

1. INTRODUCTION

1.1 Overview

PROJECT NAME: JOB APPLICATION TRACKING SYSTEM:

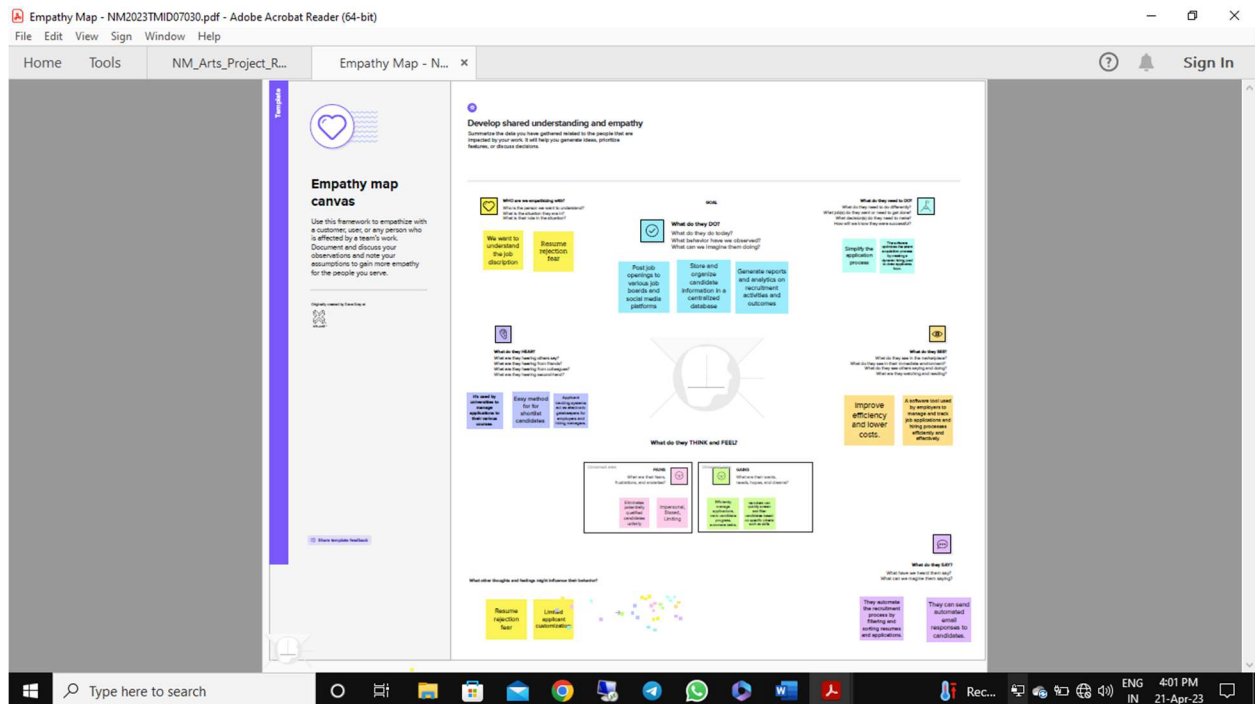
- My project is about the Job Applicants and Recruiters related problems which further can be modified based on the recruitments.
- This project will also help to The Recruiters and Job applicant to easy method and time saving real time project.
- Job seekers can submit the resumes and job applicants through the systems.
- Employes can manage and review job application from single platform, including scheduling interviews, sending email communications and tracking candidates progress in this project.
- The system will use keyword matching to match job applications to the job description, highlighting the relevant skills to the candidate.
- Employers can't rate and provide feedback on job applications to track the candidate's progress.

1.2 PURPOSE:

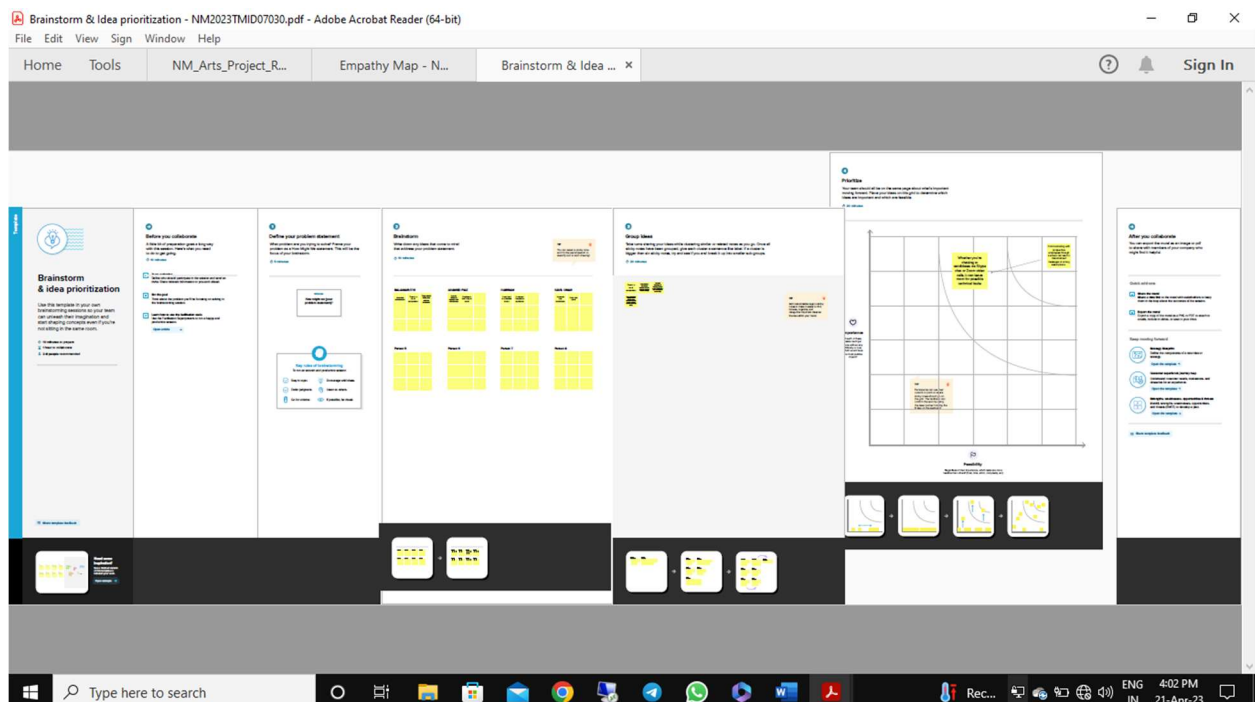
- In our project Recruiters and Job applicant candidates Time-saving should be focused and achieved.
- Recruiting and resume shortlisting process full and full software-based process.
- Creating a user-friendly interface for job seeker to submit the resumes and applicants through online.
- Designing a system for tracking candidate communications and status updates throughout the hiring process.

2. Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



RESULT

3.1 DATA MODEL

Object Name	Fields in the Object	
Recruiter	Field Label	Data Type
	Job Title	Text
Job	Field Label	Data type
	Recruiter	Master Detail Relationship
Candidate	Field Label	Data type
	Description	Text Area
Job Application	Field Label	Data type
	Candidate	Text

Milestone 2-Object:

Salesforce objects are database tables that permit you to store data that is specific to an organization. It consists of fields (columns) and records (rows). Salesforce objects are of two types:

- **Standard Objects:** Standard objects are the kind of objects that are provided by salesforce.com such as users, contracts, reports, dashboards, etc.
- **Custom Objects:** Custom objects are those objects that are created by users. They supply information that is unique and essential to their organization. They are the heart of any application and provide a structure for sharing data.

Activity 1:

Create Custom Object for Recruiter

1. Label: Recruiter
2. Plural label: Recruiters
3. Record name: Recruiter Number
4. Data type: Number
5. Display format: REC - {0000}
6. Data type: Auto Number
7. Display format: "REC - {0000}"
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected.

The screenshot shows the Salesforce Setup interface for the 'Recruiter' custom object. The top navigation bar includes the Salesforce logo, a search bar, and various utility icons. The left sidebar shows the 'Setup' menu with 'Object Manager' selected. The main content area displays the 'Details' for the 'Recruiter' object, including fields for API Name, Singular Label, Plural Label, and various optional features like 'Enable Reports', 'Track Activities', 'Track Field History', and 'Deployment Status'.

Setup > OBJECT MANAGER
Recruiter

Details

Description

API Name
Recruiter__c

Custom

✓

Singular Label
Recruiter

Plural Label
Recruiters

Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

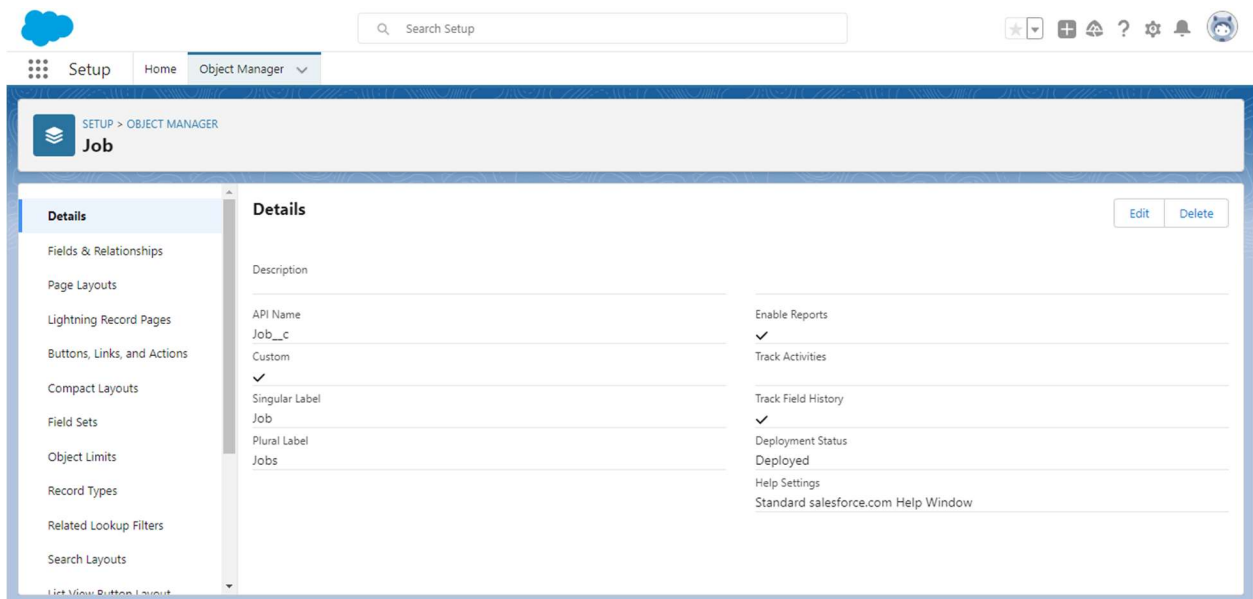
Help Settings
Standard salesforce.com Help Window

Edit Delete

Activity 2:

Create Custom Object for Jobs

1. Label: Job
2. Plural label: Jobs
3. Record name: Job Name
4. Data type: Text
5. Display format: "REC - {0000}"
6. Data type: Auto Number
7. Display format: "REC - {0000}"
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected



Activity 3:

Create Custom Object for Candidate

1. Label: Candidate
2. Plural label: Candidate
3. Record name: Candidate Name
4. Data type: Text
5. Display format: "REC - {0000}"
6. Data type: Auto Number
7. Display format: "REC - {0000}"
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected

The screenshot shows the Salesforce Setup interface for the 'Candidate' custom object. The top navigation bar includes the Salesforce logo, a search bar labeled 'Search Setup', and various utility icons. Below the navigation bar, the 'Setup' menu is expanded, showing 'Object Manager' as the selected option. The main content area is titled 'Candidate' and displays the 'Details' tab. On the left, a sidebar lists various configuration options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, Search Layouts, and List View Button Layout. The 'Details' section on the right contains the following fields and values:

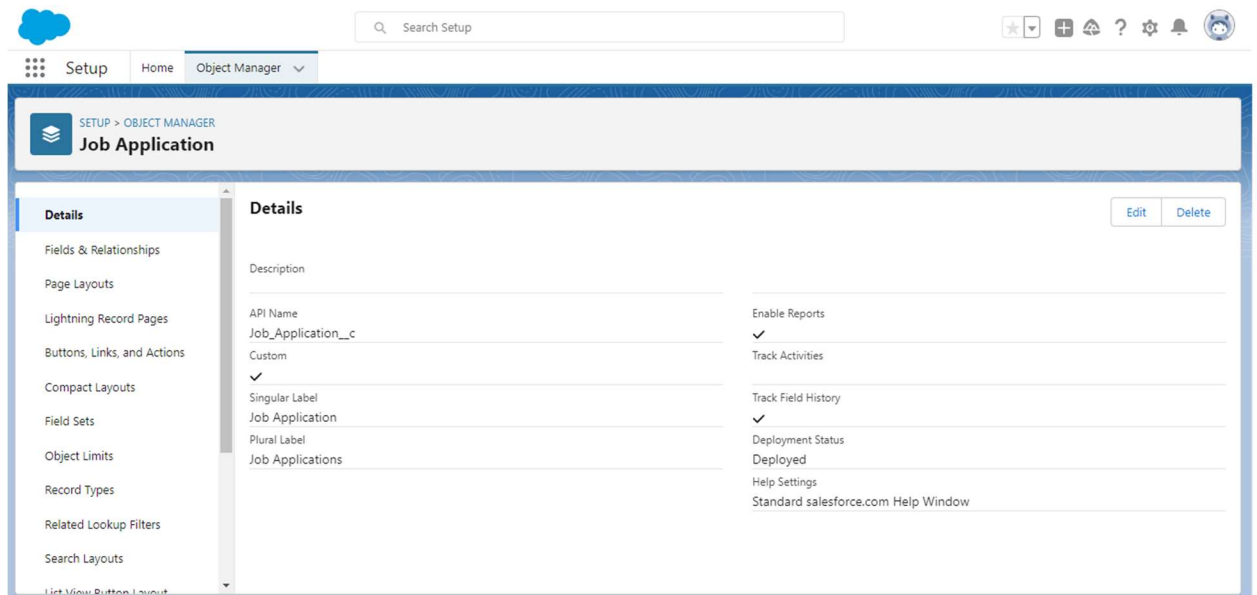
Field	Value
Description	
API Name	Candidate__c
Custom	✓
Singular Label	Candidate
Plural Label	Candidates
Enable Reports	✓
Track Activities	
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

At the top right of the details section, there are 'Edit' and 'Delete' buttons.

Activity 4:

Create Custom Object for Job Application

1. Label: Job Application
2. Plural label: Job Applications
3. Record name: Job Application Name
4. Data type: Text
5. Display format: "REC - {0000}"
6. Data type: Auto Number
7. Display format: "REC - {0000}"
8. starting number: 1
9. Optional Features: Allow Reports and Track Field History Selected
10. Deployment Status: Deployed is selected.
11. Search Status: Allow Search selected
12. Object Creation: Add Notes and Attachments Selected



Milestone 3- Fields:

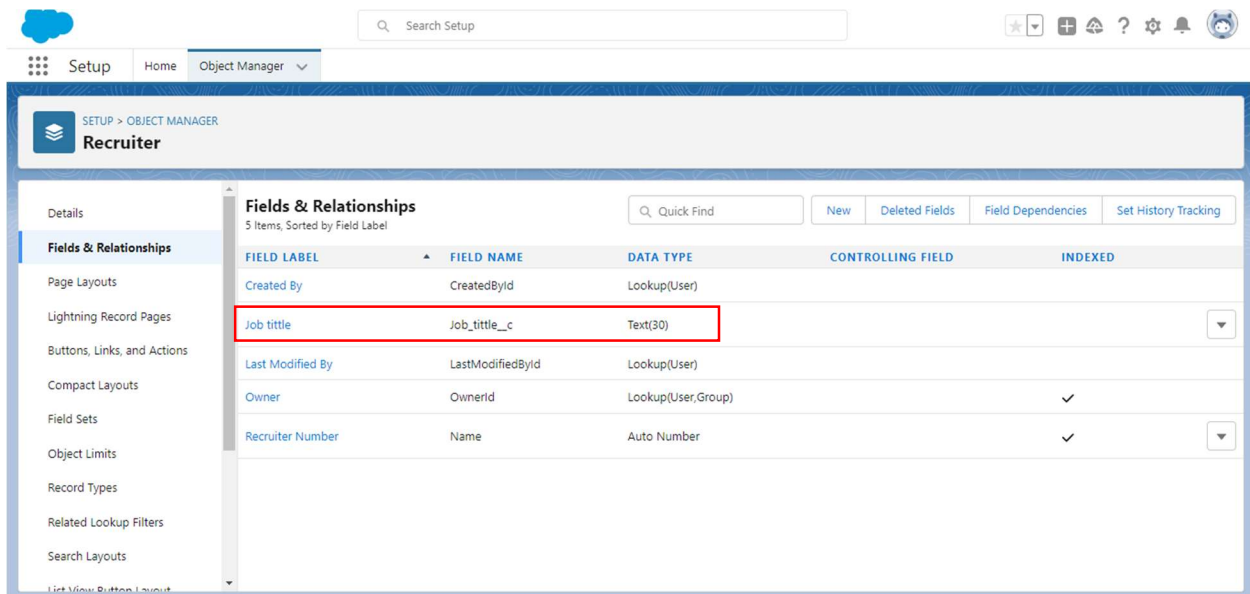
Fields in Salesforce represents what the columns represent in relational databases. It can store data values which are required for a particular object in a record.

