

JOB APPLICATION TRACKING SYSTEM USING **SALESFORCE**

INTRODUCTION:

OVERVIEW:

Salesforce is the world's No 1 customer relationship management CRM platform. It helps in marketing , sales, service, commerce and IT teams works as one from anywhere in the world. This can help field sales teams ensure that order are fulfilled quickly and accurately and that inventory levels are maintained at optimal levels.

PURPOSE:

Job application tracking system is a software that automates administrative tasks in recruitment and hiring . For example this software enables faster interview scheduling, easier job advertising, optimized referrals, automated processes and more. Overall it helps relieve many recruiting pains that recruiters and hiring managers often face. There are some alternative names for this software. They are hiring software, talent acquisition software, hiring platform and recruitment software.

PROBLEM DEFINITION AND DESIGN THINKING:

EMPATHY MAP:

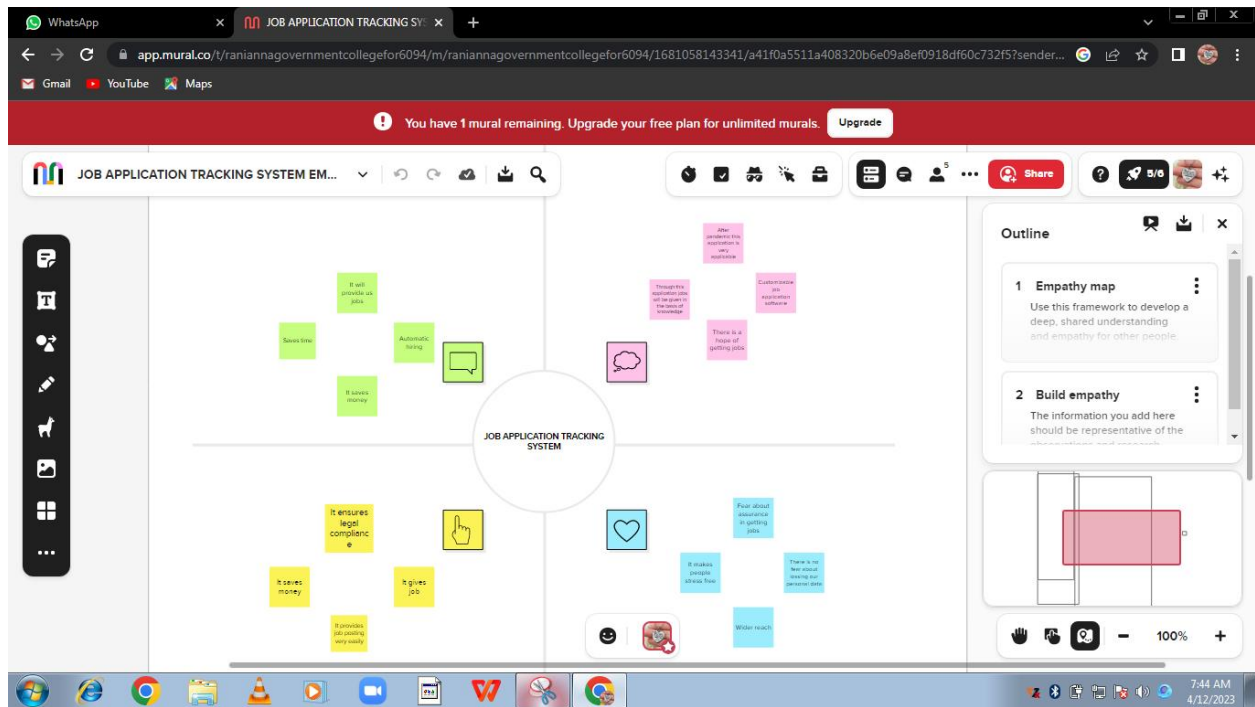
An empathy map is a widely used visualization tool. The primal purpose of an empathy map is to bridge the understanding of the end user. Within context of its application, this tool is used to build a shared understanding of the user's needs and provide context to a user centered solution. The traditional empathy map begins with four categories they are says,thinks,does and feels.

Says category contains what the user says out loud during research .

Thinks category contains what the user is thinking.

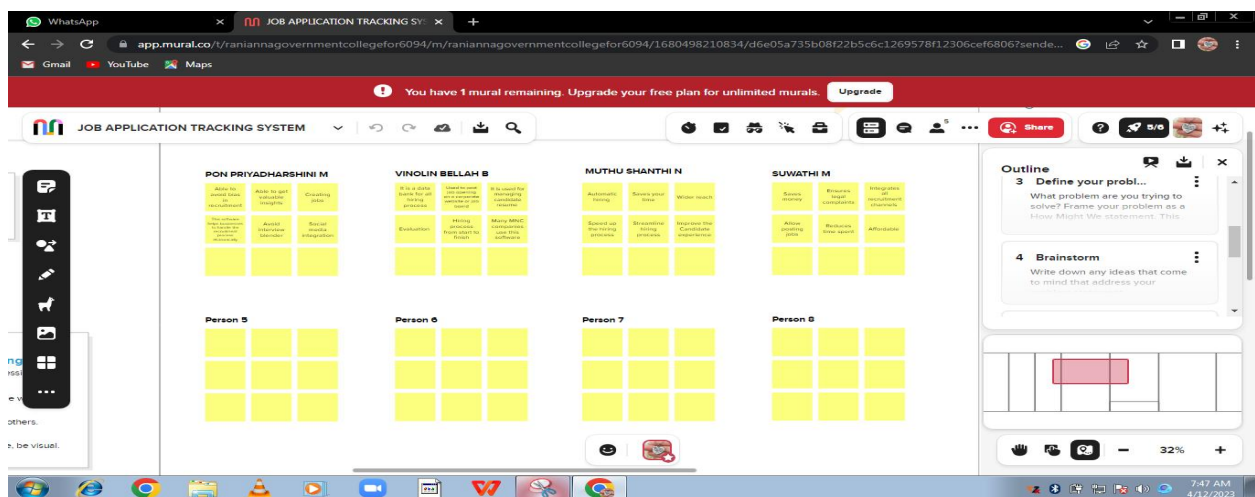
Does category contains the user's action and behavior.

