

INTRODUCTION

1.1 Overview

An ATS is a hiring system of record that streamlines the entire recruiting process from receiving applications to hiring employees. They come in all shapes and sizes, offer a variety of features, and can be appropriate for any type of growing organization that values efficiency.

An ATS is a software application that helps you manage the entire recruitment process, right from receiving resumes to hiring employees. The software helps you automate the process of screening & shortlisting candidates, applicant evaluation, scheduling interviews, managing the hiring process, background verification, and completing new-hire paperwork. ATS helps in sorting through resumes, to determine which ones are the best fit for the open positions. Applicant tracking systems evaluate your resume by checking for keywords or skill sets that fit the job description. The main function of an ATS is to provide a central location and database for a company's recruitment efforts. ATSs are built to better assist management of resumes and applicant information. Data is either received from internal applications via the ATS front-end, located on the company website or is extracted from applicants on job boards. The majority of job and resume boards (LinkedIn.com, Monster.com,, Indeed.com) have partnerships with ATS software providers to provide integration, parsing support and ease of data migration from one system to another.

How Applicant Tracking Systems Work

When an applicant submits their resume for a job of their liking and interest, the ATS captures the applicant information. Information such as the applicant skill sets, experience, educational background, contact information, resume and covering letter can be uploaded into the system database.

As the hiring process progresses, this information can be seamlessly transferred from system to system. Recruiters can review applicant information, shortlist and review if found suitable for requirements. Applicants can be sent automated messages on receiving their application, as well as information with regard to interview schedules, communication of details such as date, time and place of interview, and progress of the recruitment process. Online testing can also be conducted to screen applicants. The ATS also helps close the loop in the hiring process. Rejection letters can be shared, and if selected, the new hires can connect the information to payroll and HR managers for onboarding. The ATS thereby, cohesively streamlines the recruiting and application process with other networks and systems in the organization.

The ATS can also scan and scout potential recruits using social media networks, and help in the recruitment process. The Applicant Tracking system can store resumes and create a database. This way, when a suitable opportunity comes up in an organization, recruiters use keywords to search out applicants from the database. The ATS matches the keywords and ranks resumes in the search results according to relevance. Keyword searches could include skills, experience, qualifications, location, specific to a particular job opening. This works well for both the applicant and the hiring managers, as the system sieves the entire database, even looking at applicants who have applied a long while back.

1.2 purpose

ATS helps talent professionals and the overall business

Improves time to hire

An ATS can reduce lead time significantly simply by:

Automating repetitive and time-consuming tasks such as resume parsing, disqualifying non-qualified candidates, interview scheduling, candidate feedback

- Funneling all candidates through the system which enables organizations to build and nurture talent pools for future job openings, thereby providing a valuable starting point for future open reqs
- Allowing for greater collaboration company-wide during the hiring process
- Integrating with third-party tools such as job boards, background check provider and HRIS

Decreases Cost per Hire

With average cost of hire ranging from \$4,400 to almost \$15,000 (executive-level)*, many look to an ATS to reduce costs on a number of fronts as:

- Recruiting teams can run leaner using a system that helps eliminate redundancies
- Opening and filling job requisitions becomes faster and involves less investment as the system builds talent pool and hiring workflow efficiencies
- ATS reporting provides insights on which sourcing channels provide the best results in order to direct future investments accordingly

