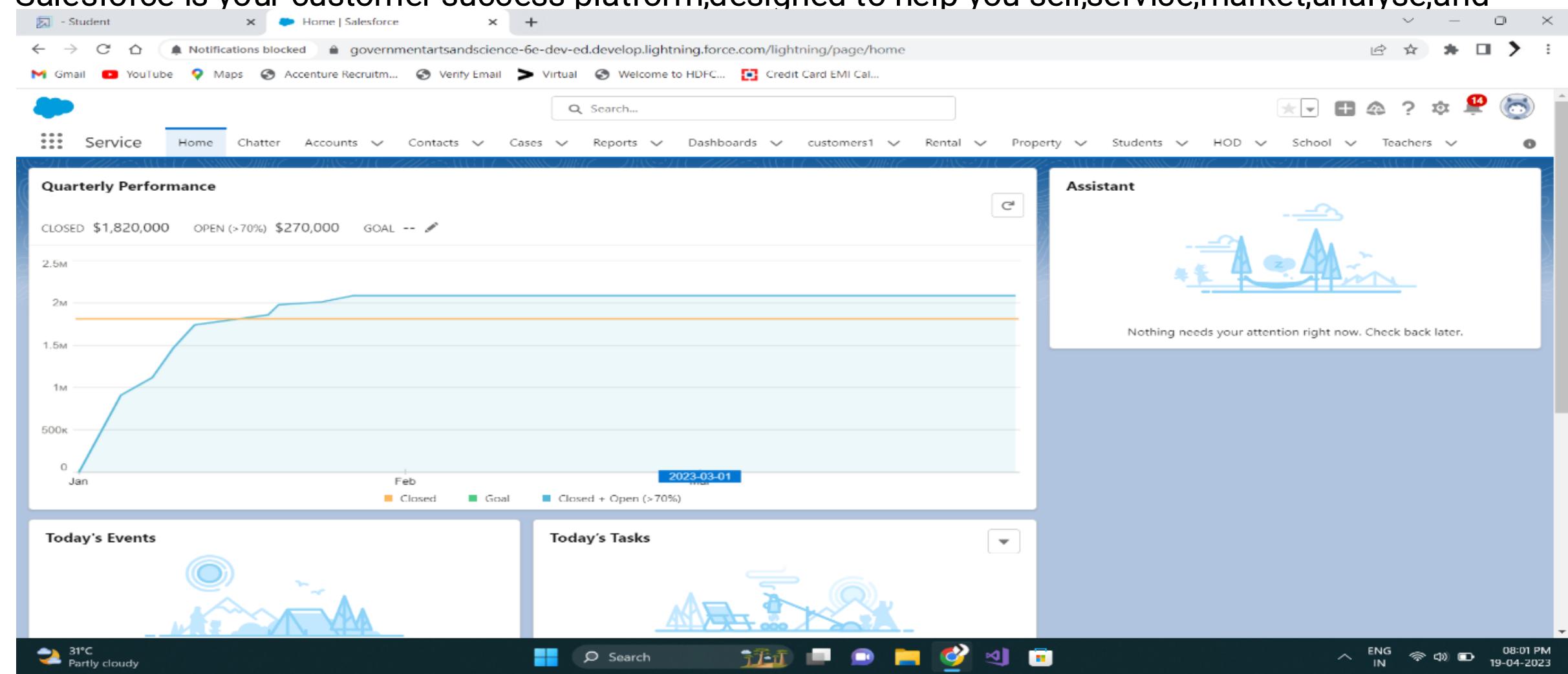
PROJECT:

Job application tracking system.

Activities:

MILESTONE 1: Creating a salesforce developer account.

Salesforce is your customer success platform,designed to help you sell,service,market,analyse, and



connect with you customer.

MILESTONE 2: OBJECT

Salesforce objects are databases tables that permit you to store data that is specific to an organization.

ACTIVITY 1:

Create a custom object for recruiter:

The screenshot shows the Salesforce Setup interface. It displays two separate object configuration pages side-by-side. The top page is for the 'Recruiter' object, and the bottom page is for the 'worker' object. Both pages follow a similar structure: a left sidebar with various setup options like Fields & Relationships, Page Layouts, Lightning Record Pages, etc., and a main 'Details' section. In the 'Details' section, fields are configured: API Name (Recruiter_c for Recruiter, worker_c for worker), Singular Label (Recruiter for Recruiter, worker for worker), and Plural Label (Recruiters for Recruiter, workers for worker). Other settings include enabling reports, tracking activities, and deployment status (both are set to Deployed). A vertical 'ACTIVITY' column is visible on the right side of the interface.

