



GOVERNMENT OF TAMILNADU

Naan Muthalvan - Project-Based Experiential Learning A Review of Job Application Tracking System Using Salesforce

Submitted by

M.BHAVANI (20321ER033)

R.CHELLAMANI (20321ER034)

S.DEVAKI (20321ER035)

K.GAYATHRI DEVI (20321ER036)

TEAM ID : NM2023TMID19426

Under the guidance of
Mrs.G.Vijayalakshmi,M.Sc.,M.Phil.,
Guest Lecturer

PG and Research Department of Mathematics



M.V.MUTHIAH GOVERNMENT ARTS COLLEGE FOR WOMEN

(Affiliated To Mother Teresa Women's University, Kodaikanal)

Reaccredited with "A" Grade by NAAC

DINDIGUL-624001.

APRIL – 2023

M.V.MUTHIAH GOVERNMENT ARTS COLLEG FOR WOMEN
(Affiliated to Mother Teresa Women's University, Kodaikanal)
Reaccredited with "A" Grade by NAAC
Dindigul - 624 001



PG & RESEARCH DEPARTMENT OF MATHEMATICS

BONAFIDE CERTIFICATE

This is to certify that this is a bonafide record of the project entitled, **JOB APPLICATION TRACKING SYSTEM** done by **Ms.M.BHAVANI (20321ER033), Ms.R.CHELLAMANI (20321ER034), Ms.S.DEVAKI (20321ER035), Ms.K.GAYATHRI DEVI (20321ER036)**. This is submitted in partial fulfillment for the award of the degree of **Bachelor of Science in Mathematics** in **M.V.MUTHIAH GOVERNMENT ARTS COLLEGE FOR WOMEN,DINDIGUL** during the period of December 2022 to April 2023.

Project Mentor(s)

Head of the Department

Submitted for viva-voce Examination held on 12.04.2023

JOB TRACKING APPLICATION SYSTEM

1 INTRODUCTION

Salesforce is a cloud – based software company that provides its customers with a platform to develop their own applications without following the tough steps that they used to follow in the legacy system. The software or application once created can be uploaded onto the cloud allowing the end users to view them.

1.1 Overview

Create a CRM Application which helps the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track.

1.2 Purpose

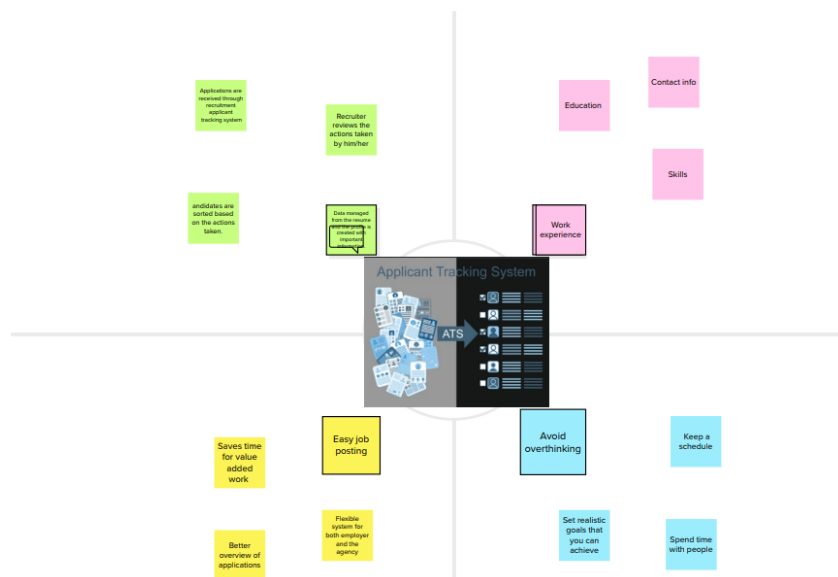
To make the existing app more efficient for the Job application we create custom objects and relationships to store and access the data more efficiently.

2 PROBLEM DEFINITION AND DESIGN THINKING

2.1 Empathy Map

Empathy map

Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs and pain points, to quickly understand your users' experience and mindset.



2.2 Ideation and Brainstorming Map

Brainstorm

Write down any ideas that come to mind that address your problem statement.

🕒 10 minutes

TIP

You can select a sticky note and hit the pencil [switch to sketch] icon to start drawing!

Person 1

Easy integration

Performance

Ease of use

Candidate experience

Person 2

Social media recruiting

Quick and accurate candidate search

Employee referrals

Better quality of hires

Person 3

Improving overall efficiency

It acts as an efficient reporting tool

Recruiters often filter resumes by searching for key skills and job titles

Multi-channel candidate sourcing

Person 4

Automation based on certain events and conditions

Many qualified candidates are overlooked because their resumes do not contain the right keywords

ATS software simplifies and speeds up the hiring process saving business time and money

As AI continues to advance, it's likely that ATS software will become even more sophisticated

3 RESULT

3.1 Data Model

Object Name	Fields in the Object	
Recruiter	Field Label	Data Type
	Job Title	Text
Jobs	Field Label	Data Type
	Recruiter	Master -Detail Relationship
	Description	Text Area
	Location	Text