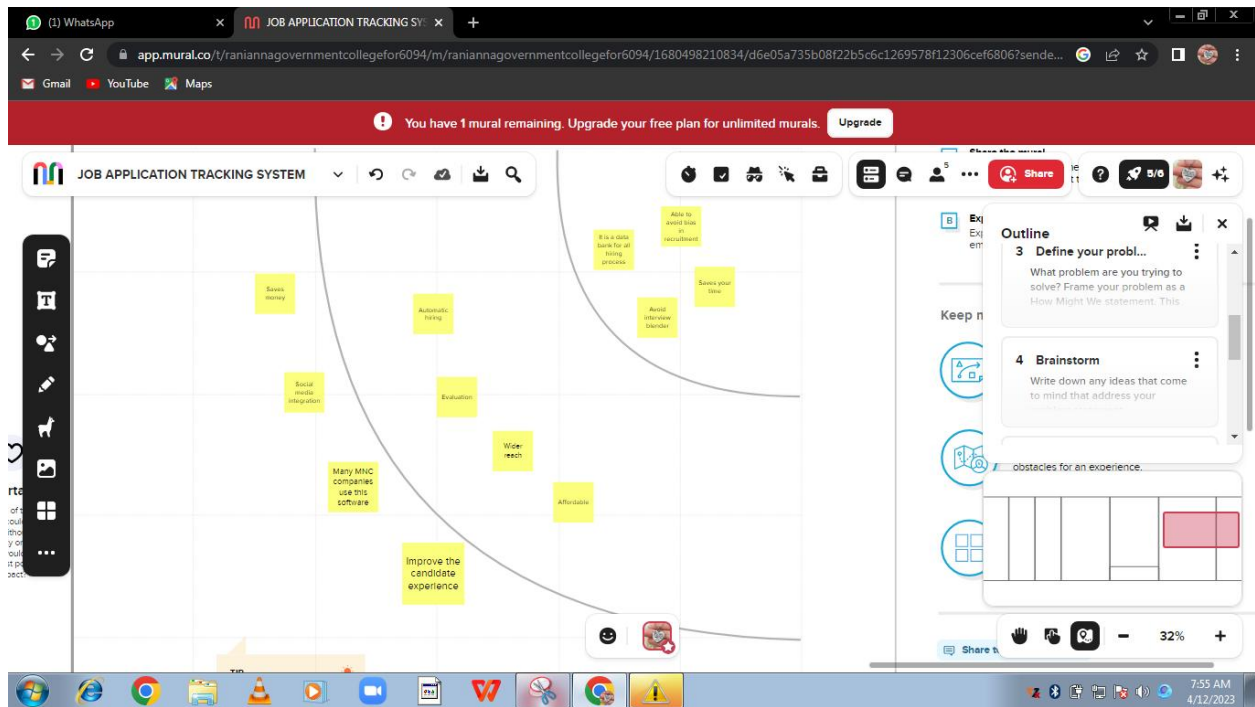
Feels category contains the user's emotional state in context with their experience.



IDEATION AND BRAINSTORMING MAP:

Brainstorming is an activity that will help you generate more innovative ideas. Its one of many methods of ideations. The process of coming up with new ideas and its core to the design thinking process. It is a process of forming ideas from conception to implementation, most often in a business setting. It is expressed via graphical, written or verbal methods and arises from past or present knowledge, influences, opinions, experiences and personal convictions. There are four types of brainstorming. They are reverse brainstorming, Stops-and-Go brainstorming, Phillips 66 brainstorming, brain writing.





RESULT:

