

JOB APPLICATION TRACKING SYSTEM

(Real Time Project Using Salesforce)

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ABSTRACT:

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.

SYNOPSIS :

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INTRODUCTION:

1 .OVERVIEW :

The Job Application Tracking System (ATS) using Salesforce is a comprehensive solution designed to streamline and optimize the hiring process. It leverages Salesforce's robust capabilities to track and manage job applications from initial submission to final selection. The ATS enables recruiters to efficiently manage candidate profiles, automate communication, schedule interviews, and collaborate with hiring managers. With customizable workflows and reporting features, it provides valuable insights into recruitment metrics and performance. The Salesforce ATS enhances recruitment efficiency, improves candidate experience, and empowers organizations to make data-driven hiring decisions.

The benefits of using an ATS are numerous. It improves the efficiency of the hiring process, reduces administrative burdens, enhances collaboration between recruiters and hiring managers, and ensures compliance with hiring regulations. Additionally, an ATS improves the candidate experience by providing timely updates and personalized communication.

Overall, a job application tracking system simplifies and optimizes the recruitment process, helping organizations find and hire top talent more effectively.

2 .PURPOSE :

The purpose of a Job Application Tracking System (ATS) using Salesforce is to streamline and enhance the recruitment process by leveraging the powerful capabilities of Salesforce. It serves as a centralized platform for managing and tracking job applications, allowing recruiters and hiring managers to efficiently handle candidate data from submission to selection.

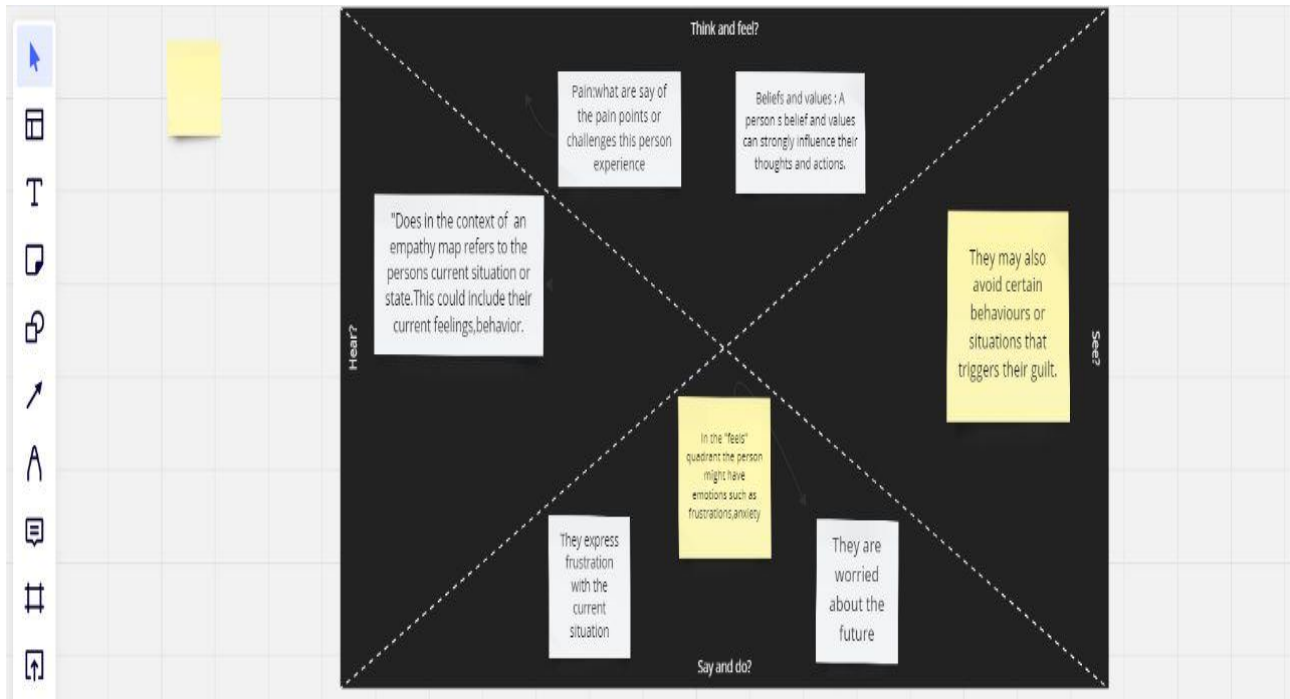
One key purpose of the Salesforce ATS is to automate and simplify candidate management. It captures and stores applicant information, including resumes, cover letters, and contact details, in a structured database. This makes it easier to search, filter, and retrieve candidate profiles, saving time and effort in manual data handling.