There are 2 types of fields in salesforce:

- **Standard fields:** There are four standard fields in every custom object that are Created By, Last Modified By, Owner, and the field created at the time of the creation of an object. These fields cannot be deleted or edited and they are always required. For standard objects, the fields which are present by default in them and cannot be deleted from standard objects are standard fields.
- **Custom fields:** The Custom fields which are added by the administrator/developer to meet the business requirements of any organization. They may or may not be required.

Activity 1:

Creation of Text Data Type field:

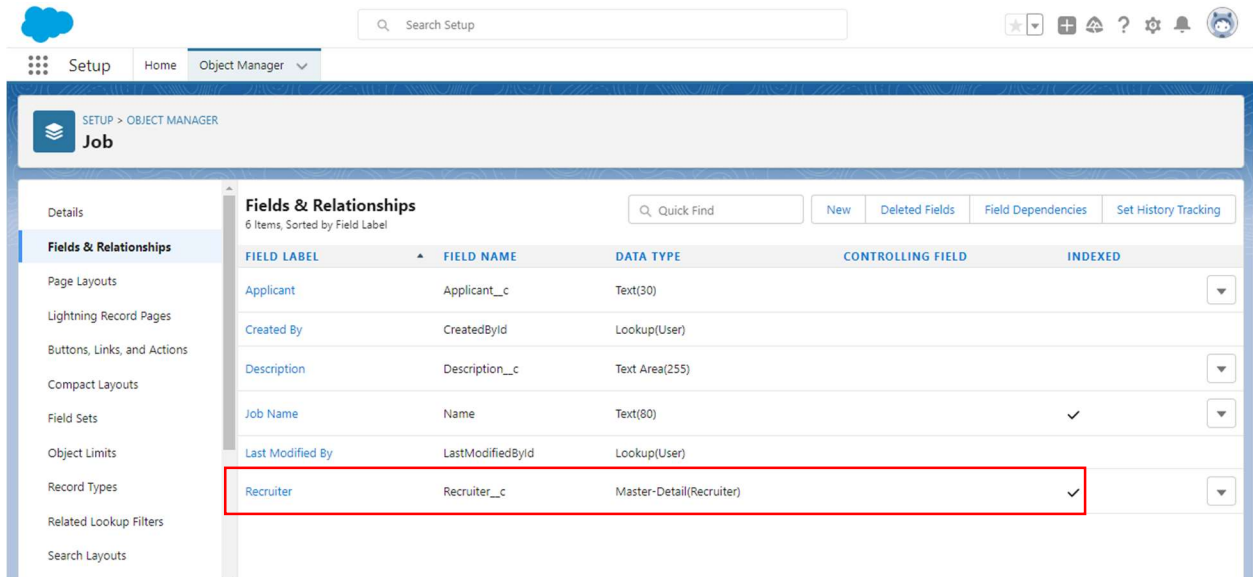


The screenshot shows the Salesforce Setup interface for the 'Recruiter' object. The 'Fields & Relationships' section is active, displaying a table of fields. The 'Job title' field is highlighted with a red box. The table has columns for FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Recruiter Number	Name	Auto Number		✓

Activity 2:

Creation of Mater-Detail Relationship:

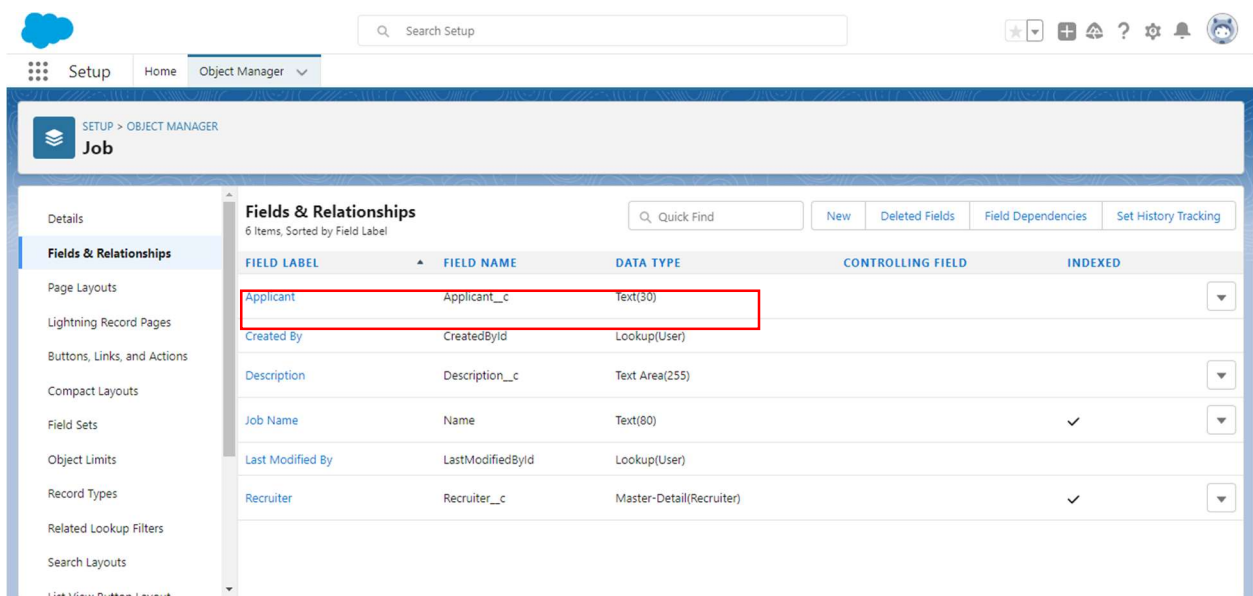


The screenshot shows the Salesforce Setup interface for the 'Job' object. The 'Fields & Relationships' section is active, displaying a table of fields. The 'Recruiter' field is highlighted with a red box, indicating a Master-Detail relationship with the 'Recruiter' object.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant	Applicant__c	Text(30)		
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

Activity 3:

Creation of Text Area custom Field



The screenshot shows the Salesforce Setup interface for the 'Job' object. The 'Fields & Relationships' section is active, displaying a table of fields. The 'Applicant' field is highlighted with a red box, indicating a Text(30) data type.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant	Applicant__c	Text(30)		
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

Activity 4:

Creation of Text Data type custom field

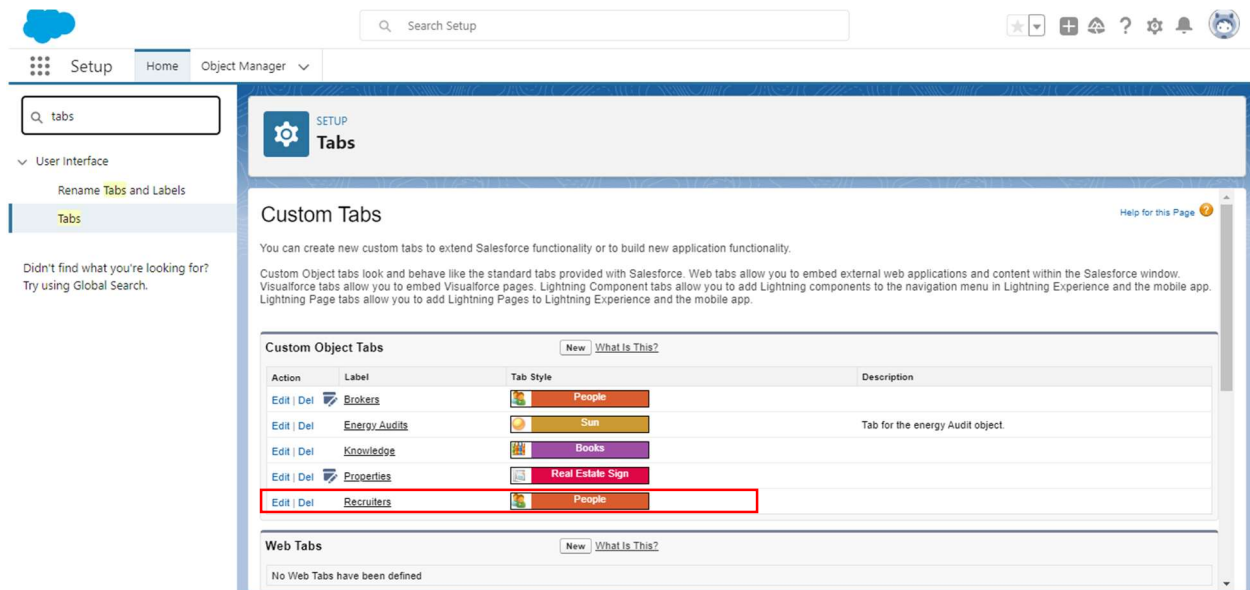
The screenshot shows the Salesforce Setup interface for the 'Job' object. The 'Fields & Relationships' tab is selected, displaying a list of 6 fields. The 'Applicant' field is highlighted with a red box. The table below shows the details of the fields.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Applicant	Applicant__c	Text(30)		
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

Milestone 4-Tab:

In Salesforce, a tab is a user interface element that allows users to navigate to different sections of the platform, such as Accounts, Contacts, Leads, and Opportunities. Tabs can also be used to access custom objects and custom pages. They are typically located at the top of the screen and can be customized to fit the needs of the organization.

Creation of Recruiter Custom Tab



Milestone 5- Profile:

A profile is a group/collection of settings and permissions that define what a user can do in salesforce. A profile controls “Object permissions, Field permissions, User permissions, Tab settings, App settings, Apex class access, Visualforce page access, Page layouts, Record Types, Login hours & Login IP ranges.

A profile can be assigned to many users, but user can be assigned single profile at a time.

