

**PROJECT REPORT TEMPLATE**  
**RECRUITING ASSISTANT FOR HR MANAGERS**  
**TEAM ID : NM2023TMID18447**

**1.INRODUCTION**

**1.1 Overview :**

In this project ,we use custom objects ,relationships, pages layouts to give the HR access to data they need on an existing recruitment app.

To make the existing app more efficient for the HR team we create custom objects and relationships to store and access the data more efficiently. we install an unmanaged package in the org to get metadata that acts as existing data in the recruitment app.

**1.2 Purpose :**

- ❖ Job positing
- ❖ Rewards & Incentives
- ❖ Resolving conflicts
- ❖ Performance Appraisal
- ❖ Training & Development
- ❖ Maintaining Healthy Work culture
- ❖ Organizing various activities
- ❖ Payroll Management .

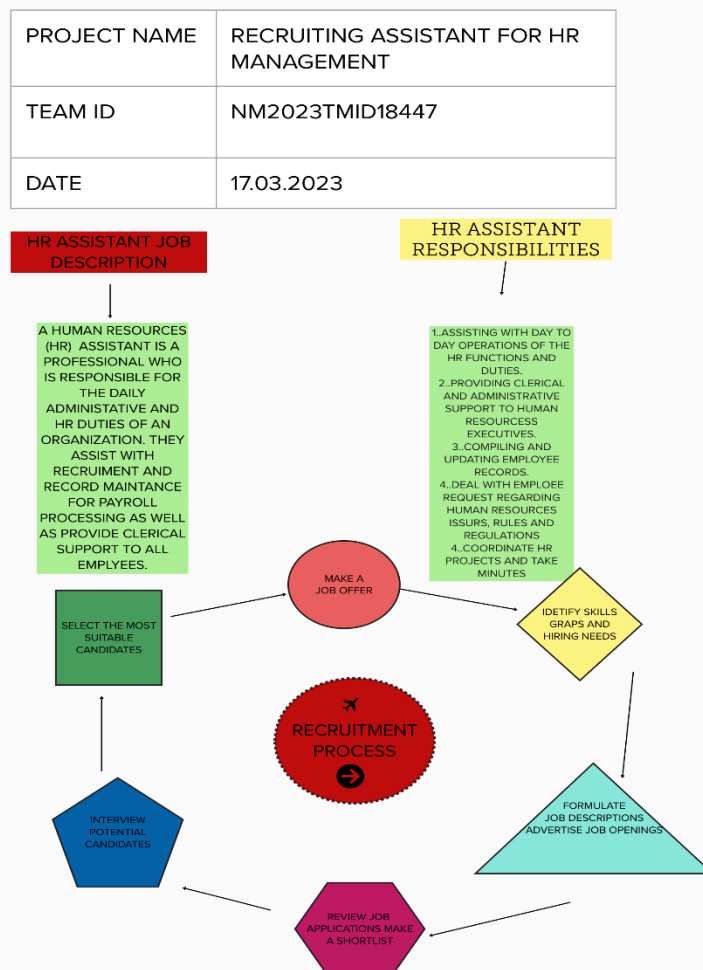
## 2. Problem Definition & Design Thinking

