

# 42904 - CLOUD COMPUTING AND SOFTWARE AS A SERVICE



## Assignment 2 –Application Development Using Force.com PaaS

### HR Management

**Team Members**

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## Abstract

The main aim of this report is to demonstrate the creation of a cloud computing application that has been developed using the “salesforce.com” platform. We have developed an HR management system that helps the candidate to apply for the available Job Positions, which will later be evaluated by the HR Team and Technical Team of the organisation. The **“Job Application Portal”** prototype for the HR management system developed using salesforce highlights features such as object creation, custom field creation, application of data validation rules, creating user profiles, assigning security levels and roles, task creation, task approvals, including auto-generated emails.

***Keywords: Cloud Computing, Salesforce, PaaS, HR Management, Job Application Portal.***

# 1. Introduction

In the current era, monitoring a huge number of “*Job Applications*” have been a tedious process for both the organisation as well as job applicants. Hence, to make the “*Job Application Process*” hassle-free for both the organisation and applicants, a suitable “*Human Resource Management*” application was build using salesforce. By using this, HR Management system, the job applicants were able to apply and view the status of the job application and at the same recruitment team of the organisation were able to review and monitor the applications easily.

## 1.1. Organisation Background:

We have created this HR Management prototype for our organisation using salesforce to minimise the time consumption for evaluating and monitoring job applications as well as to increase the productivity of the work efficiently. Since we follow a two-step evaluation format for job application, our recruitment team consists of both the HR team and Technical Team.

1. Candidates can apply for the job position by filling up the Job Application form.
2. Once the job application is submitted, HR will be notified regarding the new application.
3. After the application has been reviewed by the HR team, they can either approve or reject the application based on their skill set.
4. Based on the HR approval, the job application will be redirected to secondary evaluation, which is also reviewed by Technical Team.

## 1.2. Organisation Specific Use-Cases:

### 1. Candidates:

- a. Candidates can view the job positions.
- b. Can create, edit and delete the job application.
- c. Can view the status of the application.

### 2. Employer (HR Team):

- a. Can create, view, edit and delete the job position.
- b. Can view, edit, and evaluate the job application and can either accept or reject the job application.
  - I. **Accepted:**  
Sends the job application to the Tech team for review.
  - II. **Rejected:**  
Sends the rejection email to the candidate.

### 3. Employer (Tech Team):

- a. Can create, view, edit and delete the job position.
- b. Can view, edit, and evaluate the job application and can either accept or reject the job application.

#### I. Accepted:

Sends acceptance email to the candidate.

#### II. Rejected:

Sends the rejection email to the candidate.

**Application-URL:** <https://uts-1b2-dev-ed.my.salesforce.com/a015g000000LGfYU>

### Credentials:

#### 1. Applicant:

Email-id: [saurabh.kumar2@student.uts.edu.au](mailto:saurabh.kumar2@student.uts.edu.au)

Password: qwerty123

#### 2. HR Team:

Email-id: [saurabh.kumar1@student.uts.edu.au](mailto:saurabh.kumar1@student.uts.edu.au)

