**CHAPTER 2**

**LITERATURE REVIEW**

**2.1 INTRODUCTION**

In this chapter, we delve into existing systems and applications related to the title, exploring various aspects of applicant tracking systems. This literature review examines previous works in this field, highlighting their strengths and limitations. The following sections present an overview and summary, emphasizing the unique contributions of the current study.

**2.2 .1 APPLICANT TRACKING SYSTEMS**

The first Applicant Tracking Systems were introduced in the 1970s. These early systems were designed to manage job applications manually, and most of the work was done by human recruiters. The systems were often rudimentary, with basic data entry capabilities and limited reporting options. (*ATS Evolution: A Historical Perspective- OnBlick Inc*, n.d.) During the 1980s, Applicant Tracking Systems began to incorporate more advanced features, such as resume parsing. This allowed recruiters to sort and analyze large volumes of applications quickly. However, these systems were still relatively simple compared to what we have today. In the 1990s, The internet revolutionized the recruitment process, leading to the development of online job boards and more sophisticated ATS. Companies like Monster and CareerBuilder played a significant role in popularizing online job applications.The primary motivation behind the development of ATS was to streamline recruitment process and improve efficiency**.**

As companies received increasing numbers of job applications, manual methods became cumbersome and time-consuming. ATS offered a solution by automating repetitive tasks, such as resume screening, scheduling interviews, and tracking candidate progress.

**2.2.2 MONSTER**

Monster Hiring Management (MHM) is an industry-leading applicant tracking system, purpose-built to automate and accelerate federal hiring. As the largest commercial talent acquisition provider, we have approximately 60 federal agencies that rely on our platform today to streamline and optimize their federal hiring process, while ensuring compliance with applicable laws and regulations. MHM establishes the foundation for an efficient, effective, and flexible staff acquisition process to help agencies decrease the time to hire and reach hiring goals.

, MHM provides an optimized, reliable, and scalable talent acquisition system that allows agencies to focus on their mission.

This applicant tracking system streamlines the day-to-day tasks of the entire federal hiring process and is fully compliant with OPM hiring standards and guidelines. It allows one to effectively and efficiently post vacancy announcements, track the application process, communicate with applicants, provide skills- and competency-based assessments,  schedule hiring activities, score panel interviews, and report on hiring performance metrics. MHM enables various agency stakeholders, from subject matter experts to hiring managers, to engage in the hiring process. A range of user dashboards ensures that everyone can see the progress of the hiring actions, as well as works in unison towards the same goals.

**2.2.3 CAREERBUILDER**

CareerBuilder, a major online job board and recruitment platform, has a long history of providing applicant tracking system (ATS) solutions to employers. While the exact date of its initial ATS offering is unclear, it's likely that CareerBuilder began developing and offering ATS tools alongside its job board platform in the late 1990s or early 2000s. As a pioneer in online recruitment, CareerBuilder recognized the need for employers to have efficient tools for managing the hiring process. The effectiveness of CareerBuilder's ATS depends on various factors, including the specific needs of the employer, the quality of the job postings, and the use of best practices for recruitment. However, many employers have found CareerBuilder's ATS to be a valuable tool for improving efficiency, reducing time-to-hire, and enhancing the overall recruitment process. SHRMpro. (2023, April 26). *Recruitment Management Software | Application Tracking System - SHRMPro*. https://www.shrmpro.com/features/application-tracking-system/

**How it Works**

CareerBuilder's ATS is a cloud-based platform that helps employers manage the entire recruitment process, from job posting to candidate onboarding. Key features of the system include:

* **Job Posting:** Employers can create and post job openings directly on CareerBuilder's platform, reaching a large pool of potential candidates.
* **Resume Parsing:** The ATS automatically parses incoming resumes, extracting key information such as candidate name, contact details, work experience, and skills.
* **Candidate Screening:** Employers can use filters and search functions to identify candidates who meet specific criteria, such as education, experience, and keywords.
* **Communication:** The ATS facilitates communication between employers and candidates, including email, scheduling interviews, and sending automated notifications.
* **Onboarding:** The system can be integrated with other HR tools to streamline the onboarding process, such as background checks and paperwork.