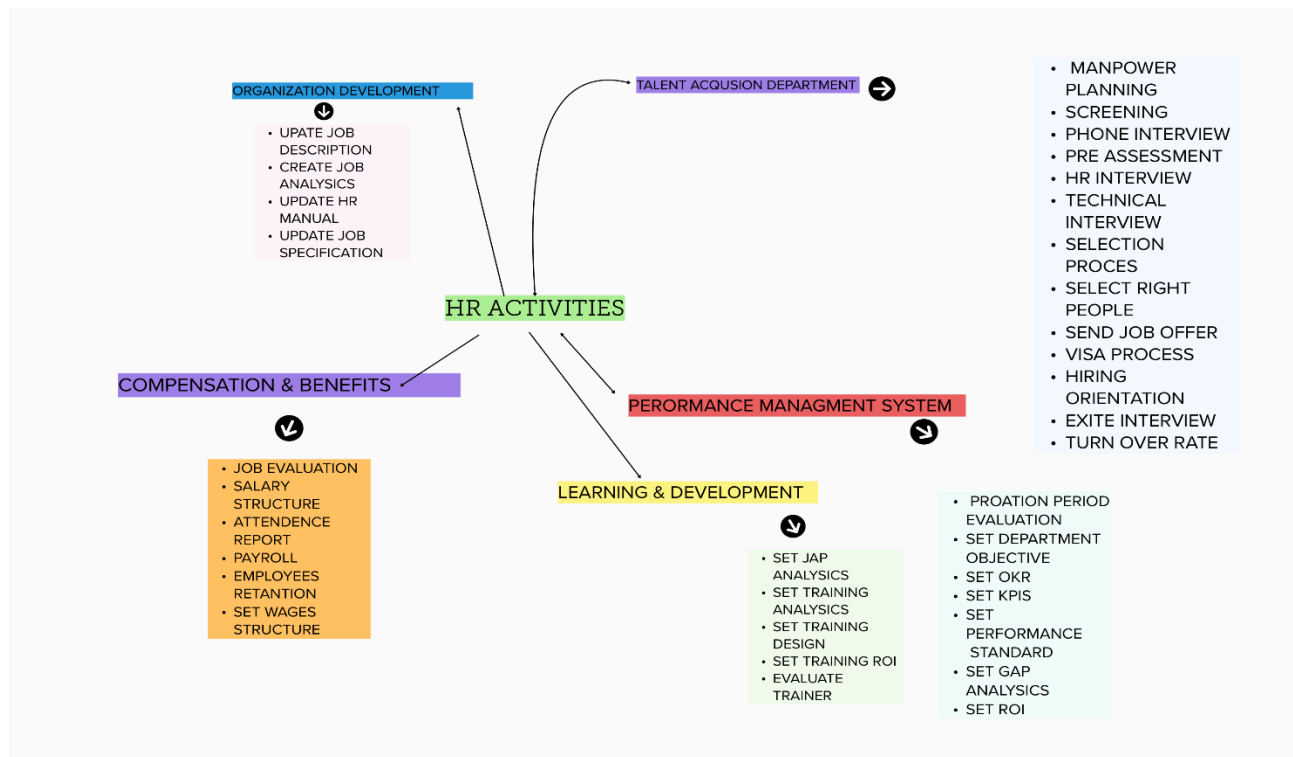
### 2.1 Empathy map :

An empathy map is a collaborative visualization used to articulate what we know about a particular type of user. It externalizes knowledge about users in order to

- 1) create a shared understanding of user needs, and
- 2) aid in decision making