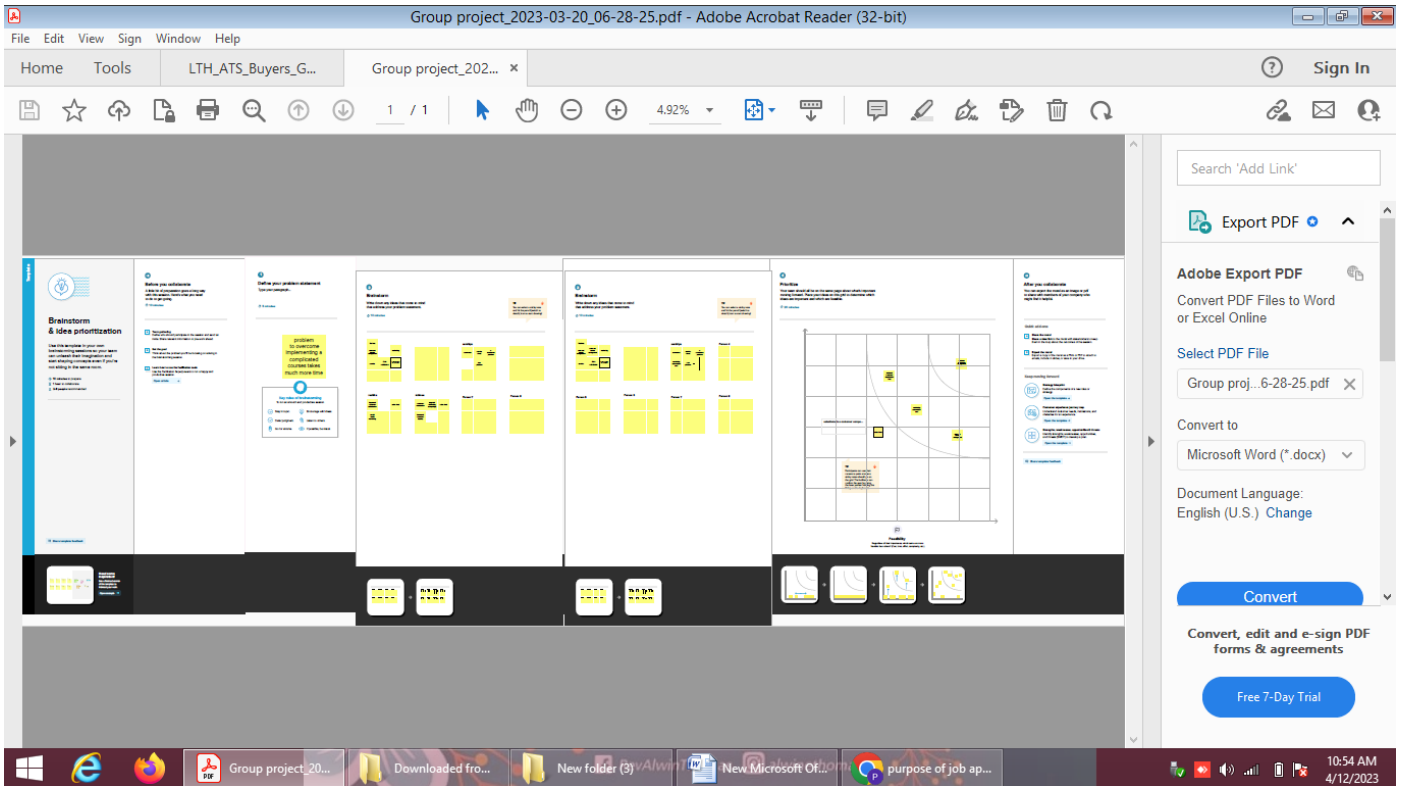
Improves Quality of Hire

78.3% of recruiting professionals report that having an ATS improves the quality of candidates they hire*. An ATS helps fill each roll with top candidates by:

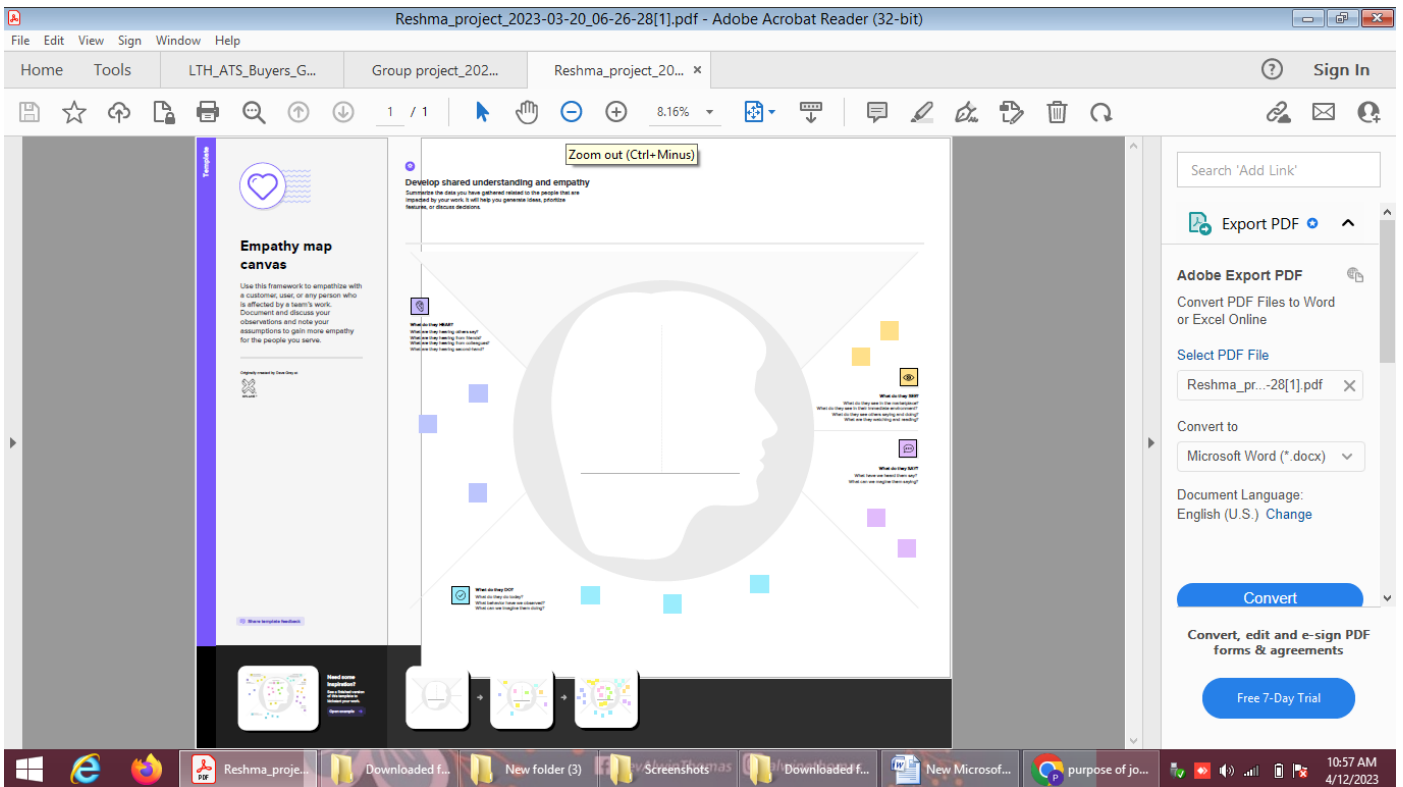
- Allowing for internal collaboration and real-time input from team members for any given hire
Creating a smoother hiring process so that candidate's don't get lost in a black hole and the top candidates can get locked in With an offer quicker
- Freeing up time on administrative and logistical tasks allowing more time to develop and nurture relationships with to candidates so they have a more personalized experience, are kept interested throughout the process, and can gain a better understanding of how they would fit within the company.
- Improving the candidate experience, which benefits your employer brand and increases the attractiveness of your organization over competitors.

Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Identification & Brainstroming map



RESULT

3.1 Data Model

Object Name	Fields in the object	
Recruiter		
	Field label	Data Type
	Created by	Lookup (user)
	Description	Text area(255)
	Last modified by	Look up (user)
	Location	Text (30)
	Recommendation	Master – detail (recommendation)
	Recruiter number	Auto number
	Recruitment	Text(30)
Cat		
	Field label	Data Type
	Created by	Lookup (user)
	Jobs name	Auto number
	Last modified By	Lookup(user)
	Recruiter	Mater-detail(Recruiter)
Candidate		
	Field label	Data Type
	Candidate Name	Auto number
	Created By	Lookup (user)
	Last Modified By	Lookup (user)
	Owner	Lookup (user group)
Tab		
	Field label	Data Type
	Candidate Name	Lookup (user)
	Created By	Lookup (user)
	Last Modified By	Lookup (user group)
	Owner	Auto number

3.2 Activity & salesforce

Milestone 1 – Salesforce:

Creating a salesforce Developer org.

11:46

VoLTE 4G



Developer Edition...
developer.salesforce.com



Build enterprise-quality apps fast to bring your ideas to life

- Build apps fast with drag and drop tools
- Customize your data model with clicks
- Go further with Apex code
- Integrate with anything using powerful APIs
- Stay protected with enterprise-grade security
- Customize UI with clicks or any leading-edge web framework



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Complete the form to start your free trial. Our team will be in touch to help you make the most of your trial.