2: Create a jobs, candidate, job application object and tab.

MILESTONE 3:

Fields

ACTIVITY 1:

Create the custom fields:

The screenshot shows the Salesforce Object Manager interface. The top navigation bar includes tabs for 'Student' and 'Recruiter | Salesforce'. The URL in the address bar is <https://governmentartsandscienc-2f2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/01I2w000003RUQY/FieldsAndRelationships/view>. The main content area is titled 'FIELDS & RELATIONSHIPS' and shows four items, sorted by Field Label. The table has columns for FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. The data is as follows:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedBy	Lookup(User)		
Last Modified By	LastModifiedBy	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Recruiter Name	Name	Auto Number		✓

ACTIVITY 2:

Creation of Master-details relationship:

The screenshot shows the Salesforce Object Manager interface. A custom field named 'Payment' has been created under the 'Recruiter' object. The 'Field Label' is 'Payment', 'Field Name' is 'Payment', and 'API Name' is 'Payment__c'. The 'Data Type' is 'Master-Detail' and it is associated with the 'Payment' object. The 'Related To' field is also 'Payment'. The 'Sharing Setting' is 'Read/Write: Allows users with at least Read/Write access to the Master record to create, edit, or delete related Detail records.' The 'Master-Detail Options' section shows 'Recruiters' as the child relationship name.

ACTIVITY 3:

Create a new custom field:

The screenshot shows the Salesforce Object Manager interface displaying a list of custom fields for the 'Recruiter' object. The fields listed are:

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

ACTIVITY 4:

Create a new custom field :

The screenshot shows the Salesforce Object Manager interface. On the left, a sidebar lists various setup options like Page Layouts, Lightning Record Pages, and Fields & Relationships. The main area displays the 'Custom Field Definition Detail' for a field named 'location'. The 'Field Information' section shows the field label as 'location', field name as 'location', API name as 'location__c', object name as 'Recruiter', and data type as 'Text Area'. The 'General Options' section indicates it is required. The 'Validation Rules' section is currently empty. The status bar at the bottom shows the date and time as 19-04-2023, 8:38 pm.

MILESTONE 4-TAB:

ACTIVITY 1:

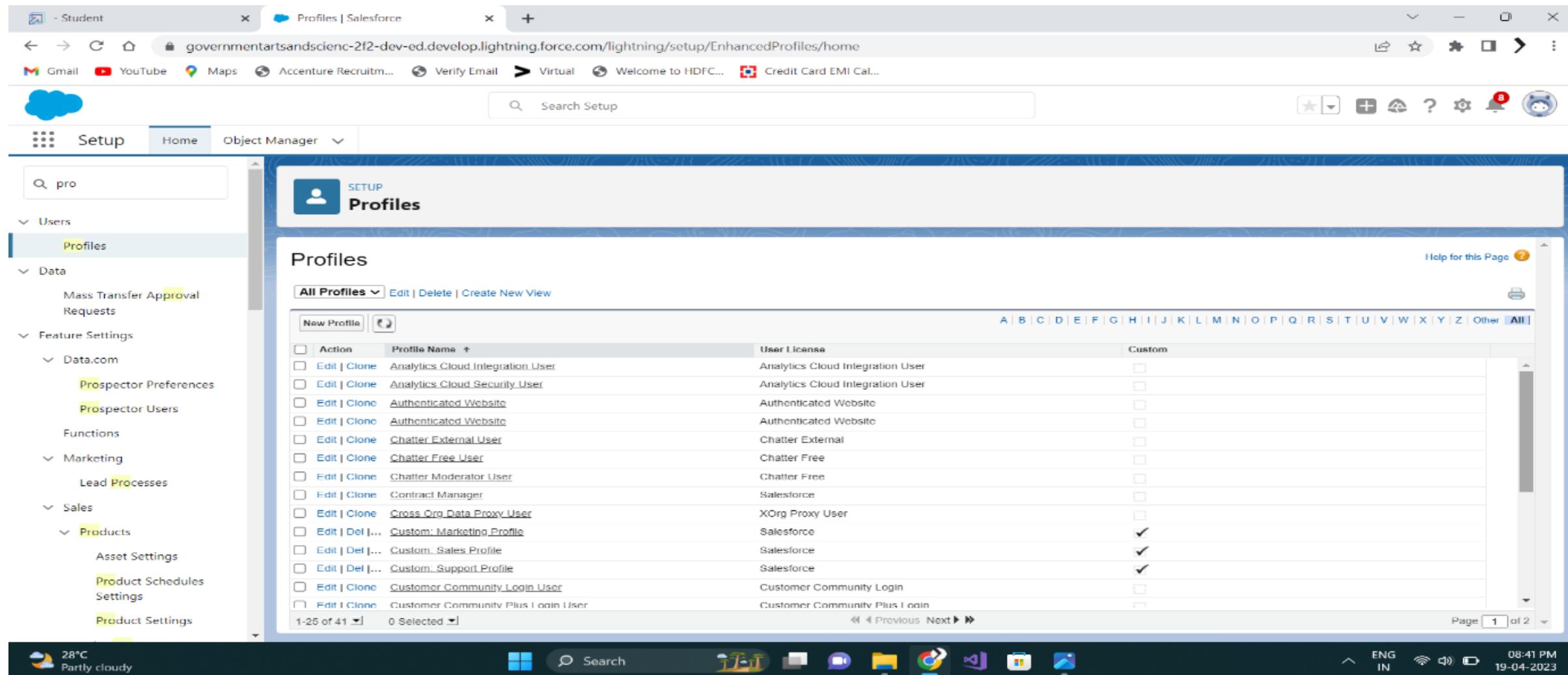
Create a tab:

The screenshot shows the Salesforce Tabs setup page. The sidebar on the left includes 'User Interface' and 'Tabs' sections. The main area is titled 'Custom Tabs' and provides instructions for creating new tabs. It lists four categories: 'Custom Object Tabs', 'Web Tabs', 'Visualforce Tabs', and 'Lightning Component Tabs'. Under 'Custom Object Tabs', there is one entry for a tab labeled 'workers' with an 'Apple' icon. The status bar at the bottom shows the date and time as 17-04-2023, 07:20 PM.

MILESTONE 5- PROFILE:

ACTIVITY 1:

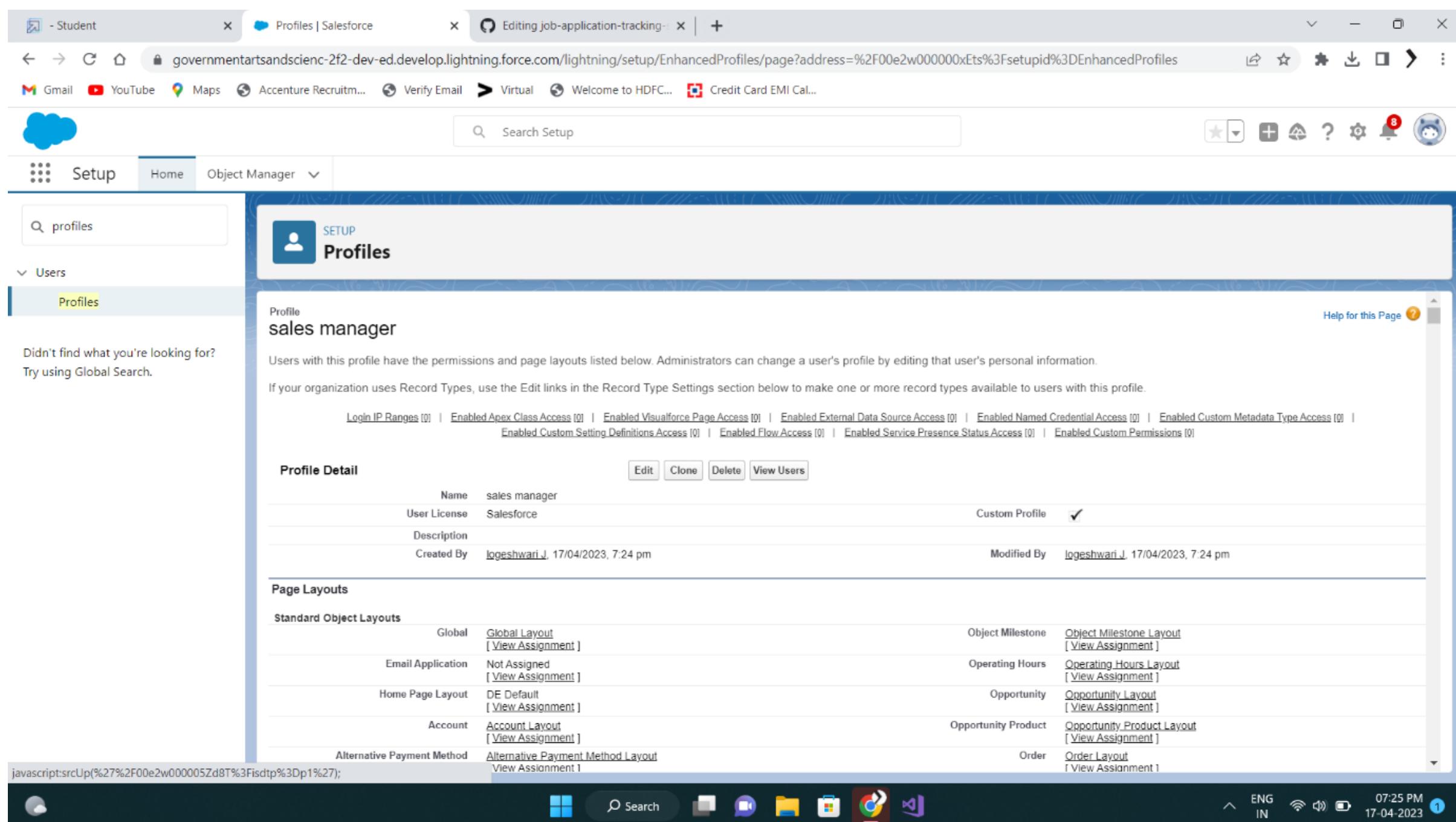
Create a custom profile:



The screenshot shows the Salesforce Setup interface under the Profiles section. The left sidebar includes categories like Data, Feature Settings, Marketing, Sales, and Products. The main area displays a table of profiles with columns for Action, Profile Name, User License, and Status (Custom). The table lists various profiles such as Analytics Cloud Integration User, Authenticated Website, Chatter External User, etc. A navigation bar at the bottom indicates 1-25 of 41 profiles.

ACTIVITY 2:

Create a profile with the profile name as "sales manager"

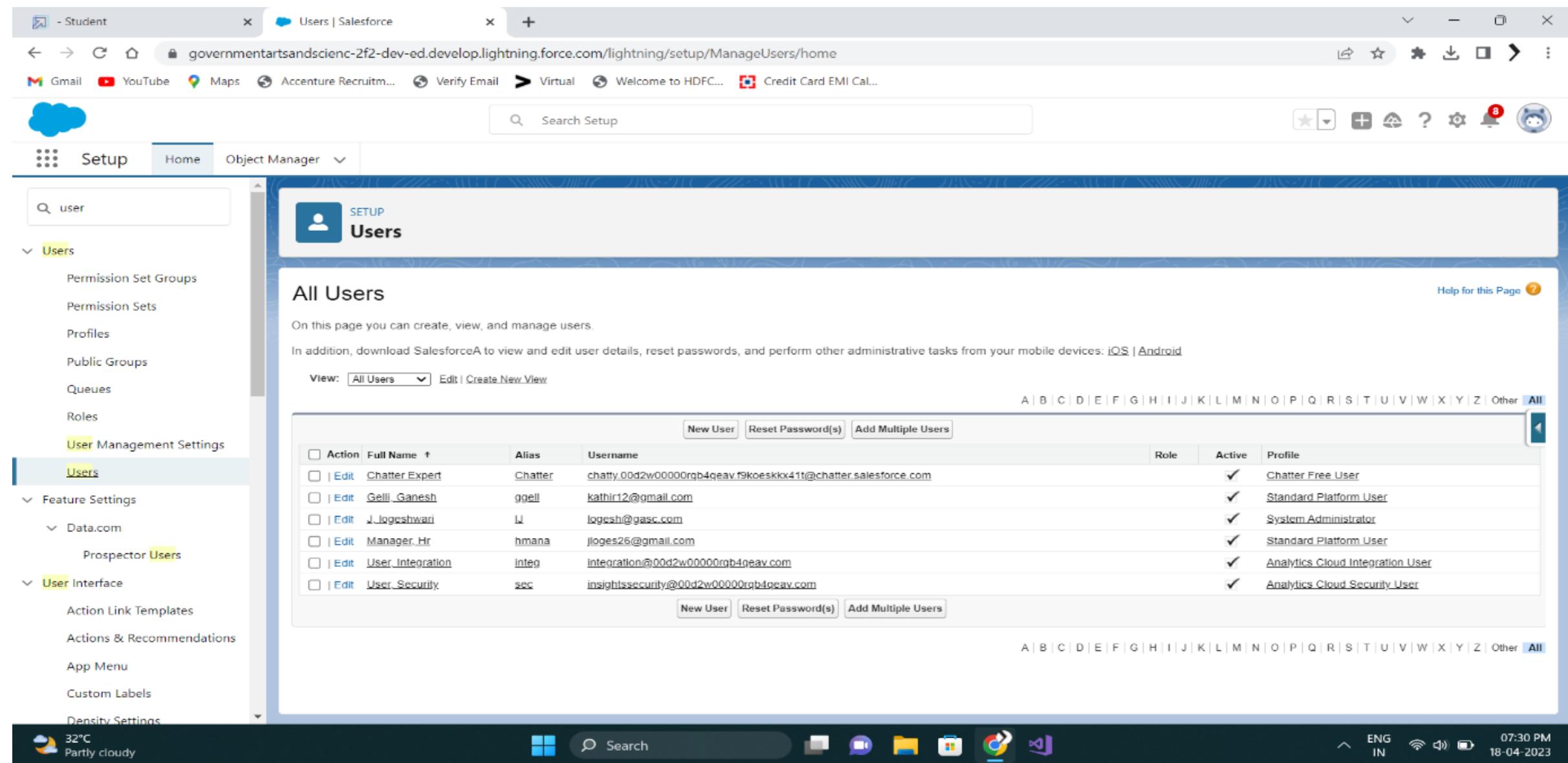


The screenshot shows the Salesforce Setup interface under the Profiles section. The left sidebar shows a search bar with 'profiles' and the 'Profiles' option selected. The main area shows a table for the 'sales manager' profile, which has been created. The table includes columns for Name (sales manager), User License (Salesforce), and other details like Description and Created By. The status 'Custom Profile' is checked. The page also lists various standard object layouts and their corresponding global layouts.

MILESTONE 6-USER

ACTIVITY 1:

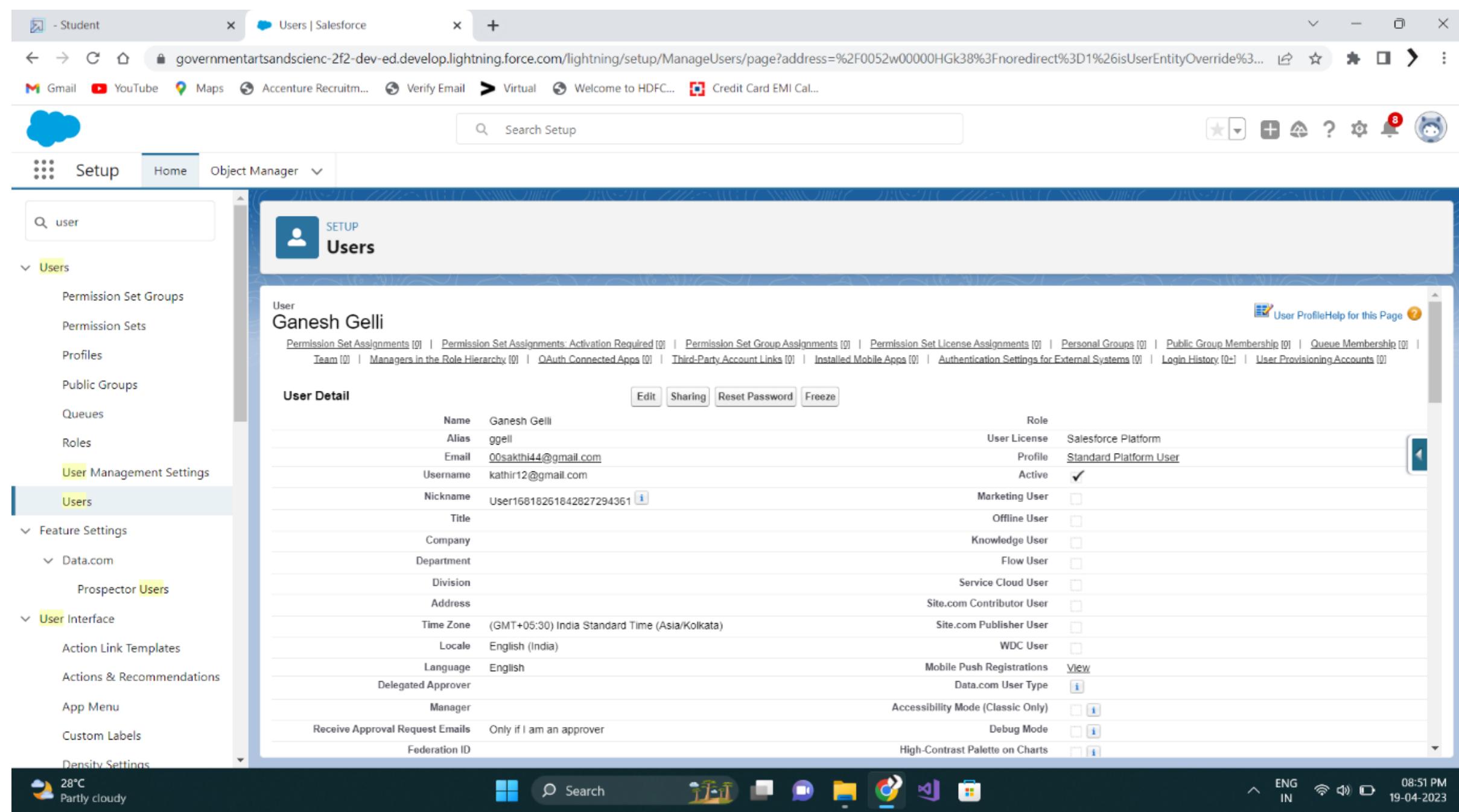
To create a user:



The screenshot shows the Salesforce Setup interface with the 'Users' page open. The sidebar on the left is expanded, showing 'User Management Settings' and 'Users' under it. The main content area displays a table of 'All Users' with the following columns: Action, Full Name, Alias, Username, Role, Active, and Profile. There are buttons for 'New User', 'Reset Password(s)', and 'Add Multiple Users' at the top of the table. The table lists several users, each with their name, alias, username, role (e.g., Chatter Free User, Standard Platform User, System Administrator), and profile status (e.g., Active, Inactive). The bottom of the screen shows the system status bar with weather, search, and other system icons.

ACTIVITY 2:

Create a user with a username as "Ganesh Gelli", and signup Manager profile.



The screenshot shows the Salesforce Setup interface with the 'User Detail' page for a user named 'Ganesh Gelli'. The sidebar on the left is expanded, showing 'User Management Settings' and 'Users' under it. The main content area shows the 'User Detail' section for 'Ganesh Gelli' with the following details: Name (Ganesh Gelli), Alias (gelli), Email (00sakthi44@gmail.com), Username (kathir12@gmail.com), Nickname (User16818261842827294361), Title (Manager), Company (Not specified), Department (Not specified), Division (Not specified), Address (Not specified), 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 (Not specified), and various Role checkboxes (e.g., Marketing User, Service Cloud User, Site.com Contributor User, etc.). The 'Profile' field is set to 'Standard Platform User'. The bottom of the screen shows the system status bar with weather, search, and other system icons.

MILESTONE 7-SHARING RULES

ACTIVITY 1:

Create a sharing rule

The screenshot shows the 'Sharing Settings' page in the Salesforce Setup. The left sidebar has a search bar and navigation links for Security, Sharing Settings, and Global Search. The main content area displays sections for 'Work Type Sharing Rules', 'Work Type Group Sharing Rules', 'Employee Sharing Rules', 'Recruiter Sharing Rules', and 'worker Sharing Rules'. Under 'worker Sharing Rules', there is a table with three rows:

Action	Criteria	Shared With	Access Level
Edit Del	worker: job application tracking system EQUALS	Role: Marketing Team	Read Only
Edit Del	worker: worker Name EQUALS true	Role: Marketing Team	Read Only
Edit Del	worker: worker Name EQUALS true	Role: VP Marketing	Read Only

ACTIVITY 2:

Create a sharing rule to share records of job application to Hr manager with the access of Read/Write.