### EMPATHY MAP



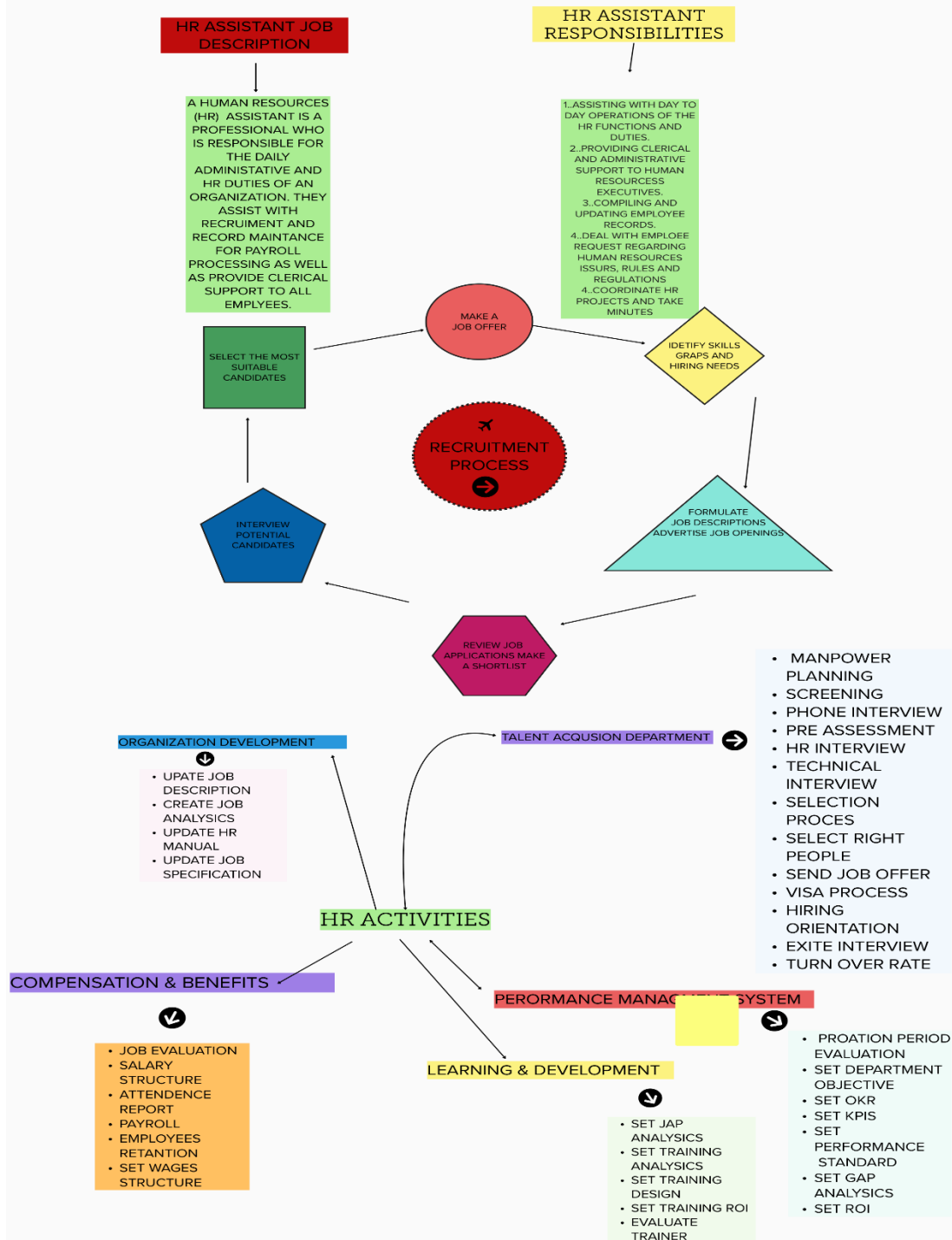


## 2.2 Brainstorming :

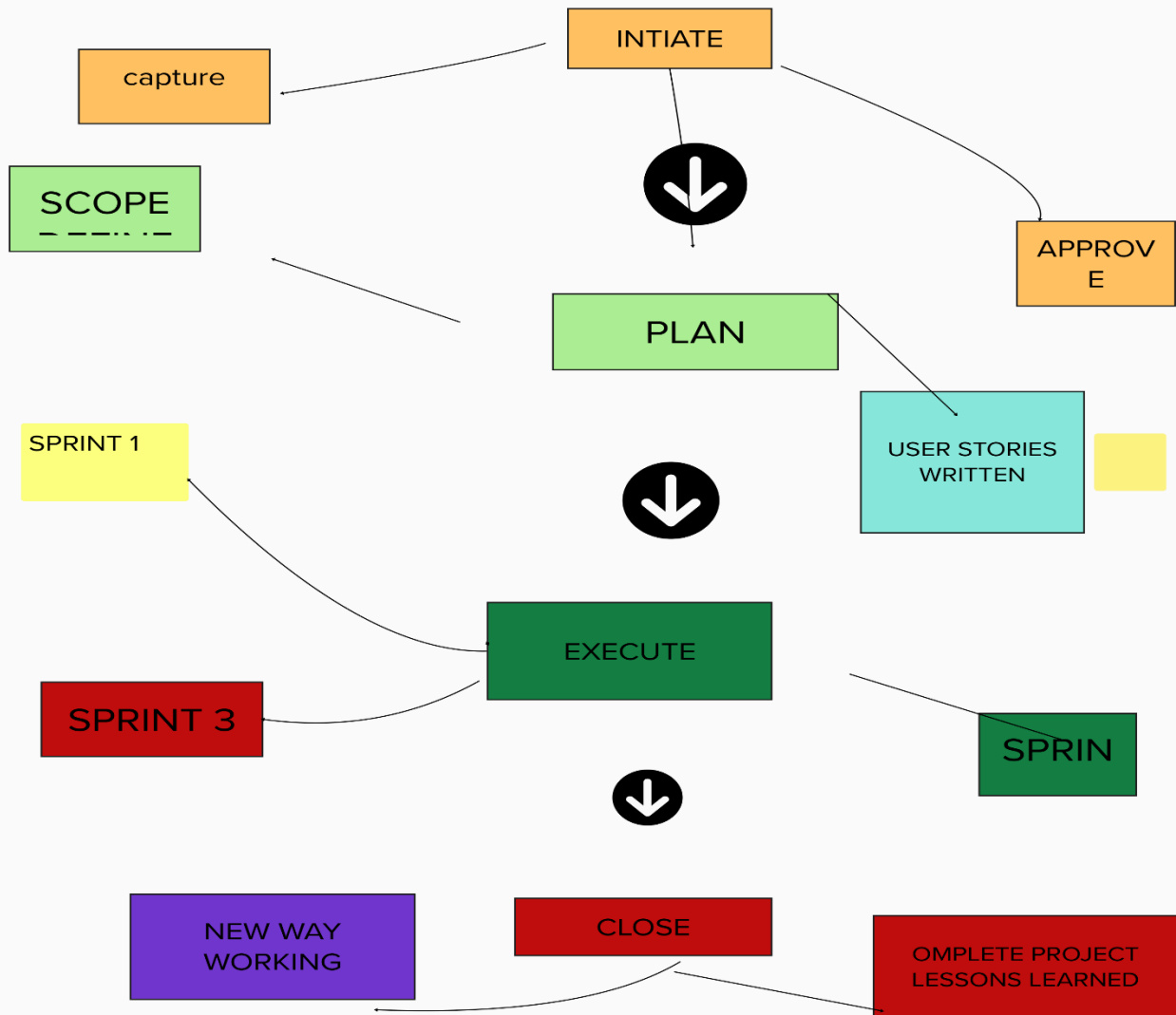
Brainstorming is a group problem-solving method that involves the spontaneous contribution of creative ideas and solutions. This technique requires intensive, freewheeling discussion in which every member of the group is encouraged to think aloud and suggest as many ideas as possible based on their diverse knowledge.