Another purpose is to facilitate effective collaboration and communication among recruitment stakeholders. The ATS enables recruiters to coordinate with hiring managers, schedule interviews, and share candidate profiles within the Salesforce ecosystem. It also provides customizable workflows and templates for automated notifications and updates, ensuring a seamless and consistent candidate experience.

Furthermore, the Salesforce ATS serves as a powerful analytics tool, offering insights into recruitment metrics and performance. Recruiters can generate reports on key metrics like time-to-hire, source effectiveness, and candidate conversion rates, enabling data-driven decision-making and continuous process improvement.

IDEATION AND BRAINSTORMING

1. 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: What the user says, their explicit statements, quotes, or key phrases.

Thinks: The user's thoughts, beliefs, assumptions, or concerns.

Does: The user's actions, behaviours, and observable activities.

Feels: The user's emotions, desires, fears, or aspirations.

Sees: The user's physical environment, surroundings, or visual cues they encounter.

Hears: The user's conversations, what others are saying, feedback, or opinions they come across.

2.BRAINSTORMING MAP:



A mind map is a visualization technique and brainstorming tool which allows you to explore a central idea, and all of its related topics, in a non-linear way. When brainstorming, or attempting to see a particular topic from all angles, linear tools — like lists — aren't always the best solution.

RESULT:

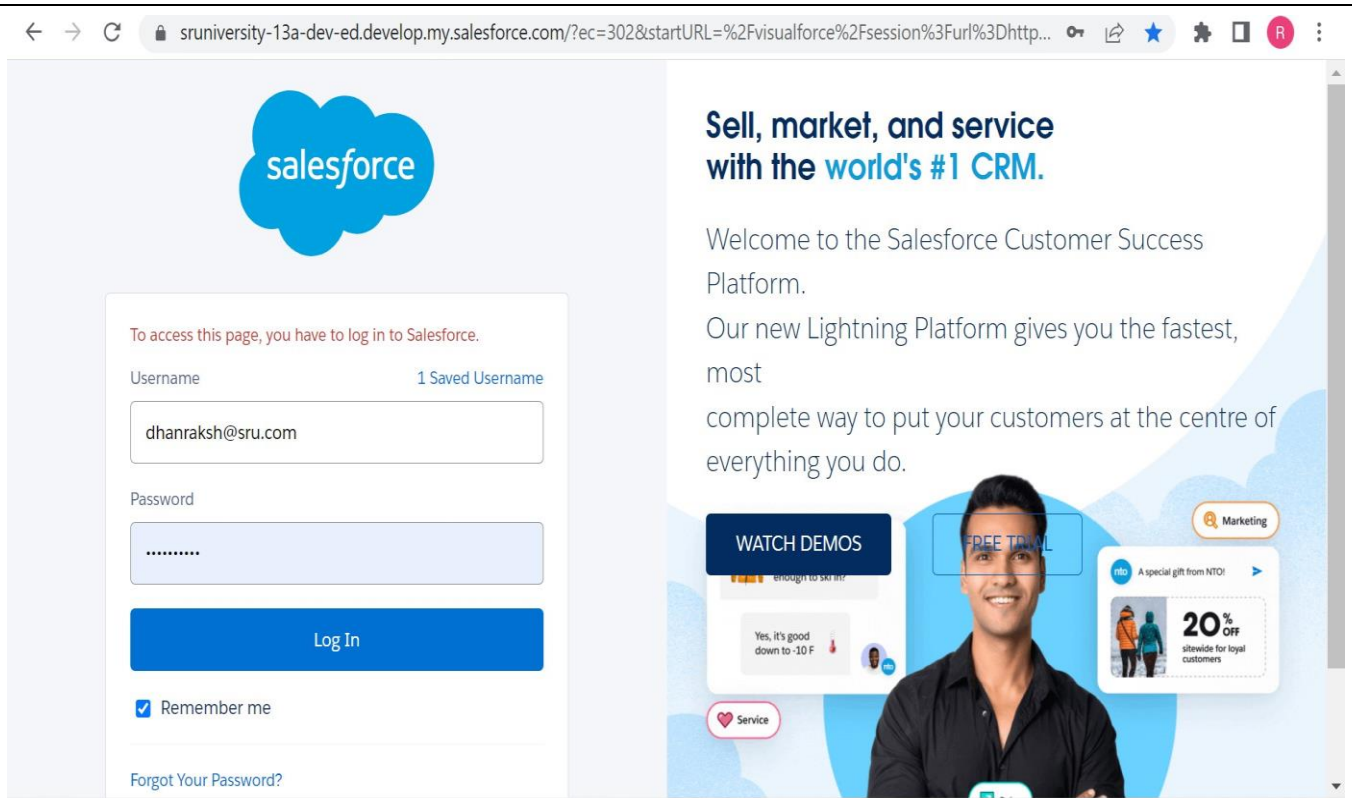
1.DATA MODEL:

Object Name	Fields in the Object
Recruiter	Data Type: Auto Number Field Label: <ul style="list-style-type: none">• Description• Email• Job Application Id• Job Title• Location• Phone• Recruiter Name
Candidate	Data Type: Text Field Label: <ul style="list-style-type: none">• Address• Candidate name• State• Email• Education• Skill set
Job	Data Type: Text Field Label: <ul style="list-style-type: none">• Address• Created by• Education• Email• Job Name• Last Modified by• Phone• Recruiter name• Skill set
Job Application	Data Type: Auto Number Field Label: <ul style="list-style-type: none">• Candidate Name• Job Name

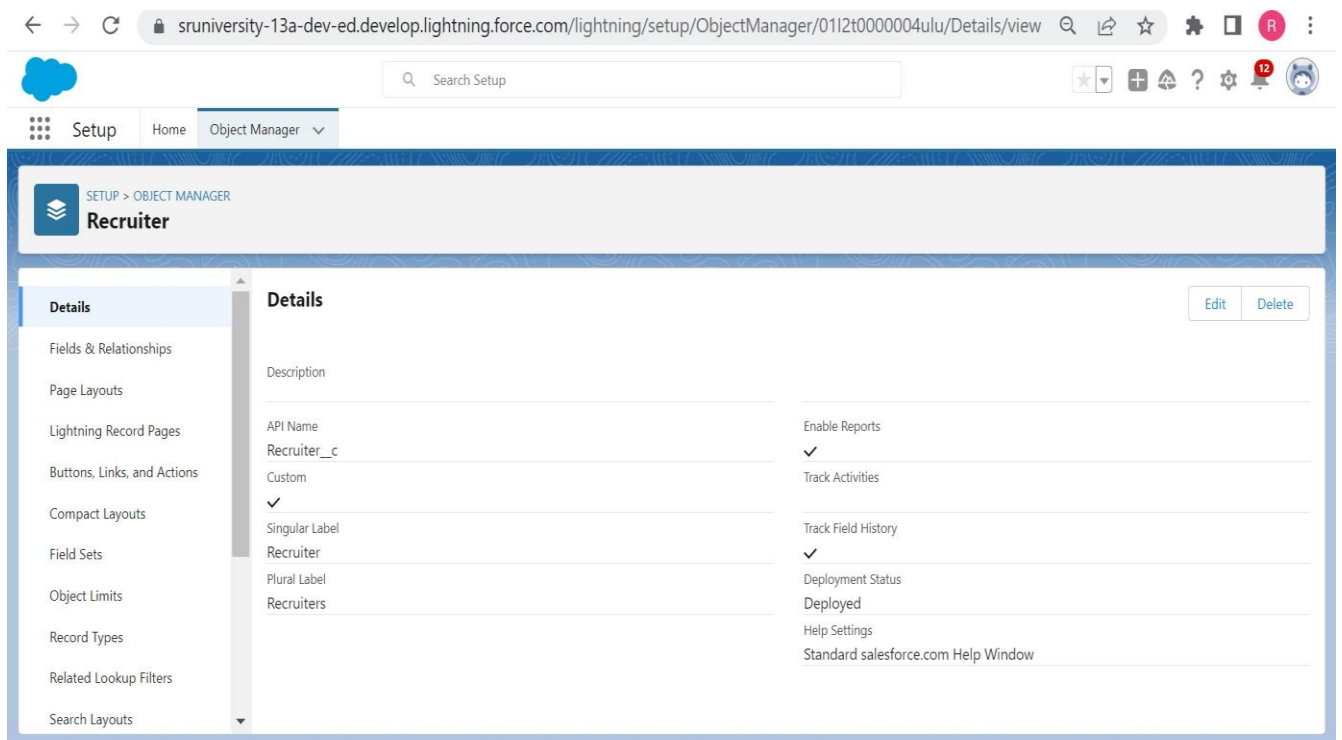
2.MILESTONE ACTIVITY AND SCREENSHOTS:

CREATING SALESFORCE ORG:

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



CREATING CUSTOM OBJECTS:



← → ↻ sruniversity-13a-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112t0000004yRr/Details/view 🔍 📌 ☆ ⚙️ 📱 🔔 12 🧑

☁️ Search Setup

Setup Home Object Manager ▾

SETUP > OBJECT MANAGER
Job

Details Edit Delete

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__c

Custom
✓

Singular Label
Job

Plural Label
Jobs

Enable Reports
✓

Track Activities

Track Field History

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

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Description

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Candidate__c

Custom
✓

Singular Label
Candidate

Plural Label
Candidates

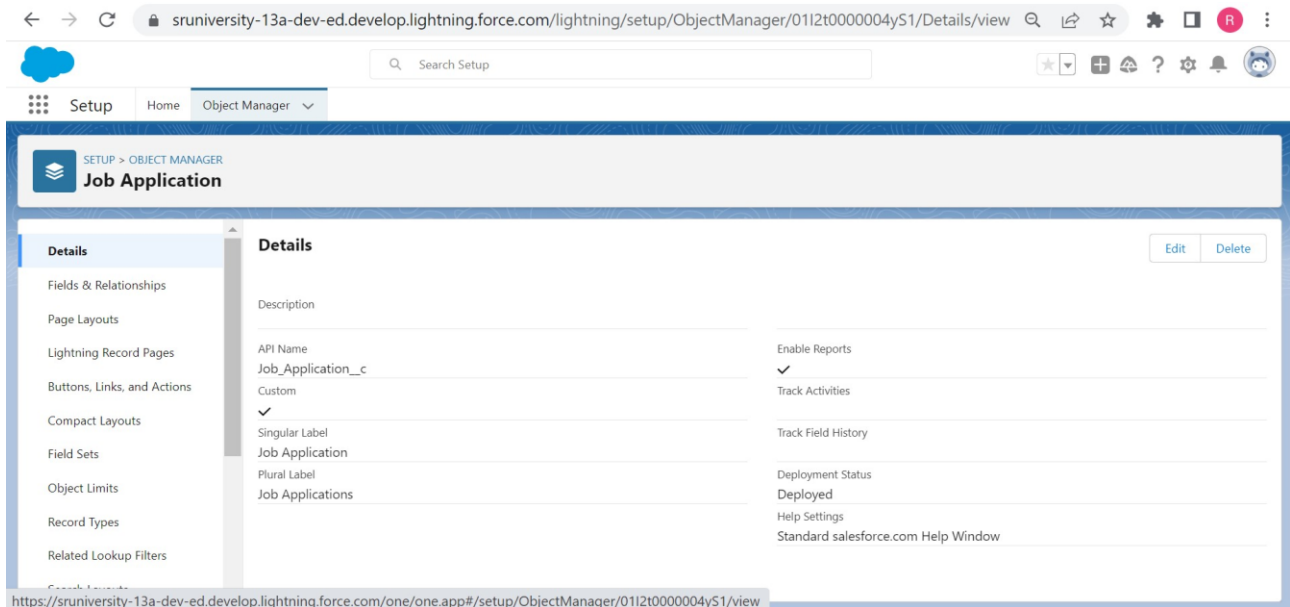
Enable Reports
✓

Track Activities

Track Field History

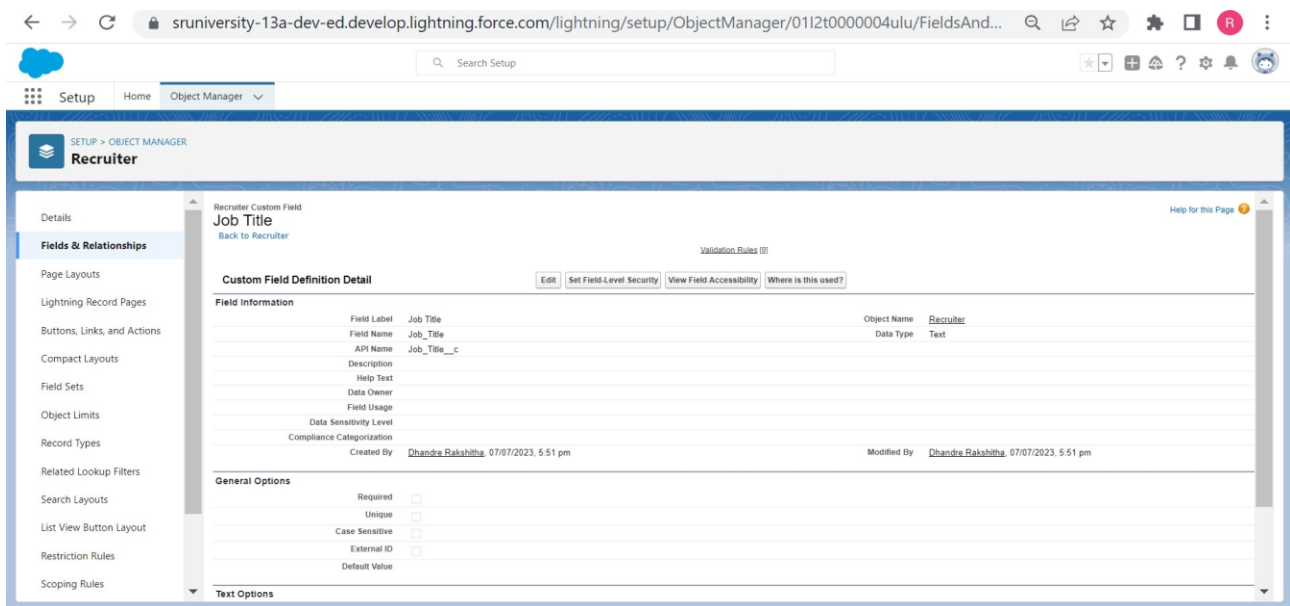
Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window



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).

CREATE CUSTOM FIELDS:



Fields in salesforce represents what the columns represent in relative databases.

It can store values which are required for a particular object in a record.

TAB:

The screenshot shows the Salesforce Setup interface for Custom Tabs. The left sidebar has a search bar with "tabs" entered and a "User Interface" section with "Rename Tabs and Labels" and "Tabs" links. The main content area is titled "Custom Tabs" and includes a description: "You can create new custom tabs to extend Salesforce functionality or to build new application functionality. Custom Object tabs look and behave like the standard tabs provided with Salesforce. Web tabs allow you to embed external web applications and content within the Salesforce window. Visualforce tabs allow you to embed Visualforce pages. Lightning Component tabs allow you to add Lightning components to the navigation menu in Lightning Experience and the mobile app. Lightning Page tabs allow you to add Lightning Pages to Lightning Experience and the mobile app." Below this, there are three sections: "Custom Object Tabs", "Web Tabs", and "Visualforce Tabs". The "Custom Object Tabs" section contains a table with columns "Action", "Label", "Tab Style", and "Description".