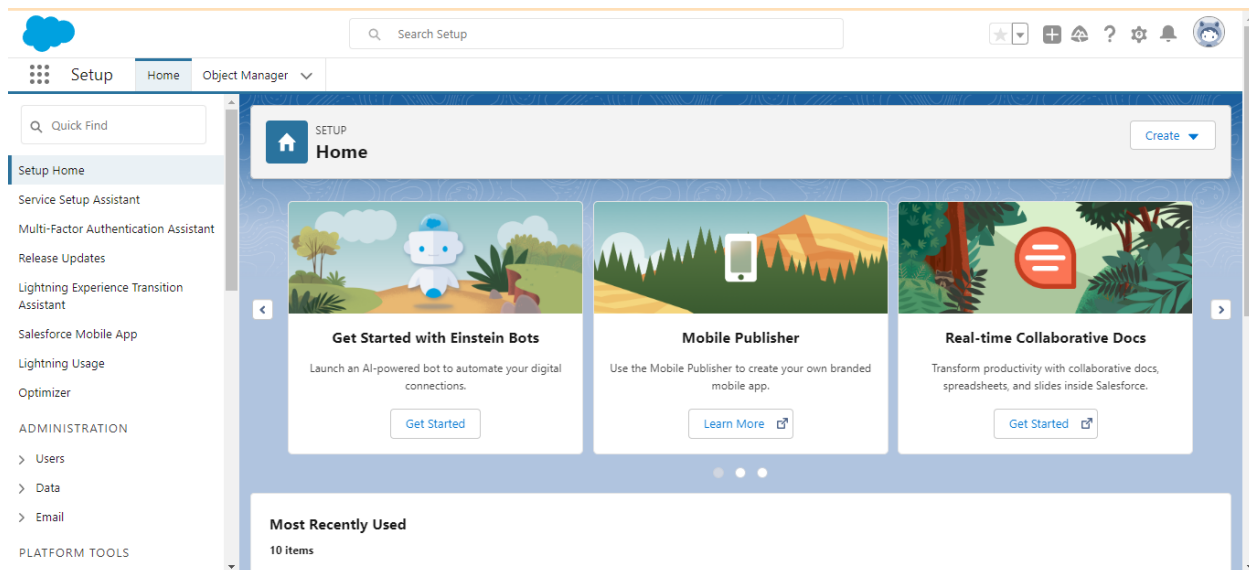
3.2 Activity and Screenshot

Milestone 1 – Salesforce:

Activity 1 : Creating a Salesforce Developer Org

A Developer org has all the features and licenses you need to get started with Salesforce.

1. Search Developer.salesforce.com.
2. Enter the following details like First name, last name, Email, Role, Company, Country/Region, Postal code, and Username must be unique.
3. Click sign me up, after a few min you will reserve a mail salesforce org and by using the verify account link you can create your new password.
4. Click save.
5. Search login.salesforce.com .
6. By using username and password you can into the salesforce org.



Milestone 2 – Object:

Activity 1 : Create a Custom Object for Recruiter

To create a custom object, follow these steps:

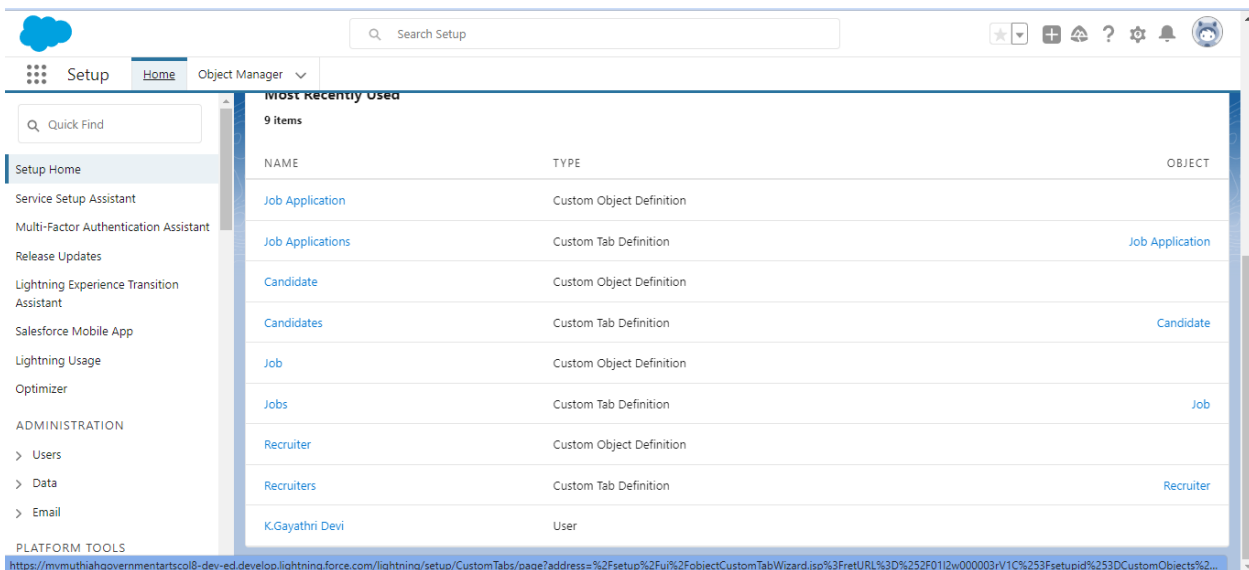
1. From setup click on object manager.
2. Click create, select custom object.
3. Fill in the label as " Recruiter ".
4. Fill in the plural label as " Recruiters".
5. Record name: " Recruiter Number".
6. Select the data type as "Auto Number".
7. Under display format enter "REC-{0000}".
8. Enter starting number as 1.
9. In the Optional Features section, select Allow Reports and Track Field History.
10. In the Deployment Status section, ensure Deployed is selected.
11. In the Search Status section, select Allow Search.
12. In the Object Creation Options section, select Add Notes and Attachments related list to default page layout.
13. Leave everything else as is, and click Save.