Password: qwerty123

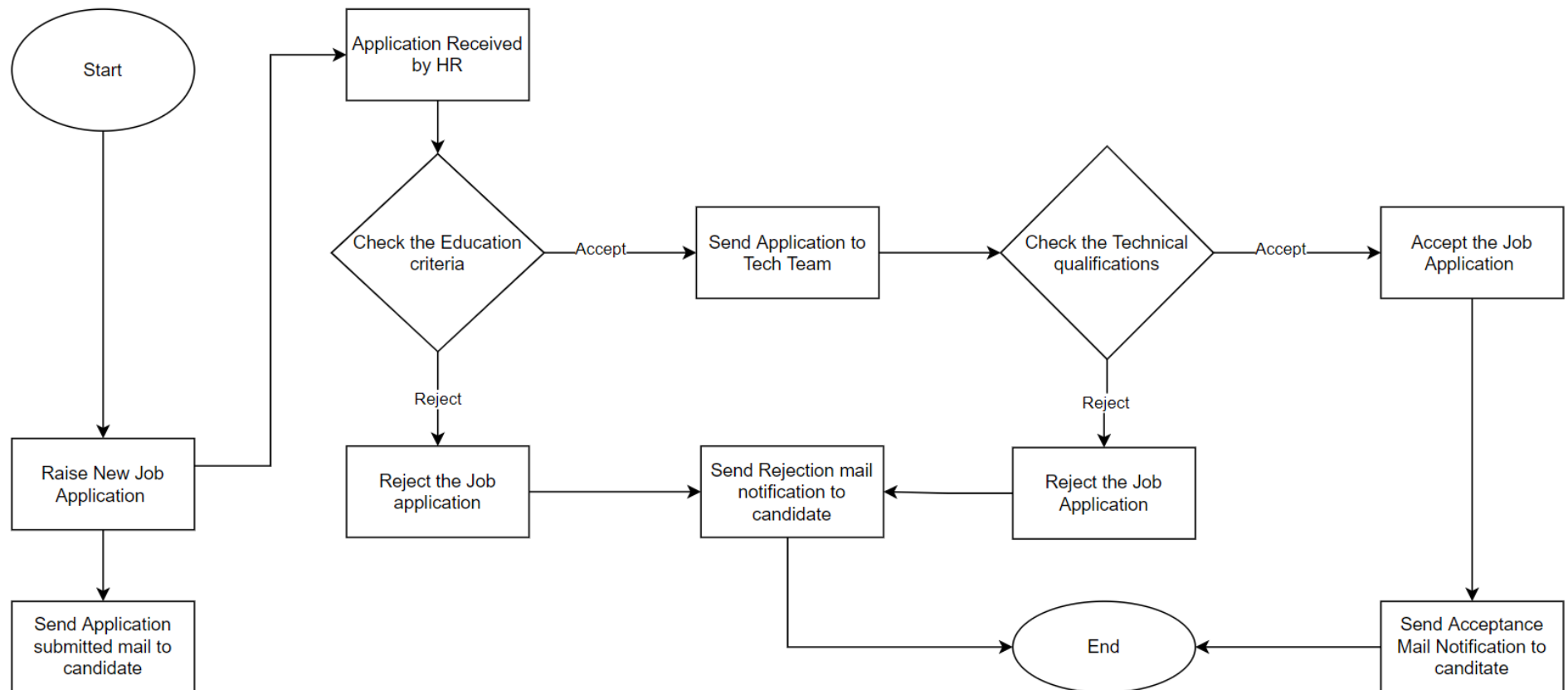
#### 3. Tech Team:

Email-id: [star21cloud@gmail.com](mailto:star21cloud@gmail.com)