Action	Label	Tab Style	Description
Edit Del	Candidates	Star	
Edit Del	Job Applications	Period	
Edit Del	Jobs	Computer	
Edit Del	Recruiters	Triangle	

In salesforce a tab is a user interface element that allows users to navigate to different sections of the platform , such as contacts, leads, and opportunities.

PROFILE:

The screenshot shows the Salesforce Setup interface for Profiles. The left sidebar has a search bar with "profile" entered and a "Users" section with "Profiles" link. The main content area is titled "Profiles" and includes a description: "A profile is a group/collections of settings and permissions that define what a user can do in salesforce." Below this, there is a table with columns "Action", "Profile Name", "User License", and "Custom".

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 Del ...	Custom: Marketing Profile	Salesforce	<input checked="" type="checkbox"/>
<input type="checkbox"/> Edit Del ...	Custom: Sales Profile	Salesforce	<input checked="" type="checkbox"/>
<input type="checkbox"/> Edit Del ...	Custom: Support Profile	Salesforce	<input checked="" type="checkbox"/>
<input type="checkbox"/> Edit Clone	Customer Community Login User	Customer Community Login	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Customer Community Plus Login User	Customer Community Plus Login	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Customer Community Plus User	Customer Community Plus	<input type="checkbox"/>

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

USERS:

The screenshot shows the Salesforce Setup page for Users. The left sidebar contains navigation links: Setup, Home, Object Manager, 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 'All Users' and includes a search bar, a 'View' dropdown set to 'All Users', and a table of users. The table has columns for Action, Full Name, Alias, Username, Role, Active, and Profile. The table lists several users, including Chatter Expert, Gelli, Ganesh, Manager, HR, Rakshita, Dhandre, User, Integration, and User, Security. Below the table are buttons for 'New User', 'Reset Password(s)', and 'Add Multiple Users'.