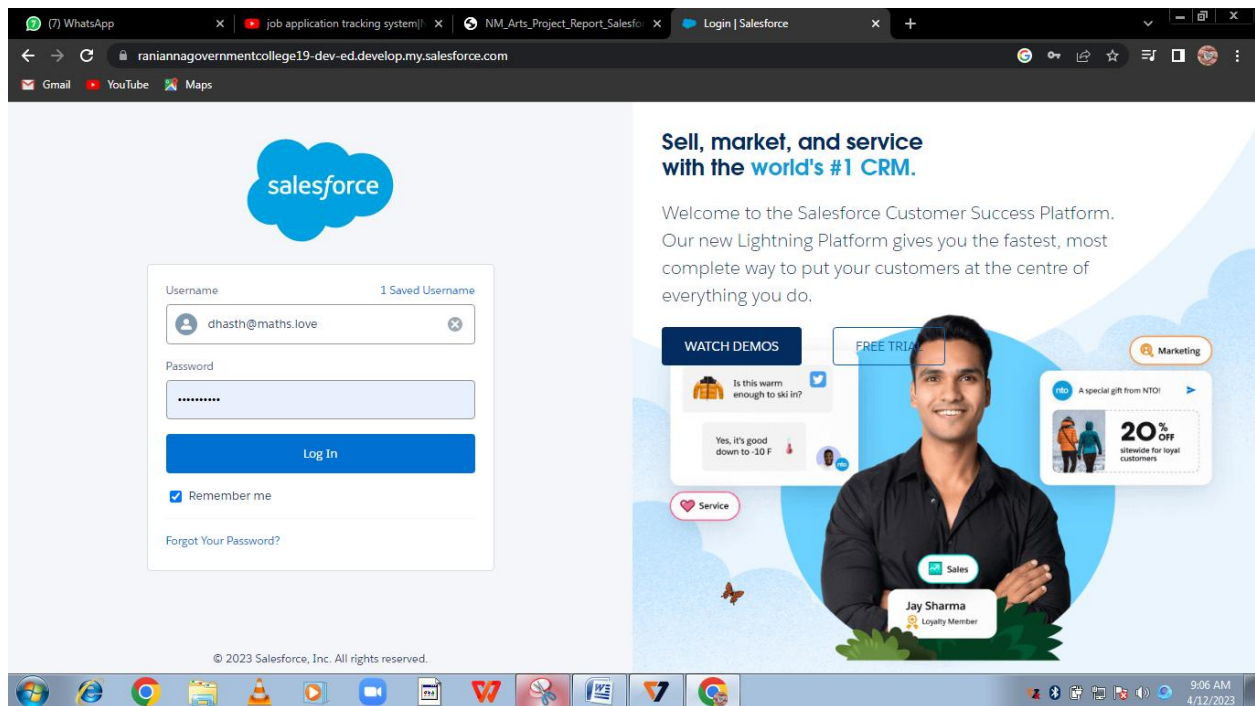
DATA MODEL:

FIELD NAME	FIELDS AND RELATIONSHIP
Job title	Field label: Job title Data type: Text
Recruiter	Field label: Recruiter Data type: Master detail
Description	Field label: Description Data type: Text area

Location	Field label: Location Data type: Text
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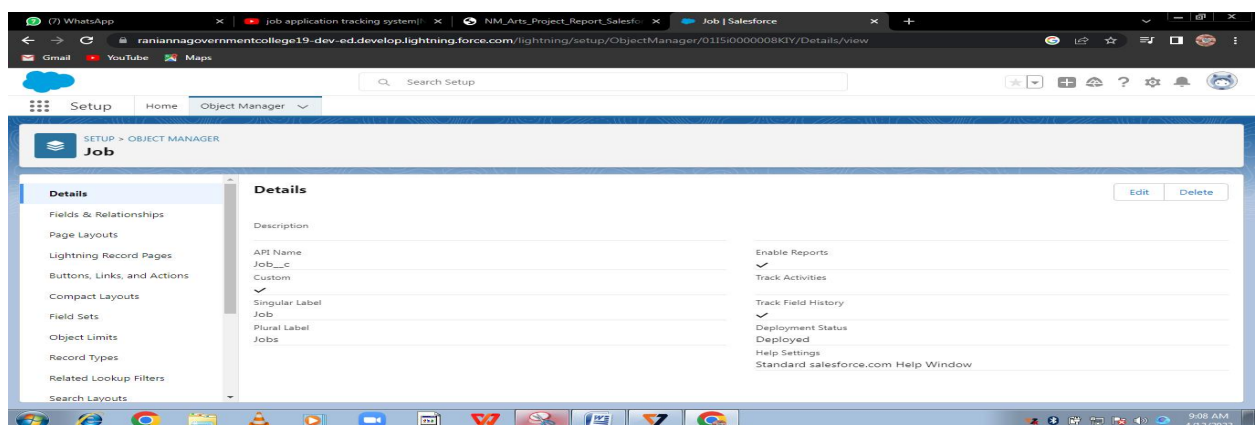
ACTIVITY AND SCREENSHOT:

CREATING DEVELOPER SALESFORCE ORG:



Salesforce is your customer success platform, designed to help you sell, service, market, analyze and connect with your customers.

CREATING CUSTOM OBJECTS:



Browser tabs: (7) WhatsApp, job application tracking system, NM_Arts_Project_Report_Salesfo, Candidate | Salesforce

Address bar: raniannagovernmentcollege-e-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000004Gny8/Details/view

Navigation: Setup, Home, Object Manager

Candidate

Details

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Search Layouts

Details

Description

API Name: Candidate__c

Custom: ☒

Singular Label: Candidate

Plural Label: Candidates

Enable Reports: ☒

Track Activities: ☐

Track Field History: ☐

Deployment Status: Deployed

Help Settings: Standard salesforce.com Help Window

Buttons: Edit, Delete

System tray: 9:13 AM 4/12/2023

Browser tabs: (7) WhatsApp, job application tracking system, NM_Arts_Project_Report_Salesfo, Job application | Salesforce

Address bar: raniannagovernmentcollege-e-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000004GnyD/Details/view