Password: Star@2021

## 2. System Modelling Section:

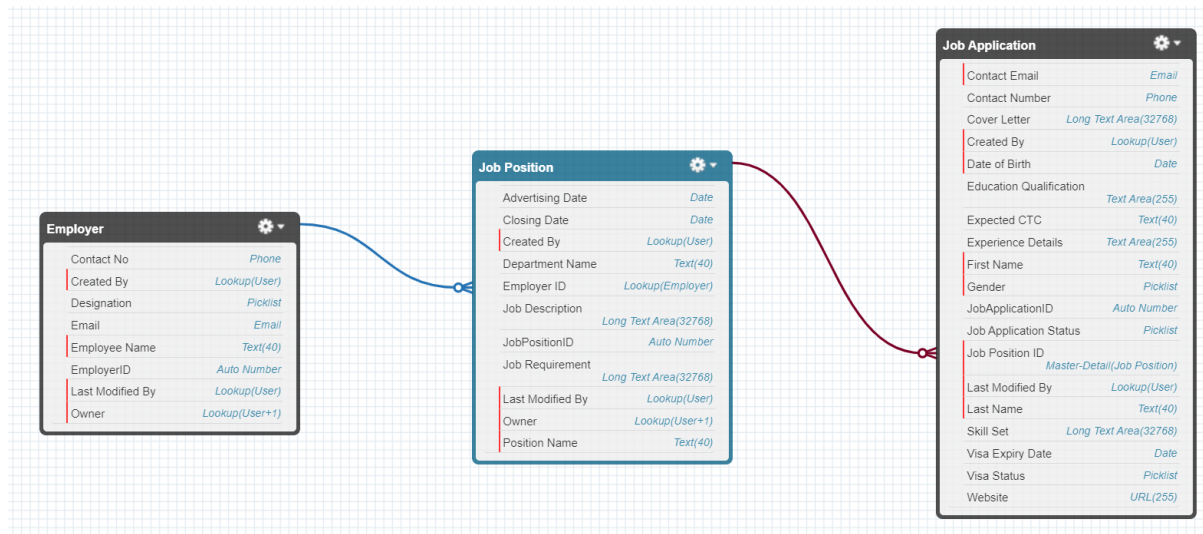
### 2.1. Workflow Diagram



**Workflow Steps:**

1. Start the Application
2. The candidate will enter their personal, previous employment and visa details to raise the new Job application.
3. Career's Team will send the Confirmation of Application submitted mail to the candidate.
4. The new job application of the candidate will be assigned to the HR Team for evaluation approval.
5. HR Team will evaluate the Educational Criteria in the assigned application according to the requirements posted in the corresponding Job position.
6. Based on the evaluation,
  - 6.1. If HR Team approve the application, then the team will assign the application process to the Technical Team for further technical evaluation of the candidate.
  - 6.2. If HR Team rejected the application, then the HR Team will send the rejection email to the candidate.
7. The technical team of the company will verify the assigned job application for technical qualification (like skillset and previous experience) as per the requirements posted in Job.
8. Based on the evaluation,
  - 8.1. If Tech Team approves, then the Job acceptance email will be sent to the candidate.
  - 8.2. If Tech Team rejects the application, then the Job rejection mail will be sent to the candidate.

## 2.2. Data Model for the Job Application Portal:



The virtual representation Data model that we decide for the HR management for the Job application portal consists of 3 objects. The three objects are Employer, Job Position and Job Application. There are two different relationships that are used to associate between the above three objects.

The relationship between objects in the above diagram:

- ❖ Employer  $\leftrightarrow$  Job Position  $\rightarrow$  Lookup Relationship
- ❖ Job Position  $\leftrightarrow$  Job Application  $\rightarrow$  Master-Detail Relationship

Validation Rules:

1. employer\_contact\_check & contact\_number\_check:

Both Validations are used to validate whether the entered contact numbers are incorrect format.

Validation Rule Detail		Validation Rule Detail	
Rule Name	contact_number_check	Rule Name	employer_contact_check
Error Condition Formula	OR(             OR(               ISBLANK(Contact_Number__c)             ),             OR(               LEN(Contact_Number__c) <= 9,               LEN(Contact_Number__c) >= 14             ),             NOT(               OR(                 REGEX(Contact_Number__c, "[0-9]*"),                 REGEX(Contact_Number__c, "[0-9]*")               )             )           )	Error Condition Formula	OR(             OR(               ISBLANK(Contact_No__c)             ),             OR(               LEN(Contact_No__c) <= 9,               LEN(Contact_No__c) >= 14             ),             NOT(               OR(                 REGEX(Contact_No__c, "[0-9]*"),                 REGEX(Contact_No__c, "[0-9]*")               )             )           )
Error Message	Please Enter Valid Contact Number	Error Message	Please enter a valid Contact Number
Description	Pop-up for valid contact number	Description	Contact Number for the Employer is checked.
Created By	Cloud star, 26/5/2021, 9:18 am	Created By	Cloud star, 26/5/2021, 11:40 am



Employer Edit
Save Save & New Cancel

Error: Invalid Data.  
Review all error messages below to correct your data.

Information

Employee Name

Designation

Contact No 
Error: Please enter a valid Contact Number

Email

System Information

Owner Cloud star

Save Save & New Cancel

## 2. DOB\_check

The Date of Birth field will be checked in this validation. The validation condition is the age of the candidate should be greater than 20 Years old.

## Job Application Validation Rule

[Back to Job Application](#)

Validation Rule Detail		Edit	Clone
Rule Name	DOB_check		
Error Condition Formula	YEAR( TODAY() ) - YEAR(Date_of_Birth__c ) < 20		
Error Message	Date of Birth Should not be less than 20 Years old. Please enter a valid Date of Birth.		
Description	Date of Birth Should not be less than 20 Years old.		
Created By	Cloud star, 26/5/2021, 10:39 am		
		Edit	Clone

Job Application Edit
Save Save & New Cancel

Error: Invalid Data.  
Review all error messages below to correct your data.