## **2.2.4 iCIMS APPLICANT TRACKING SYSTEM (ATS)**

iCIMS, founded in 2000, is a leading provider of talent acquisition solutions, including its flagship applicant tracking system (ATS). Designed to streamline the recruitment process, iCIMS ATS is a comprehensive platform that helps businesses attract, assess, and hire top talent.

**How it Works**

The iCIMS ATS is a cloud-based solution that offers a range of features to support the entire recruitment lifecycle. Key functionalities include:

* **Job Posting:** Employers can create and post job openings on multiple job boards and social media platforms directly from the ATS.
* **Candidate Sourcing:** The system allows for sourcing candidates through various channels, including resume databases, referrals, and social media.
* **Resume Parsing:** iCIMS ATS can automatically parse incoming resumes, extracting key information like experience, skills, and education.
* **Candidate Screening:** Employers can use advanced search and filtering capabilities to identify qualified candidates based on specific criteria.
* **Assessments:** The ATS integrates with various assessment tools to evaluate candidates' skills and competencies.
* **Interview Scheduling:** The system helps schedule interviews, send reminders, and track candidate progress.
* **Onboarding:** iCIMS can be integrated with other HR systems to streamline the onboarding process, including background checks and paperwork.
* **Analytics:** The platform provides detailed analytics and reporting to help employers measure the effectiveness of their recruitment efforts.

**Key Benefits**

* **Efficiency:** iCIMS ATS automates many manual tasks, saving time and resources for recruiters.
* **Candidate Experience:** The system can improve the candidate experience by providing a streamlined and efficient application process.
* **Data-Driven Decisions:** The ATS provides valuable insights and analytics to help employers make data-driven decisions about their recruitment strategies.
* **Scalability:** iCIMS can accommodate the needs of businesses of all sizes, from small startups to large enterprises.

**Overall, iCIMS ATS offers a comprehensive solution for managing the recruitment process, helping businesses attract and hire top talent efficiently.** iCIMS. (2024, September 23). *ICIMS | Recruiting Software Platform & #1 Applicant Tracking System*. iCIMS | the Leading Cloud Recruiting Software. https://www.icims.com/

**2.2.5 JOBVITE**

Jobvite, founded in 2005, is a leading provider of talent acquisition solutions, including its robust applicant tracking system (ATS). Designed to streamline the recruitment process, Jobvite ATS offers a comprehensive suite of features to help businesses attract, assess, and hire top talent.

**How it Works**

Jobvite ATS is a cloud-based platform that provides a range of functionalities to support the entire recruitment lifecycle. Key features include:

* **Job Posting:** Employers can easily create and post job openings on multiple job boards and social media platforms directly from the ATS.
* **Candidate Sourcing:** The system allows for sourcing candidates through various channels, including resume databases, referrals, and social media.
* **Resume Parsing:** Jobvite ATS can automatically parse incoming resumes, extracting key information like experience, skills, and education.
* **Candidate Screening:** Employers can use advanced search and filtering capabilities to identify qualified candidates based on specific criteria.
* **Assessments:** The ATS integrates with various assessment tools to evaluate candidates' skills and competencies.
* **Interview Scheduling:** The system helps schedule interviews, send reminders, and track candidate progress.
* **Onboarding:** Jobvite can be integrated with other HR systems to streamline the onboarding process, including background checks and paperwork.
* **Analytics:** The platform provides detailed analytics and reporting to help employers measure the effectiveness of their recruitment efforts.

**Key Benefits**

* **Efficiency:** Jobvite ATS automates many manual tasks, saving time and resources for recruiters.
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* **Data-Driven Decisions:** The ATS provides valuable insights and analytics to help employers make data-driven decisions about their recruitment strategies.
* **Scalability:** Jobvite can accommodate the needs of businesses of all sizes, from small startups to large enterprises.

**2.2 CRITIQUE OF THE EXISTING SYSTEMS**