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
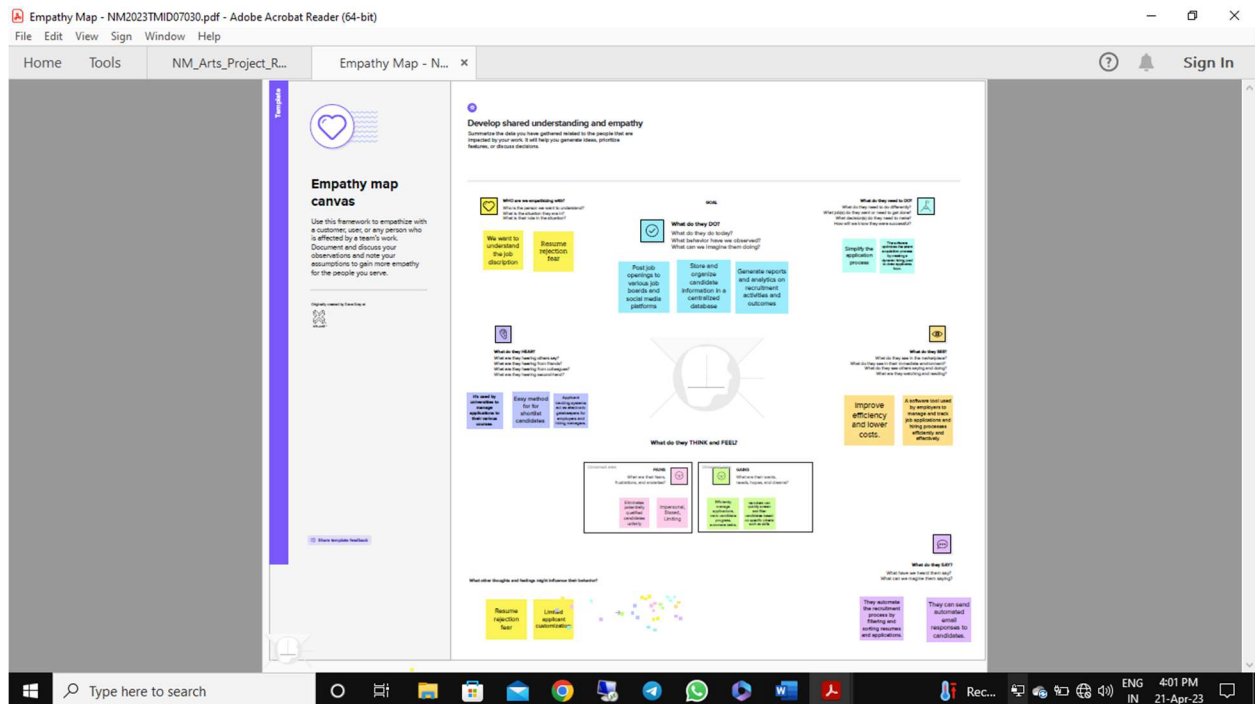
2.2 Ideation & Brainstorming Map
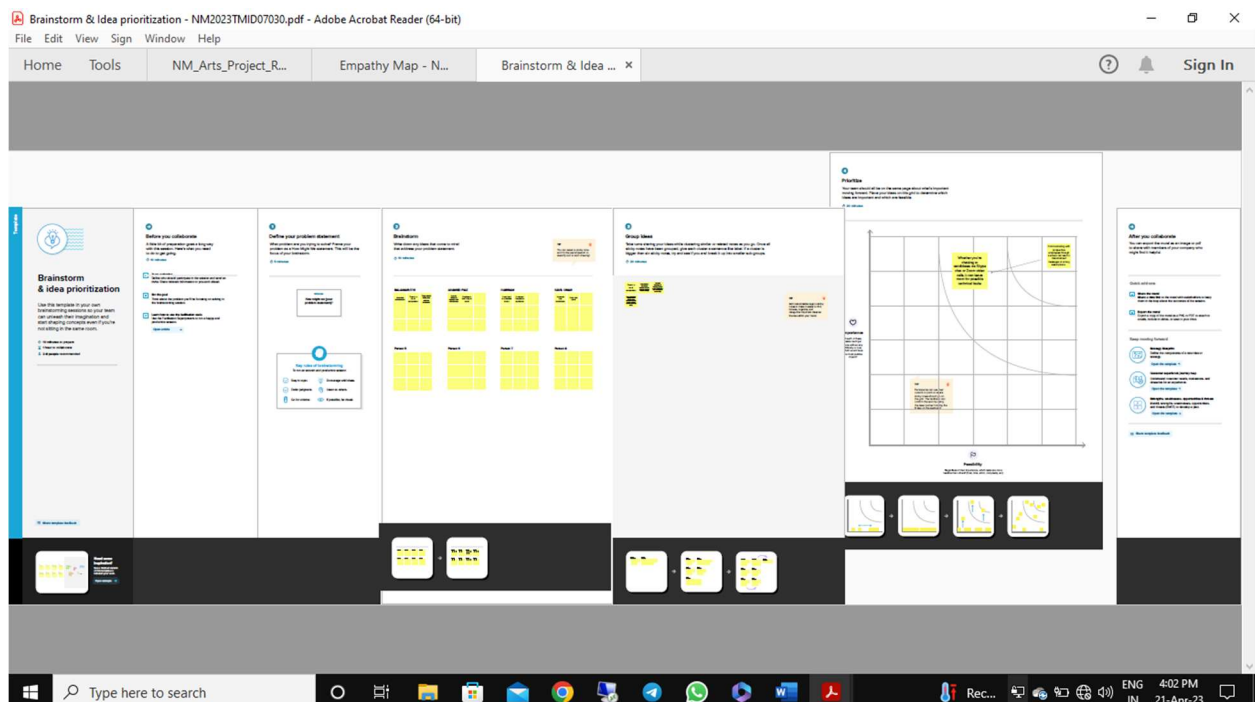
RESULT