Navigation: Setup, Home, Object Manager

Job application

Details

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Search Layouts

Details

Description

API Name: Job_application__c

Custom: ☒

Singular Label: Job application

Plural Label: Job applications

Enable Reports: ☒

Track Activities: ☐

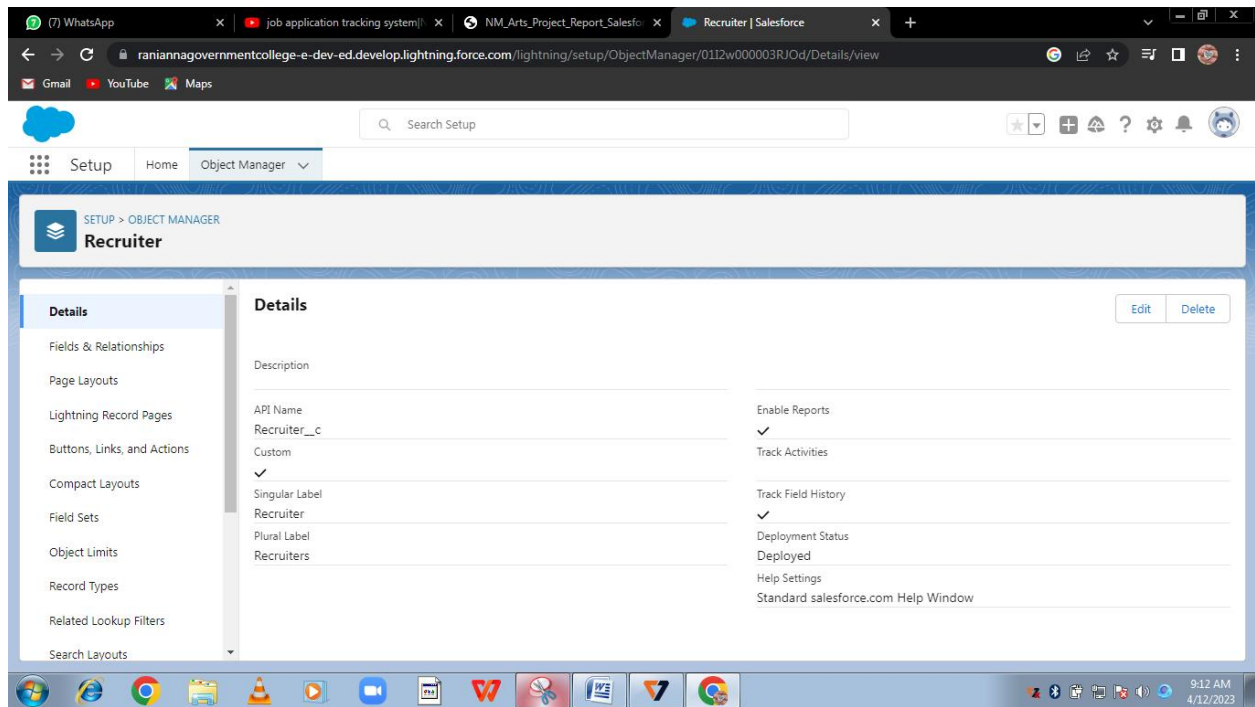
Track Field History: ☐

Deployment Status: Deployed

Help Settings: Standard salesforce.com Help Window

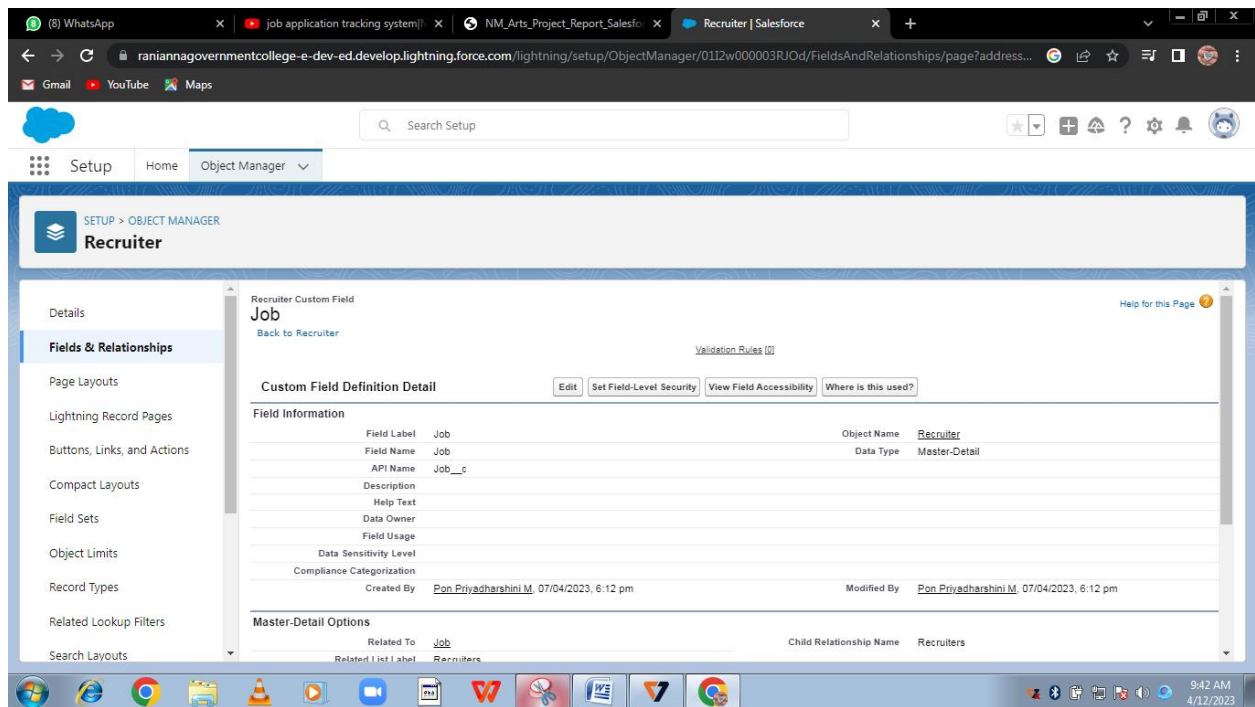