The screenshot shows the Salesforce Setup interface. The left sidebar contains navigation links for Setup Home, Service Setup Assistant, Multi-Factor Authentication Assistant, Release Updates, Lightning Experience Transition Assistant, Salesforce Mobile App, Lightning Usage, Optimizer, and ADMINISTRATION (Users, Data, Email). The main content area displays the Object Manager section. At the top, there are three cards: 'Get Started with Einstein Bots', 'Mobile Publisher', and 'Real-time Collaborative Docs'. Below these is a 'Most Recently Used' section with 3 items. The table below shows the details of these items:

NAME	TYPE	OBJECT
Recruiter	Custom Object Definition	
Recruiters	Custom Tab Definition	Recruiter
K.Gayathri Devi	User	

Activity 2 : Create a Jobs, Candidate, Job Application Object and Tab.

Note :- Follow the steps from the above activity;



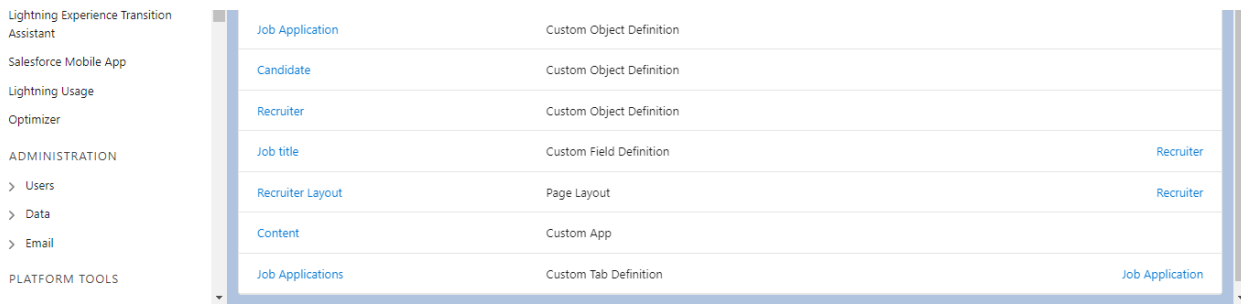
Milestone 3 – Fields:

Activity 1 : Create the Custom Fields

1. Click the object manager tab, Select the object for which you have to create the fields and relationships.
2. From the sidebar, click Fields & Relationships. Notice that there are already some fields there. Those are the standard fields.
3. Click New to create a custom field. Tip: Before creating a new field, do a quick search to make sure a similar one doesn't already exist.
4. Click on the new to create a field.
5. Choose the data type as a Text, click next .
6. Enter field label, length and Name and click next.
7. Select the profiles to which you want to grant edit access to this field via field-level security. The field will be hidden from all profiles if you do not add it to field-level security. Click next .

8. Select the page layouts that should include this field.

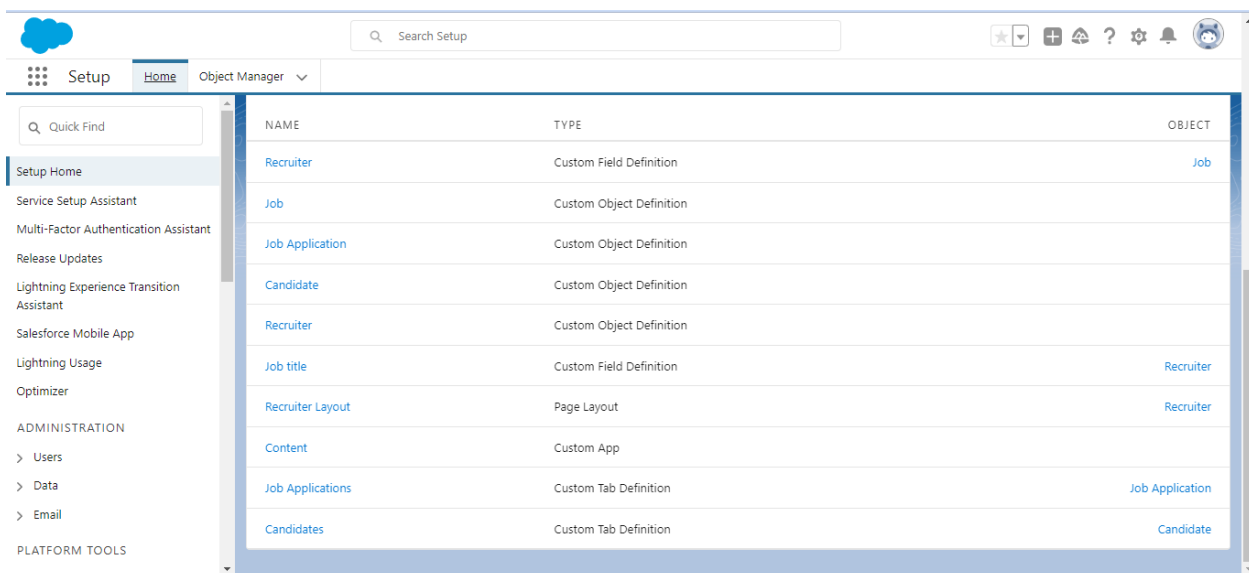
9. Click save.



NAME	TYPE	OBJECT
Job Application	Custom Object Definition	
Candidate	Custom Object Definition	
Recruiter	Custom Object Definition	
Job title	Custom Field Definition	Recruiter
Recruiter Layout	Page Layout	Recruiter
Content	Custom App	
Job Applications	Custom Tab Definition	Job Application

Activity 2 : Creation of Master – Detail Relationship

1. From Setup, go to Object Manager.
2. On the sidebar, click Fields & Relationships.
3. Click New.
4. Choose Master-detail Relationship and click Next.
5. Choose the related object and select that object.
6. Enter the label and name for the lookup field.
7. Click Next, Next, and save.