.....HR MANAGEMENT....BRAINSTORMING.....

PROJECT NAME	RECRUITING ASSISTANT FOR HR MANAGEMENT
TEAM ID	NM2023TMID18447
DATE	17.03.2023
NAME	VISHNURAM P



## BRAINSTORMING.....



### BRAINSTORMING

Brainstorming is **a technique that can focus that creativity and help the team discover solutions**. There will be situations where acceptable ideas and alternatives have not come forth from the normal team deliberations. In such cases the project manager might suggest a brainstorming session

### **3. RESULT**

#### **3.1 Data Model :**

Object name		Field label	Data type
<b>1</b>	Job positing site	Job positing site	Text
	Job positing URL	Job positing URL	Text
<b>2</b>	Review	Review	Auto- Number
	Account	Account	Auto- Number

## 3.2 Activity & Screenshort :

The screenshot displays the Salesforce Lightning Experience user interface. At the top, the navigation bar includes the Salesforce logo, a search bar, and user information for VISHNURAM P. Below this, a secondary navigation bar lists various tabs: Home, Chatter, Accounts, Contacts, Cases, Solutions, Reports, and Dashboards. A prominent banner at the top center reads "It's Better in Lightning" with the subtext "Move to Lightning Experience and give your users a productivity boost." To the right of the banner are buttons for "Tell Me More" and "Check".

The main content area is divided into several sections:

- Getting Started:** Contains two cards. The "Build App" card encourages generating a basic app with one step and extending it with clicks or code, with an "Add App" button. The "Salesforce Lightning" card promotes the power, speed, and simplicity of the new user experience, with a "Get Started" button.
- System Overview:** A card indicating "You have 2 messages" and prompting the user to expand to see messages or go to the system overview page.
- Recent Items:** A table listing recent items with columns for Name, Type, and Object. The items listed are: job posting site, course detail, object, Job postings, Job posting site, Job posting site URL, job posting site, Job, Job Search, and Interview.
- Quick Links:** A section with three columns: Tools (App Quick Start, Schema Builder, New custom object), Users (New user, Add multiple users, Reset users' passwords), and App (Manage apps, Manage profiles, Enable Chatter feeds). Below these are sections for Security (New profile, New permission set, Add roles) and Data (Import accounts & contacts, Import custom objects, Mass delete records).
- Community:** A section with three columns: Resources (Collaborate & Discuss, User Groups), Find Answers (Post your questions to the Community, Ask a Question button), and Contribute Ideas (Share & vote for ideas to improve the product, Post an Idea button). A "Release Resources" link is at the bottom.

On the left side, there is a sidebar with a search bar and a "Lightning Experience Transition Assistant" button. Below this is the "Salesforce Mobile Quick Start" section with a "Home" link. The sidebar also contains a "Administer" section with links to Release Updates, Manage Users, Manage Apps, Manage Territories, Company Profile, Data Classification, Privacy Center, Security Controls, Domain Management, Communication Templates, Translation Workbench, Data Management, Mobile Administration, Desktop Administration, Outlook Integration and Sync, Gmail Integration and Sync, Email Administration, Google Apps, Analytics, and Data.com Administration. Below the "Administer" section is the "Build" section with links to Customize, Create, Develop, and Lightning Bolt (Schema Builder, Lightning App Builder, Canvas App Previewer, Installed Packages, Package Usage, AppExchange Marketplace). The "Deploy" section includes Deployment Settings and Deployment Status. The "Monitor" section lists System Overview, Optimizer, Imports, Outbound Messages, Time-Based Workflow, Automated Process Actions, Case Escalations, Entitlement Processes, API Usage Notifications, Mass Emails, Email Snapshots, Jobs, and Logs.

