Project Report Template

1 INTRODUCTION

1.1 Overview

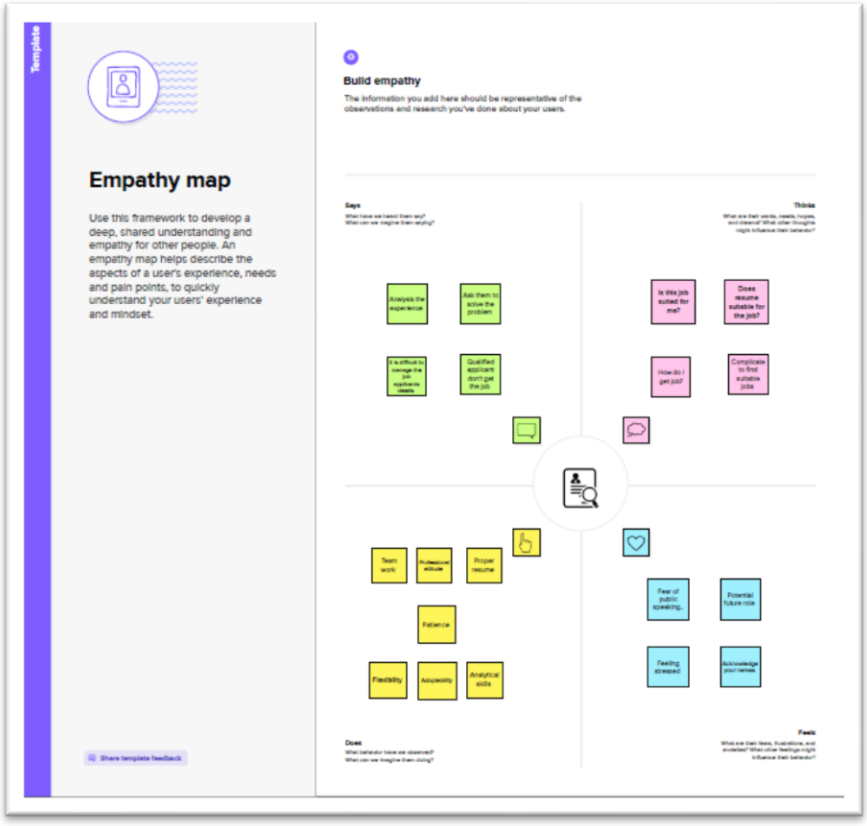
A Job Application Tracking System is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

1.2 Purpose

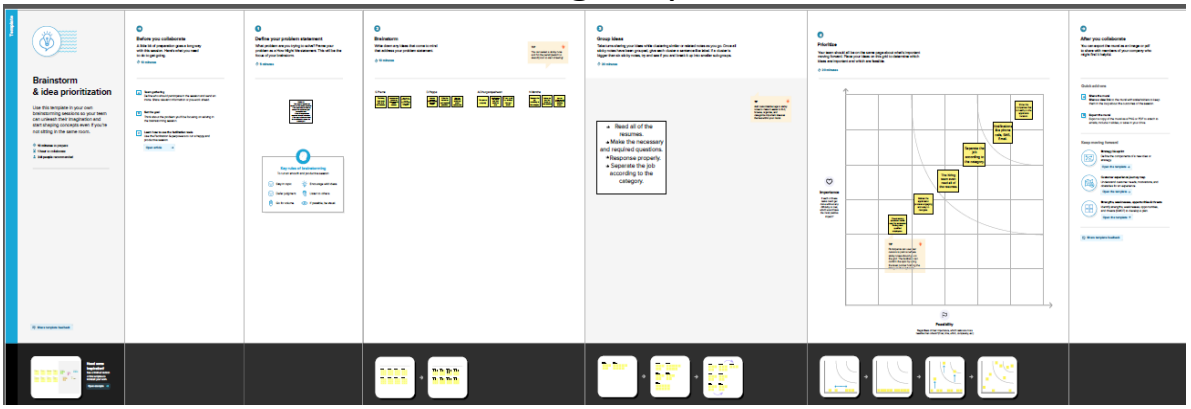
A Job Application Tracking System creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey.78% of recruiters using an JATS report that it has improved the quality of the candidates they hire.

2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



3 RESULT

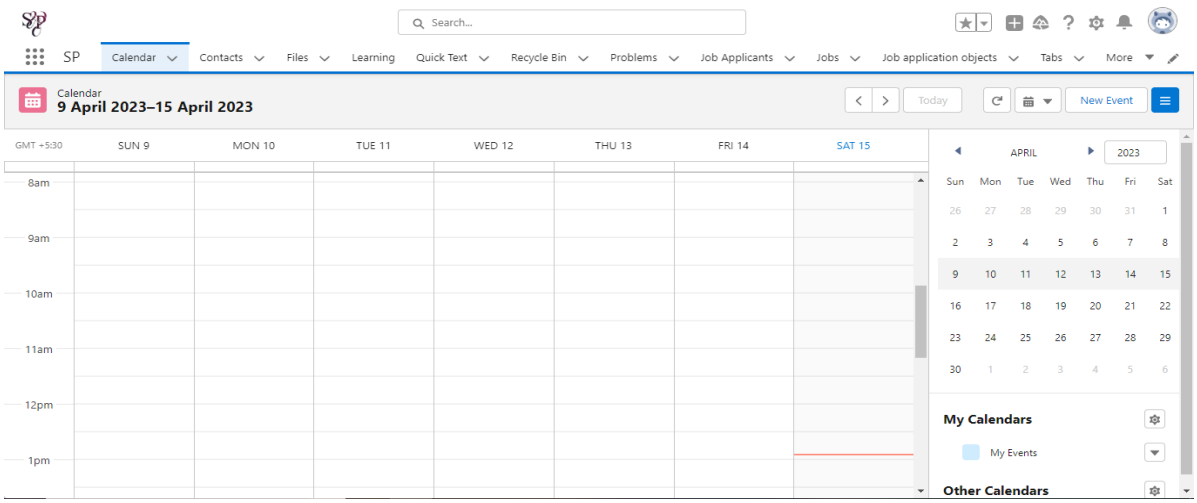
3.1 Data Model:

Object name	**Fields in the Object**
Recruiter	**Field label** / **Data type** Job_tittle1 — Text Recruiter — Master Detail Relationship Description1 — Text Area Location_1 — Text
Job	**Field label** / **Data type** Job_tittle4 — Text Job — Master Detail Relationship Description4 — Text Area Location4 — Text
Candidate	**Field label** / **Data type** Job_tittle — Text candidate — Mater Detail Relationship Description — Text Area Location — Text

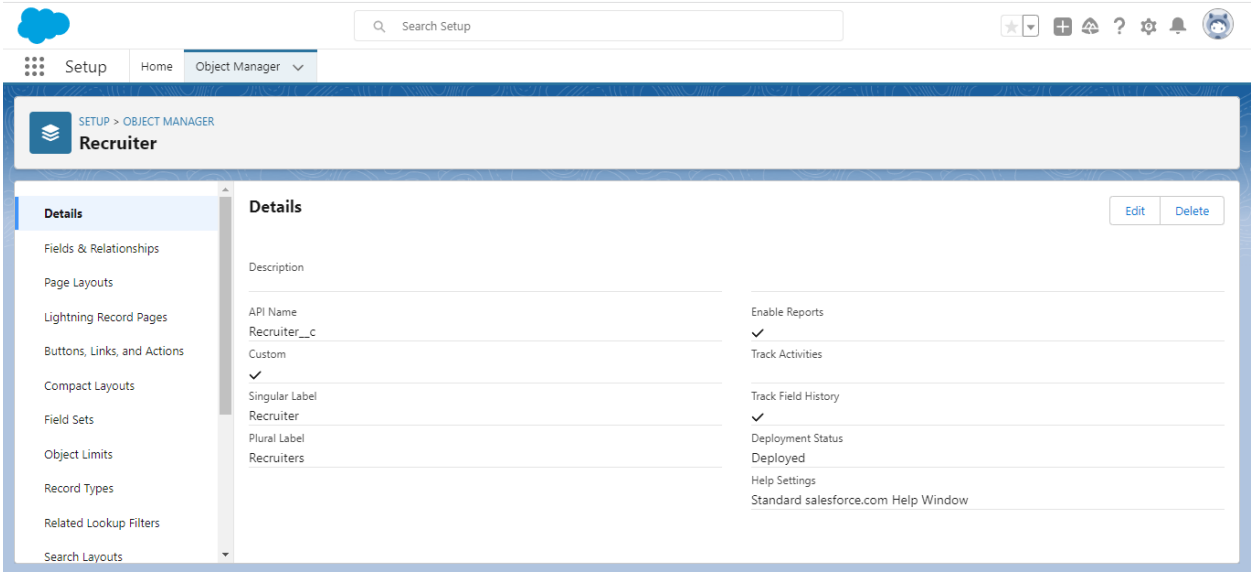
Job Application	**Field label** / **Data type** Job_tittle2 / Text Job Application / Master Detail Relationship Description_2 / Text Area Location_2 / Text
Tabs	**Field label** / **Data type** Job_tittle5 / Text Tab / Master Detail Relationship Description_5 / Text Area Location_5 / Text

3.2 Activity & Screenshot

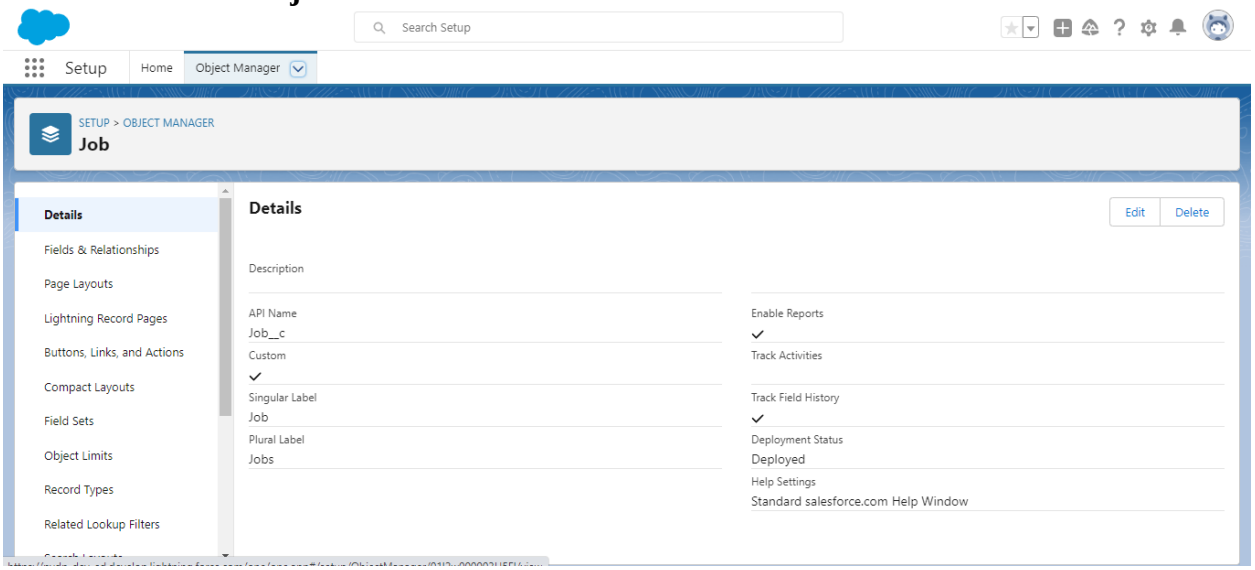
App:



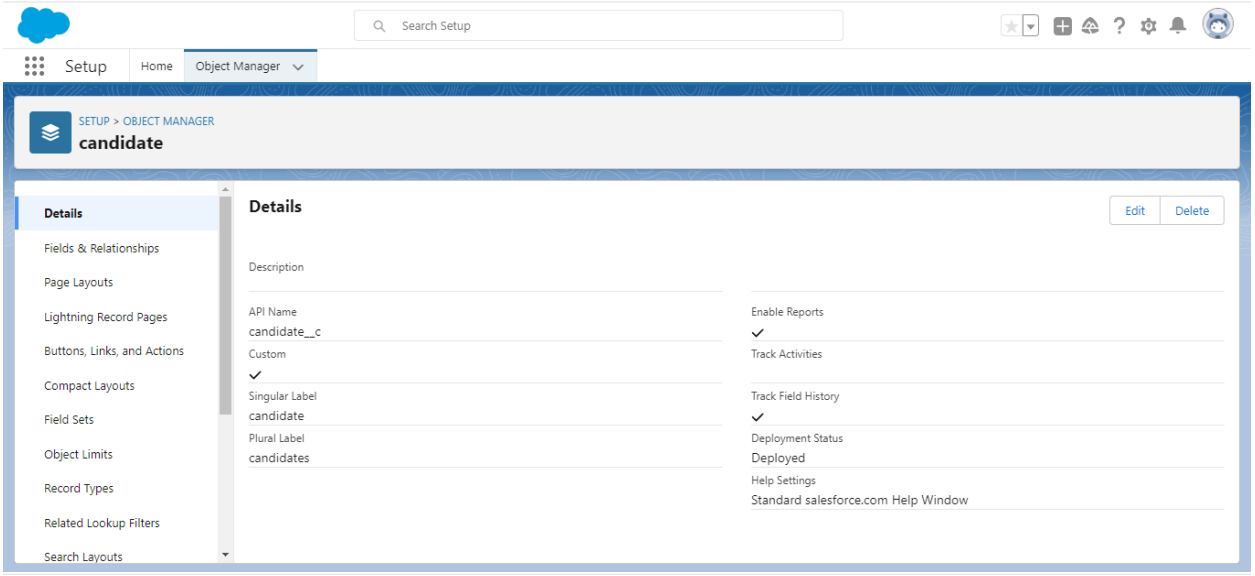
Object:

