Project Report Template

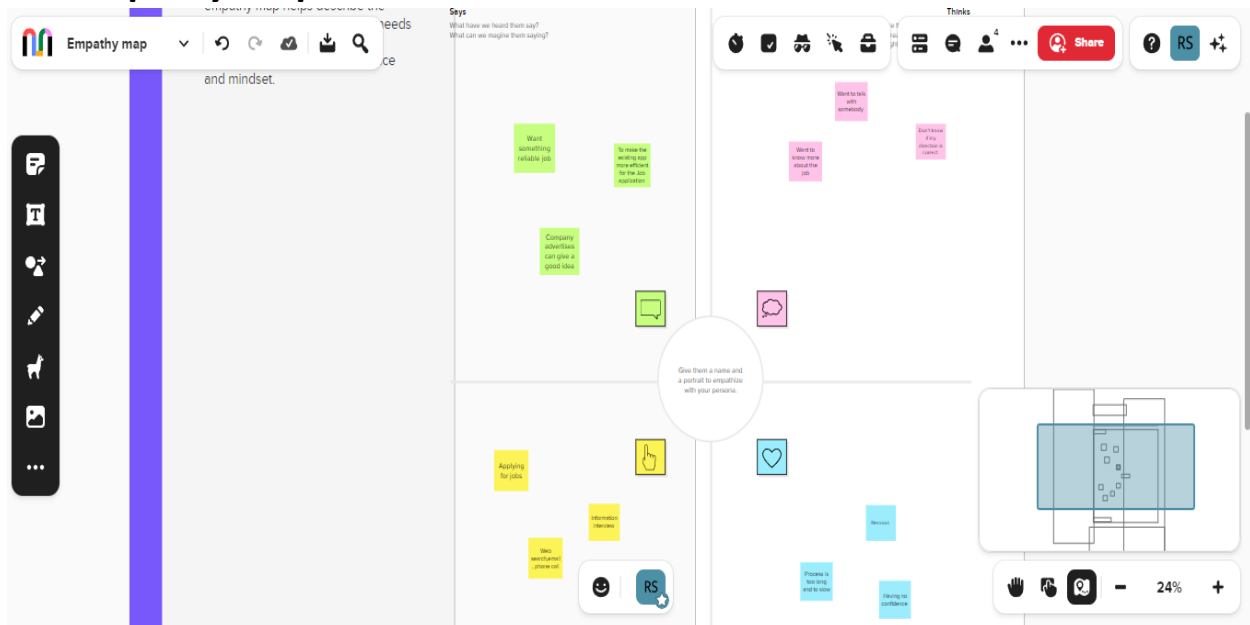**INTRODUCTION:**

1.1Overview:

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.

1.2Purpose:

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:

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
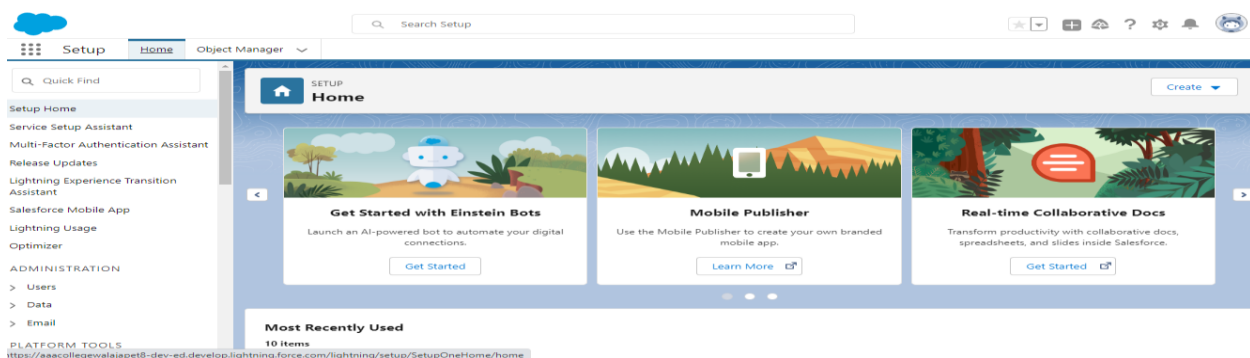
Object:

Creation of Recruiter

Creation of Jobs

Creation of Candidate

Creation of Job Application Object

Fields:

Create the Custom Fields

Creation of Master-Detail Relationship

Create a New Custom Field
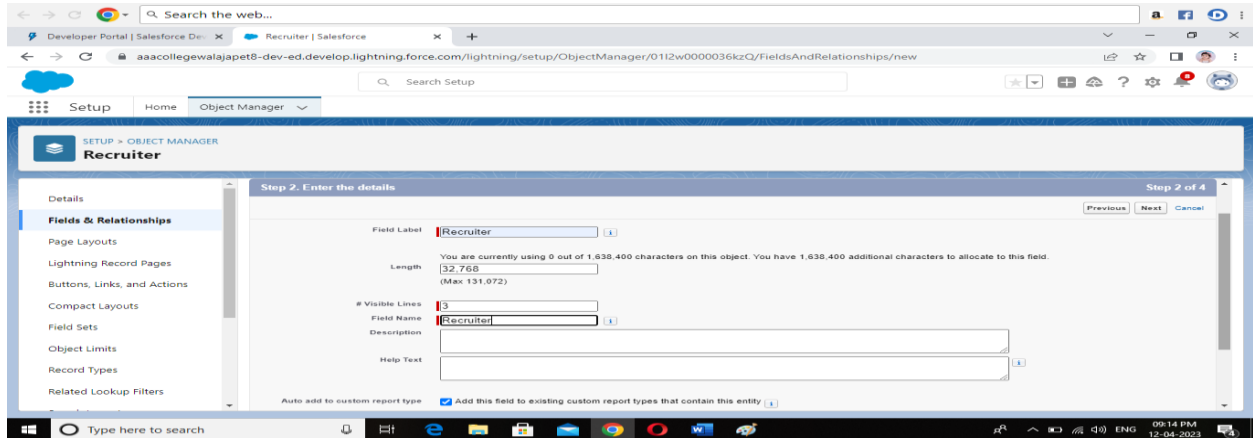
Tab:

Create a Tab
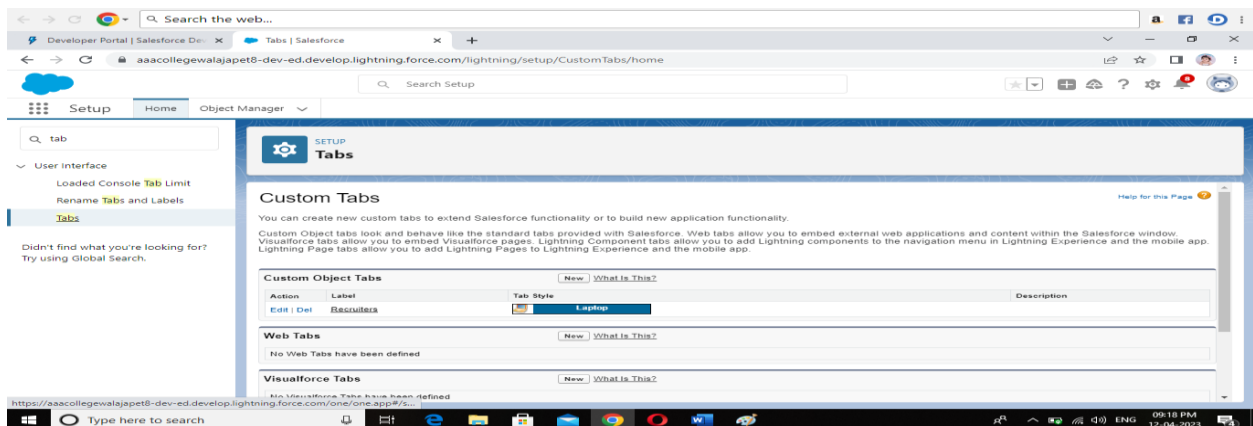
Profile:

Creation a Custom Profile
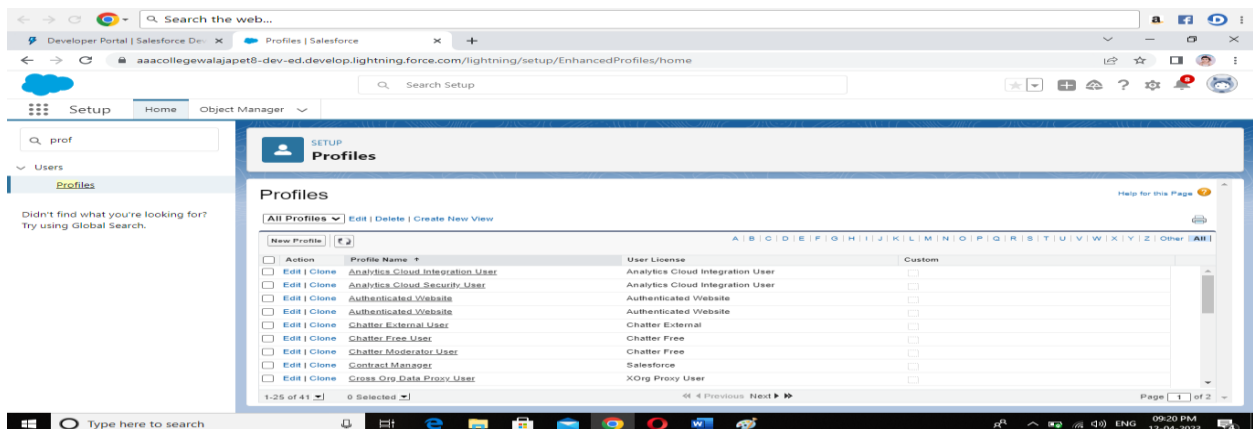
Create a Profile with the profile name as "Sales Manager"

User:

Create a User with a Username as "Ganesh Gelli"

Sharing Rules:

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

Reports:

Create a report using the Object Job Application
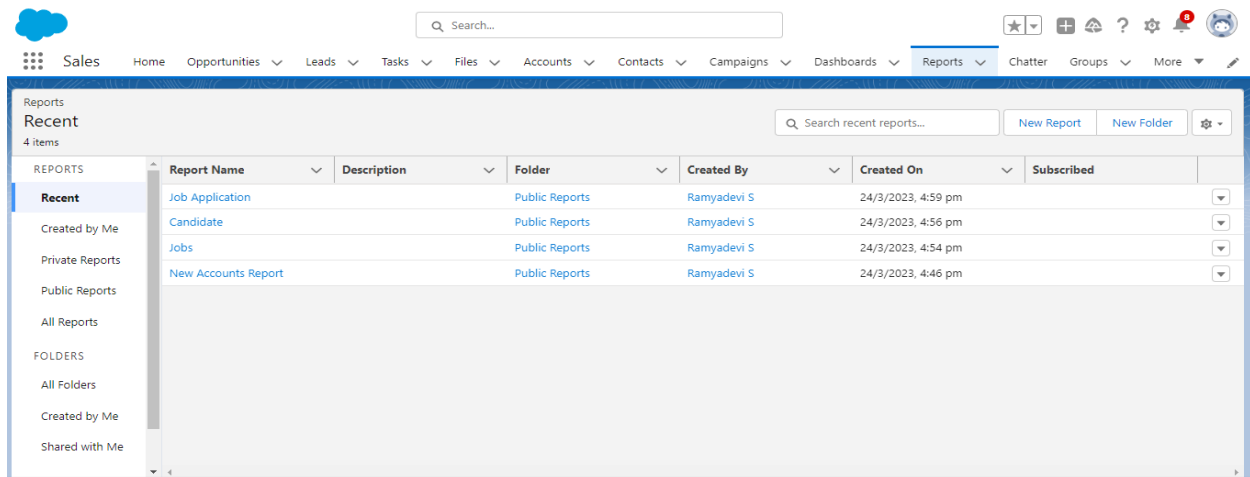
4.Trailhead Profile public URL

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.

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 inefficacies 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.