

Project Report Template

INTRODUCTION:

1.1 Overview:

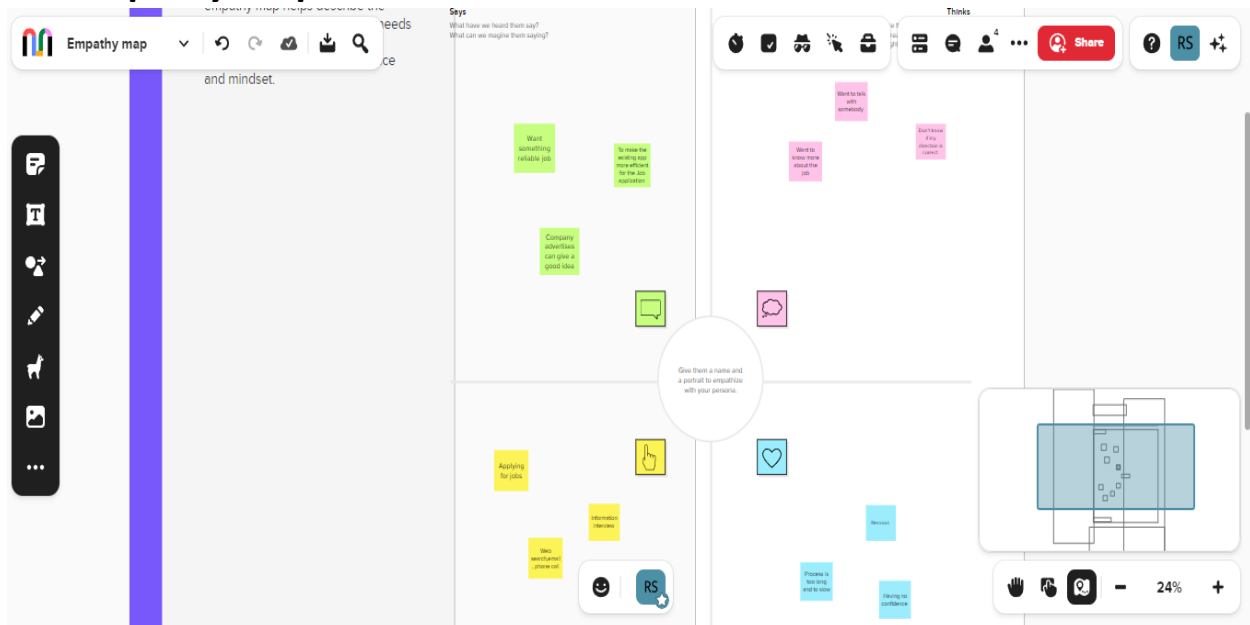
A job application tracking system is software for recruiters and employers to track candidates throughout the recruiting and hiring process. It organizes information about job seekers and makes it searchable.

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 application tracking system report that it has improved the quality of the candidates they hire.

2. Problem Definition and Design Thinking:

2.1 Empathy Map:



2.2 Ideation and Brainstorming map screenshot:

The image displays three sequential screenshots of the Brainstorm app interface, illustrating the workflow of an ideation and brainstorming session.