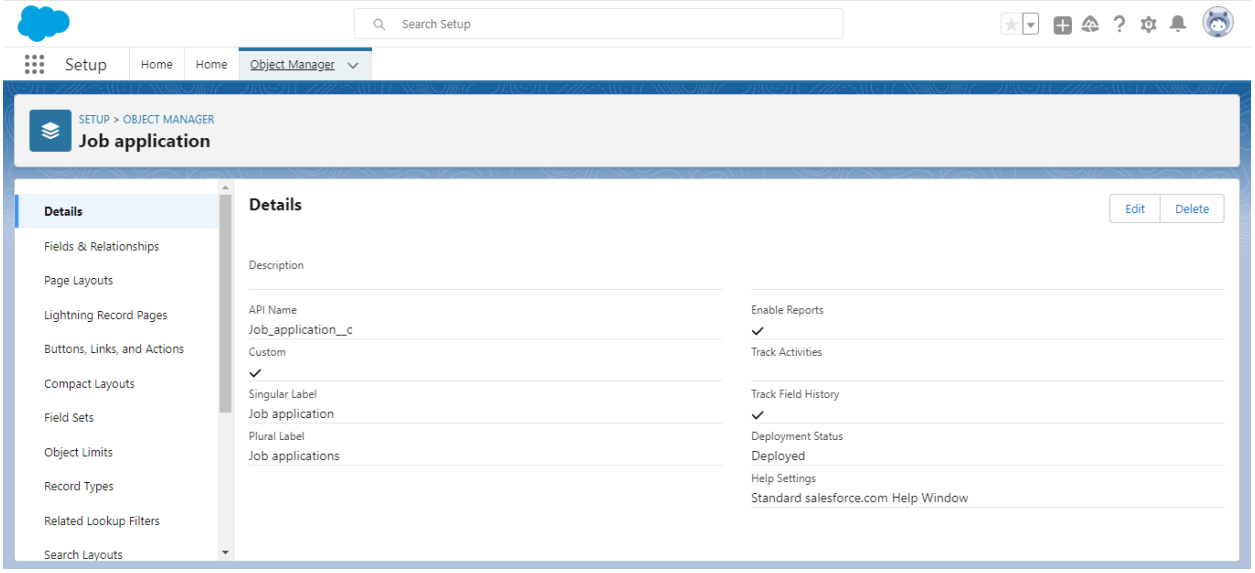


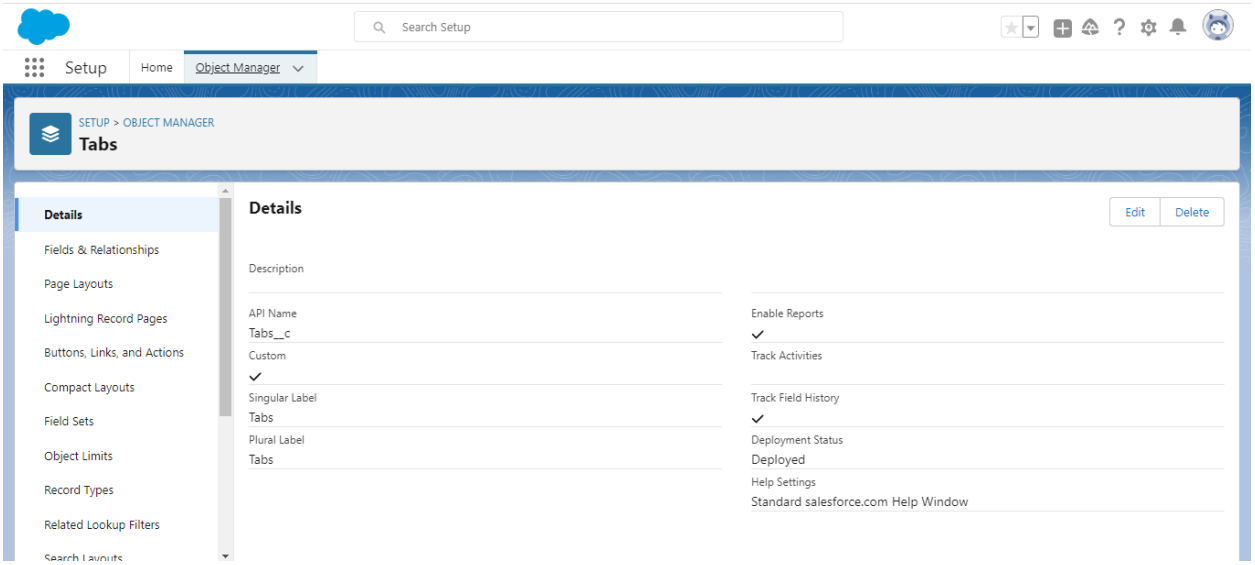
1.Create a custom object for Recruiter:



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

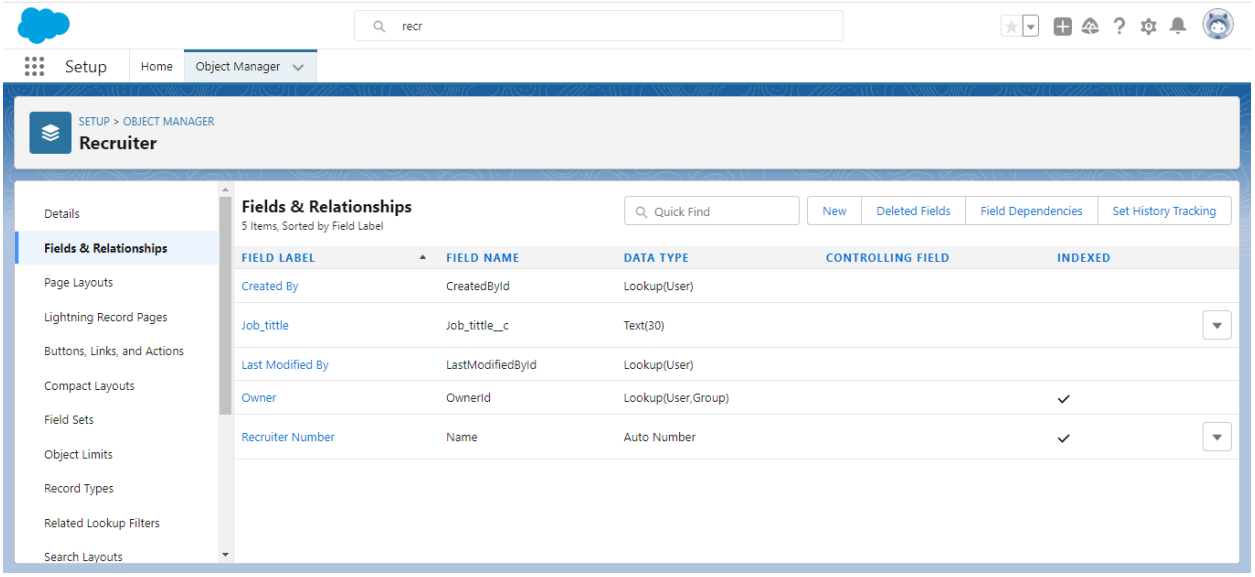


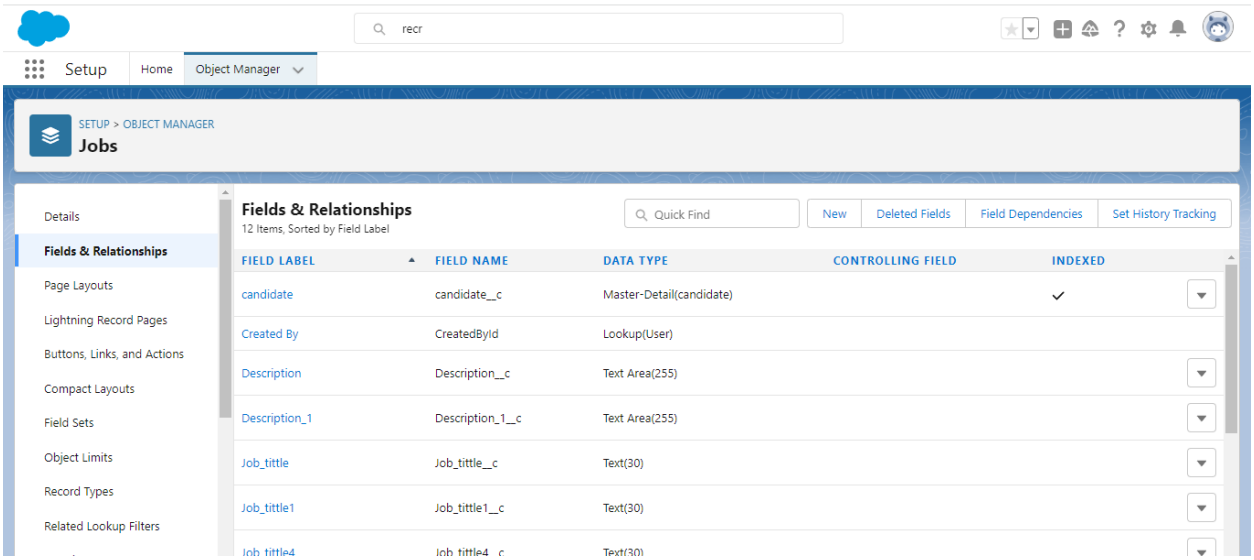


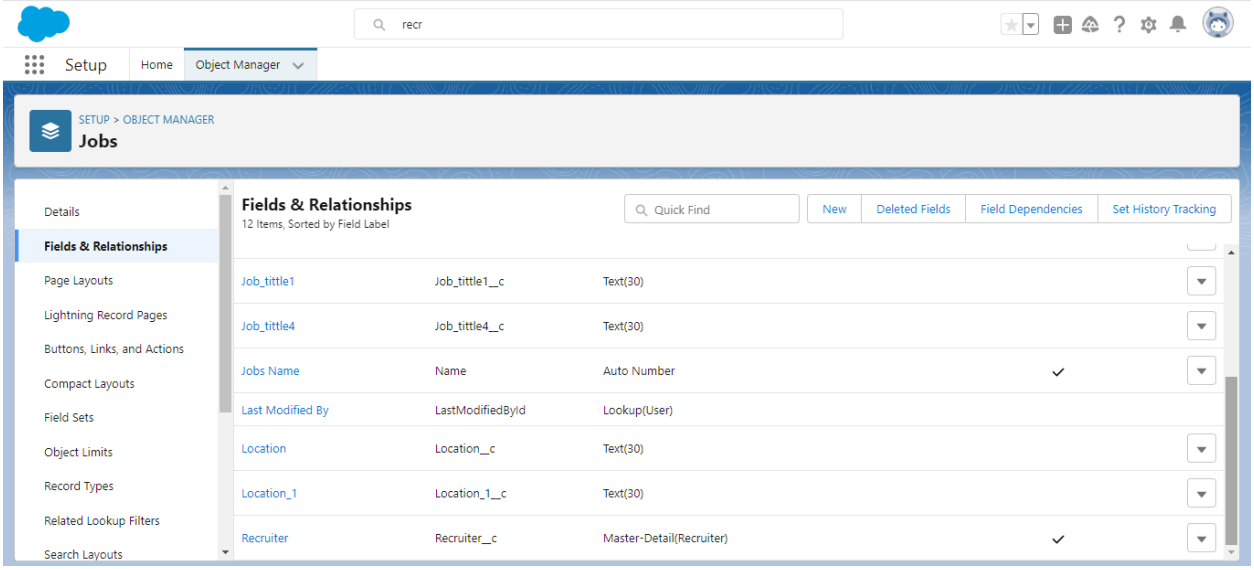


Field & Relationship:

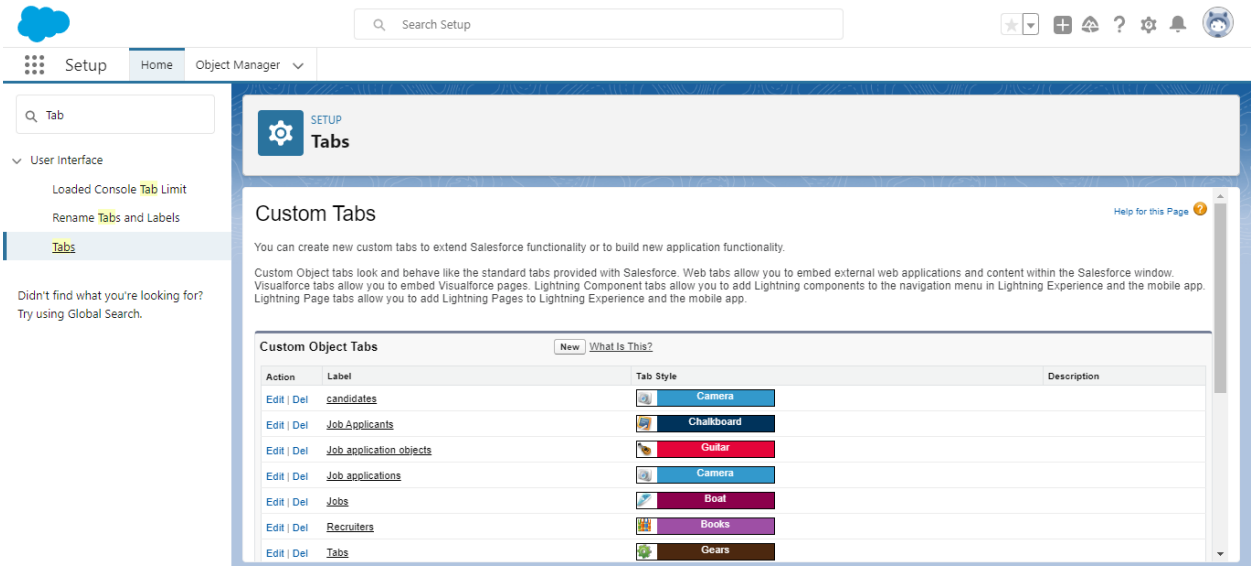
Create the custom fields:



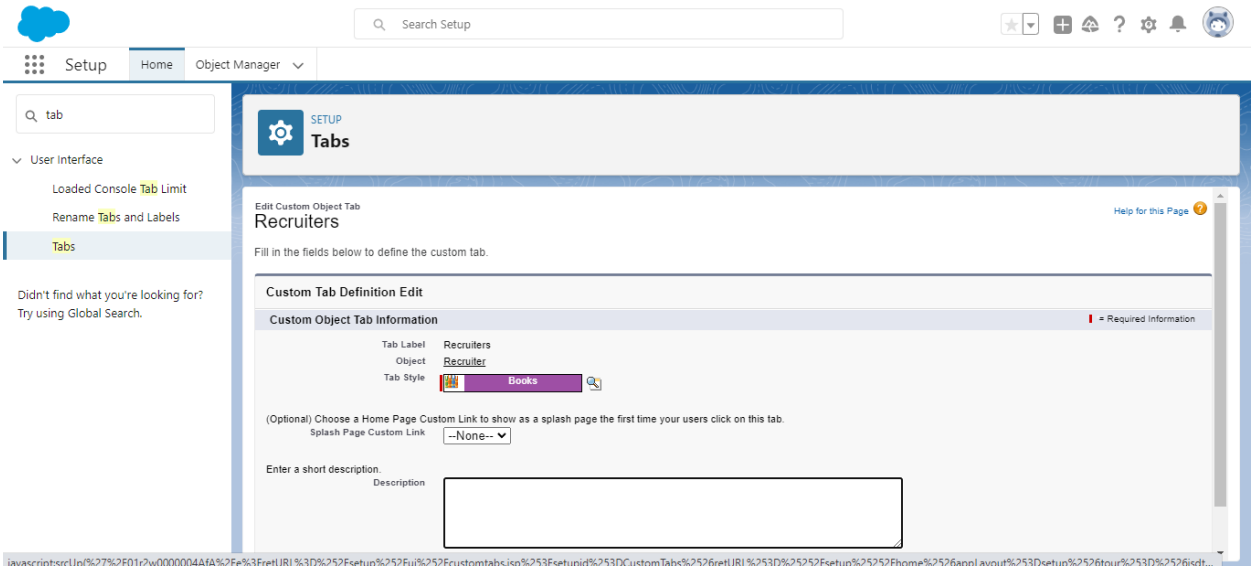

recr
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Jobs
Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters
Fields & Relationships
12 Items, Sorted by Field Label
Quick Find
New
Deleted Fields
Field Dependencies
Set History Tracking
FIELD LABEL
FIELD NAME
DATA TYPE
CONTROLLING FIELD
INDEXED
candidate
candidate__c
Master-Detail(candidate)
Created By
CreatedById
Lookup(User)
Description
Description__c
Text Area(255)
Description_1
Description_1__c
Text Area(255)
Job_tittle
Job_tittle__c
Text(30)
Job_tittle1
Job_tittle1__c
Text(30)