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatty.00d200000000cydeay.b12afnodwpav@chatter.salesforce.com		✓	Chatter Free User
<input type="checkbox"/> Edit	Gelli, Ganesh	ggelli	2003a@rakshu.com	HR Manager	✓	Sales Manager
<input type="checkbox"/> Edit	Manager, HR	hmana	2003a@rakshu.com	HR Manager	✓	Standard Platform User
<input type="checkbox"/> Edit	Rakshita, Dhandre	DRaks	dhanraksh@sru.com		✓	System Administrator
<input type="checkbox"/> Edit	User, Integration	integ	integration@00d200000000cydeay.com		✓	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User, Security	sec	insightssecurity@00d200000000cydeay.com		✓	Analytics Cloud Security User

User is anyone who logs two salesforce. Users are employees in your company, such has sales representative.

SHARING RULES:

The screenshot shows the Salesforce Setup page for Sharing Rules. The left sidebar contains navigation links: Setup, Home, Object Manager, Sharing Settings, Security, and Sharing Rules. The main content area is titled 'Sharing Settings' and includes a search bar, a 'Manage sharing settings for' dropdown set to 'Candidate', and a table of sharing rules. The table has columns for Action, Criteria, Shared With, and Access Level. The table lists several sharing rules, including 'Candidate', 'Public Read/Write', and 'Private'. Below the table are buttons for 'New' and 'Recalculate'.

Action	Criteria	Shared With	Access Level
<input type="checkbox"/> Edit	Candidate	Public Read/Write	Read/Write
<input type="checkbox"/> Edit	Public Read/Write	Private	Read/Write

Sharing rules help users to share records based on conditions.

REPORTS:

The screenshot shows a Salesforce report interface. The browser address bar displays the URL: `sruniversity-13a-dev-ed.develop.lightning.force.com/lightning/r/Report/00O2t000001GTV4EAO/view?queryScope...`. The report title is "Job application with candidate name". It shows 2 total records. The table below lists the records with columns for Job Application Number, Job Name, Candidate name, State, and Address.

Job Application: Created Date	Candidate name: Candidates Name	Job Application: Job Application Number	Job Name	Candidate name: State	Candidate name: Address
07/07/2023 (2)	harry	JP-0001	Salesforce admin	UP	p-12 mansarover
	sunny	JP-0002	Android	Rajasthan	d-88 new sanganer road
Subtotal					
Total (2)					

At the bottom, there are toggle switches for Row Counts, Detail Rows, Subtotals, and Grand Total, all of which are currently turned on.

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

DASHBOARDS:

The screenshot shows a Salesforce dashboard interface. The browser address bar displays the URL: `sruniversity-13a-dev-ed.develop.lightning.force.com/lightning/r/Dashboard/01Z2t0000000S2IEAU/view?querySco...`. The dashboard title is "Job application with candidate name". It shows a gauge chart with a needle pointing to the value 2. The dashboard is last refreshed 4 days ago. Below the gauge chart, there is a link to "View Report (Job application with candidate name)".

Job application with candidate name

2

View Report (Job application with candidate name)

TRIALHEAD PUBLIC URL:

<https://trailblazer.me/id/rakshithad>

ADVANTAGES AND DISADVANTAGES:

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 candidates.
5. Improves the quality of facilitates
- 6.Facilitates collaborative hiring.

Disadvantages:

- 1.Missing qualified application due to wrong keyboard selections.
2. They are open to Manipulations.
- 3.Creating Biases.
4. Companies can miss out good candidates.
5. Automatic elimination
6. communications can be less personalized.

APPLICATIONS:

- 1.IT fields.
- 2.Solutions
3. In bound recruitment.
- 4.Industries
- 5.Video tutorials
- 6.Staffing agencies
- 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 are still some drawbacks which cannot be rectified. I would like to say that the project is done based on the past issues that we faced in certain times during the pandemic. Through this project the first that is created is salesforce developer org.

Then custom object, custom field, new custom field, profile, standard user, sharing rules are created and finally completed the report by creating these.

FUTURE SCOPE:

The 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.