Buttons: Edit, Delete

System tray: 9:14 AM 4/12/2023



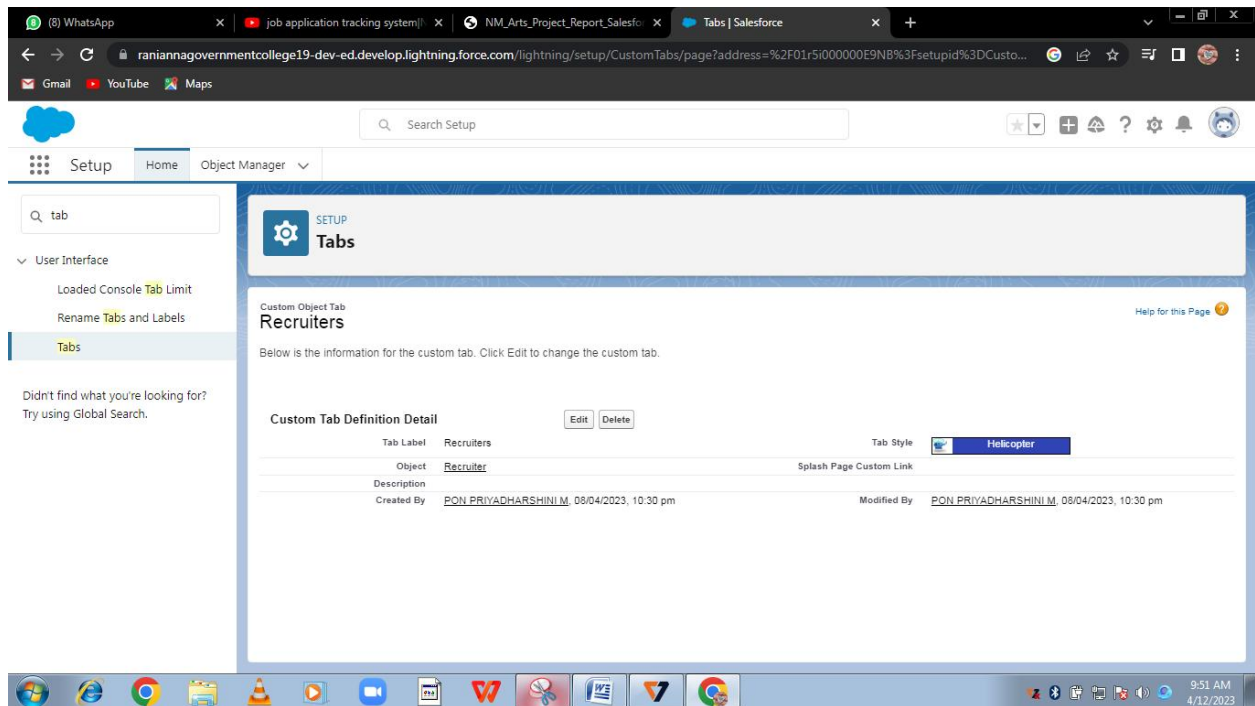
Salesforce objects are database tables that permit you to store data that is specific to an organization. It consists of field (columns) and records (rows).

CREATING CUSTOM FIELDS:



Fields in salesforce represents what the columns represent in relation databases. It can store data values which are required for a particular object in a record.

TAB:

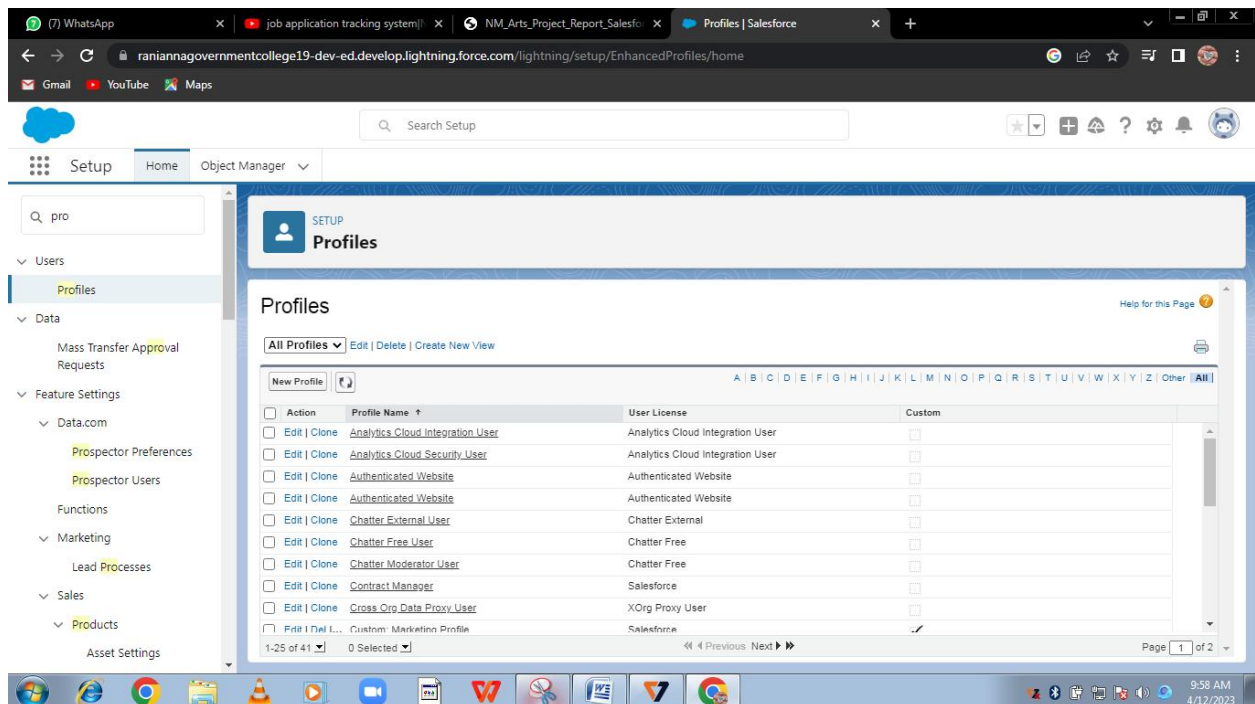


The screenshot shows the Salesforce Setup interface for the 'Tabs' section. The left sidebar contains a search bar with 'tab' entered and a list of categories: User Interface, Loaded Console Tab Limit, Rename Tabs and Labels, and Tabs (selected). The main content area is titled 'Custom Object Tab Recruiters' and includes a 'Help for this Page' link. Below the title, it states: 'Below is the information for the custom tab. Click Edit to change the custom tab.' The 'Custom Tab Definition Detail' section shows the following information:

Tab Label	Recruiters	Tab Style	Helicopter
Object	Recruiter	Splash Page Custom Link	
Description			
Created By	PON PRIYADHARSHINI M. 08/04/2023, 10:30 pm	Modified By	PON PRIYADHARSHINI M. 08/04/2023, 10:30 pm

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.

PROFILE:

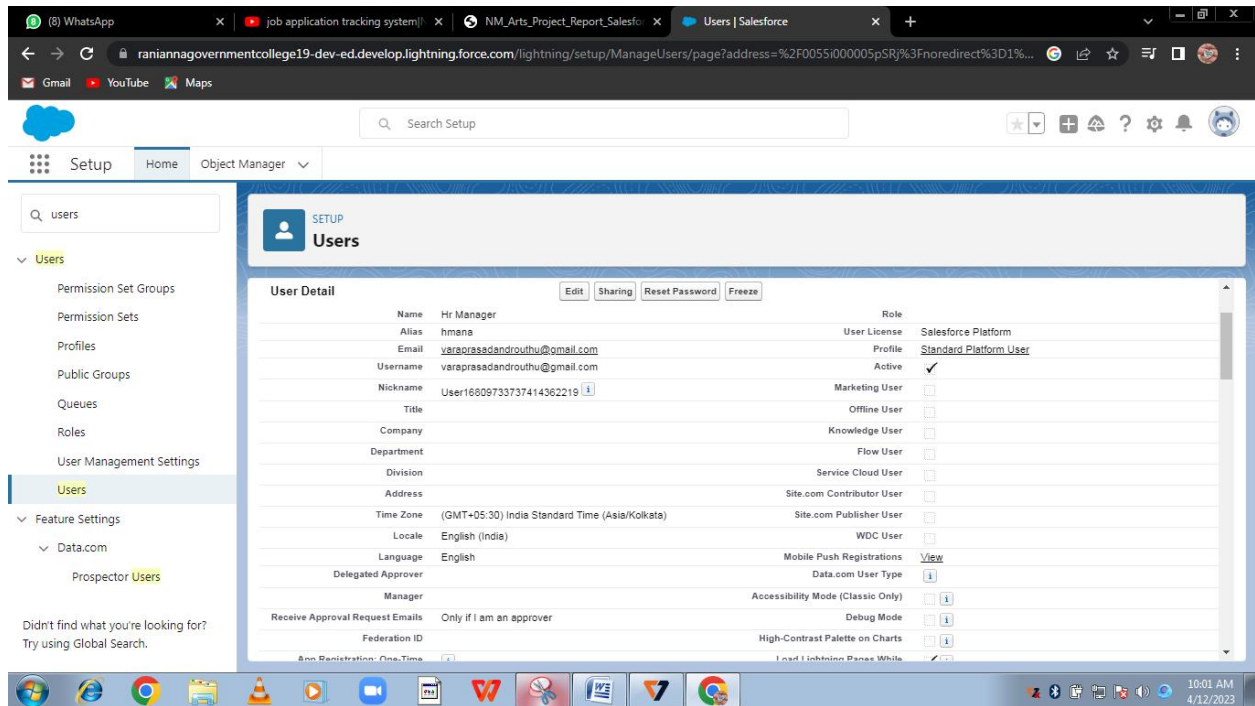


The screenshot shows the Salesforce Setup interface for the 'Profiles' section. The left sidebar contains a search bar with 'pro' entered and a list of categories: Users, Profiles (selected), Data, Mass Transfer Approval Requests, Feature Settings, Data.com, Prospector Preferences, Prospector Users, Functions, Marketing, Lead Processes, Sales, Products, and Asset Settings. The main content area is titled 'Profiles' and includes a 'Help for this Page' link. Below the title, it shows a table of profiles with columns for Action, Profile Name, User License, and Custom. The table lists various profiles such as Analytics Cloud Integration User, Analytics Cloud Security User, Authenticated Website, Chatter External User, Chatter Free User, Chatter Moderator User, Contract Manager, Cross Org Data Proxy User, Custom Marketing Profile, and Salesforce.