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

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 2:

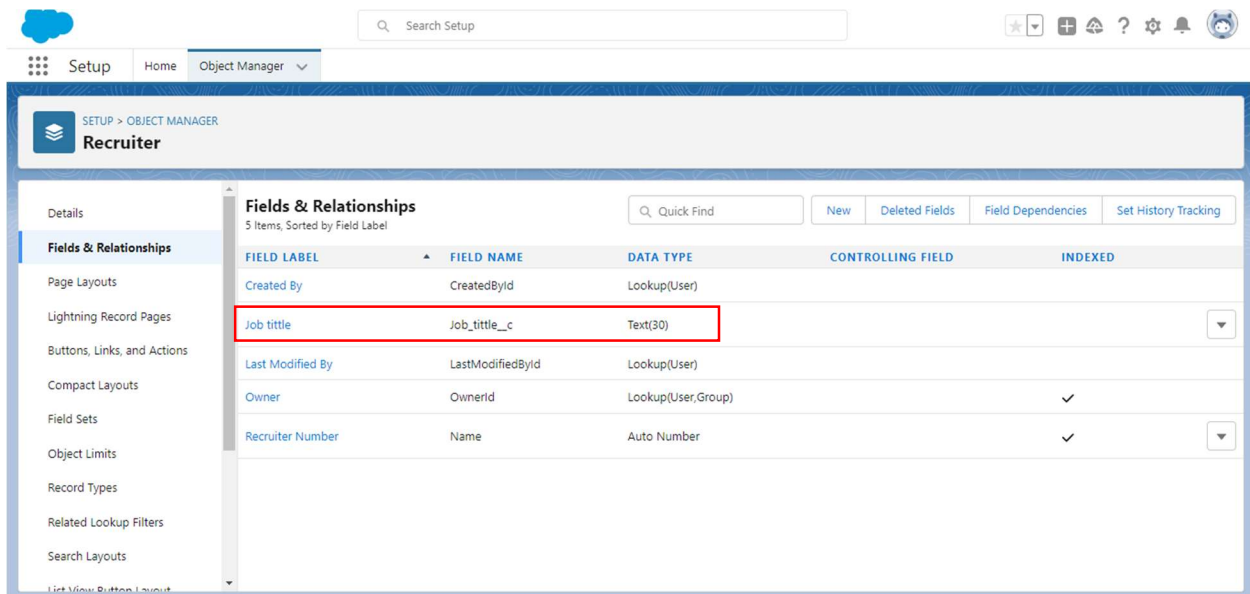Create Custom Object for Jobs

1. Label: Job

2. Plural label: Jobs

3. Record name: Job Name

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
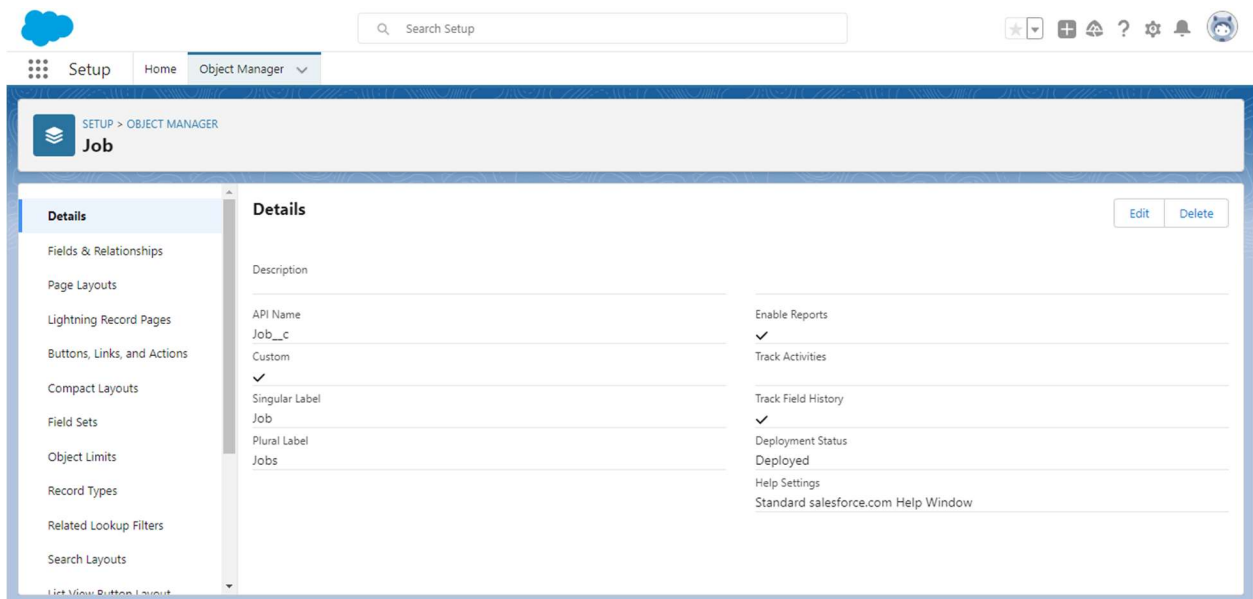
Activity 3:

Create Custom Object for Candidate