NAME	TYPE	OBJECT
Recruiter	Custom Field Definition	Job
Job	Custom Object Definition	
Job Application	Custom Object Definition	
Candidate	Custom Object Definition	
Recruiter	Custom Object Definition	
Job title	Custom Field Definition	Recruiter
Recruiter Layout	Page Layout	Recruiter
Content	Custom App	
Job Applications	Custom Tab Definition	Job Application
Candidates	Custom Tab Definition	Candidate

Activity 3 : Create a new custom field

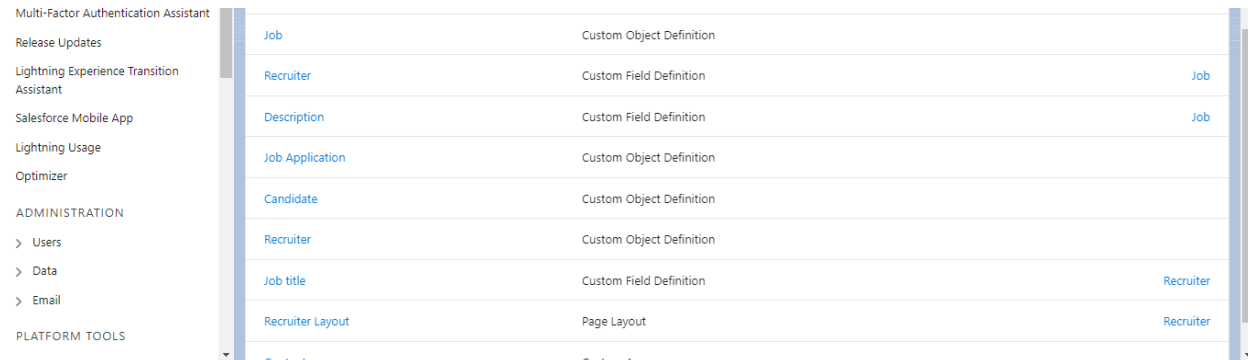
1. From Setup, go to Object Manager .
2. On the sidebar, click Fields & Relationships.

3. Click New.

4. Choose the data type Text Area click Next.

5. Enter the field Label and field name click next.

6. Click next and save.



Multi-Factor Authentication Assistant			
Release Updates	Job	Custom Object Definition	
Lightning Experience Transition Assistant	Recruiter	Custom Field Definition	Job
Salesforce Mobile App	Description	Custom Field Definition	Job
Lightning Usage Optimizer	Job Application	Custom Object Definition	
ADMINISTRATION	Candidate	Custom Object Definition	
> Users	Recruiter	Custom Object Definition	
> Data	Job title	Custom Field Definition	Recruiter
> Email	Recruiter Layout	Page Layout	Recruiter
PLATFORM TOOLS	Content	Custom App	

Activity 4 : Create a new custom Field

1. From Setup, go to Object Manager .

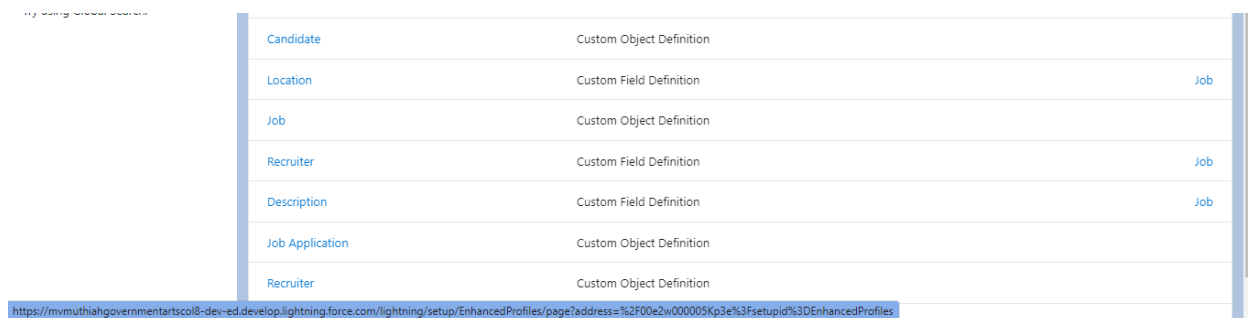
2. On the sidebar, click Fields & Relationships.

3. Click New.

4. Choose the data type Text click Next.

5. Enter the field label and field name click next.

6. Click next and save.



Candidate	Custom Object Definition	
Location	Custom Field Definition	Job
Job	Custom Object Definition	
Recruiter	Custom Field Definition	Job
Description	Custom Field Definition	Job
Job Application	Custom Object Definition	
Recruiter	Custom Object Definition	