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 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"/>
<input type="checkbox"/> Edit Clone	Chatter Moderator User	Chatter Free	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Contract Manager	Salesforce	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Cross Org Data Proxy User	XOrg Proxy User	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Custom Marketing Profile	Salesforce	<input type="checkbox"/>

A profile is a group /collection of settings and permissions that define what a user can do in salesforce.

USERS:

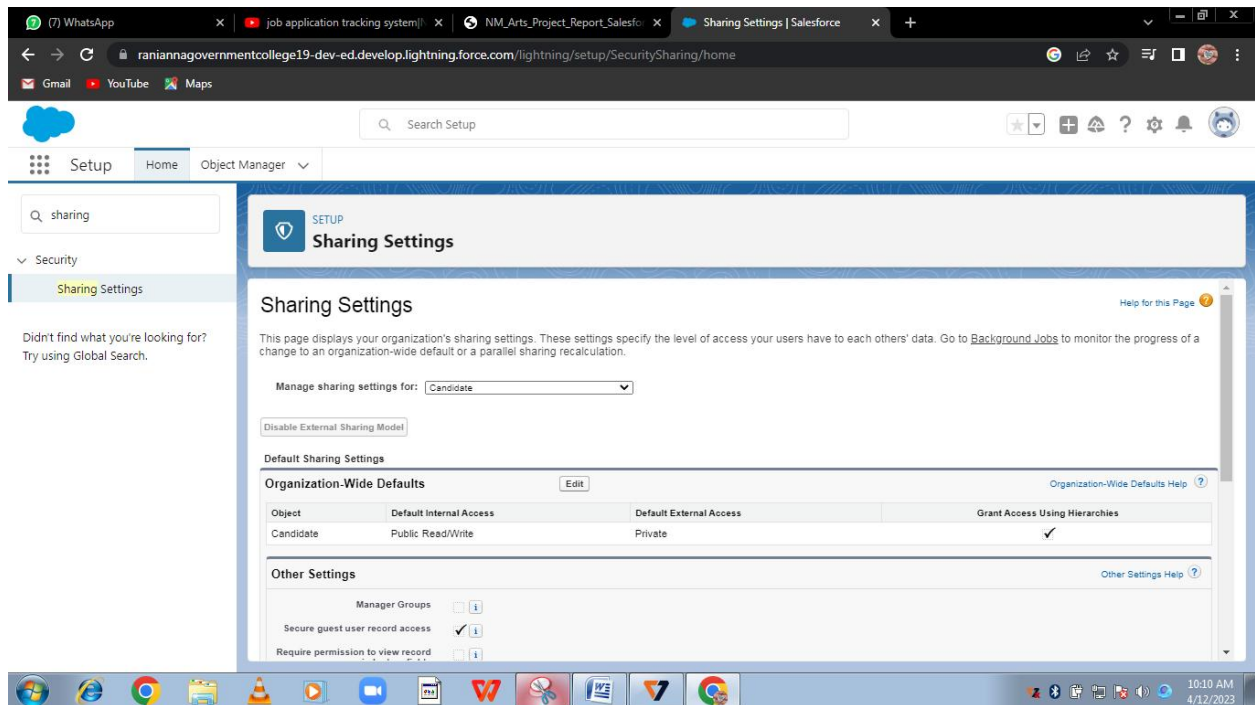


The screenshot shows the Salesforce Setup interface for managing users. The left sidebar contains a navigation menu with options like 'Users', 'Permission Set Groups', 'Permission Sets', 'Profiles', 'Public Groups', 'Queues', 'Roles', 'User Management Settings', 'Feature Settings', 'Data.com', and 'Prospector Users'. The main content area is titled 'Users' and displays a 'User Detail' form for a user named 'Hr Manager'. The form includes fields for Name, Alias, Email, Username, Nickname, Title, Company, Department, Division, Address, Time Zone, Locale, Language, Delegated Approver, Manager, Receive Approval Request Emails, Federation ID, Role, User License, Profile, Active status, and various user roles (Marketing User, Offline User, Knowledge User, Flow User, Service Cloud User, Site.com Contributor User, Site.com Publisher User, WDC User, Mobile Push Registrations, Data.com User Type, Accessibility Mode, Debug Mode, High-Contrast Palette on Charts). The user is currently active and has the 'Standard Platform User' profile assigned.