Creation of Recruiter custom Profile

The screenshot shows the Salesforce Setup interface. In the left sidebar, the 'Profiles' link is selected under the 'Users' section. The main content area is titled 'Profiles' and shows a list of profiles. The 'Recruiter' profile is highlighted with a red box. The table has columns for 'Action', 'Profile Name', 'User License', and 'Custom'.

Action	Profile Name	User License	Custom
Edit Del ...	Read Only	Salesforce	✓
Edit Del ...	Recruiter	Salesforce	✓

Activity 2:

Creation of Sales Manager custom Profile

The screenshot shows the Salesforce Setup interface. In the left sidebar, the 'Profiles' link is selected under the 'Users' section. The main content area is titled 'Profiles' and shows a list of profiles. The 'Sales Manager' profile is highlighted with a red box. The table has columns for 'Action', 'Profile Name', 'User License', and 'Custom'.

Action	Profile Name	User License	Custom
Edit Del ...	Sales	Salesforce	✓
Edit Del ...	Sales Manager	Salesforce	✓
Edit Del ...	Sales User	Salesforce	✓
Edit Clone	Salesforce API Only System Integrations	Salesforce Integration	
Edit Clone	Silver Partner User	Silver Partner	
Edit Clone	Solution Manager	Salesforce	
Edit Clone	Standard Platform User	Salesforce Platform	
Edit Del ...	Standard Profile - No Acct Delete	Salesforce Platform	✓
Edit Clone	Standard User	Salesforce	
Edit Del ...	Support User	Salesforce	✓
Edit Clone	System Administrator	Salesforce	

Milestone 6-User

A user is anyone who logs in to Salesforce. Users are employees at your company, such as sales reps, managers, and IT specialists, who need access to the company's records. Every user in Salesforce has a user account. The user account identifies the user, and the user account settings what features and records the user can access.

Activity 1:

Creation of Hr. Manager user

The screenshot shows the Salesforce Setup interface with the 'Users' section selected in the left sidebar. The main content area displays a list of users. A new user, 'Manager_Hr', has been added and is highlighted with a red box. The user details are as follows:

Action	Full Name	Alias	Username	Role	Active	Profile
Edit	Chatter Expert	Chatter	chatty.00d2v00000rkz07ead_avpbhbk9i@chatter.salesforce.com		✓	Chatter Free User
Edit Login	Gelli Ganesh	mlorr	mavamlorr@brose.com	Accounts Receivable	✓	Standard Platform User
Edit Login	Kim Ted	tkim	tkim@wbellow.com	Recruiter	✓	Force.com - App Subscription User
Edit Login	Larkin Noah	nlark	nlarkin@nbbblue.com	VP of Services	✓	Standard User
Edit Login	Manager_Hr	hmana	varagrasadhandrothu@gmail.com	Recruiter	✓	Standard Platform User
Edit	N N BALAMARUTHI	BN N	balamaruthi1130@resilient-wolf-pp0a2o.com	Customer Support Req	✓	System Administrator
Edit	User Integration	integ	integration@00d2v00000rkz07ead.com		✓	Analytics Cloud Integration User
Edit	User Security	sec	ins@htssecurity@00d2v00000rkz07ead.com		✓	Analytics Cloud Security User

Activity 2:

Creation of Ganesh Galli User

The screenshot shows the Salesforce Setup interface with the 'Users' section selected in the left sidebar. The main content area displays a list of users. A new user, 'Gelli Ganesh', has been added and is highlighted with a red box. The user details are as follows:

Action	Full Name	Alias	Username	Role	Active	Profile
Edit	Chatter Expert	Chatter	chatty.00d2v00000rkz07ead_avpbhbk9i@chatter.salesforce.com		✓	Chatter Free User
Edit Login	Gelli Ganesh	mlorr	mavamlorr@brose.com	Accounts Receivable	✓	Standard Platform User
Edit Login	Kim Ted	tkim	tkim@wbellow.com	Recruiter	✓	Force.com - App Subscription User
Edit Login	Larkin Noah	nlark	nlarkin@nbbblue.com	VP of Services	✓	Standard User
Edit Login	Manager_Hr	hmana	varagrasadhandrothu@gmail.com	Recruiter	✓	Standard Platform User
Edit	N N BALAMARUTHI	BN N	balamaruthi1130@resilient-wolf-pp0a2o.com	Customer Support Req	✓	System Administrator
Edit	User Integration	integ	integration@00d2v00000rkz07ead.com		✓	Analytics Cloud Integration User
Edit	User Security	sec	ins@htssecurity@00d2v00000rkz07ead.com		✓	Analytics Cloud Security User

Milestone 7-Sharing Rules:

Sharing rules help users to share records based on conditions. It is basically created for objects whose organization-wide defaults (OWD) are set to public read-only or private because sharing rules can only extend the access and not restrict it.

Types of sharing rules,

- Owner-based Sharing Rules
- Criteria-based Sharing Rules

Activity 1:

Creation sharing rules using candidate object

The screenshot shows the Salesforce Setup interface for the 'Candidate' object's sharing settings. The page is titled 'Sharing Settings' and includes a search bar at the top. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is divided into several sections:

- Object Settings:** A table with columns for Object, Default Internal Access, Default External Access, and Grant Access Using Hierarchies. The 'Candidate' object is listed with 'Public Read/Write' internal access, 'Private' external access, and 'Grant Access Using Hierarchies' checked.
- Other Settings:** A section with checkboxes for 'Manager Groups', 'Secure guest user record access' (checked), and 'Require permission to view record names in lookup fields'.
- Sharing Rules:** A section with a 'New' button and a 'Recalculate' button. Below this is a table for 'Candidate Sharing Rules' with columns for Action, Criteria, Shared With, and Access Level. A red box highlights the first rule: 'Candidate: Candidate Name EQUALS True' with 'Role_Hr_Manager' as the shared user and 'Read/Write' as the access level.
- Sharing Overrides:** A section with a 'Profiles That Override Candidate Sharing' table.