Position Information

Job Position ID

Personal Information

First Name

Last Name

Date of Birth  [ 27/5/2021 ]
Error: Date of Birth Should not be less than 20 Years old. Please enter a valid Date of Birth.

Gender

Contact Email

Contact Number

Website

## 3. Visa\_Status\_check

If the visa status of the candidate is 'Student Visa', then the application will not get saved. And will show the error message.

## Job Application Validation Rule


[Back to Job Application](#)


Validation Rule Detail		Edit	Clone
Rule Name	Visa_Status_check	Active	<input checked="" type="checkbox"/>
Error Condition Formula	OR( ISPICKVAL( Visa_Status__c , "Student Visa") )		
Error Message	Sorry Student Visa not accepted :-( . Better Luck after Graduation!!	Error Location	Visa Status
Description	If the applicant has a student visa it get's rejected		
Created By	Cloud star, 26/5/2021, 10:47 am	Modified By	Cloud star, 26/5/2021, 10:48 am

Edit

Clone

Candidate Visa Information

Visa Status  Student Visa

Visa Expiry Date  11/5/2021 [ 27/5/2021 ]

Error: Sorry Student Visa not accepted :-( . Better Luck after Graduation!!


### 4. closing\_date\_check


If the closing date is prior to the Advertising date, then this validation check will be invoked.


Validation Rule Detail		Edit	Clone
Rule Name	closing_date_check	Active	<input checked="" type="checkbox"/>
Error Condition Formula	Closing_Date__c < Advertising_Date__c		
Error Message	Please enter correct Closing date. Closing date cannot be prior to Advertising date.	Error Location	Closing Date
Description	Closing date should always be greater than the advertised date		
Created By	Cloud star, 26/5/2021, 8:50 am	Modified By	Cloud star, 26/5/2021, 11:17 am


Edit

Clone

Position Name  Software Analyst

Department Name  Risk Team

Advertising Date  27/5/2021 [ 27/5/2021 ]

Closing Date  20/5/2021 [ 27/5/2021 ]

Error: Please enter correct Closing date. Closing date cannot be prior to Advertising date.

### Organisation-wide default:

Organisation-wide default was implemented for the Applicant who is the most restricted user of our “Job Portal” application. The Applicant was only given the read access to the records in Job Position tab and he is not allowed to edit or delete the job positions record.

Work Order	Private	Private	✓
Work Type	Private	Private	✓
Work Type Group	Public Read/Write	Private	✓
Employer	Public Read Only	Public Read Only	✓
Job Application	Controlled by Parent	Controlled by Parent	
Job Position	Public Read Only	Public Read Only	✓

As mentioned in the above screenshot, the organisation-wide defaults is restricted to be given a “Public Read Only” access according to which all the users can view the objects and the records, but only the record owner will be allowed to edit it.

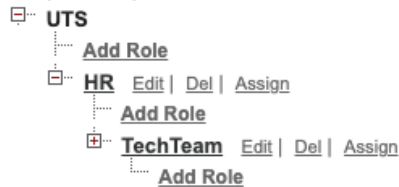
Also, our application shares access to the records using “Role Hierarchies”. This will ensure that according to the given organisation role, the access of the given role will be automatically provided to the roles which lies above that role.

## Creating the Role Hierarchy

You can build on the existing role hierarchy shown on this page. To insert a new role, click **Add Role**.

### Your Organization's Role Hierarchy

[Collapse All](#) [Expand All](#)



Here, the record owner of the Job Positions will be the HR and Technical Team which has been assigned to the Employer profile.

## 2.3. Customer User Profile/s with a description of each profile:

Our application has mainly two profiles. The first profile is for Employers of our Company A, named as “Recruiters”, and the second profile is named “Applicant” for the candidates who will be applying for the jobs. The security settings are different for both profiles. The Employer profile has been assigned to the HR and Technical Team role responsible for assessing the job applications, and the Applicant profile has been assigned to the candidates.

### 1. Recruiter

- The recruiter has all the level of access in the Job Portal application.