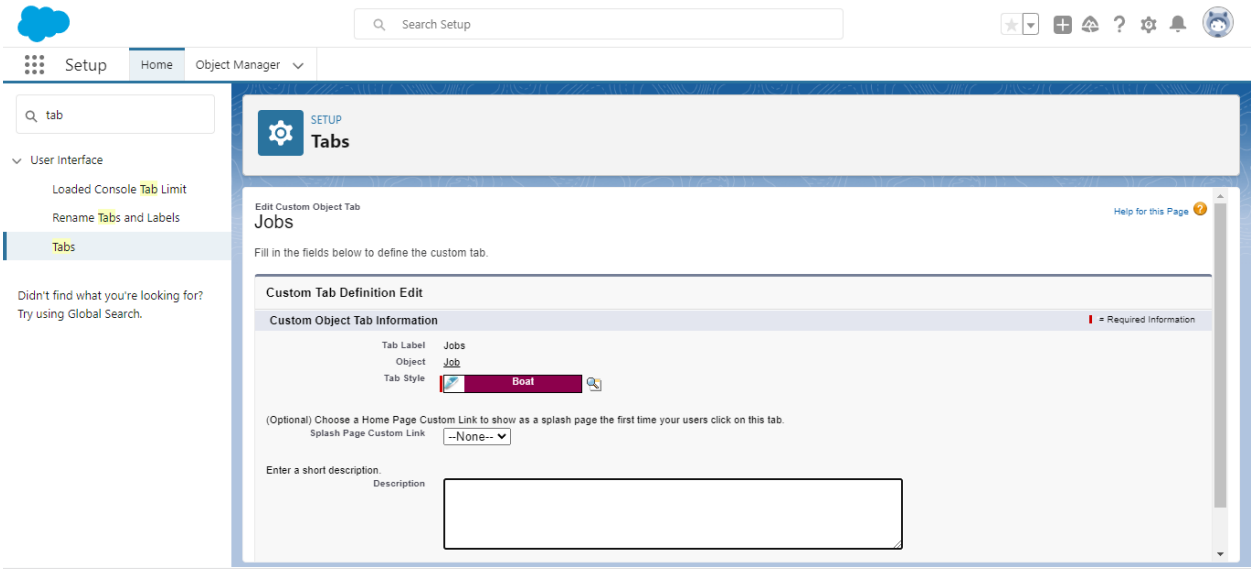

recr
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Jobs
Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters
Search Layouts
Fields & Relationships
12 Items, Sorted by Field Label
Quick Find
New
Deleted Fields
Field Dependencies
Set History Tracking
Job_tittle1
Job_tittle1__c
Text(30)
Job_tittle4
Job_tittle4__c
Text(30)
Jobs Name
Name
Auto Number
Last Modified By
LastModifiedById
Lookup(User)
Location
Location__c
Text(30)
Location_1
Location_1__c
Text(30)
Recruiter
Recruiter__c
Master-Detail(Recruiter)

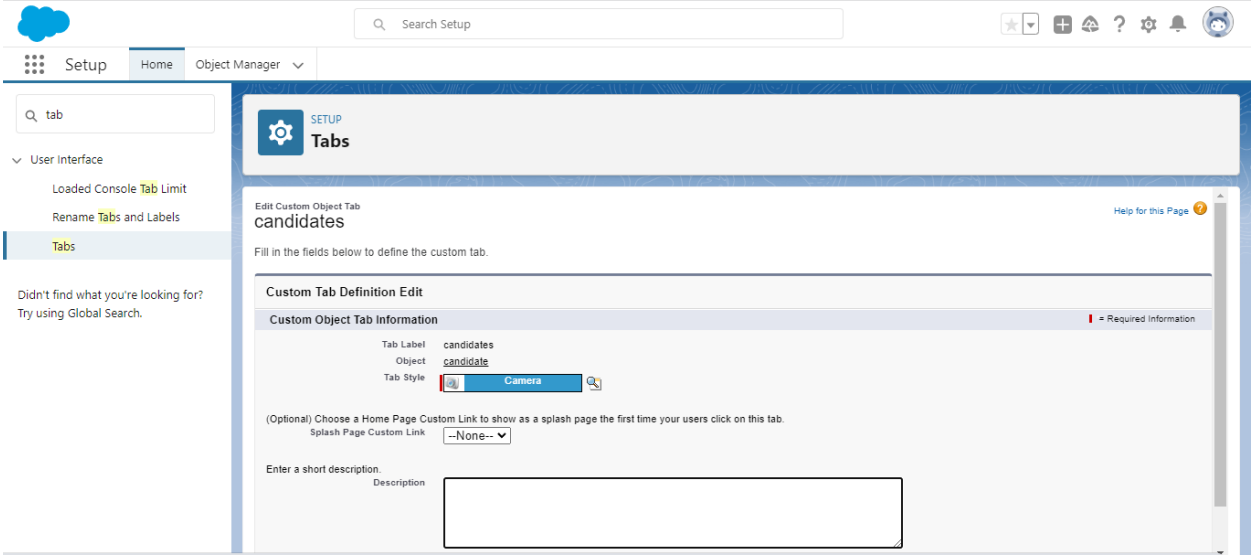
Tabs:

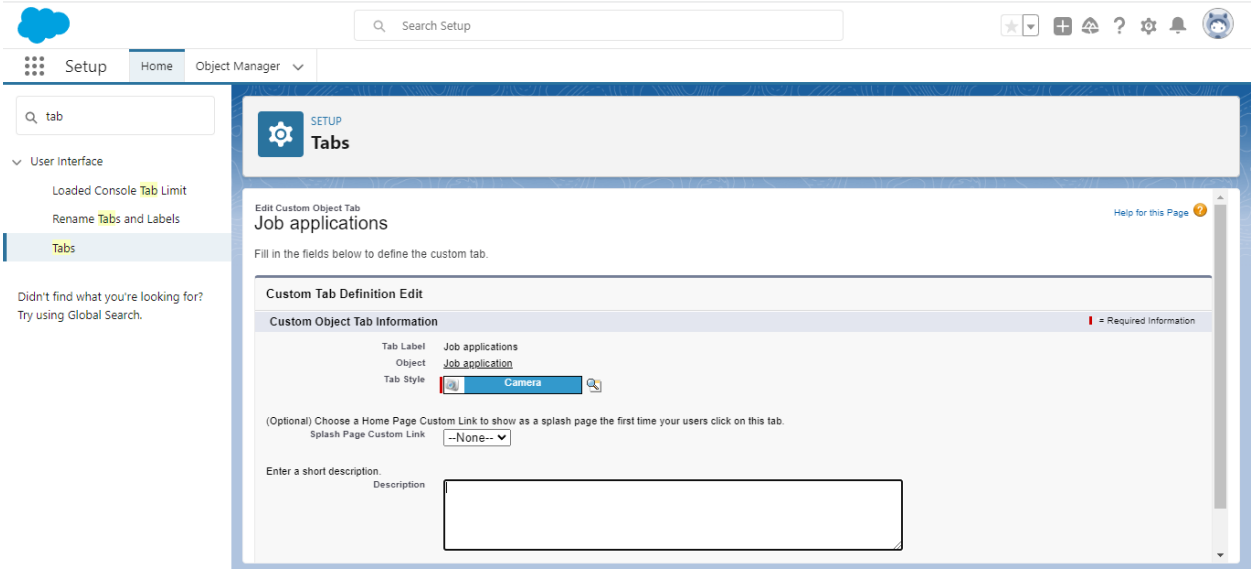


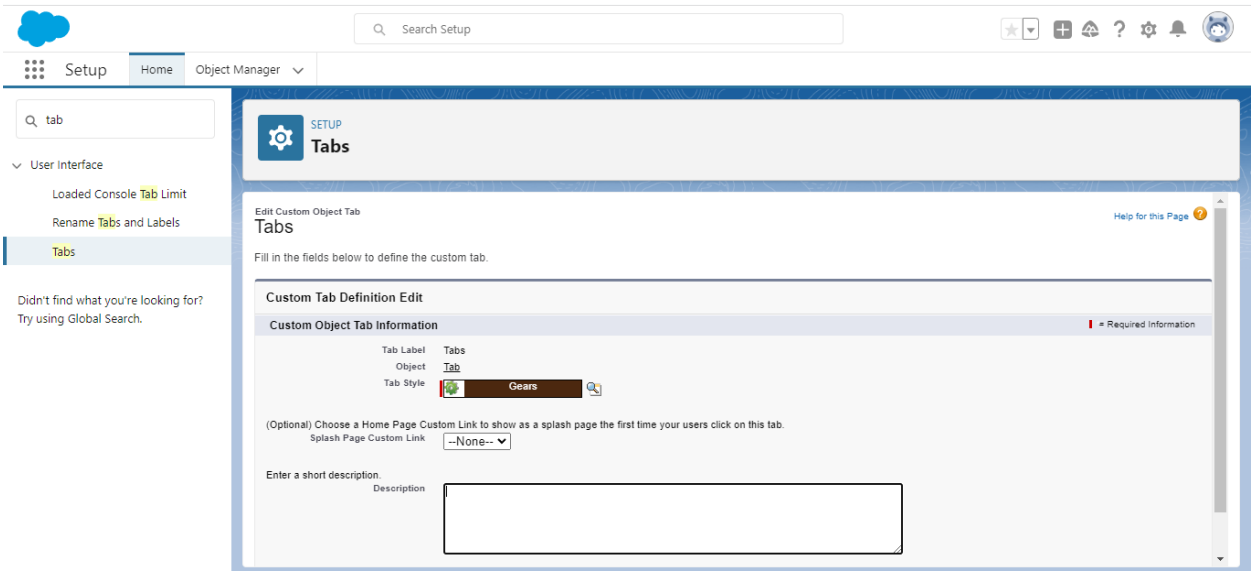
1. Create A Tab



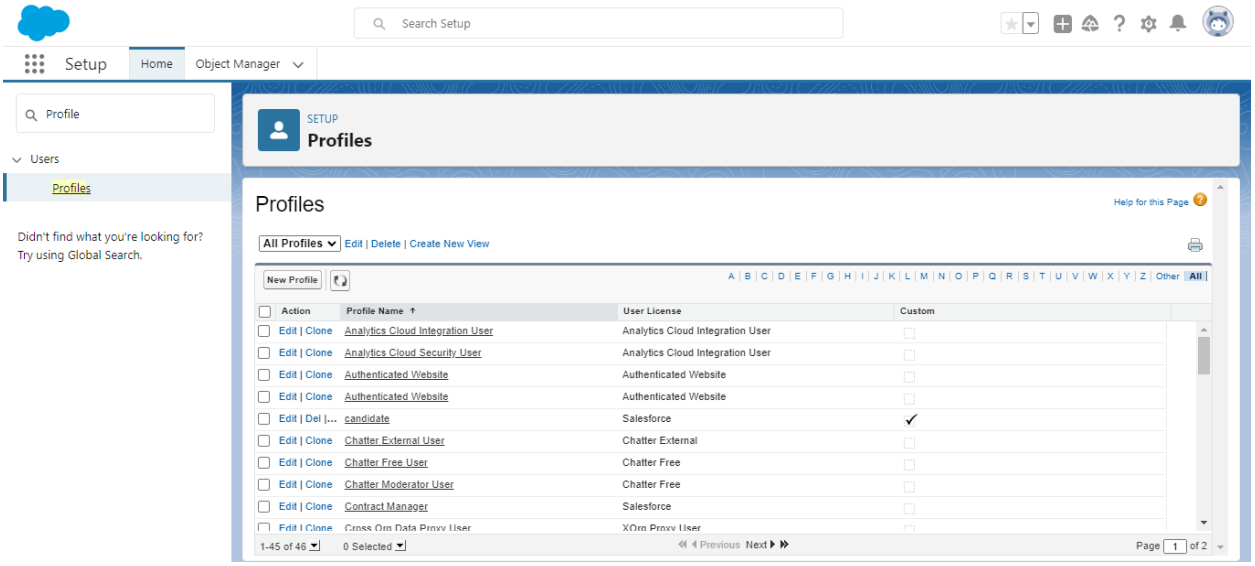

Search Setup
Setup
Home
Object Manager
tab
User Interface
Loaded Console Tab Limit
Rename Tabs and Labels
Tabs
Didn't find what you're looking for?
Try using Global Search.
SETUP
Tabs
Edit Custom Object Tab
Jobs
Help for this Page
Fill in the fields below to define the custom tab.
Custom Tab Definition Edit
Custom Object Tab Information
= Required Information
Tab Label
Jobs
Object
Job
Tab Style
Boat
(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.
Splash Page Custom Link
--None--
Enter a short description.
Description


Search Setup
Setup
Home
Object Manager
tab
User Interface
Loaded Console Tab Limit
Rename Tabs and Labels
Tabs
Didn't find what you're looking for?
Try using Global Search.
SETUP
Tabs
Edit Custom Object Tab
candidates
Help for this Page
Fill in the fields below to define the custom tab.
Custom Tab Definition Edit
Custom Object Tab Information
= Required Information
Tab Label
candidates
Object
candidate
Tab Style
Camera
(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.
Splash Page Custom Link
--None--
Enter a short description.
Description