At the bottom, there is a yellow banner with the message: 'Organization-wide permissions affect all objects in the organization. Object permissions affect only the given object.' with links to 'tell me more!' and 'don't show this message again'.

Activity 2:

Creation of sharing rules using Job Application Object

Setup Home Object Manager

Search Setup

Setup

Security

Sharing Settings

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

Sharing Settings

Manager Groups

Secure guest user record access

Require permission to view record names in lookup fields

Sharing Rules

Job Application Sharing Rules

New Recalculate

Job Application Sharing Rules Help

Action	Criteria	Shared With	Access Level
Edit Del	Job Application: Job Application Name EQUALS True	Role: Hr Manager	Read/Write

Sharing Overrides

Profiles That Override Job Application Sharing

Sharing Overrides Help

Organization-wide permissions affect all objects in the organization. Object permissions affect only the given object.

Profile	Custom Profile	Organization-Wide Permissions		Job Application Permissions	
		View All Data	Modify All Data	View All	Modify All
Analytics Cloud Integration User	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
System Administrator	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Milestone 8-Reports:

A report is a list of records that meet the criteria you define. It's displayed in rows and columns, and can be filtered, grouped, or displayed in a graphical chart. Every report is stored in a folder. Folders can be public, hidden, or shared, and can be set to read-only or read/write.

Sales Home Opportunities Leads Tasks Files Accounts Contacts Campaigns Dashboards Reports Chatter Groups More

Search...

Report: Accounts Recruiter

Enable Field Editing

Add Chart

Edit

Account Name		Burlington Textiles Corp of America		Dickenson plc		Edge Communications		Express Logistics and Transport		GenePoint		Get Cloudy	
Prospect Rating	Type	Customer - Direct	Subtotal	Customer - Channel	Subtotal	Customer - Direct	Subtotal	Customer - Channel	Subtotal	Customer - Channel	Subtotal	-	Customer - Direct
-	Record Count	0	0	1	1	0	0	0	0	0	0	0	1
<input type="checkbox"/> Hot	Record Count	0	0	0	0	1	1	0	0	0	0	0	0
<input type="checkbox"/> Warm	Record Count	1	1	0	0	0	0	0	0	0	0	1	0
<input type="checkbox"/> Cold	Record Count	0	0	0	0	0	0	1	1	1	1	0	0
Total	Record Count	1	1	1	1	1	1	1	1	1	1	1	1

Details (17 Rows)

Click an intersection in the table above to filter details.

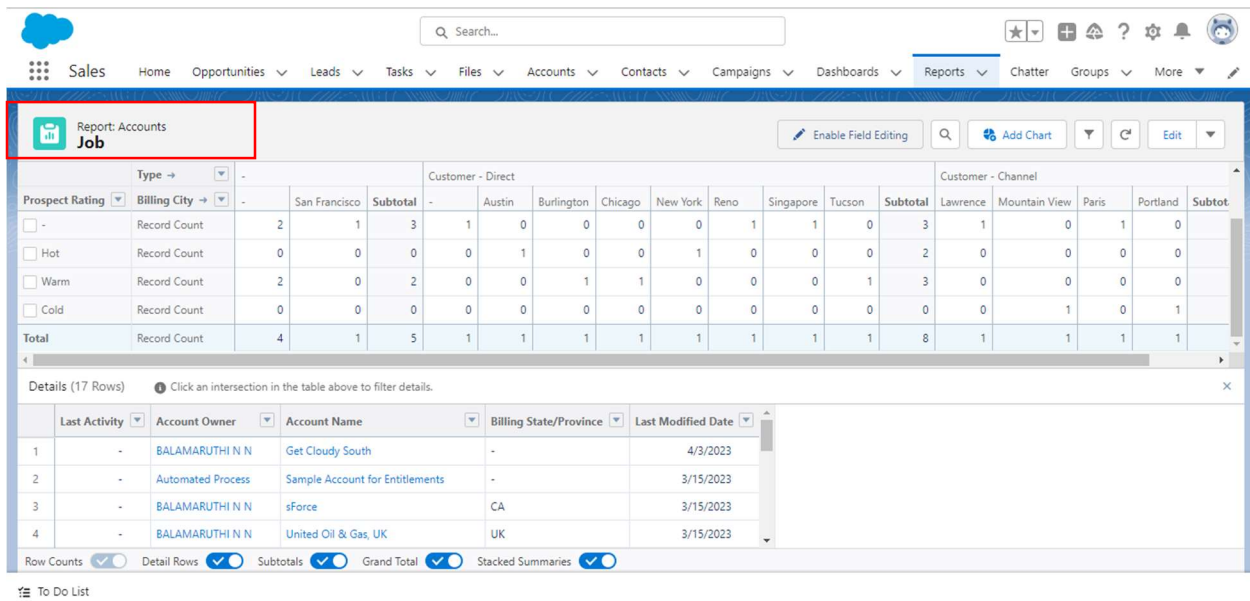
	Last Activity	Account Owner	Billing State/Province	Last Modified Date	Billing City
1	-	BALAMARUTHI N N	KS	3/15/2023	Lawrence
2	3/25/2023	BALAMARUTHI N N	NV	3/24/2023	Reno
3	-	BALAMARUTHI N N	-	4/3/2023	-
4	-	BALAMARUTHI N N	-	3/15/2023	Paris

Row Counts ☒ Detail Rows ☒ Subtotals ☒ Grand Total ☒ Stacked Summaries ☒

To Do List

Activity 2:

Creation of Job Report



Report: Accounts Job

Enable Field Editing

Search...