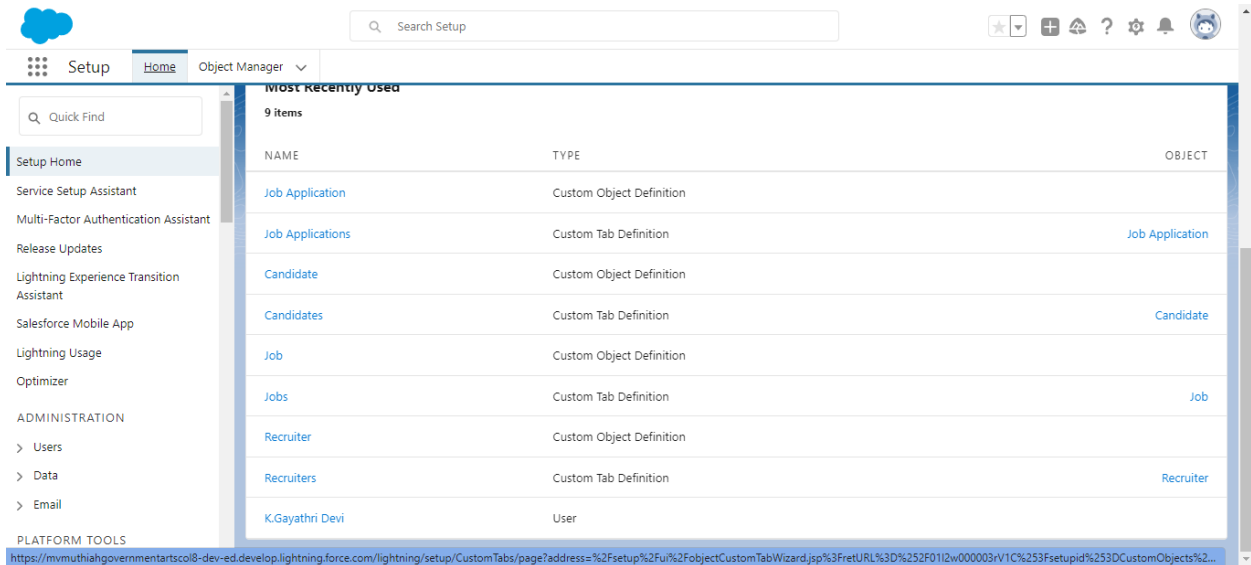
<https://mvmuthiahgovermentartscol8-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/page?address=%2F00e2w000005Kp3e%3Fsetupid%3DEnhancedProfiles>

Milestone 4 – Tab:

Activity 1 : Create a Tab

1. Click setup .

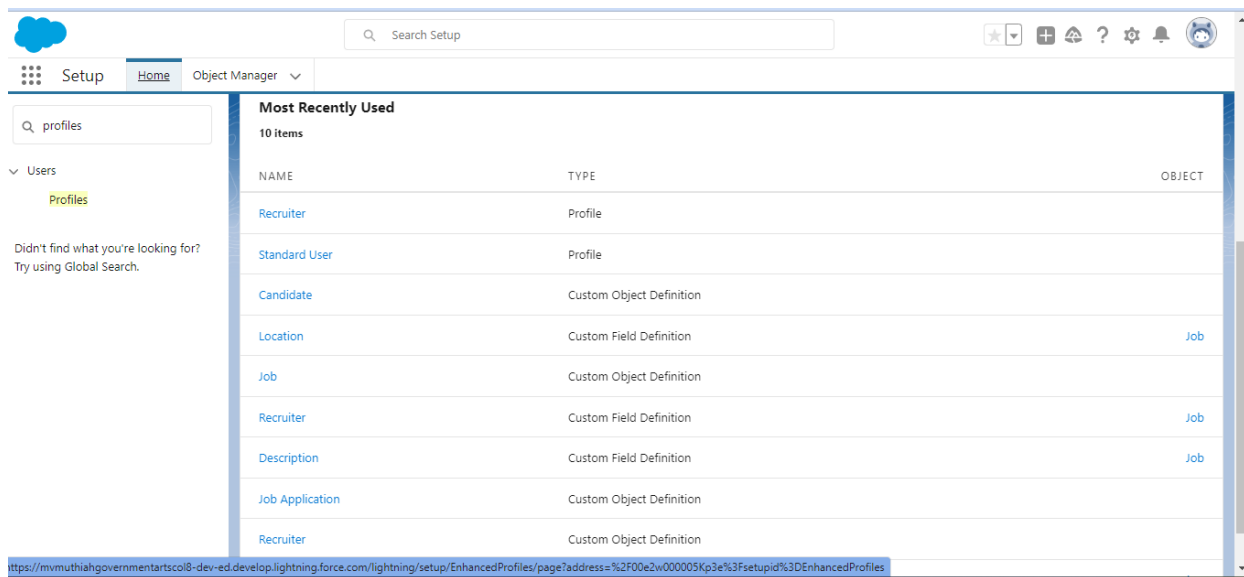
2. Search tab in Quick box then, select tab .
3. Click New custom object tab section.
- 4.Select the created object Recruiter and Tab style for the new custom tab.
5. Select the profiles that visible in the tab .
6. Click on custom apps to make visible.
7. Click save.



Milestone 5 – Profile:

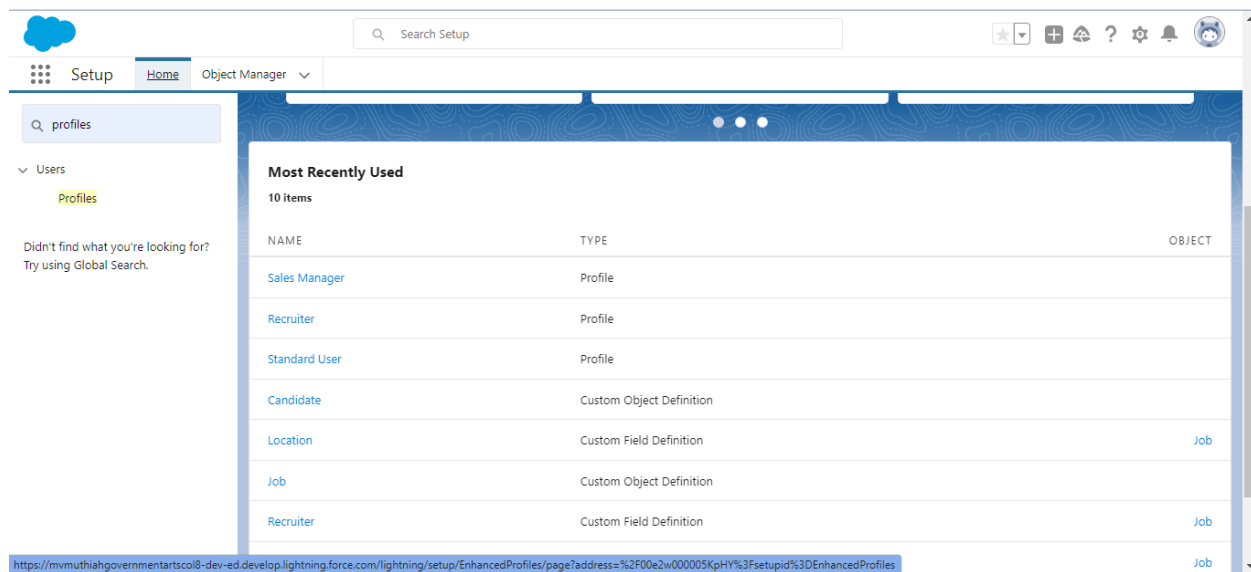
Activity 1 : Create a Custom Profile

1. From setup , enter profiles in Quick Find box.
2. Select profiles.
3. Click clone.
4. For Profile ,enter Recruiter.
5. Click Save.



Activity 2 : Create a profile with the profile name as “Sales Manager”.

Follow the steps from above Activity;

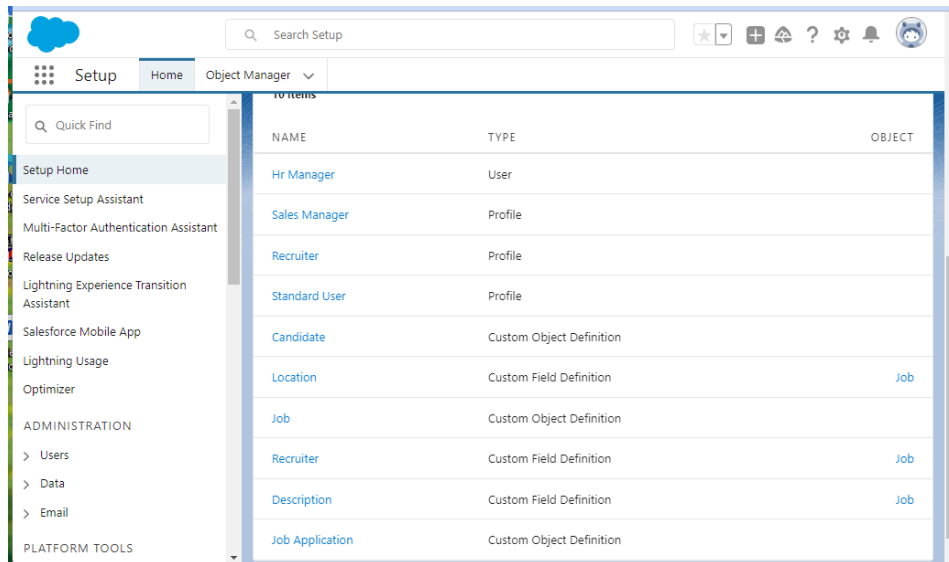


Mileston 6 – User:

Activity 1 : To Create a User

1. From Setup, enter Users in the Quick Find box, then select Users.
2. Click New User.
3. Enter First name as Hr and last name as Manager.

4. Enter the user's name and email address and a unique username in the form of an email address. By default, the username is the same as the email address.
5. Then create a new role Hr Manager.
6. Select user License as Standard Platform User.
7. Select profile.
8. Click save.

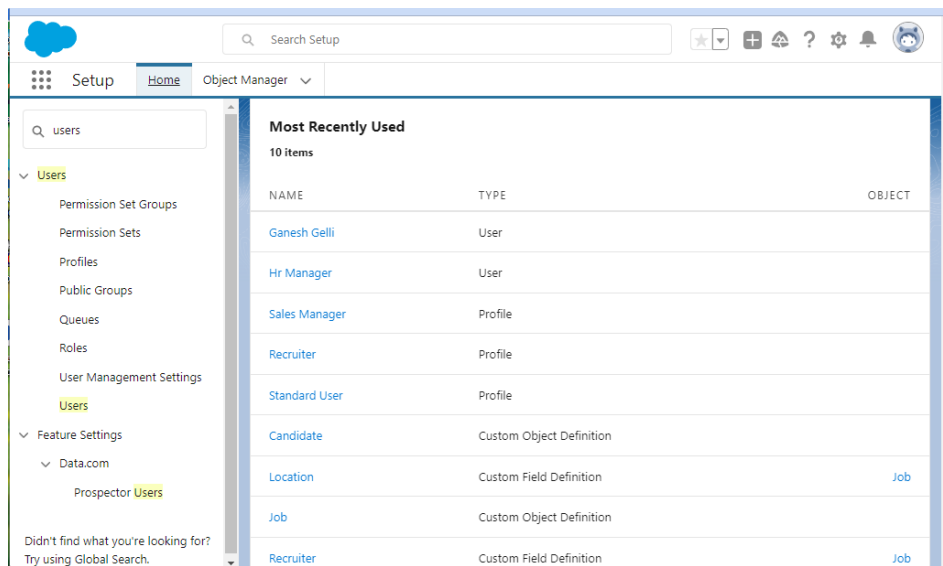


The screenshot shows the Salesforce Setup interface. The left sidebar contains navigation links: Setup Home, Service Setup Assistant, Multi-Factor Authentication Assistant, Release Updates, Lightning Experience Transition Assistant, Salesforce Mobile App, Lightning Usage Optimizer, ADMINISTRATION (Users, Data, Email), and PLATFORM TOOLS. The main content area displays the 'Object Manager' table with columns for NAME, TYPE, and OBJECT.