Profiles

[All Profiles](#) [Edit](#) [Delete](#) [Create New View](#)

Action	Profile Name ↑	User License	Custom
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Identity User</a>	Identity	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Marketing User</a>	Salesforce	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Minimum Access - Salesforce</a>	Salesforce	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Partner App Subscription User</a>	Partner App Subscription	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Partner Community Login User</a>	Partner Community Login	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Partner Community User</a>	Partner Community	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Read Only</a>	Salesforce	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Del...</a>	<b><a href="#">Recruiter</a></b>	Salesforce	<input checked="" type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Silver Partner User</a>	Silver Partner	<input type="checkbox"/>
<a href="#">Edit</a>   <a href="#">Clone</a>	<a href="#">Solution Manager</a>	Salesforce	<input type="checkbox"/>

Figure: Recruiter Profile

- They have all the create, read, edit and delete object-level permissions.

Custom Object Permissions						
	Basic Access				Data Administration	
	Read	Create	Edit	Delete	View All	Modify All
Employers	✓	✓	✓	✓	✓	✓
Job Applications	✓	✓	✓	✓	✓	✓

Custom Object Permissions						
	Basic Access				Data Administration	
	Read	Create	Edit	Delete	View All	Modify All
Job Positions	✓	✓	✓	✓	✓	✓

Figure: Object-level Security for the Recruiter profile

- They have access to all the tabs of the application.

Custom Tab Settings			
Employers	Default On	Job Positions	Default On
Job Applications	Default On		

Figure: Tab-level Security for the Recruiter profile

- A recruiter can create, update and delete Job Position and Employer.
- The HR and Tech Team are the two roles that are defined and assigned to the Recruiter profile.
- User “Rachel HR” is created and assigned to the HR role.
- User “Cloudstar” is created and assigned to the Technical Team role.

## 2. Applicant

- Applicant profile is for the candidates who are applying for the jobs.

### Profiles

All Profiles ▾ Edit   Delete   Create New View			
New Profile			
	A	B	C
Action	Profile Name ↑	User License	Custom
<input type="checkbox"/> Edit   Clone	Analytics Cloud Integration User	Analytics Cloud Integration User	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Analytics Cloud Security User	Analytics Cloud Integration User	<input type="checkbox"/>
<input type="checkbox"/> Edit   Del...	Applicant	Force.com - Free	✓
<input type="checkbox"/> Edit   Clone	Authenticated Website	Authenticated Website	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Authenticated Website	Authenticated Website	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Chatter External User	Chatter External	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Chatter Free User	Chatter Free	<input type="checkbox"/>

Figure: Applicant Profile

- They have created, read, edit and delete access for Job Application.
- Only read access for the Job Positions.

Custom Object Permissions						
	Basic Access				Data Administration	
	Read	Create	Edit	Delete	View All	Modify All
Employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Applications	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Figure: Object-level Security for the Applicant profile

- They have no tab-level access to the Employers tab.

Custom Tab Settings	
Employers	Default Off
Job Applications	Default On

Figure: Tab-level Security for the Applicant profile

- User “Saurabh Applicant” is created and assigned to this profile.

## 2.4. Prototype System Screen and Description:

### 1. Candidate User – Saurabh Applicant ID

As per the profile security access and Tab level security, Candidates can only be able to access the *Job applications* and *Job Positions* but not *Employer* Tab

User can check the available positions from the *Job positions* tab and raise the application from *Job Applications* Tab.

 Job Position  
**J\_P\_ID-0001**

[Open ↗](#)

**Job Position Detail**

JobPositionID	J_P_ID-0001
Position Name	Software Developer
Department Name	IT
Advertising Date	25/5/2021
Closing Date	31/5/2021
Job Description	Full-Stack Developer Need to work on React, Nodejs, Database
Job Requirement	4years experience Australian Permanent Citizen
Created By	Cloud star, 25/5/2021, 4:27 pm
Last Modified By	Cloud star, 25/5/2021, 4:27 pm
Owner	 Cloud star

### Job Application Edit New Job Application

**Job Application Edit**

SaveSave & NewCancel

**Position Information**

Job Position IDJ\_P\_ID-0001

**Personal Information**

First NameYOGESH

Last NameKRISHNAKUMAR

Date of Birth1/4/1994 [ 27/5/2021 ]

GenderMale

Contact Emailyogeshbabu04@gmail.com

Contact Number+61470246376

Website

**Education and Experience Information**

Education QualificationBachelors of Technology in Electronic and Instrumentation  
Masters of Information Technology

Experience Details4 Years of IT experience.