Add Chart

Edit

Prospect Rating	Billing City	San Francisco	Subtotal	Austin	Burlington	Chicago	New York	Reno	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland	Subtotal
-	Record Count	2	1	3	1	0	0	0	1	1	0	3	1	0	1	0
Hot	Record Count	0	0	0	0	1	0	0	1	0	0	2	0	0	0	0
Warm	Record Count	2	0	2	0	0	1	1	0	0	0	3	0	0	0	0
Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total	Record Count	4	1	5	1	1	1	1	1	1	1	8	1	1	1	1

Details (17 Rows) Click an intersection in the table above to filter details.

Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	BALAMARUTHI N N	Get Cloudy South	-	4/3/2023
2	Automated Process	Sample Account for Entitlements	-	3/15/2023
3	BALAMARUTHI N N	sForce	CA	3/15/2023
4	BALAMARUTHI N N	United Oil & Gas, UK	UK	3/15/2023

Row Counts ☒ Detail Rows ☒ Subtotals ☒ Grand Total ☒ Stacked Summaries ☒

To Do List

Activity 3:

Creation of Candidate Report

Sales

Home

Opportunities

Leads

Tasks

Files

Accounts

Contacts

Campaigns

Dashboards

Reports

Chatter

Groups

More

Search...

☆

+

🔍

?

⚙️

📧

👤

Report: Accounts Candidate

Enable Field Editing

Q

Add Chart

🔼

🔄

Edit

Type →

Customer - Direct

Customer - Channel

Prospect Rating	Billing City	San Francisco	Subtotal	Austin	Burlington	Chicago	New York	Reno	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland	Subtotal
-	Record Count	1	1	2	1	0	0	0	1	1	0	3	1	0	1	0
Hot	Record Count	0	0	0	0	1	0	0	1	0	0	2	0	0	0	0
Warm	Record Count	2	0	2	0	0	1	1	0	0	1	3	0	0	0	0
Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total	Record Count	3	1	4	1	1	1	1	1	1	1	8	1	1	1	1

Details (16 Rows)

Click an intersection in the table above to filter details.

	Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	-	BALAMARUTHI N N	Get Cloudy South	-	4/3/2023
2	-	BALAMARUTHI N N	sForce	CA	3/15/2023
3	-	BALAMARUTHI N N	United Oil & Gas, UK	UK	3/15/2023
4	3/25/2023	BALAMARUTHI N N	Get Cloudy	NV	3/24/2023

Row Counts

Detail Rows

Subtotals

Grand Total

Stacked Summaries

To Do List

Creation of Job Application Report

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Trailhead Profile Public URL

Team Members	Name	Trailhead URL
Team Leader	N.N. BALAMARUTHI	https://trailblazer.me/id/balnn
Team Member 1	J. AHAMED FIAZ	https://trailblazer.me/id/afiaz
Team Member 2	S.T. HARIRAM	https://trailblazer.me/id/shariram3
Team Member 3	K. KAVIL KUMAR	https://trailblazer.me/id/kkumara35

5. ADVANTAGES

Improve Candidate Experience: An Application Tracking system streamlines the application process, making it faster and more user-friendly for candidates. This can improve the candidate experience and help employers attract top talent.

Time-Saving: An Application tracking system automates many of the time-consuming tasks associated with recruiting, such as screening resumes and scheduling interviews. This frees up HR staff to focus on other important tasks.

Cost Effective: An Application Tracking system can help reduce the costs associated with recruiting and hiring by eliminating the need for manual processes, such as printing and mailing resumes.

5.1 DISADVANTAGES

1. Technical glitches can cause job applications to be lost or overlooked. Keyword matching can result in qualified candidates being overlooked.
2. Lack of personalization can make the application process feel impersonal. Job Application tracking system can be time consuming for both employers and job seekers.
3. They can prioritize quantity over quality, leading to a flood of unqualified applicants.
4. Overreliance on Job Application systems can cause employers to miss out on top talent who don't fit the system's

6. APPLICATIONS

1. Job Application Tracking systems are software programs that help employers manage and automate their recruitment processes.
2. These systems typically include features such as resume parsing, candidate screening, and interview scheduling.
3. Application Tracking system can help employers save time and money by automating many of the time-consuming tasks associated with recruitment.
4. The use of Application tracking systems has become increasingly common in recent years, particularly in larger organization.
5. One of the benefit of the system is that they can help employers identify the most qualified candidates for a given job.

7. CONCLUSION

In conclusion, job application tracking systems can help employers manage large volumes of applications and streamline the recruitment process. However, they can also have some disadvantages, including technical glitches, reliance on keyword matching. Lack of personalization, potential for bias, and time-consuming processes. It's important for employers to carefully evaluate the effectiveness of their Application Tracking system and consider the need of job seekers in the application process. Job seekers should also be aware of the limitations of these systems and takes steps to optimize their resumes for keyword matching while also highlighting their unique qualifications and experience.

8.FUTURE SCOPE:

1. Integration with social media platforms and professional networks for a wider pool of candidates.

2. Enhanced candidate experience through personalized communication and feedback.
3. Increase focus on diversity, equality, and inclusion recruitment process.
4. Greater data analytics capabilities to measure and improve recruitment matrices.