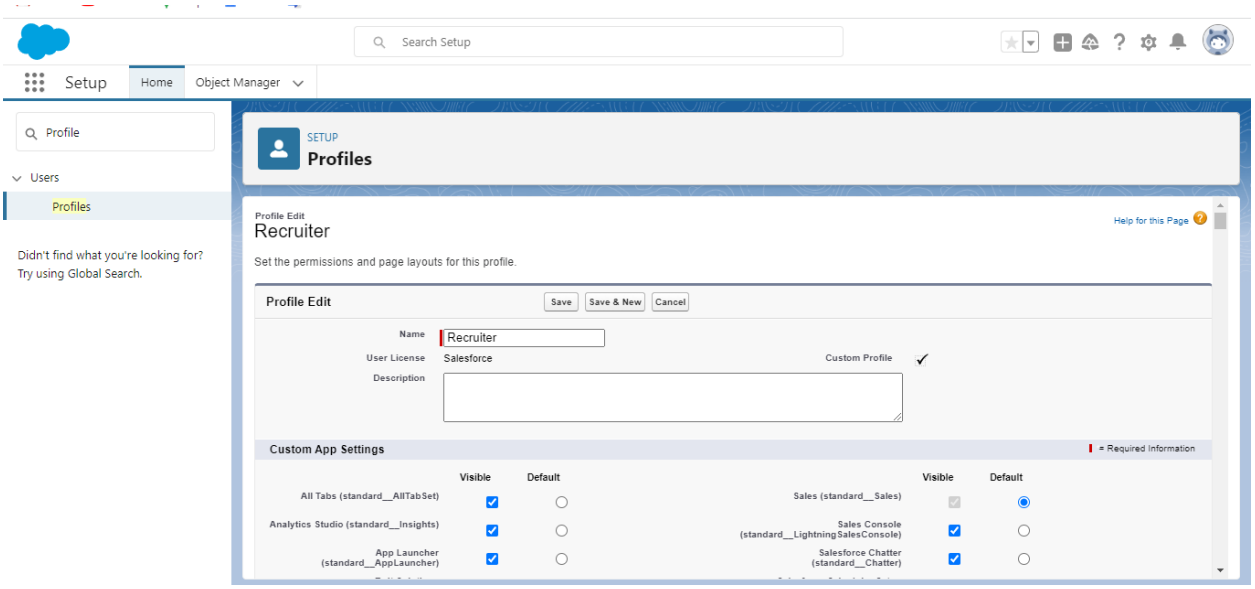

Search Setup
Setup
Home
Object Manager
tab
User Interface
Loaded Console Tab Limit
Rename Tabs and Labels
Tabs
Didn't find what you're looking for?
Try using Global Search.
SETUP
Tabs
Edit Custom Object Tab
Job applications
Help for this Page
Fill in the fields below to define the custom tab.
Custom Tab Definition Edit
Custom Object Tab Information
= Required Information
Tab Label
Job applications
Object
Job application
Tab Style
Camera
(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.
Splash Page Custom Link
--None--
Enter a short description.
Description

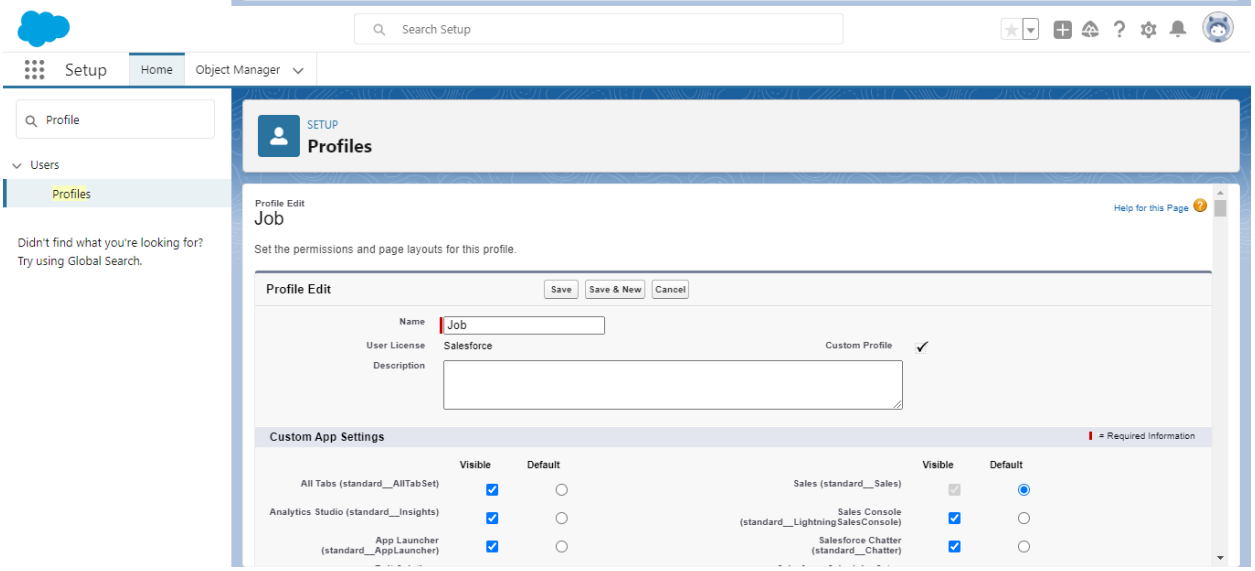


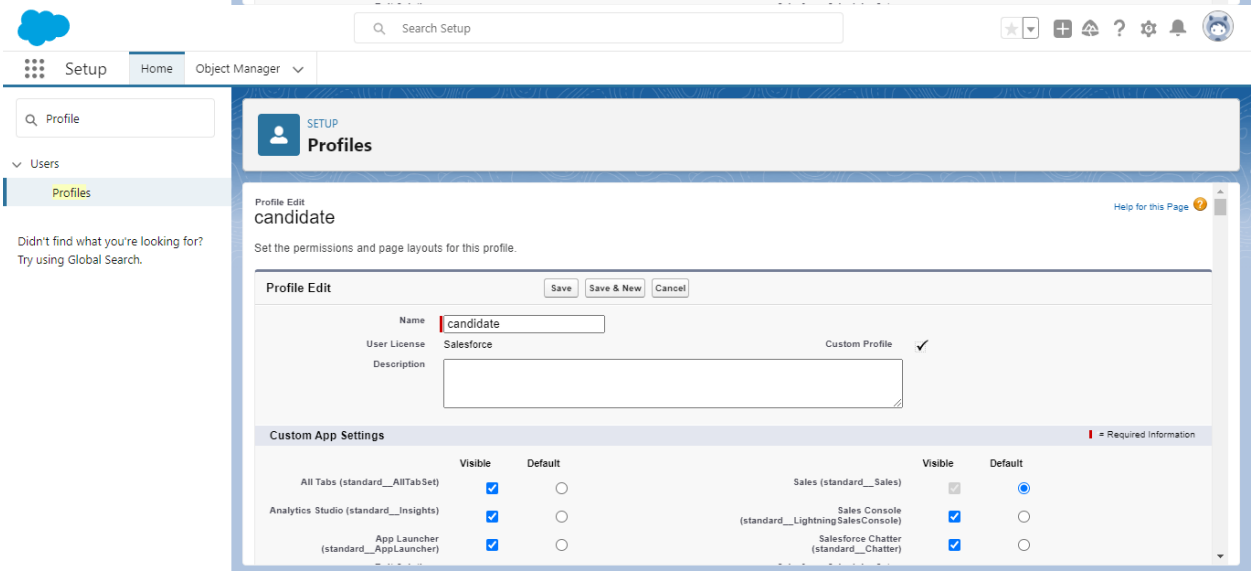
Profiles

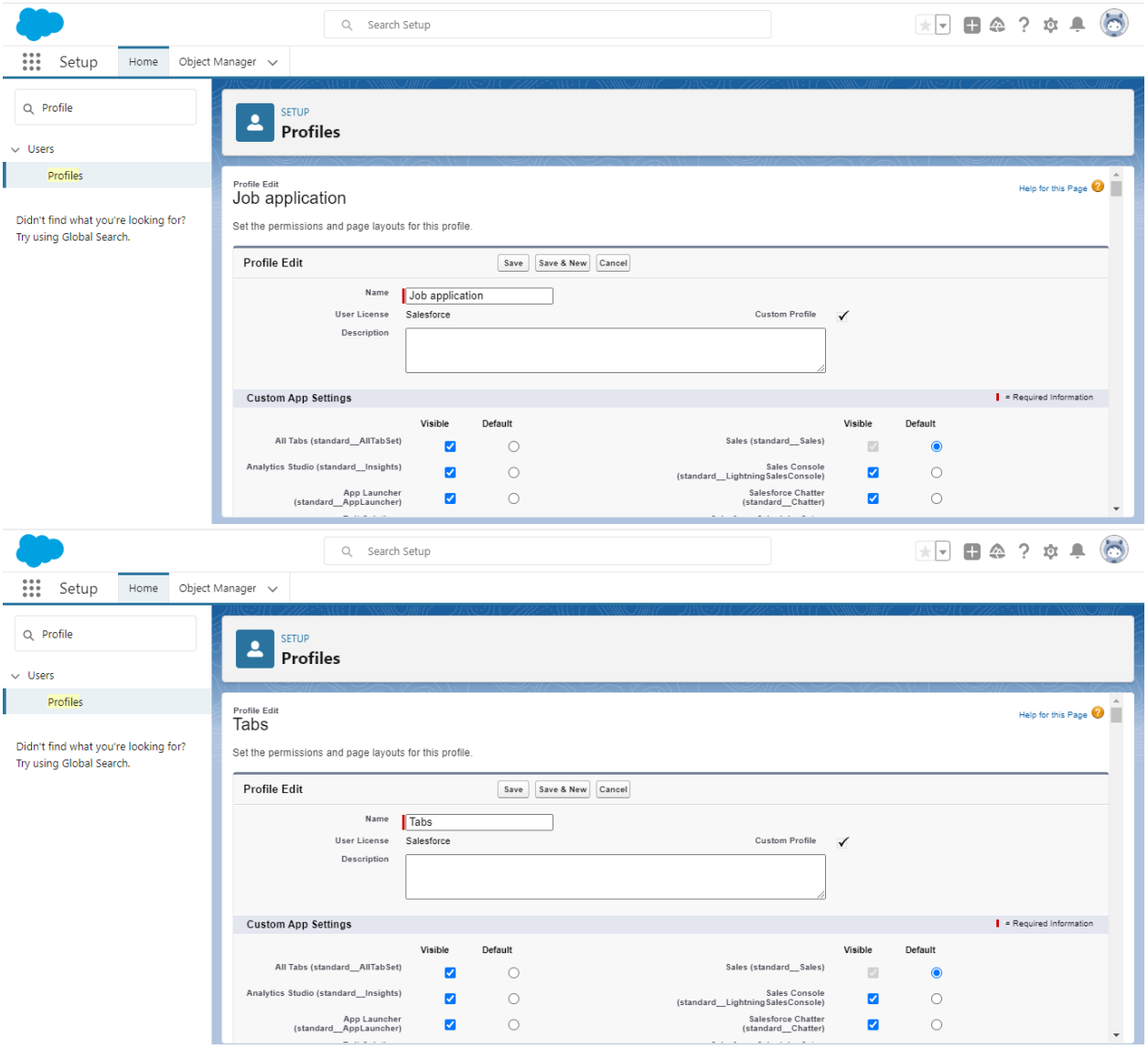


1. Create A Custom Profile

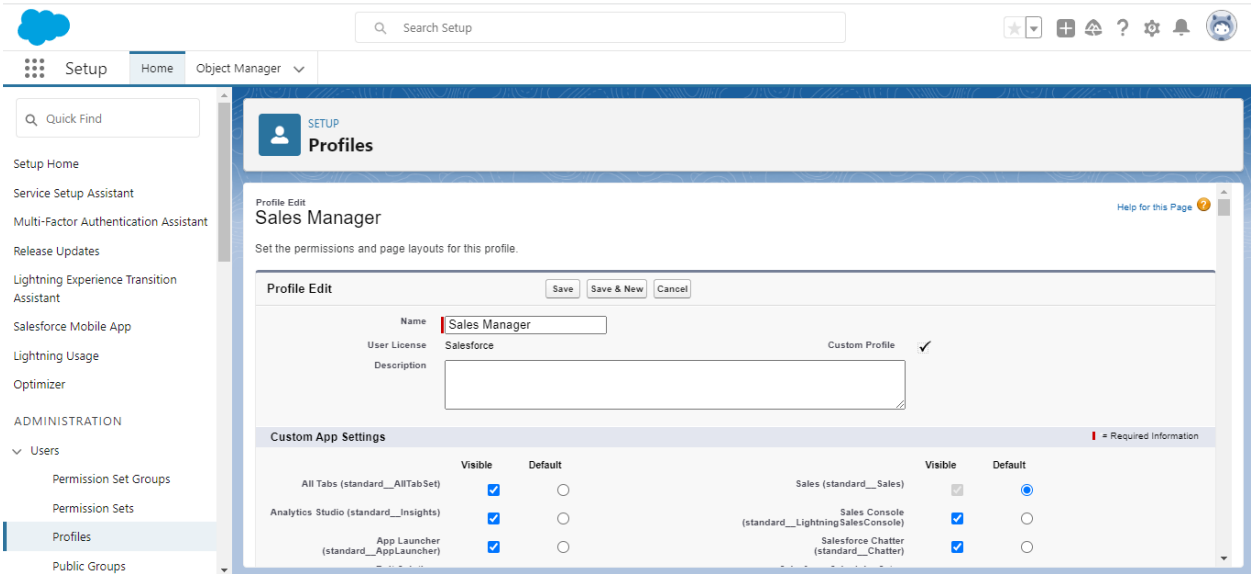

Search Setup
Setup
Home
Object Manager
Profile
Users
Profiles
Didn't find what you're looking for?
Try using Global Search.
SETUP
Profiles
Profile Edit
Recruiter
Help for this Page
Set the permissions and page layouts for this profile.
Profile Edit
Save
Save & New
Cancel
Name
Recruiter
User License
Salesforce
Custom Profile
Description
Custom App Settings
= Required Information
Visible
Default
All Tabs (standard__AllTabSet)
Analytics Studio (standard__Insights)
App Launcher (standard__AppLauncher)
Sales (standard__Sales)
Sales Console (standard__LightningSalesConsole)
Salesforce Chatter (standard__Chatter)


Search Setup
Setup
Home
Object Manager
Profile
Users
Profiles
Didn't find what you're looking for?
Try using Global Search.
SETUP
Profiles
Profile Edit
Job
Help for this Page
Set the permissions and page layouts for this profile.
Profile Edit
Save
Save & New
Cancel
Name
Job
User License
Salesforce
Custom Profile
Description
Custom App Settings
= Required Information
Visible
Default
All Tabs (standard__AllTabSet)
Analytics Studio (standard__Insights)
App Launcher (standard__AppLauncher)
Sales (standard__Sales)
Sales Console (standard__LightningSalesConsole)
Salesforce Chatter (standard__Chatter)