Top Screenshot: Template Overview

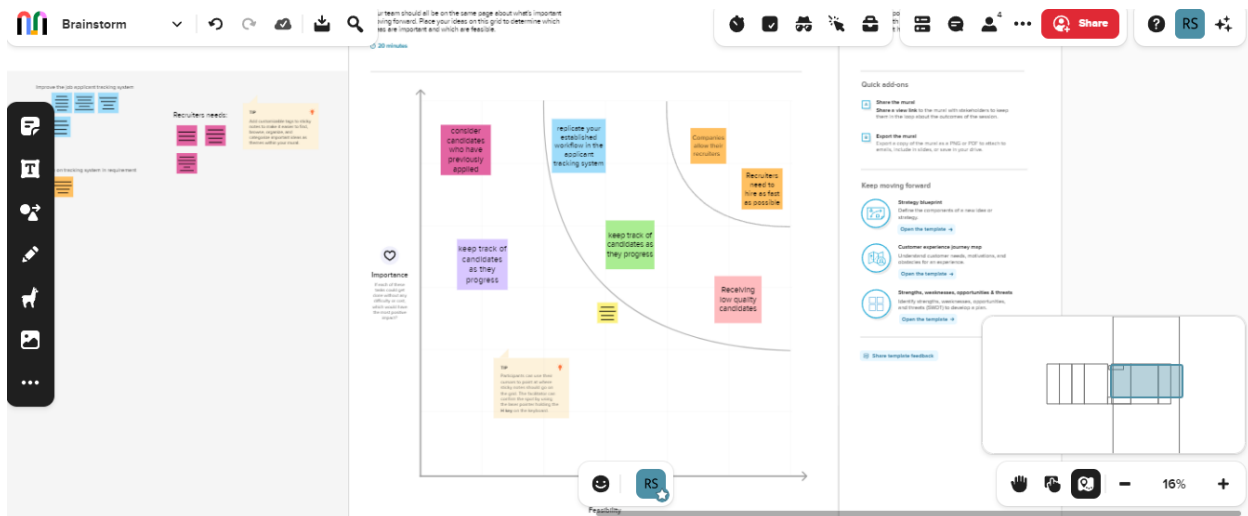
- Template:** Brainstorm & idea prioritization. Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.
- Before you collaborate:** A little bit of preparation goes a long way with this session. Here's what you need to do to get going. (10 minutes)
- 1 Define your problem statement:** What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm. (5 minutes)
- 2 Brainstorm:** Write down any ideas that come to mind that address your problem statement. (10 minutes)
- Key rules of brainstorming:** To run a smooth and productive session: Stay in topic, Encourage wild ideas, Defer judgment, Listen to others, Go for volume, If possible, be visual.

Middle Screenshot: Problem Statement and Initial Brainstorming

- Define your problem statement:** What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.
- 2 Brainstorm:** Write down any ideas that come to mind that address your problem statement. (10 minutes)
- Key rules of brainstorming:** To run a smooth and productive session: Stay in topic, Encourage wild ideas, Defer judgment, Listen to others, Go for volume, If possible, be visual.
- Group ideas:** Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups. (20 minutes)

Bottom Screenshot: Grouped Ideas and Prioritization

- 3 Group ideas:** Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups. (20 minutes)
- 4 Prioritize:** Your team should all be on the same page about what's moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible. (20 minutes)



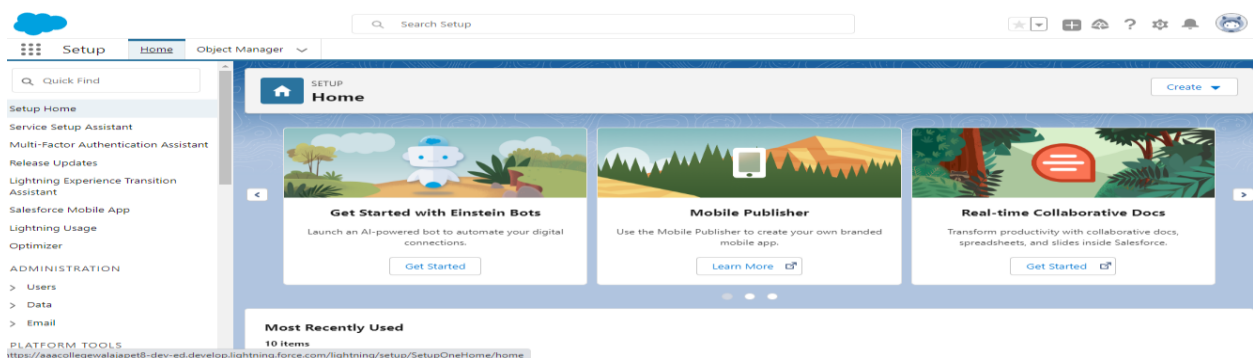
3.RESULT:

3.1 Data Model:

Object name	Fields in the Object
Object-1	Field Label: Recruiter Data Type: Auto Number
Object-2	Field Label: Jobs Data Type: Auto Number
Object-3	Field Label: Candidate Data Type: Text
Object-4	Field Label: Job Application Object Data Type: Auto Number
Object-5	Field Label: Tab Data Type: Auto Number

3.2 Activity and Screenshot:

Create salesforce Org-creating Developer Account



Object:

Creation of Recruiter

The screenshot shows the Salesforce Setup interface for the 'Recruiter' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Details' and includes a description field, API Name (Recruiter__c), Custom checkbox (checked), Singular Label (Recruiter), Plural Label (Recruiters), Enable Reports checkbox (checked), Track Activities checkbox (checked), Track Field History checkbox (checked), Deployment Status (Deployed), Help Settings, and a link to Standard salesforce.com Help Window. Edit and Delete buttons are visible in the top right corner.