First Name*

Reshma

Last Name*

I

Email*

lreshma897@gmail.com

Role*

Developer

Company*

Dr MGR GOVT ARTS AND SCIENCE COLLEGE FOR WOMEN

Country/Region*

India

Postal Code*

605602

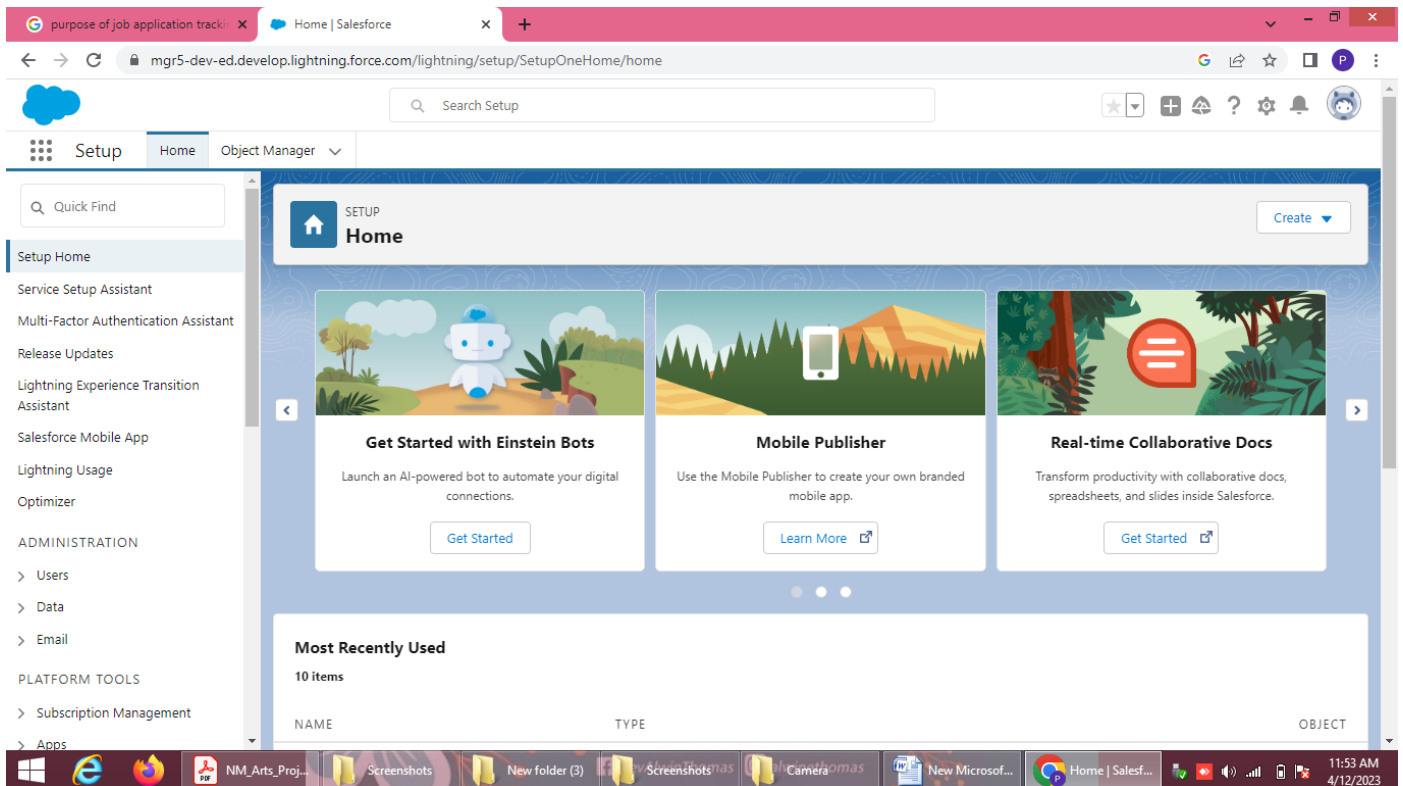
Username*

reshma@mgr.com

Your username must be in the form of an email address (it does not have to be real). It must be unique and cannot be associated with another Salesforce login credential. [Read more about username recommendations.](#)