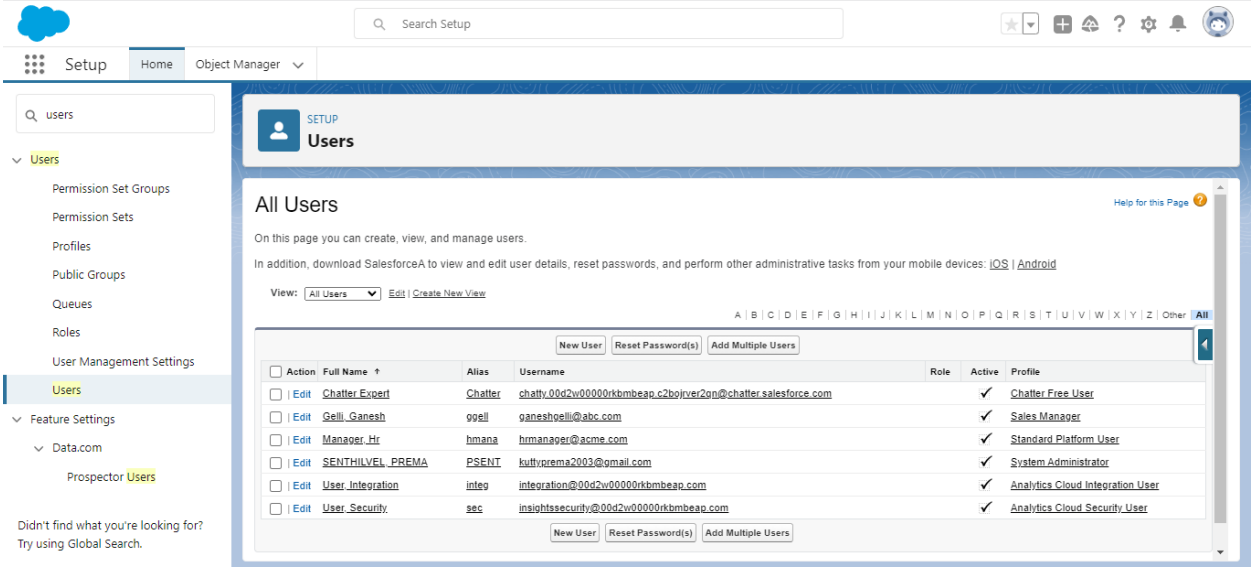

Search Setup
Setup
Home
Object Manager
Profile
Users
Profiles
Didn't find what you're looking for?
Try using Global Search.
SETUP
Profiles
Profile Edit
candidate
Help for this Page
Set the permissions and page layouts for this profile.
Profile Edit
Save
Save & New
Cancel
Name
candidate
User License
Salesforce
Custom Profile
Description
Custom App Settings
= Required Information
Visible
Default
All Tabs (standard__AllTabSet)
Analytics Studio (standard__Insights)
App Launcher (standard__AppLauncher)
Sales (standard__Sales)
Sales Console (standard__LightningSalesConsole)
Salesforce Chatter (standard__Chatter)



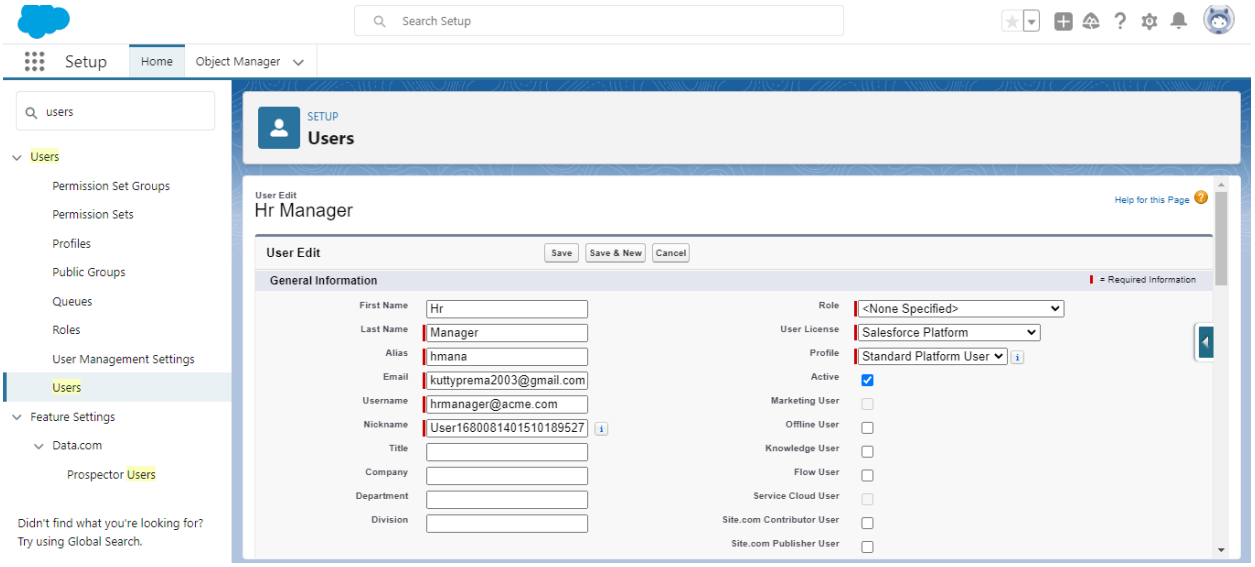
2. Create A Profile With The Name As “Sales Manager”.


Search Setup
Setup
Home
Object Manager
Quick Find
Setup Home
Service Setup Assistant
Multi-Factor Authentication Assistant
Release Updates
Lightning Experience Transition Assistant
Salesforce Mobile App
Lightning Usage
Optimizer
ADMINISTRATION
Users
Permission Set Groups
Permission Sets
Profiles
Public Groups
SETUP
Profiles
Profile Edit
Sales Manager
Help for this Page
Set the permissions and page layouts for this profile.
Profile Edit
Save
Save & New
Cancel
Name
Sales Manager
User License
Salesforce
Custom Profile
Description
Custom App Settings
= Required Information
Visible
Default
All Tabs (standard__AllTabSet)
Analytics Studio (standard__Insights)
App Launcher (standard__AppLauncher)
Sales (standard__Sales)
Sales Console (standard__LightningSalesConsole)
Salesforce Chatter (standard__Chatter)

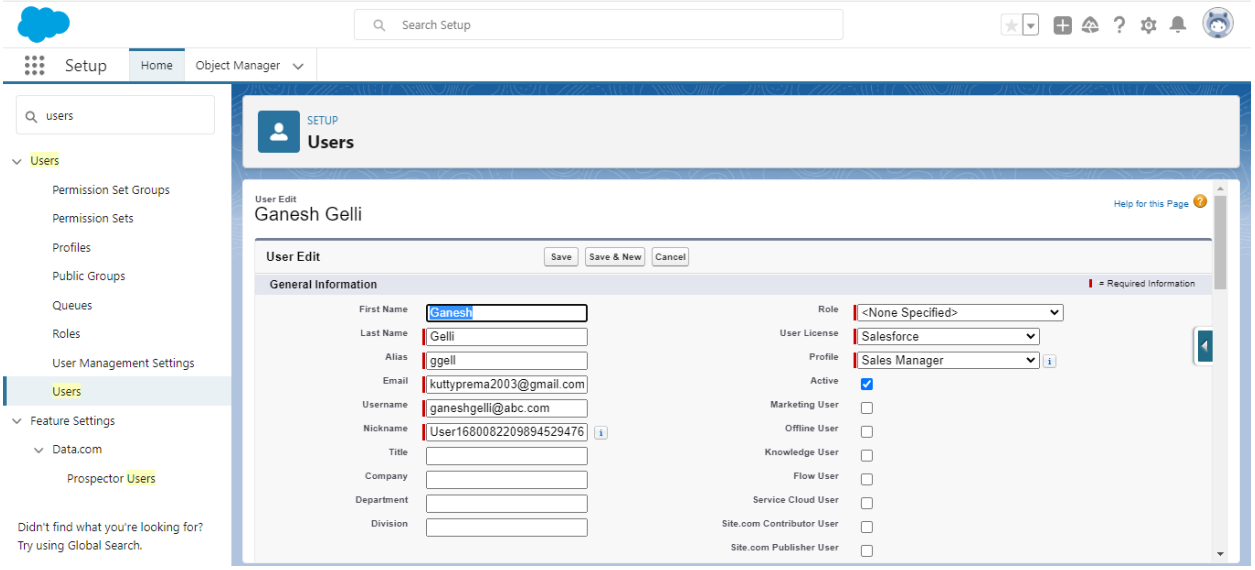
Users


Search Setup
Setup
Home
Object Manager
users
Users
Permission Set Groups
Permission Sets
Profiles
Public Groups
Queues
Roles
User Management Settings
Users
Feature Settings
Data.com
Prospector Users
Didn't find what you're looking for?
Try using Global Search.
SETUP
Users
All Users
Help for this Page
On this page you can create, view, and manage users.
In addition, download SalesforceA to view and edit user details, reset passwords, and perform other administrative tasks from your mobile devices: iOS | Android
View: All Users
Edit | Create New View
A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | Other | All
New User
Reset Password(s)
Add Multiple Users
Action
Full Name
Alias
Username
Role
Active
Profile
Edit
Chatter Expert
Chatter
chatty.00d2w00000rkbmbeap.c2bojrver2gn@chatter.salesforce.com
Chatter Free User
Gelli, Ganesh
ggell
ganeshgelli@abc.com
Sales Manager
Manager, Hr
hmana
hrmanager@acme.com
Standard Platform User
SENTHILVEL, PREMA
PSENT
kuttyprema2003@gmail.com
System Administrator
User, Integration
integ
integration@00d2w00000rkbmbeap.com
Analytics Cloud Integration User
User, Security
sec
insightssecurity@00d2w00000rkbmbeap.com
Analytics Cloud Security User

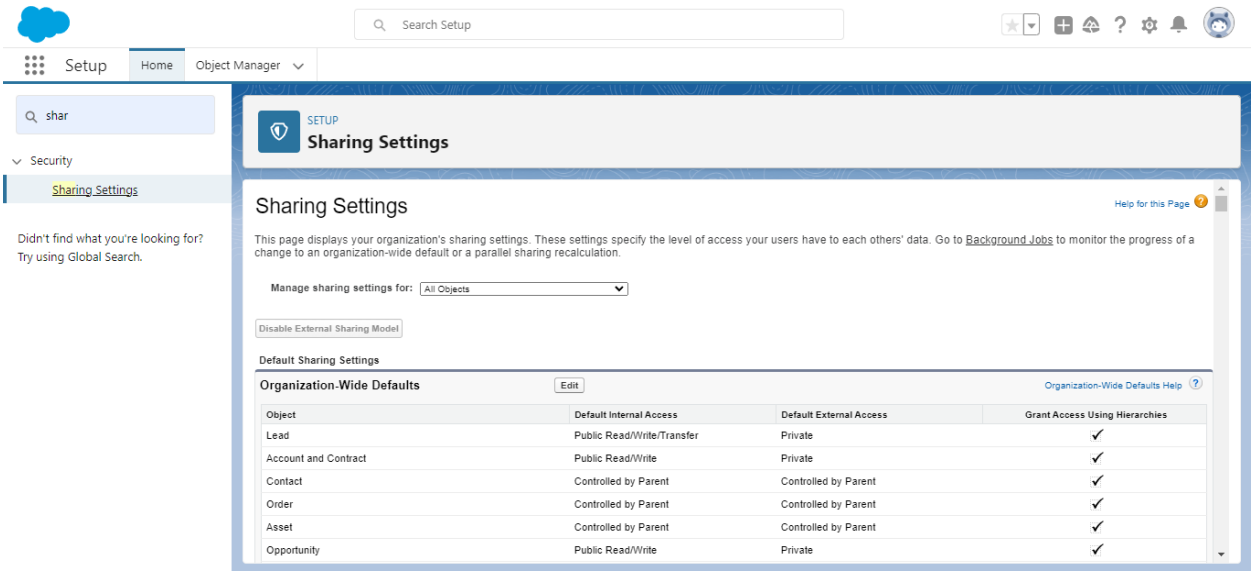
1. To Create A User



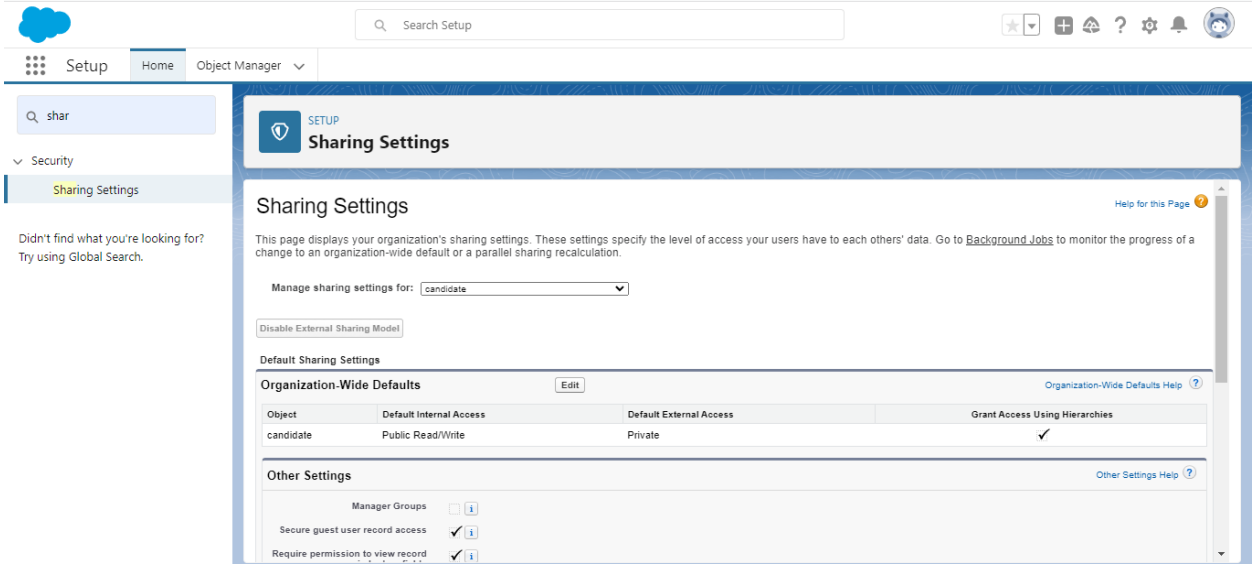
2. Create A User With A Username As “Ganesh Gelli”

