

# **GRADUATE & PROF SKILL DEVELOPMENT**

## **WEEK 5 – Applicant Tracking Software Research**

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### ***Source: ACM Database***

Although they play a significant part in the recruiting process, applicant tracking systems are sometimes disregarded or misunderstood, especially by job seekers who are just starting their careers, such as college seniors and new grads.

Applicant tracking systems emerged as a mechanism of record-keeping or compliance for businesses. Companies utilized them to manage scheduling, interviews, candidate contact management, and to keep track of who was applying for their jobs.

### ***Source: EBSCO Database***

In order to track applicants' gender and ethnicity and prove that there is no discrimination, applicant tracking systems are utilized. As a result, applicant tracking systems swiftly took over as the standard for hiring. Early systems also had crude capabilities for comparing resume keywords to keywords in the job description. Skills are most used keywords in ATS filters and searches.

Initially focused on compliance, ATS later evolved to include filtering and searching. Finding passive talent is becoming more and more important. This is now achievable thanks to the integration of CRM (Candidate Relationship Management) technologies into ATS.

***Source: ProQuest Database***

Employers sought features that discouraged and filtered out unqualified candidates during the Great Recession since they were inundated with applications. Many of the bloated application procedures and indiscriminate filters used in ATS today are a result of this. ATS won't go away, despite declining jobless numbers, regrettably.

While some large corporations continue to employ antiquated systems, new ATS are now being designed for the modern day. Candidate experience is a topic that organizations are paying more attention to as they compete for the best personnel.