NAME	TYPE	OBJECT
Hr Manager	User	
Sales Manager	Profile	
Recruiter	Profile	
Standard User	Profile	
Candidate	Custom Object Definition	
Location	Custom Field Definition	Job
Job	Custom Object Definition	
Recruiter	Custom Field Definition	Job
Description	Custom Field Definition	Job
Job Application	Custom Object Definition	

Activity 2 : Create a user with a username as “Ganesh Gelli”, and assign him the sales Manager profile.

Follow the steps from above Activity;



Milestone 7 – Sharing Rules:

Activity 1 : Create a Sharing rule

- 1) Go to Sharing Settings, which can be found under the Quick Find section.
- 2) Scroll down and find the candidate object where a sharing rule needs to be added, and then click on New to create a new sharing rule.
- 3) Add the label of the sharing rule you want to make.
- 4) Select your rule type based on the criteria.
- 5) Select the field can join immediately check field from the candidate object.
- 6) Select the operator as equal and value is true.
- 7) And in selecting the users to share with the section select roles and in that select Hr Manager.
- 8) And in the section of select the level of access for the users give the access Read/Write.
- 9) And save the rule.

The screenshot shows the Salesforce Setup interface with the 'Sharing Settings' page for the 'Candidate' object. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Sharing Settings' and includes a search bar with 'shari' entered. Below the search bar, there are links for 'Security' and 'Sharing Settings'. The 'Sharing Settings' section is expanded, showing the 'Candidate' object with 'Public Read/Write' internal access and 'Private' external access. The 'Grant Access Using Hierarchies' checkbox is checked. Below this, the 'Other Settings' section includes checkboxes for 'Manager Groups' (unchecked), 'Secure guest user record access' (checked), and 'Require permission to view record names in lookup fields' (checked). The 'Sharing Rules' section shows a table with one rule: 'Candidate: Candidate Number EQUALS True', shared with 'Role: Marketing Team' at the 'Read/Write' access level. The 'Sharing Overrides' section is also visible.

Sharing Settings

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
Candidate	Public Read/Write	Private	<input checked="" type="checkbox"/>

Other Settings

Manager Groups ☐ [?](#)

Secure guest user record access ☒ [?](#)

Require permission to view record names in lookup fields ☒ [?](#)

Sharing Rules

Candidate Sharing Rules [New](#) [Recalculate](#) [Candidate Sharing Rules Help ?](#)

Action	Criteria	Shared With	Access Level
Edit Del	Candidate: Candidate Number EQUALS True	Role: Marketing Team	Read/Write

Sharing Overrides

Profiles That Override Candidate Sharing [Sharing Overrides Help ?](#)

Activity 2 : with the Access of Create a Sharing Rule to Share the records of Job Application to Hr Manager Read/Write.

Follow the steps from above Activity;

The screenshot shows the Salesforce Setup interface with the 'Sharing Settings' page for the 'Job Application' object. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Sharing Settings' and includes a search bar with 'shari' entered. Below the search bar, there are links for 'Security' and 'Sharing Settings'. The 'Sharing Settings' section is expanded, showing the 'Job Application' object with 'Public Read/Write' internal access and 'Private' external access. The 'Grant Access Using Hierarchies' checkbox is checked. Below this, the 'Other Settings' section includes checkboxes for 'Manager Groups' (unchecked), 'Secure guest user record access' (checked), and 'Require permission to view record names in lookup fields' (checked). The 'Sharing Rules' section shows a table with one rule: 'Job Application: Job Application Number EQUALS True', shared with 'Role: Marketing Team' at the 'Read/Write' access level. The 'Sharing Overrides' section is also visible.

Sharing Settings

Organization-Wide Defaults [Edit](#) [Organization-Wide Defaults Help ?](#)

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
Job Application	Public Read/Write	Private	<input checked="" type="checkbox"/>

Other 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 Number EQUALS True	Role: Marketing Team	Read/Write

Sharing Overrides

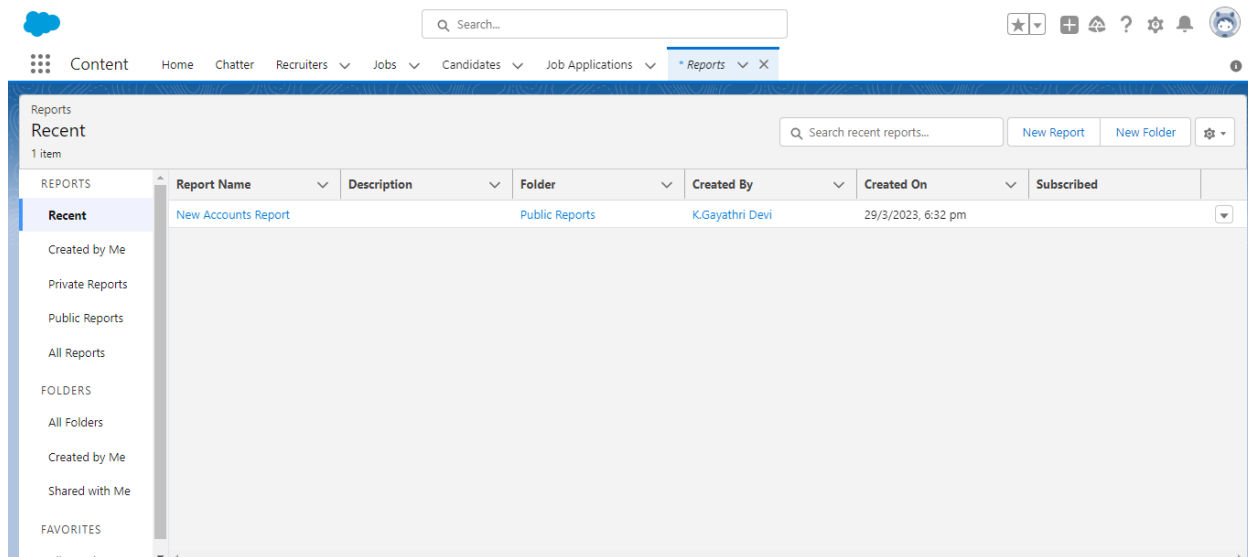
Profiles That Override Job Application Sharing [Sharing Overrides Help ?](#)