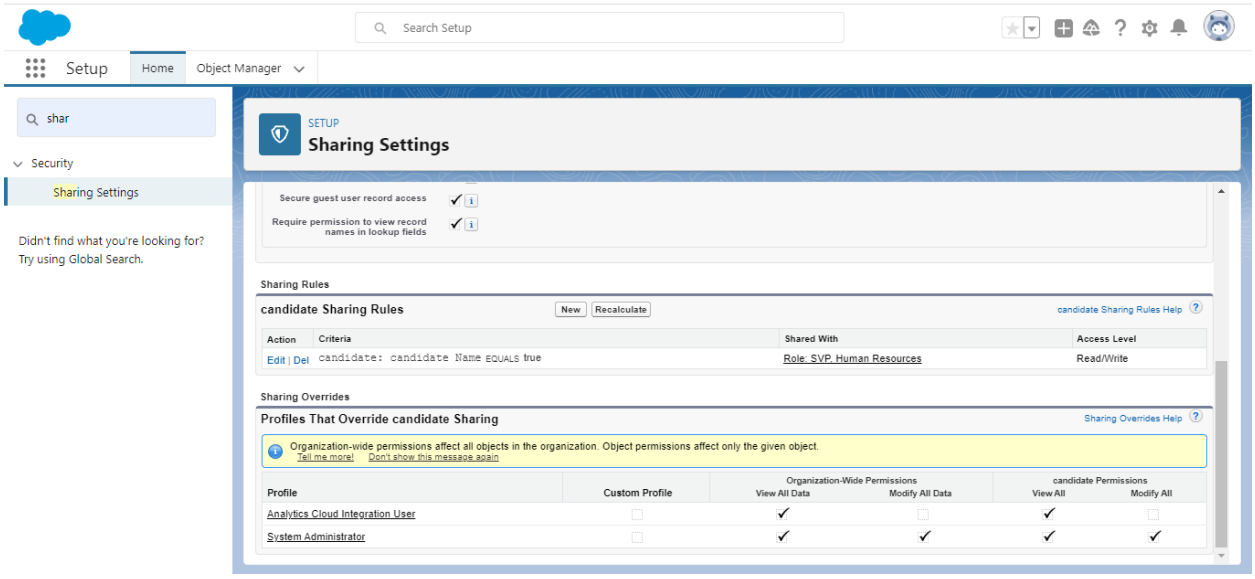


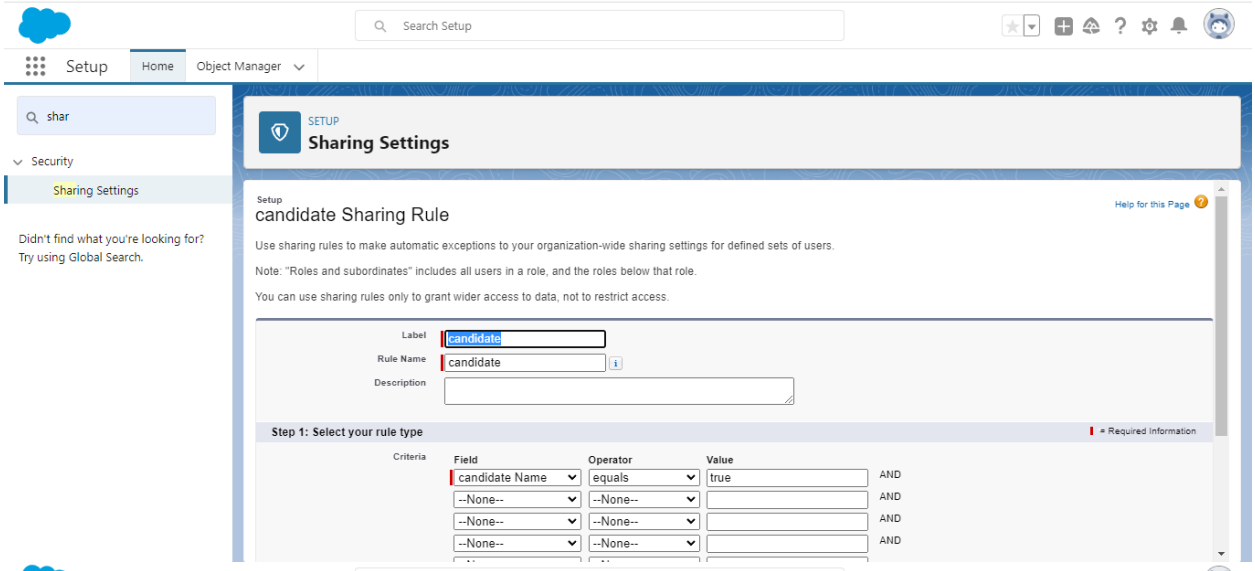
Sharing Rule

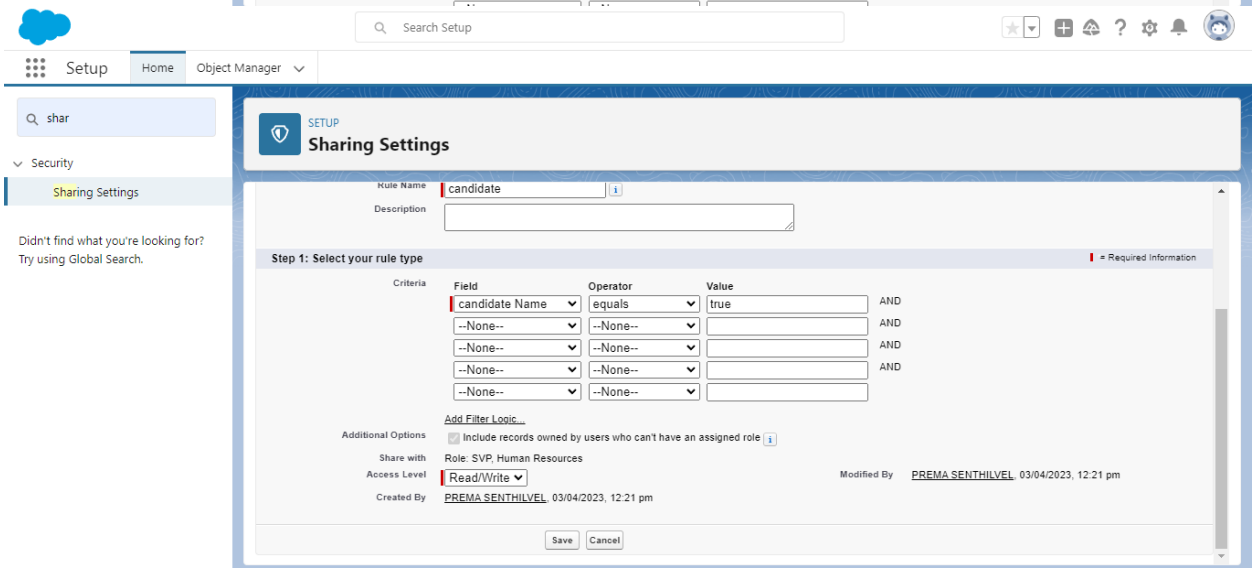


1. Create A Sharing Rule



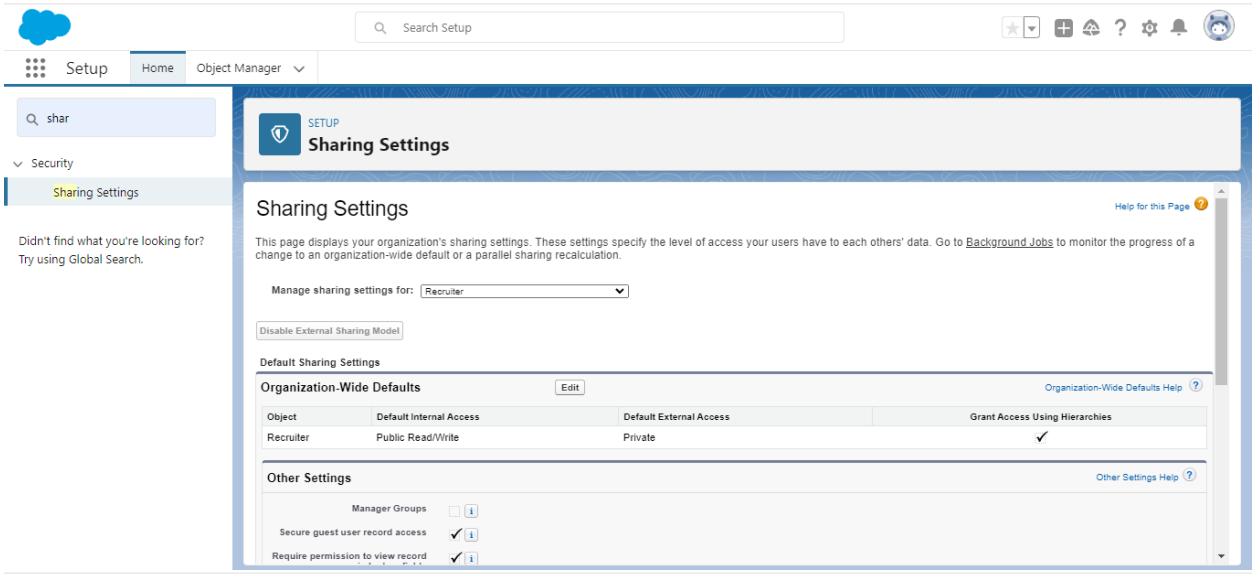

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Secure guest user record access
Require permission to view record names in lookup fields
Sharing Rules
candidate Sharing Rules
New
Recalculate
candidate Sharing Rules Help
Action
Criteria
Shared With
Access Level
Edit | Del
candidate: candidate Name EQUALS true
Role: SVP, Human Resources
Read/Write
Sharing Overrides
Profiles That Override candidate Sharing
Sharing Overrides Help
Organization-wide permissions affect all objects in the organization. Object permissions affect only the given object.
Tell me more!
Don't show this message again
Profile
Custom Profile
Organization-Wide Permissions
View All Data
Modify All Data
candidate Permissions
View All
Modify All
Analytics Cloud Integration User
System Administrator

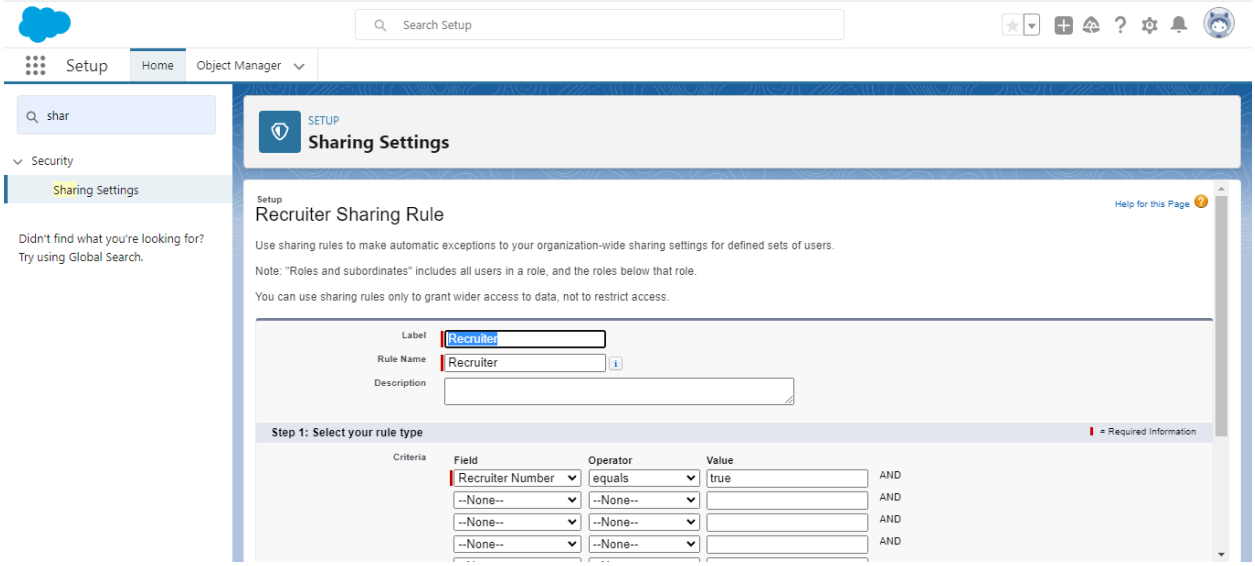

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Setup
candidate Sharing Rule
Help for this Page
Use sharing rules to make automatic exceptions to your organization-wide sharing settings for defined sets of users.
Note: "Roles and subordinates" includes all users in a role, and the roles below that role.
You can use sharing rules only to grant wider access to data, not to restrict access.
Label
candidate
Rule Name
candidate
Description
Step 1: Select your rule type
= Required Information
Criteria
Field
Operator
Value
candidate Name
equals
true
AND
--None--

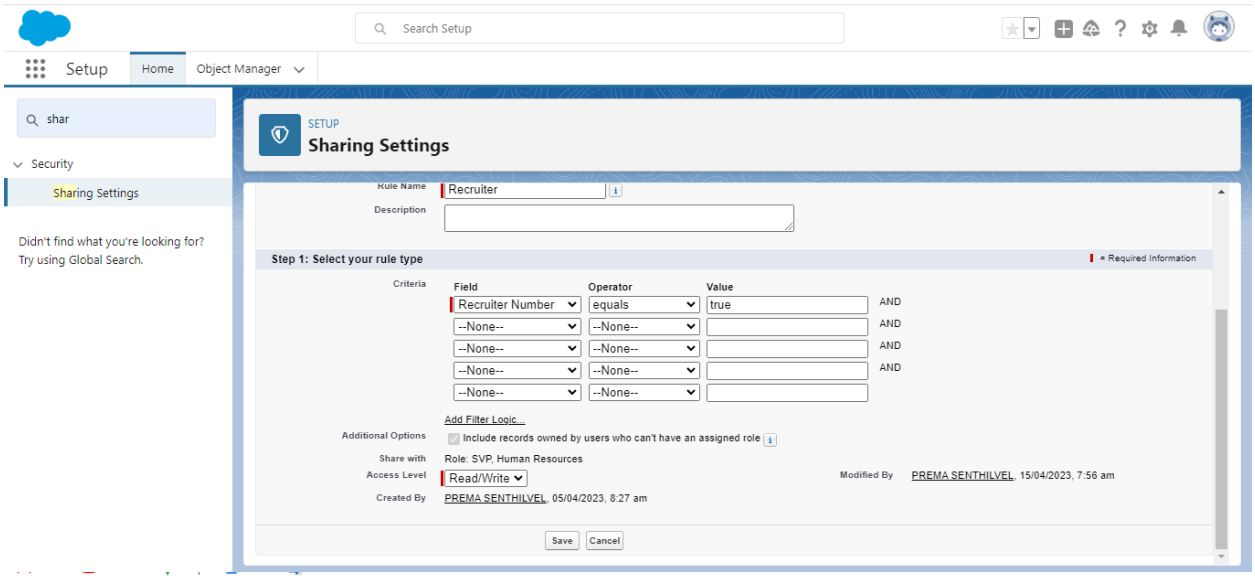

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Rule Name
candidate
Description
Step 1: Select your rule type
= Required Information
Criteria
Field
Operator
Value
candidate Name
equals
true
AND
--None--
Add Filter Logic...
Additional Options
Include records owned by users who can't have an assigned role
Share with
Role: SVP, Human Resources
Access Level
Read/Write
Modified By
PREMA SENTHILVEL, 03/04/2023, 12:21 pm
Created By
PREMA SENTHILVEL, 03/04/2023, 12:21 pm
Save
Cancel

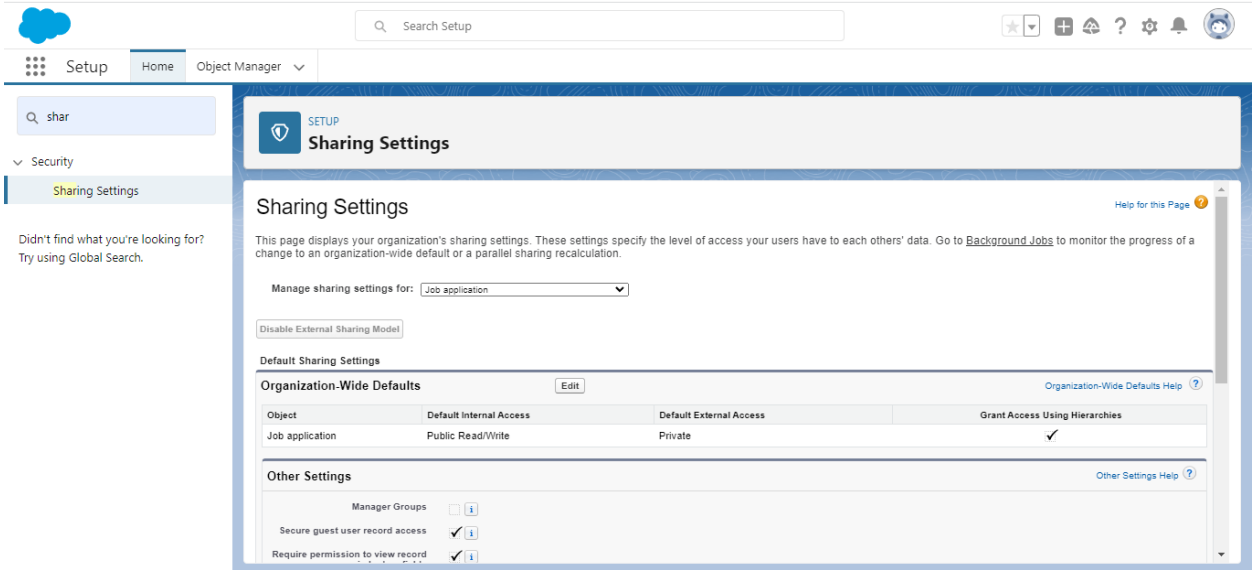
2. Create a Sharing Rule to Share the records of Job Application to Hr Manager with the Access of
Read/Write.