On the right side, there is a "Recommended Apps" section featuring the "FinancialForce Professional S..." app by FinancialForce, with a 5-star rating and 116 reviews. A note mentions "LATEST SUMMER RELEASE 22" and describes the app's functionality for managing professional services teams, customers, and projects.

# It's Better in Lightning

Move to Lightning Experience and give your users a productivity boost.

Tell Me More

Quick Find / Search... 

Expand All | Collapse All



## Salesforce Mobile Quick Start

### Home

#### Administer

- Release Updates
- Manage Users
- Manage Apps
- Manage Territories
- Company Profile
- Data Classification
- Privacy Center
- Security Controls
- Domain Management
- Communication Templates
- Translation Workbench
- Data Management
- Mobile Administration
- Desktop Administration
- Outlook Integration and Sync
- Gmail Integration and Sync
- Email Administration
- Google Apps
- Analytics
- Data.com Administration

#### Build

- Customize
- Create
  - Apps
  - Custom Labels
  - Interaction Log Layouts
  - Objects
    - Big Objects
    - Picklist Value Sets
    - Packages
    - Report Types
    - Tabs
    - Service Cloud Launch Pad
    - Action Link Templates
  - Global Actions
  - Workflow & Approvals
- Develop
- Lightning Bolt
  - Schema Builder
  - Lightning App Builder
  - Canvas App Previewer
  - Installed Packages
  - Package Usage
  - AppExchange Marketplace

#### Deploy

- Deployment Settings
- Deployment Status

#### Monitor

- System Overview
- Optimizer
- Imports
- Outbound Messages
- Time-Based Workflow
- Automated Process Actions
- Case Escalations
- Entitlement Processes
- API Usage Notifications
- Mass Emails
- Email Snapshots
- Jobs
- Logs

Custom Object

## job posting site

Help for this Page

Standard Fields [4] | Custom Fields & Relationships [0] | Validation Rules [0] | Page Layouts [1] | Field Sets [0] | Compact Layouts [1] | Search Layouts [4] | Buttons, Links, and Actions [8] | Record Types [0] | Apex Sharing Reasons [0] | Apex Sharing Recalculation [0] | Object Limits [10]

### Custom Object Definition

#### Detail

Edit Delete

Singular Label	job posting site	Description	
Plural Label	job postings sits	Enable Reports	<input checked="" type="checkbox"/>
Object Name	job_posting_site	Track Activities	<input type="checkbox"/>
API Name	job_posting_site__c	Allow in Chatter Groups	<input type="checkbox"/>
		Allow Sharing	<input checked="" type="checkbox"/>
		Allow Bulk API Access	<input checked="" type="checkbox"/>
		Allow Streaming API Access	<input checked="" type="checkbox"/>
		Track Field History	<input checked="" type="checkbox"/>
		Enable Licensing	<input type="checkbox"/>
		Deployment Status	Deployed
		Allow Search	<input checked="" type="checkbox"/>
		Help Settings	
Created By	VISHNURAM E	Modified By	VISHNURAM E
	28/03/2023, 10:11 am		28/03/2023, 10:11 am

### Standard Fields

Standard Fields Help

Action	Field Label	Field Name	Data Type	Controlling Field	Indexed	Track History
	Created By	CreatedBy	Lookup(User)			<input type="checkbox"/>
	Last Modified By	LastModifiedBy	Lookup(User)			<input type="checkbox"/>
Edit	Owner	Owner	Lookup(User,Group)		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Edit	site Name	Name	Text(80)		<input checked="" type="checkbox"/>	<input type="checkbox"/>

### Custom Fields & Relationships

New

Field Dependencies

Set History Tracking

Custom Fields & Relationships Help

No custom fields defined.

### Related Lookup Filters

No related lookup filters defined.

### Validation Rules

New

Validation Rules Help

No validation rules defined.

### Triggers

New

Triggers Help

No triggers defined.