The screenshot shows the 'Users' page in the Salesforce Setup. The left sidebar has a search bar and navigation links for Permission Set Groups, Permission Sets, Profiles, Public Groups, Queues, Roles, User Management Settings, and Users. The 'Users' link is highlighted. The main content area shows a 'User Detail' form for a user named 'Hr Manager' with the following details:

Name	Hr Manager	User License	Salesforce Platform
Alias	hrmana	Profile	Standard Platform User
Email	jothinathanjothi446@gmail.com	Active	<input checked="" type="checkbox"/>
Username	jges26@gmail.com	Marketing User	<input type="checkbox"/>
Nickname	User1681025928769523408	Offline User	<input type="checkbox"/>
Title		Knowledge User	<input type="checkbox"/>
Company		Flow User	<input type="checkbox"/>
Department		Service Cloud User	<input type="checkbox"/>
Division		Site.com Contributor User	<input type="checkbox"/>
Address		Site.com Publisher User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	WDC User	<input type="checkbox"/>
Locale	English (India)	Mobile Push Registrations	View
Language	English	Data.com User Type	View
Delegated Approver		Accessibility Mode (Classic Only)	<input type="checkbox"/>
Manager		Debug Mode	<input type="checkbox"/>
Receive Approval Request Emails	Only if I am an approver	High-Contrast Palette on Charts	<input type="checkbox"/>
Federation ID			

MILESTONE 8 -REPORTS:

ACTIVITY 1:

Create a report:

The screenshot shows the Salesforce Report Builder interface. The top navigation bar includes links for Home, Chatter, Accounts, Contacts, Cases, Reports, Dashboards, and workers. The current page is 'REPORT' under 'New Accounts Report'. The main area displays a table titled 'New Accounts Report' with columns: Rating, Account Name, Burlington Textiles Corp of America, Dickenson plc, Edge Communications, Express Logistics and Transport, GenePoint, Grand Hotels & Resorts Ltd, Pyramid Construction Inc., and Sample Acco. A tooltip indicates 'Previewing a limited number of records. Run the report to see everything.' Below the table is a 'Details (13 Rows)' section with columns: Billing City and Type. The details table lists 13 rows with data such as Lawrence (Customer - Channel), Paris (Customer - Channel), San Francisco (Customer - Direct), and Singapore (Customer - Direct). The bottom of the screen shows a taskbar with various icons and system status information.

ACTIVITY 2:

Create a report using the objects jobs,Candidate and job application.

The screenshot shows the Salesforce Report Builder interface. The top navigation bar includes links for Home, Chatter, Accounts, Contacts, Cases, Reports, Dashboards, and workers. The current page is 'REPORT' under 'New Contacts & Accounts Report'. The main area displays a table titled 'New Contacts & Accounts Report' with columns: Salutation, First Name, Last Name, Title, Account Name, Mailing Street, and Mailing City. A tooltip indicates 'Previewing a limited number of records. Run the report to see everything.' The table lists 14 rows of contact and account data across various cities like Austin, TX; Burlington; Paris; Lawrence; and Tucson, AZ. The bottom of the screen shows a taskbar with various icons and system status information.

4. TRAILHEAD PROFILE PUBLIC URL

TEAM LEADER : <https://trailblazer.me/id/logeshjo>

TEAM MEMBER 1 : <https://trailblazer.me/id/mmanju114>

TEAM MEMBER 2 : <https://trailblazer.me/id/ssakthi82>

TEAM MEMBER 3 : <https://trailblazer.me/id/smathu173>

5. ADVANTAGES & DISADVANTAGE

► Advantages

1. Improved Efficiency : ATS streamlines the recruitment process by automating the manual and time-consuming tasks , such as screening resumes, scheduling interviews, and sending emails. This not only saves time for the recruiter but also improves the overall efficiency of the recruitment process.
2. Better Candidate Screening :ATS allows employers to filter applications based on specific keywords, skills ,experience, and qualification. This ensures that only the most suitable candidates are shortlisted for further evaluation, making the recruitment process more effective.
3. Consistent Candidate Evaluation: ATS standardizes the recruitment process, ensuring that all candidates are evaluated based on the same criteria. This eliminates bias and promotes fairness in the recruitment process.
4. Improved Communication : ATS enables employers to communicate with candidates seamlessly.Employers can send automated messages to keep candidates updated on the status of their application, schedule interviews, and share feedback. This ensures that candidates are informed and engaged throughout the recruitment process.
5. Better Data Management : ATS allows employers to store and manage candidate data in a centralized location,making it easy to access and analyze. This data can be used to track the effectiveness of recruitment strategies,identify areas for improvement , and make data-driven decisions.