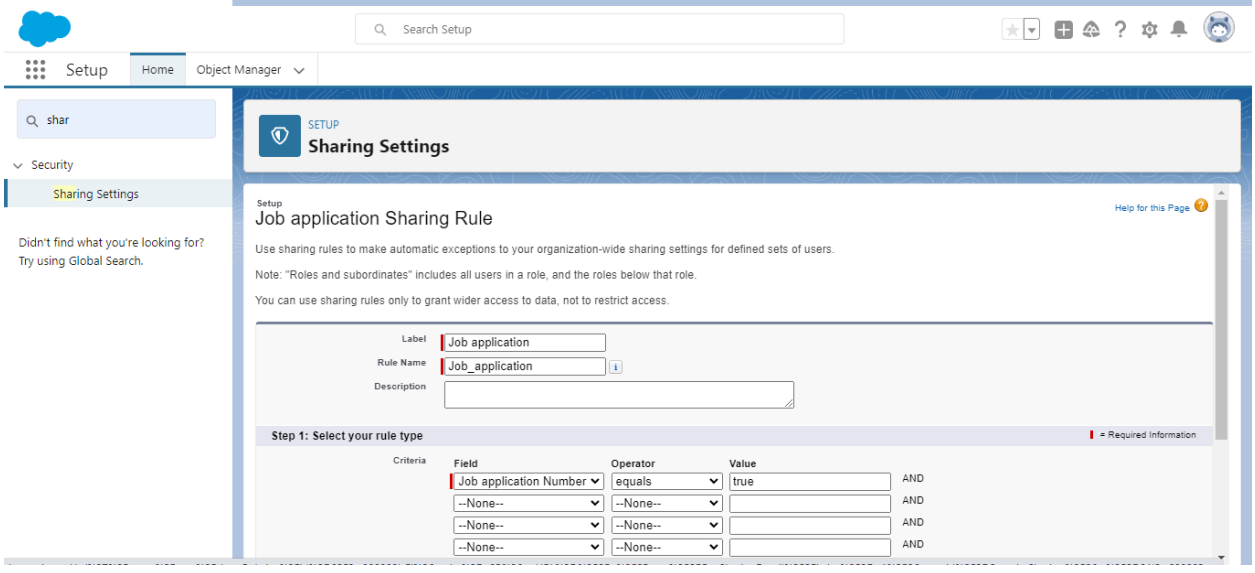
Follow the steps from above Activity.

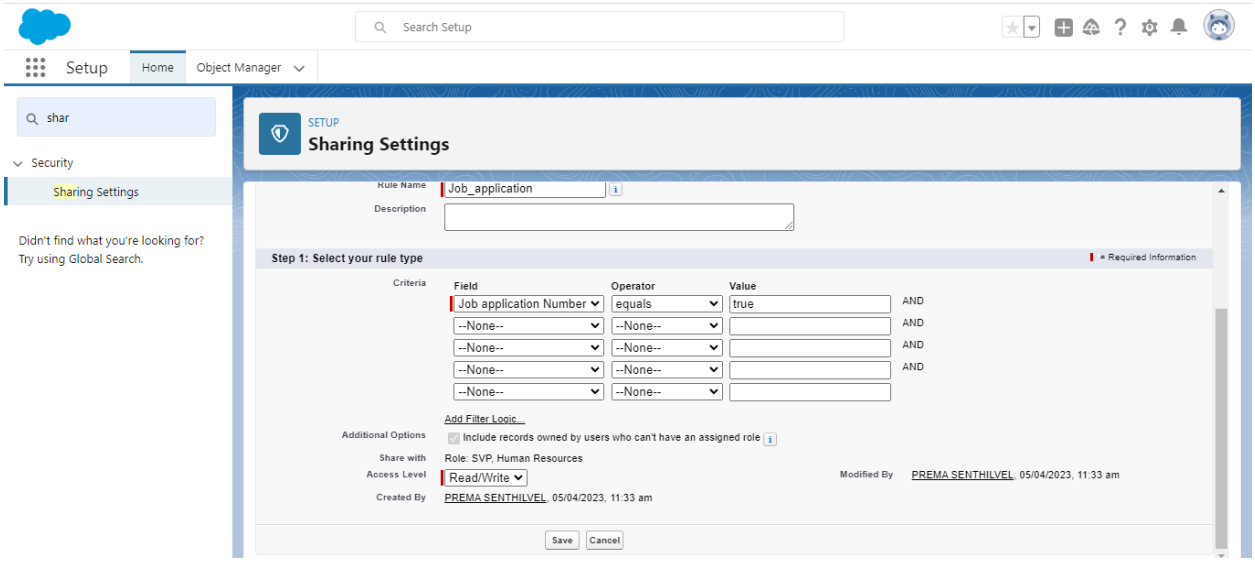


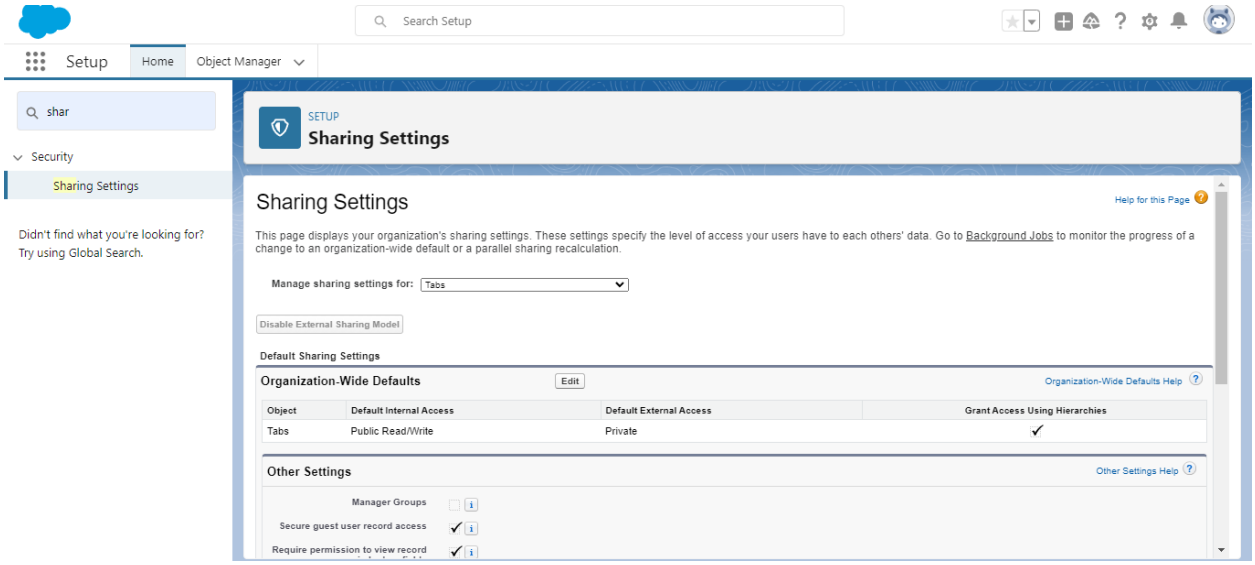


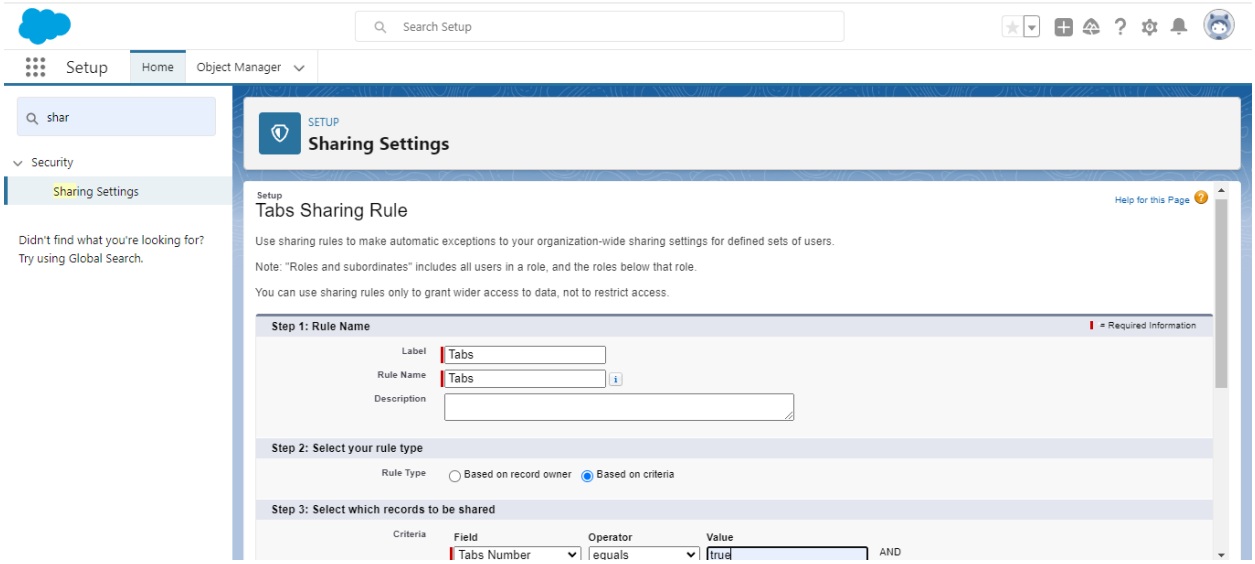

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Rule Name
Recruiter
Description
Step 1: Select your rule type
= Required Information
Criteria
Field
Operator
Value
Recruiter Number
equals
true
AND
--None--
Add Filter Logic...
Additional Options
Include records owned by users who can't have an assigned role
Share with
Role: SVP, Human Resources
Access Level
Read/Write
Modified By
PREMA SENTHILVEL, 15/04/2023, 7:56 am
Created By
PREMA SENTHILVEL, 05/04/2023, 8:27 am
Save
Cancel

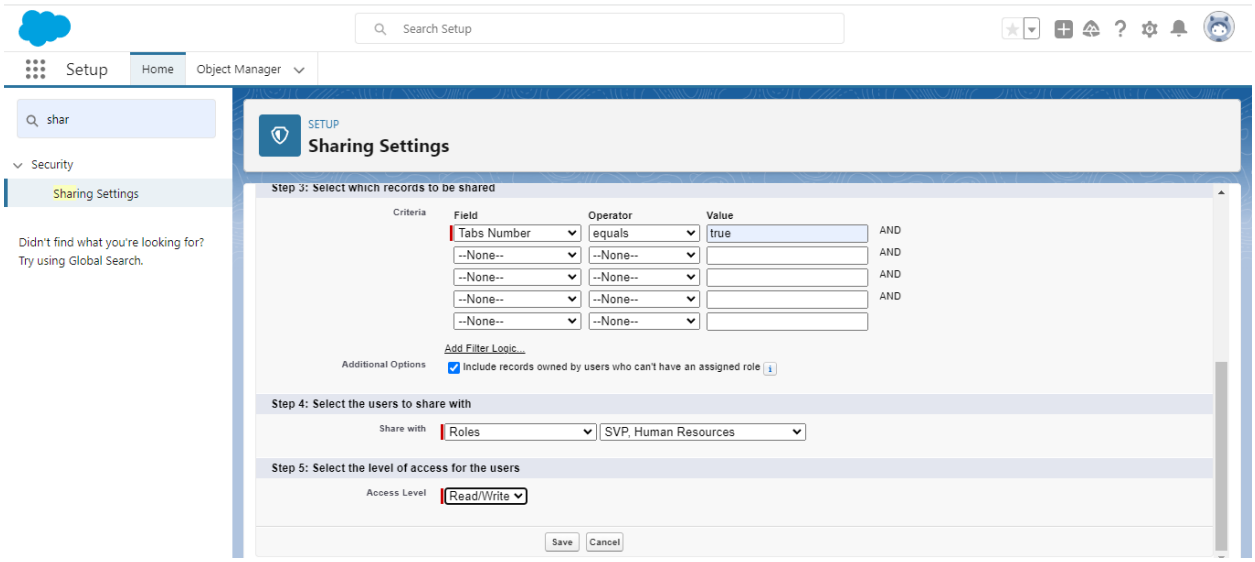

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Sharing Settings
Help for this Page
This page displays your organization's sharing settings. These settings specify the level of access your users have to each others' data. Go to Background Jobs to monitor the progress of a change to an organization-wide default or a parallel sharing recalculation.
Manage sharing settings for:
Job application
Disable External Sharing Model
Default 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
Other Settings
Other Settings Help
Manager Groups
Secure guest user record access
Require permission to view record


Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Setup
Job application Sharing Rule
Help for this Page
Use sharing rules to make automatic exceptions to your organization-wide sharing settings for defined sets of users.
Note: "Roles and subordinates" includes all users in a role, and the roles below that role.
You can use sharing rules only to grant wider access to data, not to restrict access.
Label
Job application
Rule Name
Job_application
Description
Step 1: Select your rule type
= Required Information
Criteria
Field
Operator
Value
Job application Number
equals
true
AND
--None--