By default, the Job application status will be ‘New Application’.

Once the application is saved, then according to the workflow rule, three workflow actions will be taken by the application.

- ❖ The first action is to create a task to send the new application to the 1<sup>st</sup> Approver – the HR Team.
- ❖ The second action is to send an email alert to the candidate to mention that the application is submitted successfully.
- ❖ The third action is the field update for the ‘Job Application Status’ to ‘In Progress: Assigned to HR.’

**Workflow Rule Detail** [Edit](#) [Clone](#) [Deactivate](#)

Rule Name	Rule1-Application Submission	Object	Job Application
Active	✓	Evaluation Criteria	Evaluate the rule when a record is created
Description	Rule will be triggered when the Job application is submitted successfully by Candidate.		
Rule Criteria	Job Application: Job Application Status EQUALS New Application		
Created By	Cloud star, 25/5/2021, 5:27 pm	Modified By	Cloud star, 26/5/2021, 4:43 pm

**Workflow Actions** [Edit](#)

**Immediate Workflow Actions**

Type	Description
Task	<a href="#">New Job Application Review</a>
Email Alert	<a href="#">Application Submission Status</a>
Field Update	<a href="#">In-Progress HR</a>

**Time-Dependent Workflow Actions** [See an example](#)

⚠ You cannot add new time triggers to an active rule. [Deactivate This Rule](#)

[Edit](#)

## 2. Employer (HR and Technical Team):

Once the task is assigned to the HR Team, then the assigned HR can view the task on their home page under My Tasks.

**My Tasks** [New](#) All Open

Complete	Date	Status	Subject	Name	Related To	Account
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0004	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0005	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0006	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0007	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0012	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0013	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0014	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0015	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0016	
X	2/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0017	
X	3/6/2021	In Progress	<a href="#">New Job Application Review</a> !		J A-0018	

After clicking the Job Application number, the assigned HR will be able to see the Job Application Detail of the candidate. The HR can then check the required details and at the same time should start the Approval process of the candidate application by clicking on the “Submit for Approval” button.

The Approval process has two steps:

1. In the first step, the HR is responsible to accept/reject the candidate's application. If the HR wants to approve the application two approval action will be triggered:
  - a. The Application status field will change to "In Progress-Tech Team".
  - b. A new task will be created for the Technical Team

If the HR wants to reject the application:

- a. An Email Alert will be sent to the candidate for rejection.
- b. Also, the final rejection process will follow that will update the Application Status field to "Rejected"

Action	Step Number	Name	Description	Criteria	Assigned Approver	Reject Behavior									
<a href="#">Hide Actions</a>   <a href="#">Edit</a>	1	Approval Step by HR			User:Rachel HR	Final Rejection									
<div> <span>✓ Approval Actions</span> <span>Add Existing</span> <span>Add New ▼</span> </div> <table border="1"> <thead> <tr> <th>Action</th> <th>Type</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td><a href="#">Edit</a>   <a href="#">Remove</a></td> <td>Field Update</td> <td>Update Status as Inprogress Tech Team</td> </tr> <tr> <td><a href="#">Edit</a>   <a href="#">Remove</a></td> <td>Task</td> <td>Moved to Technical Team</td> </tr> </tbody> </table>							Action	Type	Description	<a href="#">Edit</a>   <a href="#">Remove</a>	Field Update	Update Status as Inprogress Tech Team	<a href="#">Edit</a>   <a href="#">Remove</a>	Task	Moved to Technical Team
Action	Type	Description													
<a href="#">Edit</a>   <a href="#">Remove</a>	Field Update	Update Status as Inprogress Tech Team													
<a href="#">Edit</a>   <a href="#">Remove</a>	Task	Moved to Technical Team													
<div> <span>✗ Rejection Actions</span> <span>Add Existing</span> <span>Add New ▼</span> </div> <table border="1"> <thead> <tr> <th>Action</th> <th>Type</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td><a href="#">Edit</a>   <a href="#">Remove</a></td> <td>Email Alert</td> <td>Send Rejection mail to Candidate</td> </tr> </tbody> </table>							Action	Type	Description	<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Rejection mail to Candidate			
Action	Type	Description													
<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Rejection mail to Candidate													

2. In the second step, the technical team will receive the task to accept/reject the candidate application based on the technical skills.