Field	Value
Description	
API Name	Recruiter__c
Custom	✓
Singular Label	Recruiter
Plural Label	Recruiters
Enable Reports	✓
Track Activities	✓
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

Creation of Jobs

The screenshot shows the Salesforce Setup interface for the 'Jobs' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Details' and includes a description field, API Name (Jobs__c), Custom checkbox (checked), Singular Label (Jobs), Plural Label (Jobs), Enable Reports checkbox (checked), Track Activities checkbox (checked), Track Field History checkbox (checked), Deployment Status (Deployed), Help Settings, and a link to Standard salesforce.com Help Window. Edit and Delete buttons are visible in the top right corner.

Field	Value
Description	
API Name	Jobs__c
Custom	✓
Singular Label	Jobs
Plural Label	Jobs
Enable Reports	✓
Track Activities	✓
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

Creation of Candidate

The screenshot shows the Salesforce Setup interface for the 'Candidate' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Details' and includes a description field, API Name (Candidate__c), Custom checkbox (checked), Singular Label (Candidate), Plural Label (Candidates), Enable Reports checkbox (checked), Track Activities checkbox (checked), Track Field History checkbox (checked), Deployment Status (Deployed), Help Settings, and a link to Standard salesforce.com Help Window. Edit and Delete buttons are visible in the top right corner.

Field	Value
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

Creation of Job Application Object

The screenshot shows the Salesforce Setup interface for the 'Job Application' object. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Details' and includes a description field, API Name (Job_Application__c), Custom checkbox, Singular Label (Job Application), Plural Label (Job Applications), and a list of related objects. On the right, there are checkboxes for 'Enable Reports', 'Track Activities', 'Track Field History', 'Deployment Status' (set to Deployed), and links for 'Help Settings' and 'Standard salesforce.com Help Window'. At the bottom, there are 'Edit' and 'Delete' buttons.

https://naaccolloewalaaet8-dev-ed.develop.lightning.force.com/one/one.app/#/setup/ObjectManager/0112w0000036kzz/view

Fields:

Create the Custom Fields

The screenshot shows the Salesforce Setup interface for the 'Recruiter' object, specifically the 'Fields & Relationships' section. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Fields & Relationships' and includes a search bar, 'New', 'Deleted Fields', 'Field Dependencies', and 'Set History Tracking' buttons. Below these is a table with columns: FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. The table lists five fields: Created By, Job title, Last Modified By, Owner, and Recruiter Number.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Recruiter Number	Name	Auto Number		✓