► Disadvantage

1. Limited customize: ATS software can be highly standardized, which means that it can be challenging to customize it to fit the specific needs of your organization. As a result , you may have to make compromises and use a system that does not fully meet your requirements.
2. Filtering out qualified candidates: ATS systems typically filter out applicants who do not meet specific criteria,such as educational qualification or years of experience. This can lead to qualified candidates being automatically rejected and not considered for the position.

3. Over-reliance on keywords: Many ATS systems rely heavily on keyword matching to screen resumes. This can lead to qualified candidates being overlooked if their resumes do not contain the exact keyword that the system is programmed to look for.
4. Technical issues : ATS systems can sometimes experience technical issues,such as slow processing times,errors in data entry , or difficulty integrating with other software.These issues can delay the hiring process and make it more challenging to manage candidate data effectively.
5. Bias: ATS systems can perpetuate unconscious bias in the hiring process. For example, if the system is programmed to look for specific criteria that are more likely to be present in resumes from certain demographics,it could result in biased screening and hiring practices.

6.APPLICATIONS

1. Job posting : ATS systems allow recruiters to post job openings across multiple job board and social media platforms. Making it easier to reach a wider pool of candidates.
2. Resume screening : ATS software can screen resumes automatically and filter out candidates who do not meet specific criteria, such as education or experience.
3. Candidate tracking : ATS systems provide a centralized databases to track candidate information, including resumes, cover letters, and other application materials, making it easier to manage and organize candidate information.
4. Interview scheduling : Many ATS systems include features for scheduling interviews, sending automated interviews invitations and reminders, and collection feedback from interviews.
5. Reporting and analytics : ATS systems can generate reports and analytics on various recruitments metrics, such as time-to-hire, candidate sources, and hiring costs, providing insights that can help improve the recruitments process.

7.CONCLUSION

- ✓ A job application tracking system (ATS) is a software application that employers use to manage and streamline their recruitments and hiring processes. ATSs are designed to help recruiters and hiring managers automate various aspects of the recruitments process, from posting job openings and screening resumes to scheduling interviews and making job offers.
- ✓ Using an ATS can be highly beneficial for employers, as it can help them save time, reduce costs, and improve the quality of their hires. By automating many of the routine tasks involved in recruitment,an

ATS can free up recruiters and hiring managers to focus on more strategic tasks, such as building relationships with candidate and developing better candidate screening processes.

- ✓ In conclusion, an ATS can be valuable tool for employers to manage their recruitment process more efficiently. However, it's important for job seekers to understand how an ATS works and optimize their applications to increase their chances of getting notified by recruiters and hiring managers.

8.FUTURE SCOPE

1. Artificial intelligence (AI) integration: The integration of AI can bring significant changes to the ATS systems. AI algorithms can be trained to analyze job descriptions, resumes, and other applicant data to identify the best candidates for a particular position.
2. Candidate Relationship Management : Future ATS systems will likely focus more on building a relationship with the candidates rather than just tracking their application status. Features such as personalized messaging, candidate feedback, and communication feedback, and communication automation will improve the candidate experience and help build a more robust talent pool.
3. Integration with video interviewing : With the increasing popularity of remote working, ATS systems may provide mobile friendly interfaces that enable job seekers to apply for jobs and track their application status via mobile devices.
4. Mobile-Friendly platforms: With more people using mobile devices to browse the internet, future ATS systems may provide mobile- friendly interfaces that enable job seekers to apply for jobs and track their application status via mobile devices.
5. Data Analytics: ATS systems generate vast amounts of data, and the future scope of these systems could focus on analyzing this data to provide valuable insights into recruitment processes. These insights can help recruiters and hiring managers identify bottlenecks, improve efficiency, and make better decisions.