My Tasks <span>New</span>							All Open ▼
Complete	Date	Status	Subject	Name	Related To	Account	
X	2/6/2021	In Progress	Moved to Technical Team !		J_A-0017		
X	3/6/2021	In Progress	Moved to Technical Team !		J_A-0018		

If the Technical Team approves the application:

- a. An acceptance Email Alert will be sent to the candidate.
- b. The Final approval step will follow which will update the Application Status to "Accepted".

If the Technical Team rejects the application:


- a. A rejected Email Alert will be sent to the candidate.
- b. The Final Rejection step will follow which will update the Application Status to "Rejected".

Action	Step Number	Name	Description	Criteria	Assigned Approver	Reject Behavior						
<a href="#">Hide Actions</a>   <a href="#">Edit</a>	2	Approval Step by Tech Team		Job Application: Job Application Status EQUALS In Progress: Assigned to Technical Team	User:Cloud star	Final Rejection						
<div> <span>✓ Approval Actions</span> <span>Add Existing</span> <span>Add New ▼</span> </div> <table border="1"> <thead> <tr> <th>Action</th> <th>Type</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td><a href="#">Edit</a>   <a href="#">Remove</a></td> <td>Email Alert</td> <td>Send Acceptance Mail to Candidate</td> </tr> </tbody> </table>							Action	Type	Description	<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Acceptance Mail to Candidate
Action	Type	Description										
<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Acceptance Mail to Candidate										
<div> <span>✗ Rejection Actions</span> <span>Add Existing</span> <span>Add New ▼</span> </div> <table border="1"> <thead> <tr> <th>Action</th> <th>Type</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td><a href="#">Edit</a>   <a href="#">Remove</a></td> <td>Email Alert</td> <td>Send Rejection mail to Candidate</td> </tr> </tbody> </table>							Action	Type	Description	<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Rejection mail to Candidate
Action	Type	Description										
<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Rejection mail to Candidate										



Apart from this, there is an implementation of Time Dependent Workflow Rule where once the task has been assigned to the Technical Team and the Application Status remain as “In Progress-Assigned to Technical Team” for 2 days, an email alert will be sent to them to finish the approval process of the application.

Time-Dependent Workflow Actions
[See an example](#)

 2 Days After Rule Trigger Date
[Edit](#) | [Delete](#)

Action	Type	Description
<a href="#">Edit</a>   <a href="#">Remove</a>	Email Alert	Send Alert Mail to Technical Team on Task completion

Add Workflow Action ▼

### 3. Contribution of each group member:

All the team members contributed equally to develop the HR Management application.

Team Members	Contribution in percentage (100 %)
Saurabh Kumar	Equal
Yogesh Babu Krishnakumar	Equal
Nivetha Anand	Equal

## 4. Conclusion and Future Work:

This report presents the Job Application Portal (JAP) that was developed using the Force.com cloud platform. Force.com is a software that provides Platform as a Service (PAAS) which help to build an effective customer relationship management (CRM) solution. Further, the salesforce platform has given us tremendous experience by providing ease in developing the application using drag and drop, personalised content blocks, real-time tracking of status and real-time triggers as well. The ***“Job Application Portal” of the HR Management system*** further makes use of ***real-time tracking of application status, automatic email notifications, security control, conditional time triggers and task automation*** that is provided by salesforce. Hence, the ***Job Application Portal*** of the HR management system fulfils all the significant business requirements and can be deployed for immediate use by the organisation.

At present, the system was kept simple for the ease in use of tracking the job application, which helped us to gain a depth understanding of concepts using the force.com platform. As the system has future scope, it can further be enhanced by:

1. Implementing an Email notification for submission of documents in case if the candidates are accepted for the Job Position.
2. Another tab and an object can be created to view the candidate's status on acceptance or rejection of the offer.
3. The organisation's employees can be added to the employer profile who can view the new employee details. These employee details are filled in by the HR team based on the acceptance of offer letter status by the candidates.