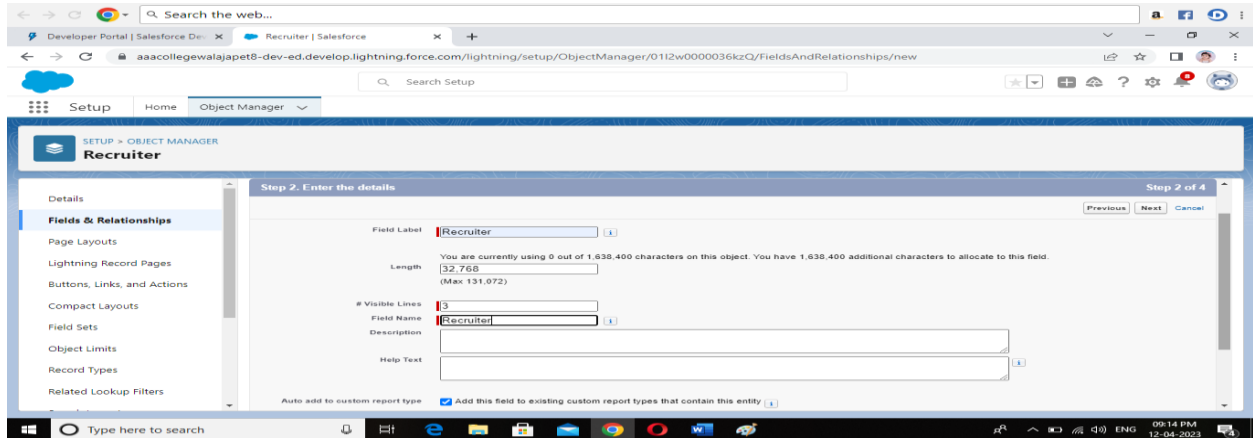
Creation of Master-Detail Relationship

The screenshot shows the Salesforce Setup interface for the 'Recruiter' object, specifically the 'Data Type' section. The left sidebar contains a navigation menu with options: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, and Related Lookup Filters. The main content area is titled 'Data Type' and includes a search bar, 'New', 'Deleted Fields', 'Field Dependencies', and 'Set History Tracking' buttons. Below these is a list of data types: None Selected, Auto Number, Formula, Roll-Up Summary, Lookup Relationship, Master-Detail Relationship (selected), External Lookup Relationship, Checkbox, and Currency. Each data type has a description and a 'Select one of the data types below' button.

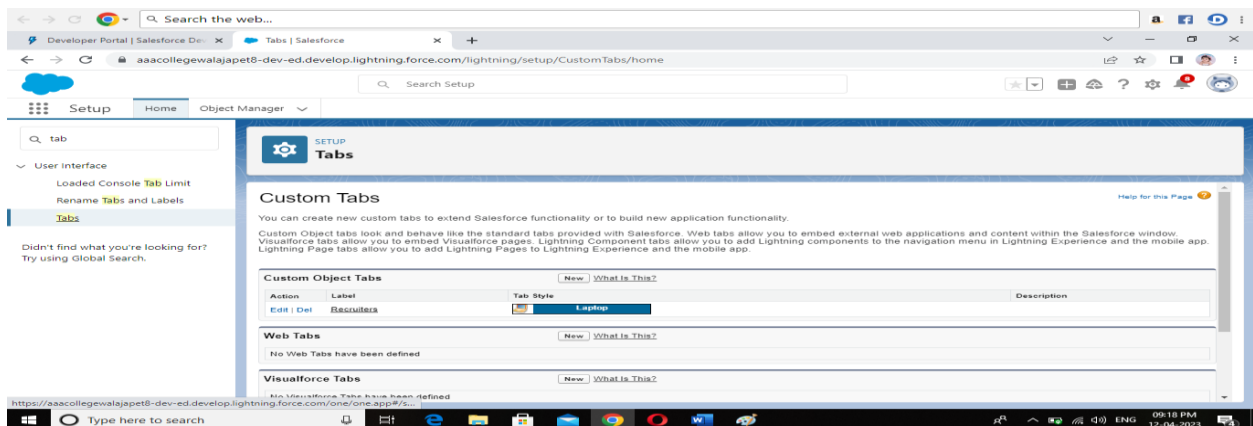
Select one of the data types below:

- ☐ None Selected
- ☐ Auto Number
- ☐ Formula
- ☐ Roll-Up Summary
- ☐ Lookup Relationship
- ☒ Master-Detail Relationship
- ☐ External Lookup Relationship
- ☐ Checkbox
- ☐ Currency