### Page Layouts

New

Page Layout Assignment

Page Layouts Help

Action	Page Layout Name	Created By	Modified By
Edit   Del	job posting site Layout	VISHNURAM E	VISHNURAM E
		28/03/2023, 10:11 am	28/03/2023, 10:11 am

### Field Sets

New

Field Sets Help

No field sets defined.

### Compact Layouts

New

Compact Layout Assignment

Compact Layouts Help

Action	Label	API Name	Primary	Modified By
	System Default	SYSTEM	<input checked="" type="checkbox"/>	

### Search Layouts

Search Layouts Help

Action	Layout	Columns Displayed	Buttons Displayed	Modified By
Edit	Lookup Dialogs	site Name	N/A	VISHNURAM E
				28/03/2023, 10:11 am
Edit	Lookup Phone Dialogs	site Name	N/A	VISHNURAM E
				28/03/2023, 10:11 am
Edit	job postings sits List View	N/A	New, Open in Quip, New From Document, Accept, Change Owner, Import, Change Owner, Printable View	VISHNURAM E
				28/03/2023, 10:11 am
Edit	Search Filter Fields	N/A		VISHNURAM E
				28/03/2023, 10:11 am

### Buttons, Links, and Actions

New Action

New Button or Link

Buttons, Links, and Actions Help

Action	Label	Name	Description	Type	Content Source	Icon	Overridden
Edit	Accept	Accept			Standard page		<input type="checkbox"/>
Edit	Clone	Clone			Standard page		<input type="checkbox"/>
Edit	Delete	Delete			Standard page		<input type="checkbox"/>
Edit	Edit	Edit			Standard page		<input type="checkbox"/>
Edit	job postings sits Tab	Tab			Standard page		<input type="checkbox"/>
Edit	List	List			Standard page		<input type="checkbox"/>
Edit	New	New			Standard page		<input type="checkbox"/>
Edit	View	View			Standard page		<input type="checkbox"/>

### Record Types

New

Page Layout Assignment

Record Types Help

No record types defined.

### Apex Sharing Reasons

New

Apex Sharing Reasons Help

No Apex sharing reasons defined.

### Apex Sharing Recalculation

New

Recalculate Apex Sharing

Apex Sharing Recalculation Help

No Apex sharing recalculations defined.

### Object Limits

Object Limits Help

Item	Usage	Limit	% used	Message
Custom Fields	0	500	0%	
Custom Relationship Fields	0	40	0%	
Active Workflow Rules	0	50	0%	
Total Workflow Rules	0	500	0%	
Approval Processes	0	500	0%	
Active Lookup Filters	0	5	0%	
Active Validation Rules	0	100	0%	
VLOOKUP Functions	0	10	0%	
Sharing Rules (Both Owner- and Criteria-based)	0	300	0%	
Sharing Rules (Criteria-based Only)	0	50	0%	



#### **4. TRAILHEAD PROFILE PUBLIC URL**

Team Leader – <https://trailblazer.me/id/hgahlot3>  
Team Member 1 - <https://trailblazer.me/id/hgahlot3>  
Team Member 2 - <https://trailblazer.me/id/hgahlot3>  
Team Member 3 – <https://trailblazer.me/id/hgahlot3>

#### **5. ADVANTAGES & DISADVANTAGES**

##### **Advantages :**

- ❖ Human resource planning
- ❖ Hiring workforce
- ❖ Enhance organization effectiveness
- ❖ Handles disputes and queries
- ❖ Motivating employees
- ❖ Improve employee relation .

##### **Disadvantages :**

- ❖ Costly setup
- ❖ Recent origin
- ❖ Unpredictability
- ❖ Improper development programmes
- ❖ Insufficient information .

## **6. APPLICATIONS**

- ❖ HRIS is a type of business application that enables companies to store employee information ,manage common HR functions ,and execute critical HR activities such as processing payroll and administering benefits.
- ❖ Features oh HRIS application include an employee self-service portal , payroll , workforce management ,recruitment and hiring ,benefits administration ,and talent management .
- ❖ As mentioned, HRIS applications are valuable for supporting critical HR operations and initiatives. Let's look at how you an apply HRIS capabilities in your business to deliver value and build a strong foundation.

## **7. CONCLUSION**

In conclusion ,due many challenges that are facing human resource departments , there is need for organisations to adopt correct and workable policies that will not only ensure they alleviate these challenges but also develop mechanisms of Dellinger with such challenge in case they occur in the future .

## **8. FUTURE SCOPE**

The project has a very vast scope in future . The project can be implemented on internet in future.