1. Label: Candidate

2. Plural label: Candidate

3. Record name: Candidate Name

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 4:

Create Custom Object for Job Application

1. Label: Job Application

2. Plural label: Job Applications

3. Record name: Job Application Name

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
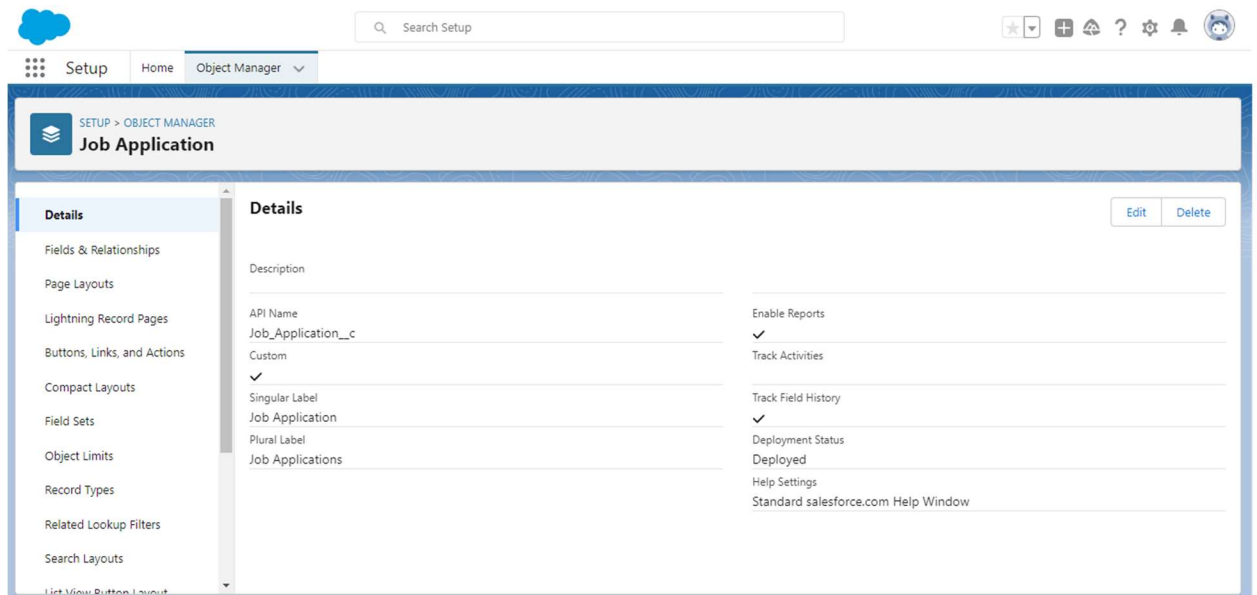
Milestone 3- Fields:

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:
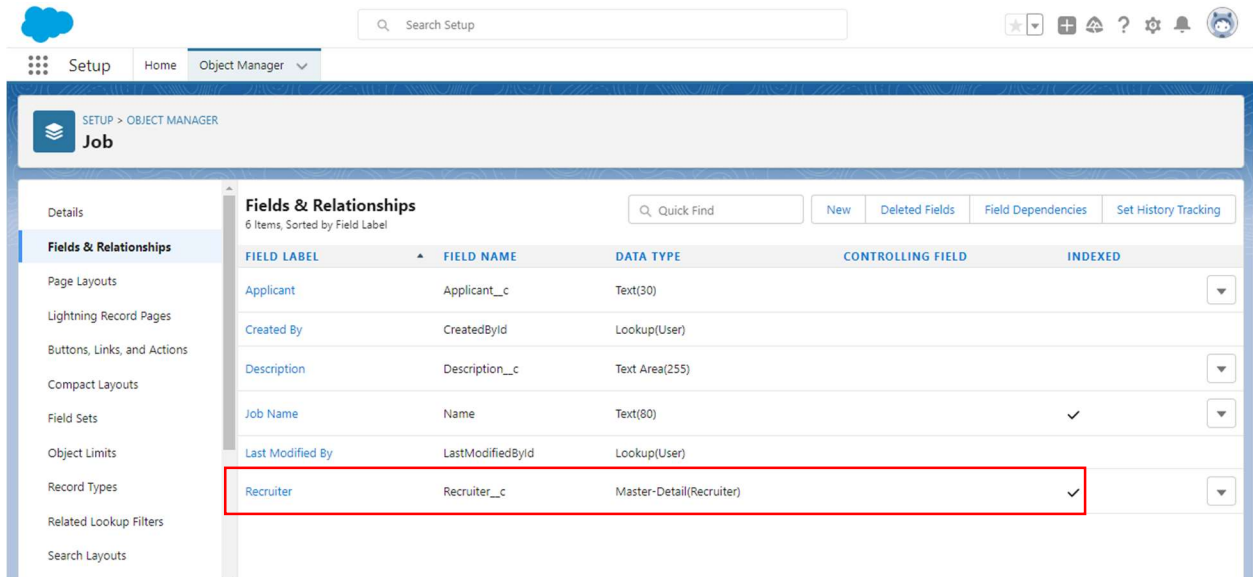
Activity 2:

Creation of Mater-Detail Relationship:
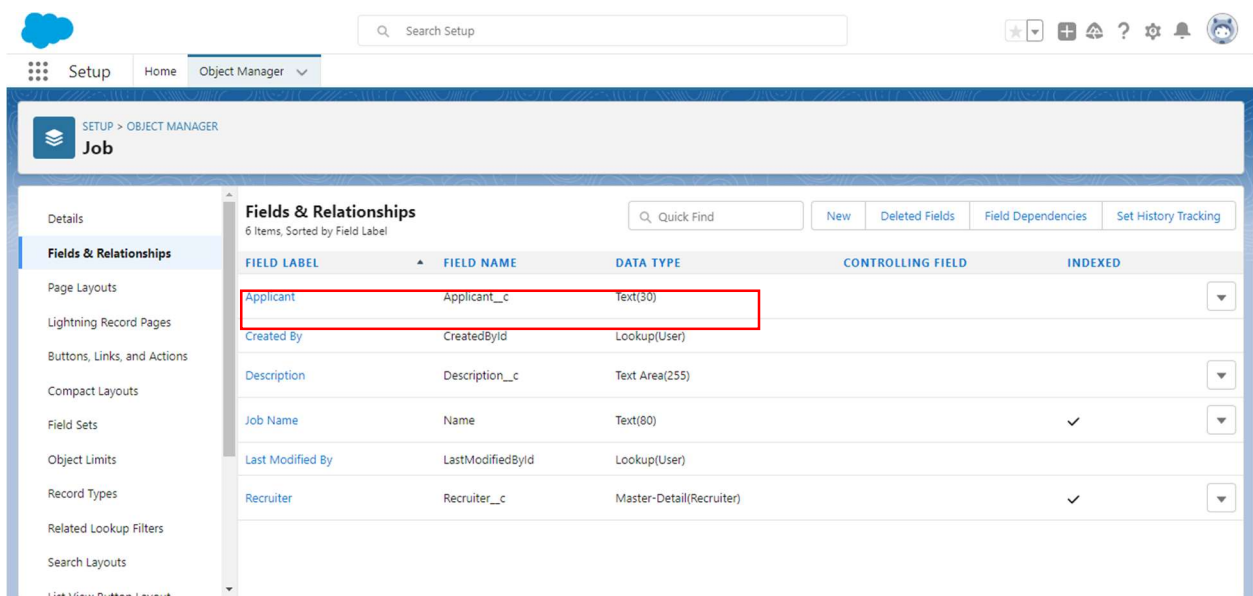
Activity 3:

Creation of Text Area custom Field

Activity 4:

Creation of Text Data type custom field

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
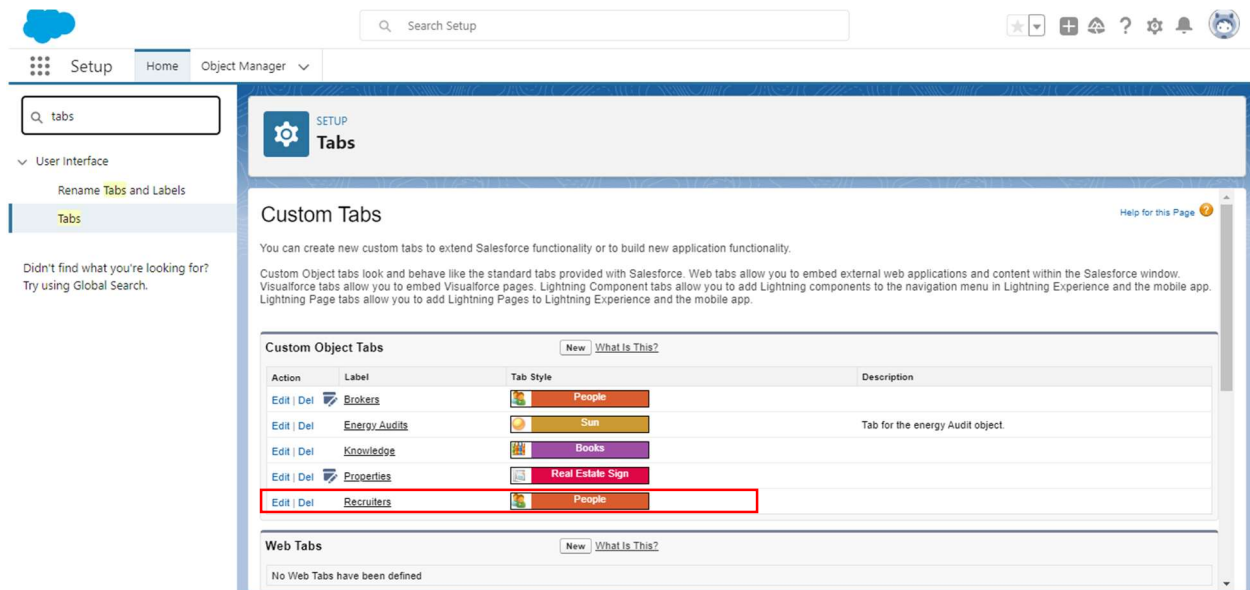
Milestone 5- Profile:

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

Activity 2:

Creation of Sales Manager custom Profile

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

Activity 2:

Creation of Ganesh Galli 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

Activity 2:

Creation of sharing rules using Job Application Object

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.

Activity 2:

Creation of Job Report

Activity 3:

Creation of Candidate Report

Activity 4:

Creation of Job Application Report

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 overfooked. Keyword matching can result in qualified candidates being overfooked.

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 praising, 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.