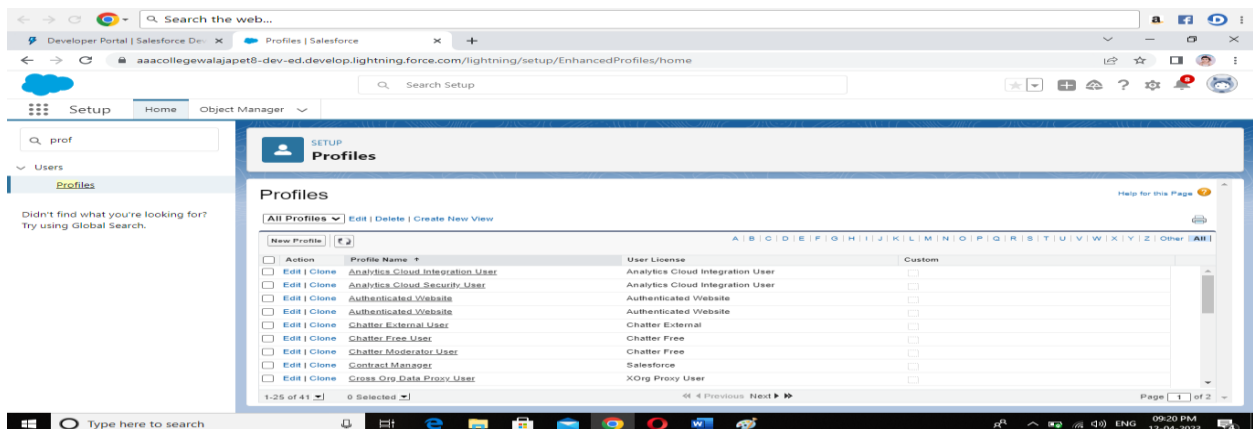
Create a New Custom Field



Tab: Create a Tab



Profile: Creation a Custom Profile



Create a Profile with the profile name as “Sales Manager”

The screenshot shows the Salesforce Setup interface with the 'Profiles' tab selected. The 'Sales Manager' profile is displayed with the following details:

- Profile Name:** Sales Manager
- User License:** Salesforce
- Description:** (Empty)
- Created By:** Ramyadevi S. 23/03/2023, 9:09 pm
- Modified By:** Ramyadevi S. 08/04/2023, 3:52 pm
- Page Layouts:**
 - Standard Object Layouts:** Global (Global Layout), Object Milestone (Object Milestone Layout), Email Application (Not Assigned), Operating Hours (Operating Hours Layout).

User:

Create a User with a Username as “Ganesh Gelli”

The screenshot shows the Salesforce Setup interface with the 'Users' tab selected. The 'Ganesh Gelli' user is displayed with the following details:

- User Name:** Ganesh Gelli
- Email:** ganeshgelli17@gmail.com
- Username:** ganeshgelli17.com
- Role:** Salesforce
- Profile:** Sales Manager
- Active:** ☒
- Marketing User:** ☐
- Office User:** ☐
- Knowledge User:** ☐
- Flow User:** ☐
- Service Cloud User:** ☐
- Site.com Contributor User:** ☐
- Site.com Publisher User:** ☐
- WDC User:** ☐

Sharing Rules:

Create a Sharing rule to share the records of Job Application to HR Manager

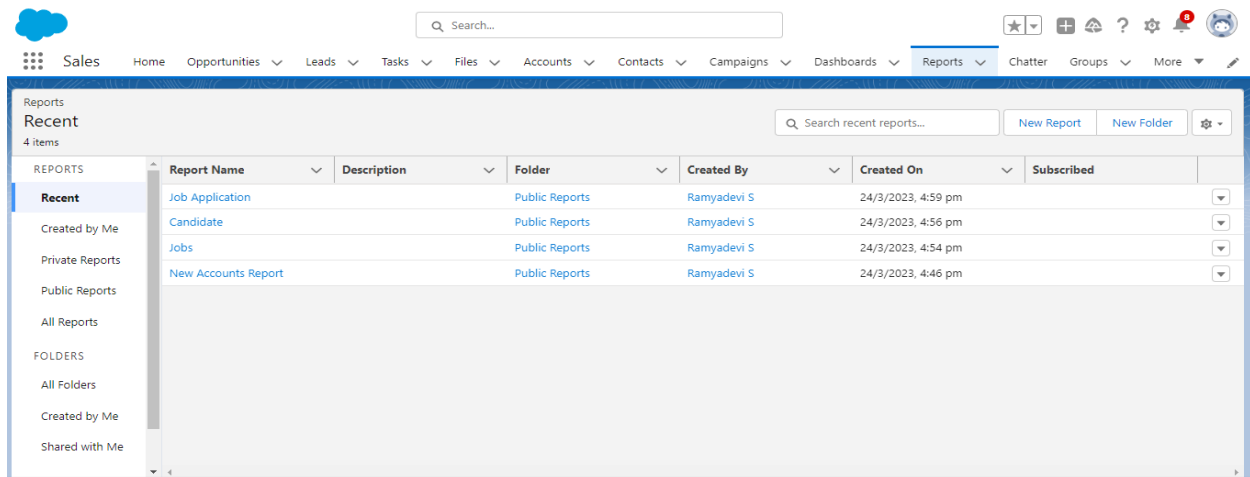
The screenshot shows the Salesforce Setup interface with the 'Sharing Settings' tab selected. The 'Candidate' sharing rule is displayed with the following details:

- Candidate:** Public Read/Write
- Private:** ☒
- Other Settings:**
 - Manager Groups:** ☐
 - Secure guest user record access:** ☒
 - Require permission to view record names in lookup fields:** ☐
- Sharing Rules:**
 - Candidate Sharing Rules:**

Action	Criteria	Shared With	Access Level
Edit Del	Candidate: Candidate Number EQUALS true	Role: Hr Manager	Read/Write
- Sharing Overrides:**
 - Profiles That Override Candidate Sharing:** (Empty)

Reports:

Create a report using the Object Job Application



4.Trailhead Profile public URL

Team Lead - <https://trailblazer.me/id/prtnk>

Team member 1- <https://trailblazer.me/id/ramyp23>

Team member 2- <https://trailblazer.me/id/preme13>

Team member 3- <https://trailblazer.me/id/ramyas47>

5.ADVANTAGES & DISADVANTAGES:

Job Applicant Tracking Systems can relieve the various pain points in the recruiting process to ensure you're utilizing personnel effectively and evaluating the highest quality candidates. These advantages will give you the ability to drive your business objectives forward while improving operational efficiencies.

1.Reduces time spent on admin tasks. Job application tracking system software allows you to automate various tasks of the hiring process that can save you a lot of time and free up your recruiting personnel for other high-value tasks.

2.Resume and CV screening. With recruiters receiving 100s of resumes per role, even scanning can take a lot of time. Job application tracking

system software can be utilized to review applications and filter out candidates that don't meet the minimum requirements of the role.

3.Speeds up the recruitment cycle. Having candidates information centralized on a single platform gives recruiters access to organized information allowing them to review and compare candidates more easily and quickly, which leads to a lower cost-per-hire.

4.Communications can be less personalized. When automating responses to candidates, your messaging will be less personalized and can come off as robotic. Taking additional time to construct good communication can help make it feel more personalized. It's much better to send a less personalized communication than no communication at all.

5.Could filter out good candidates. When "programming" your recruiting software to recognize common keywords around roles and responsibilities, you could end up filtering out good candidates that have atypical experience or lack keywords that are aligned with what you are looking for. Careful consideration of your filters and a quality assurance process will help to fine tune the filter and reduce filtering out good candidates. This can happen with manual reviews as well, so automation, in most situations, has a net benefit.

APPLICATION:

The Best Fit For a Job: Applicant Tracking Systems efficiently reduces the gap between job seekers and their desired jobs. Hiring a candidate through an ATS who fulfils all the criteria mentioned in the job posting can helps maintain candidate retention.

Speeds Up The Hiring Process: ATS is basically designed to speed up the HR's task of reviewing job applications and resumes. Before coming to a real person, the different applications and resumes get filtered according to the keywords and criteria of the job posting by an ATS .This speeds up the hiring process efficiently.

Increases Relevance Of Job Application: One of the main goals of an ATS is to cull the candidates. The streamlining of job applications that an ATS does on the basis of the requirements mentioned in the job opening, reduce the number of irrelevant applications and help the recruiters to choose from the best of the candidates available.

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 [Applicant Tracking Systems](#) powered by Artificial Intelligence (AI) 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. Above all, make sure that you pick out the most up-to-date recruitment software for your organization so as to get rid of serious manual inefficiencies and expedite the entire talent acquisition process in a minute. Job Applicant 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.

FUTURE SCOPE:

The world knows that Job Applicant Tracking Systems (JATS) made their way into the recruitment domain just a few years ago. Although, previously, JATS solutions were implemented only by a few companies that could bear the heavy investment costs, now their use in the HR arena has risen to a great extent. According to a recently released [survey report](#), the majority of staffing firms worldwide will opt for an Applicant Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of JATS definitely looks bright.