Field	Value
Name	Hr Manager
Alias	hmana
Email	varaprasadandrouthu@gmail.com
Username	varaprasadandrouthu@gmail.com
Nickname	User16809733737414362219
Title	
Company	
Department	
Division	
Address	
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)
Locale	English (India)
Language	English
Delegated Approver	
Manager	
Receive Approval Request Emails	Only if I am an approver
Federation ID	
Role	
User License	Salesforce Platform
Profile	Standard Platform User
Active	<input checked="" type="checkbox"/>
Marketing User	<input type="checkbox"/>
Offline User	<input type="checkbox"/>
Knowledge User	<input type="checkbox"/>
Flow User	<input type="checkbox"/>
Service Cloud User	<input type="checkbox"/>
Site.com Contributor User	<input type="checkbox"/>
Site.com Publisher User	<input type="checkbox"/>
WDC User	<input type="checkbox"/>
Mobile Push Registrations	View
Data.com User Type	View
Accessibility Mode (Classic Only)	<input type="checkbox"/>
Debug Mode	<input type="checkbox"/>
High-Contrast Palette on Charts	<input type="checkbox"/>

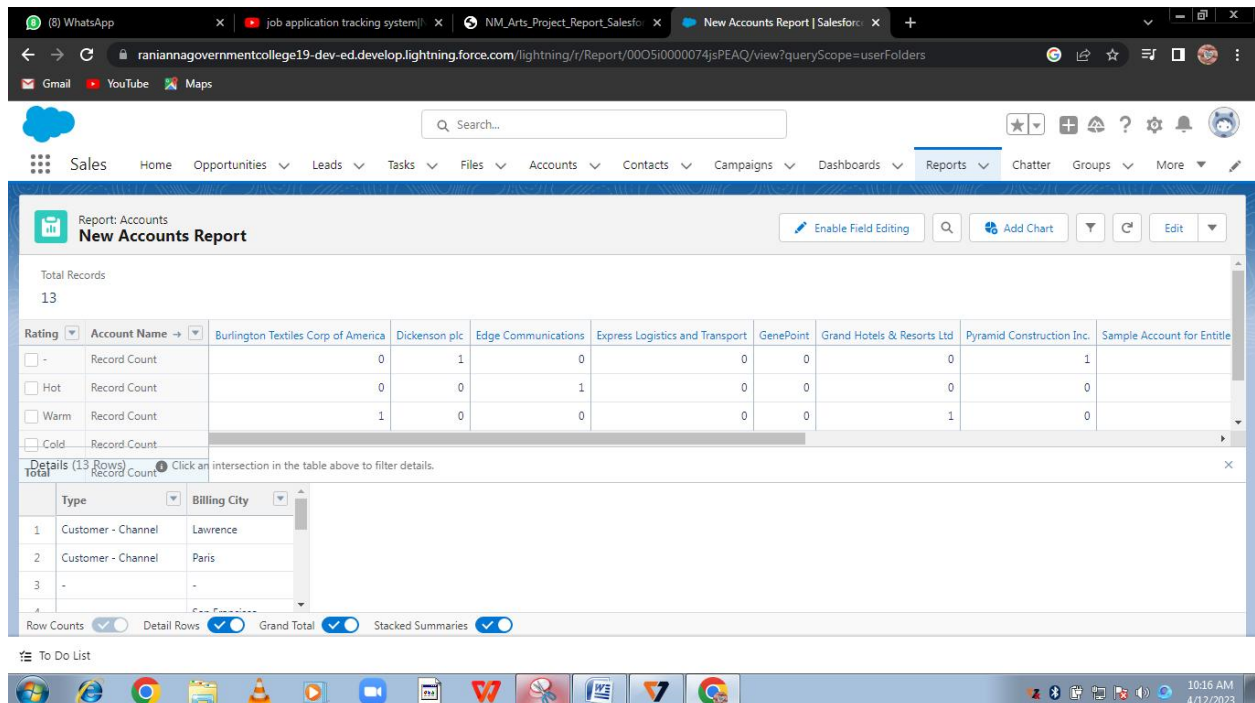
A user is anyone who logs in two salesforce. Users are employees at your company, such as sales reps, managers, and IT specialist, who need access to the companies records.

SHARING RULES:



Sharing rules help users to share records based on conditions.

REPORTS:



A report is a list of records that meet the criteria you define. It's defined in rows and columns and can be filtered, grouped or displayed in a graphical chart.

Trailhead Profile Public URL

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

Team member 1- <https://trailblazer.me/id/vbellahb>

Team member 2- <https://trailblazer.me/id/muthn3>

Team member 3- <https://trailblazer.me/id/suwam>

ADVANTAGE AND DISADVANTAGE:

ADVANTAGES:

1. Post jobs on multiple job boards.
2. Save time by automating tasks.
3. Manage talent data base.
4. It is used to identify and hire best candidate.
5. Reduces time spent with administrative task.
6. Facilitates collaborative hiring.
7. Improves the quality of hire.

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DISADVANTAGES:

1. Missing qualified applicants due to wrong keyboard selection.
2. Automatic elimination of resumes that software cannot recognize and interpret.
3. They are open to manipulation.
4. Communication can be less personalized.
5. Companies can miss out good candidate.
6. Creating biases.

APPLICATIONS:

1. In house recruitment
2. Video tutorials
3. Solutions
4. Staffing agencies
5. Industries
6. IT fields
7. Unreliable and not perfect

CONCLUSION:

Job application tracking system is a software used for hiring process .Nowadays after pandemic most probably every companies started using this software there are many advantages but there is still some drawbacks which cannot be rectified. We would like to say that we have done in this project. Through this project we first created sales force developer org.

Then we have created custom object, custom field, new custom field, profile, standard user, sharing rules and finally we have finished it with report.

FUTURE SCOPE:

This software creates opportunities to automate manual processes increases visibility into the hiring cycle for the entire recruiting team and increases opportunities for communication through the candidate journey.