Milestone 8 – Reports:

Activity 1 : Create a Report

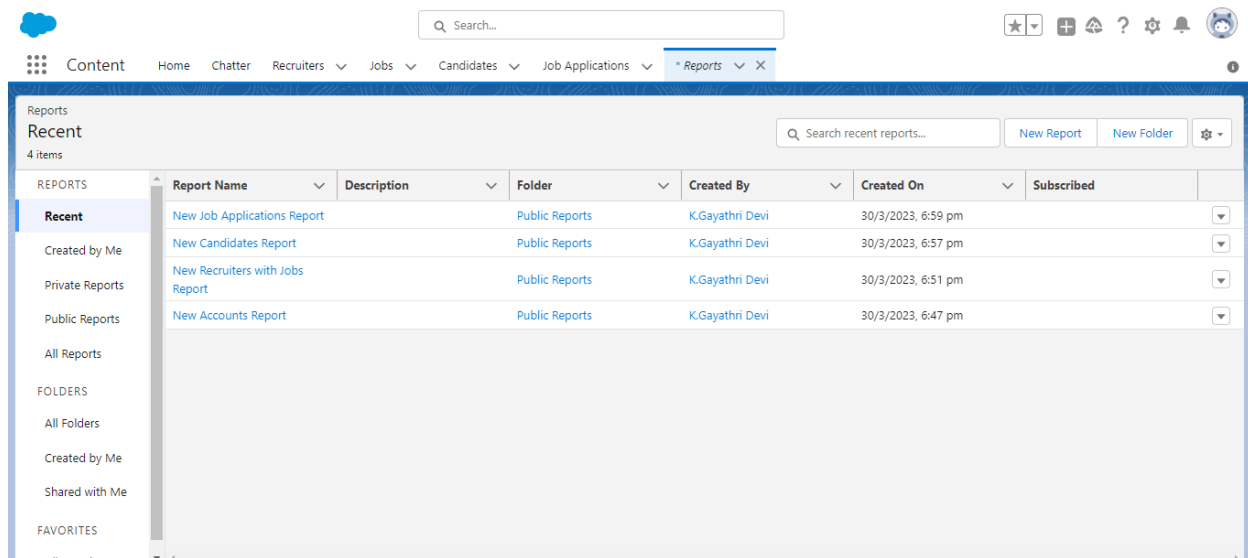
Create a report that displays rating of the account and which has type and account name.

- 1) Click on app launcher search for reports.
- 2) Click on the new report and select the category has accounts and contacts.
- 3) And the report type has accounts.
- 4) In the details section select the option start report.
- 5) In the filter pane select All accounts to show me.
- 6) And All time is created.
- 7) In the outline pane, group rows select Rating and in group columns select Account Name.
- 8) In the columns section add Type and Billing city.
- 9) Save the report by giving label name and save the folder as a public folder and save the report.



Activity 2 : Create a Report using the Objects Jobs, Candidate and Job Application.

Follow the steps from above Activity;



4 TRAILHEAD PROFILE PUBLIC URL

Team Lead – <https://trailblazer.me/id/kdevi147>

Team Member 1 – <https://trailblazer.me/id/bhavni>

Team member 2 – <https://trailblazer.me/id/chellamani2002>

Team Member 3 – <https://trailblazer.me/id/deva7826>

5 ADVANTAGES & DISADVANTAGE

Advantages :

- 1) **Reduce time spent on admin tasks.**
- 2) **Resume and CV Screening.**
- 3) **Speeds up the Recruitment cycle .**
- 4) **Improves the quality of hire.**
- 5) **Enhances reporting and compliance.**
- 6) **Boosts your brand.**
- 7) **Improves onboarding.**

Disadvantages :

- 1) Could filter out good candidates.**
- 2) Communication can be less personalized.**

6 APPLICATIONS

- 1) One Candidate database.**
- 2) Easy application and candidate search.**
- 3) Easy application form screening.**
- 4) Easy resume parsing.**
- 5) Easy resume screening.**
- 6) Interview kits and scorecards.**
- 7) Automated email responses.**
- 8) Interview scheduling.**
- 9) Powerful sourcing.**
- 10) Streamlined selection workflow.**
- 11) Candidate Relationship Management.**
- 12) Team Collaboration.**
- 13) Powerful analytics.**
- 14) API integration.**

7 CONCLUSION

Job Application Tracking System for Recruiters is a very effective hiring solution that most of the successful Recruiters utilize.

Because without it, there is a good chance that your process of moving applicants through different stages can become very difficult .This tool is very important for optimizing the hiring process with the help of artificial intelligence and technology.As we move forward ,the ATS tools are evolving and making the monotonous tasks easy.

8 FUTURE SCOPE

- 1)Traditional Job Application Tracking System.**
- 2)Modern Job Application Tracking System.**
- 3)ATS will Begin to look and Act more like social network.**
- 4)Job Application Tracking Systems have become more user – friendly.**
- 5)There is a rise in AI-based Job Application Tracking System.**
- 6)Applicant Tracking Software not have deep integration capabilities.**
- 7) There is a rise of cloud -based ATS solutions.**
- 8) ATS will Turn Rejected Talents into Future Hires Analytics.**

.....