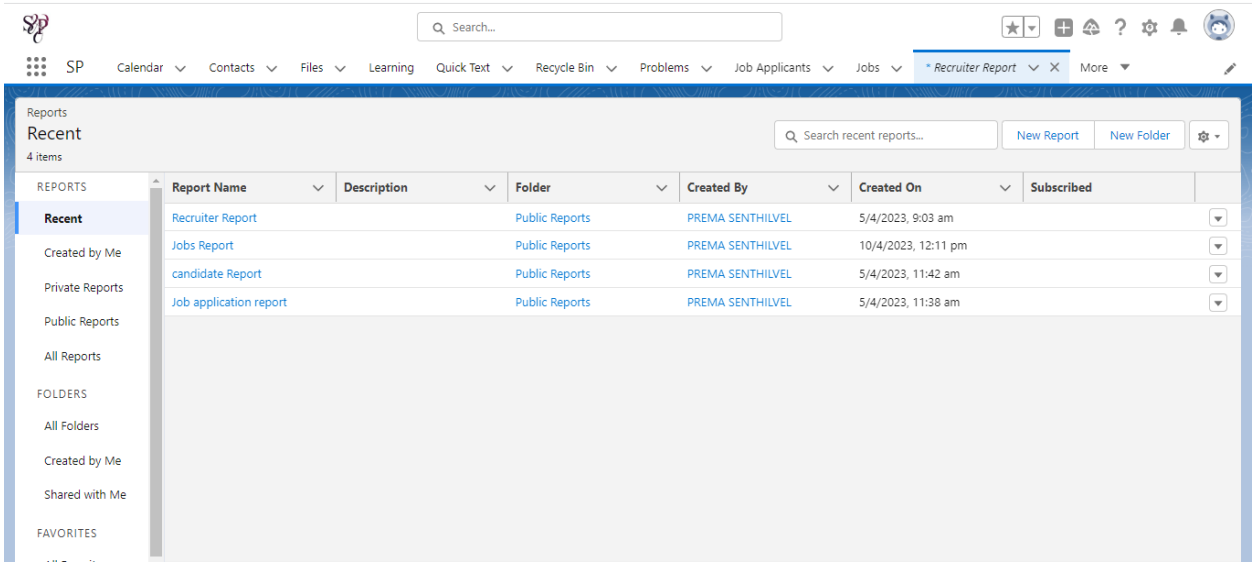

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Rule Name
Job_application
Description
Step 1: Select your rule type
= Required Information
Criteria
Field
Operator
Value
Job application Number
equals
true
AND
--None--
Add Filter Logic...
Additional Options
Include records owned by users who can't have an assigned role
Share with
Role: SVP, Human Resources
Access Level
Read/Write
Modified By
PREMA SENTHILVEL, 05/04/2023, 11:33 am
Created By
PREMA SENTHILVEL, 05/04/2023, 11:33 am
Save
Cancel


Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Sharing Settings
Help for this Page
This page displays your organization's sharing settings. These settings specify the level of access your users have to each others' data. Go to Background Jobs to monitor the progress of a change to an organization-wide default or a parallel sharing recalculation.
Manage sharing settings for:
Tabs
Disable External Sharing Model
Default Sharing Settings
Organization-Wide Defaults
Edit
Organization-Wide Defaults Help
Object
Default Internal Access
Default External Access
Grant Access Using Hierarchies
Tabs
Public Read/Write
Private
Other Settings
Other Settings Help
Manager Groups
Secure guest user record access
Require permission to view record

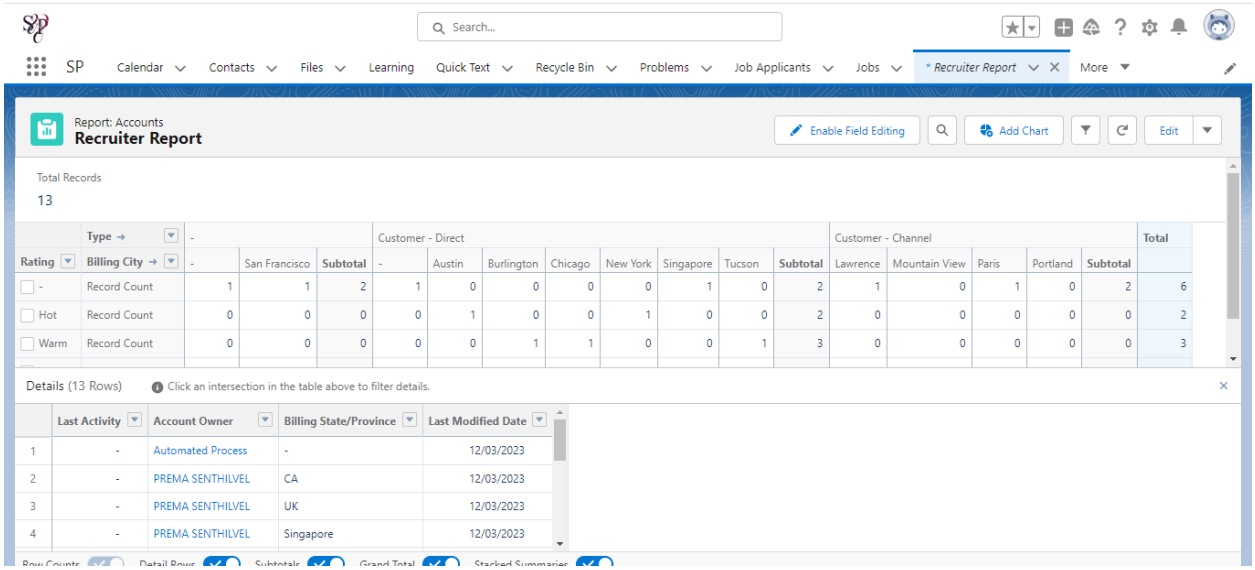

Search Setup
Setup
Home
Object Manager
shar
Security
Sharing Settings
Didn't find what you're looking for?
Try using Global Search.
SETUP
Sharing Settings
Setup
Tabs Sharing Rule
Help for this Page
Use sharing rules to make automatic exceptions to your organization-wide sharing settings for defined sets of users.
Note: "Roles and subordinates" includes all users in a role, and the roles below that role.
You can use sharing rules only to grant wider access to data, not to restrict access.
Step 1: Rule Name
= Required Information
Label
Tabs
Rule Name
Tabs
Description
Step 2: Select your rule type
Rule Type
Based on record owner
Based on criteria
Step 3: Select which records to be shared
Criteria
Field
Operator
Value
Tabs Number
equals
true
AND



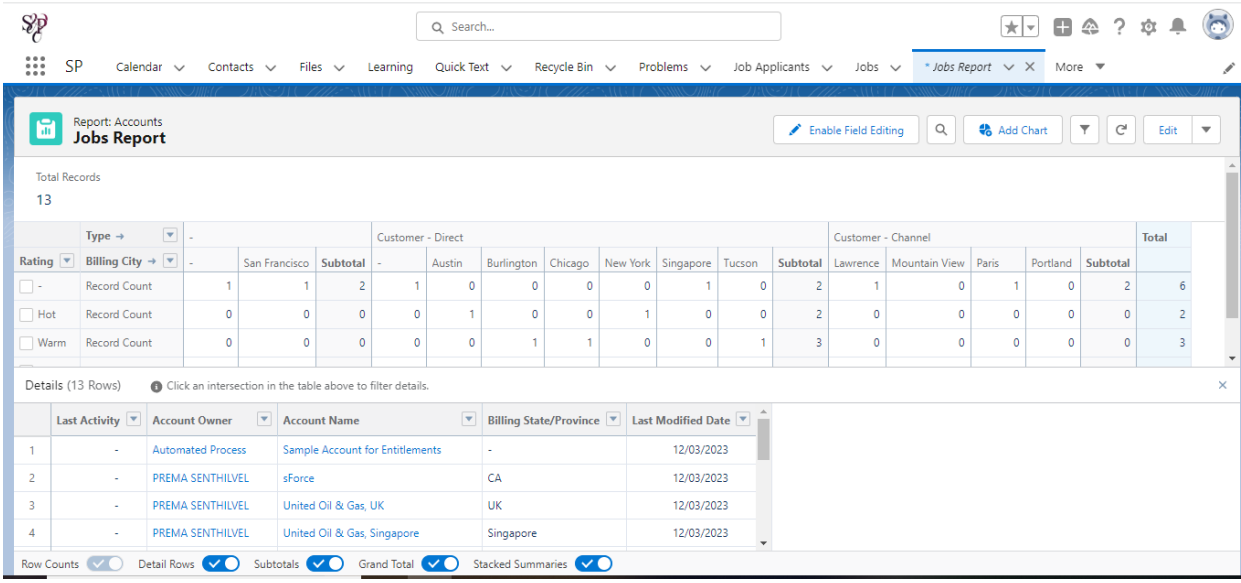
Report

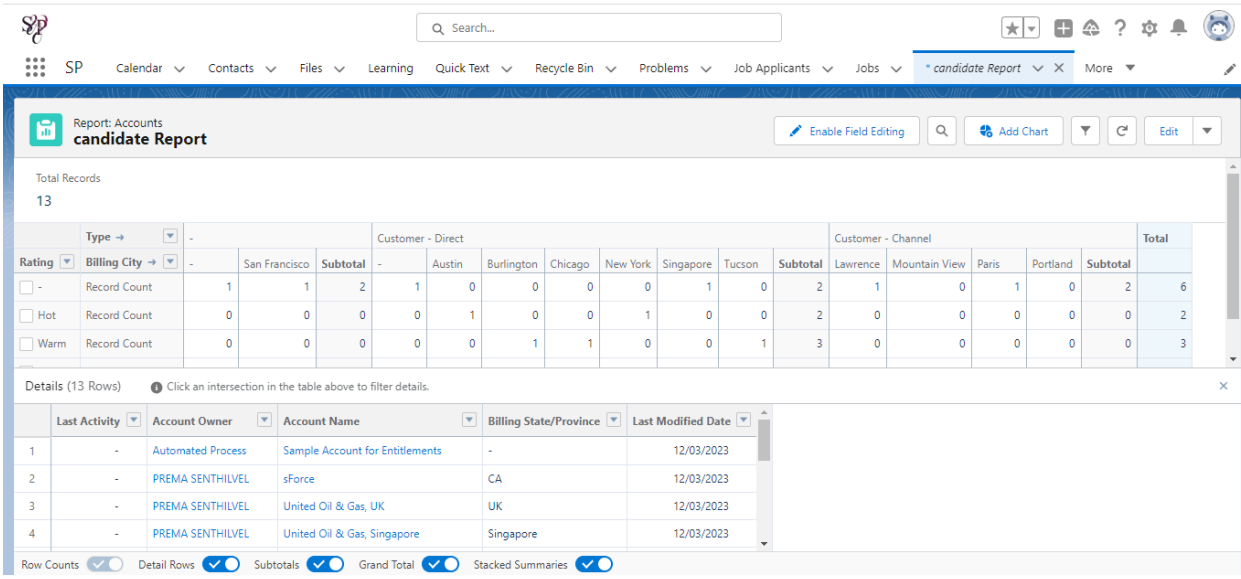


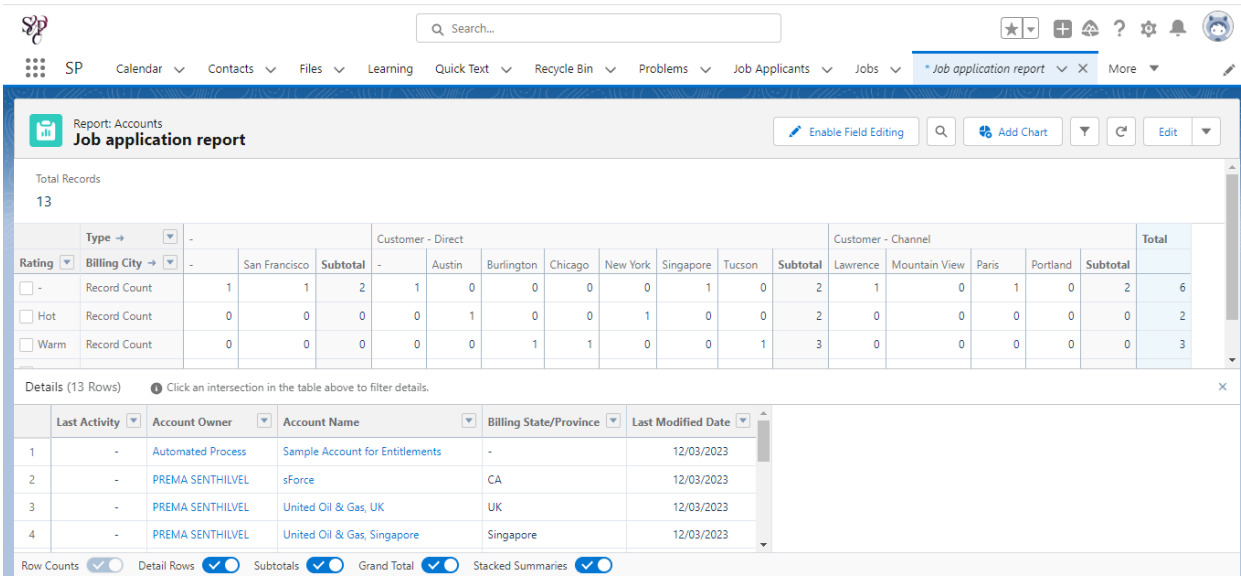
1. **Create a report:**



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







4 Trailhead Profile Public URL

Team Lead –https://trailblazer.me/id/psenthilvel

Team Member 1 –https://trailblazer.me/id/darumugaperumal

Team Member 2 –https://trailblazer.me/id/pappd

Team Member 3 –trailblazer.me/id/vnadesan

5 ADVANTAGES & DISADVANTAGE

Advantages:

- Reduces time spent on admin tasks.
- Resume and CV screening .
- Speeds up the recruitment cycle.
- Improves the quality of hire.

- Enhances reporting and compliance.
- Improves onboarding .

Disadvantages:

- Could filter out good candidates.
- Communications can be less personalized

6 APPLICATIONS

- Streamlines recruiting
- Posts jobs on multiple job boards
- Saves time by automating mundane tasks
- Builds your brand
- Manages talent database
- Promotes collaboration among the recruiting teams
- Centralizes candidate management and document tracking
- Reduces cost per hire
- Generates key recruiting insights

7 CONCLUSION

In an age where the recruiting world is witnessing rapid technological innovations, it would not be wrong to say that the new generations of Application Tracking System powered by Artificial Intelligence have emerged as an essential tool for the present day recruiters looking to drive innovative hiring results. Besides making it simpler for hiring managers to track prospective applicants and precisely match resumes with vacant posts for determining the best fit for the job role, ATS solutions can also work wonders for nurturing recruitment campaigns.

8 FUTURE SCOPE

Application Tracking System, Market size is projected to Reach Multimillion USD by 2029, In comparison to 2022, at unexpected CAGR during the forecast period 2023-2029.

The Application Tracking System is an application that computerizes the recruitment needs.