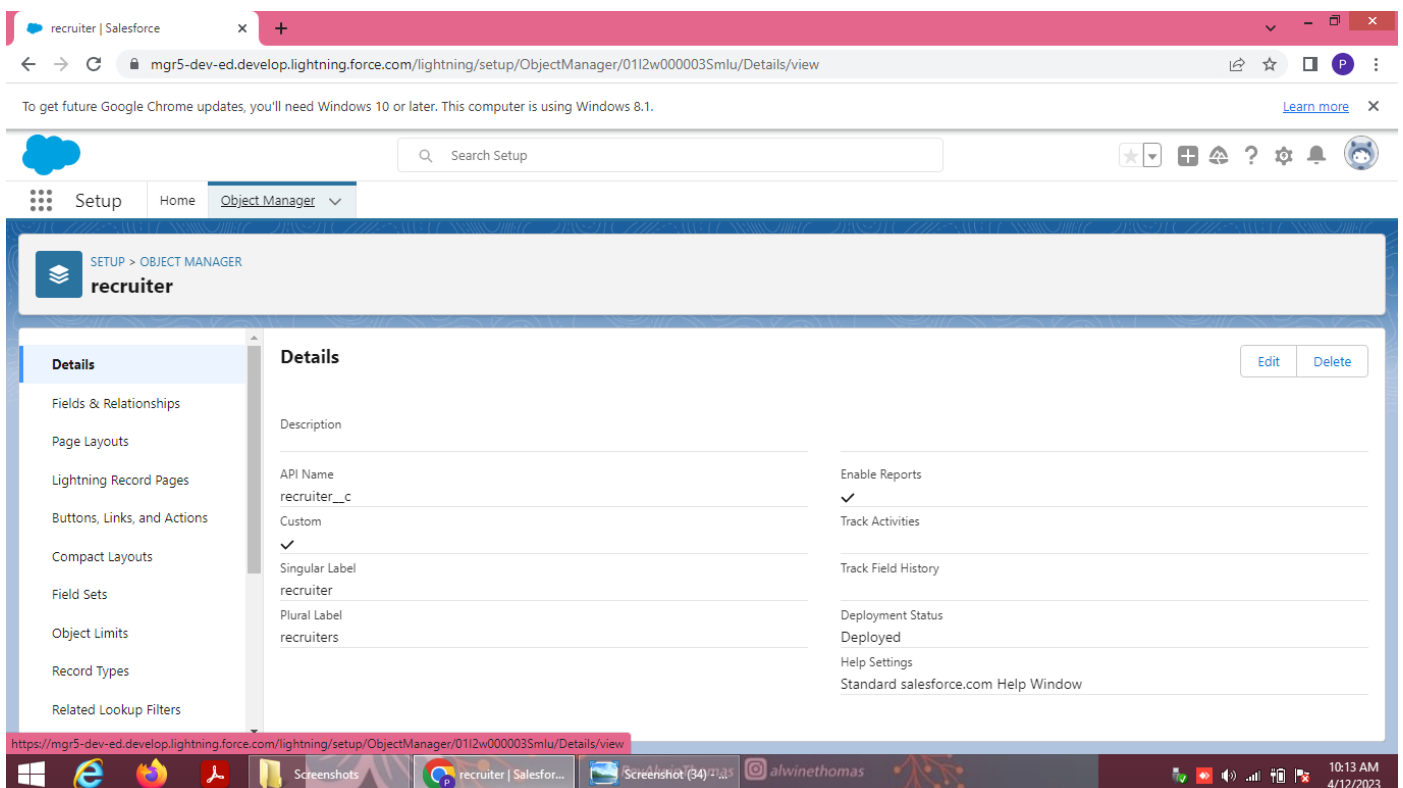
☐ I agree to the [Main Services Agreement - Developer Services](#) and [Salesforce Program Agreement](#).

By registering, you confirm that you agree to the processing of your personal data by Salesforce as described in the [Privacy Statement](#).



Milestone 2-Object:

Activity 1: Create a custom object for recruiter:



Activity 2:

candidate | Salesforce

mgr5-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003SsEP/Details/view

To get future Google Chrome updates, you'll need Windows 10 or later. This computer is using Windows 8.1. [Learn more](#)

Search Setup

Setup Home Object Manager

SETUP > 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

Details [Edit](#) [Delete](#)

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

reshma.pdf - Adobe Acrobat Reader (32-bit)

File Edit View Sign Window Help

Home Tools LTH_ATS_Buyers_G... Group project_202... Reshma_project_2... NM_Arts_Project_R... NM_Arts_Project_R... reshma.pdf x [Sign In](#)

1 / 1

66.1%

Search 'Add Image'

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reshma.pdf

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Microsoft Word (*.docx)

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English (U.S.) [Change](#)

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Setup Home
Service Setup Assistant
Multi-Factor Authentication Assistant
Release Updates
Lightning Experience Transition Assistant
Salesforce Mobile App
Lightning Usage
Optimizer
ADMINISTRATION
Users
Data
Email
PLATFORM TOOLS
Subscription Management

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

Data

Email

PLATFORM TOOLS

Subscription Management

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Screenshots

Screenshots

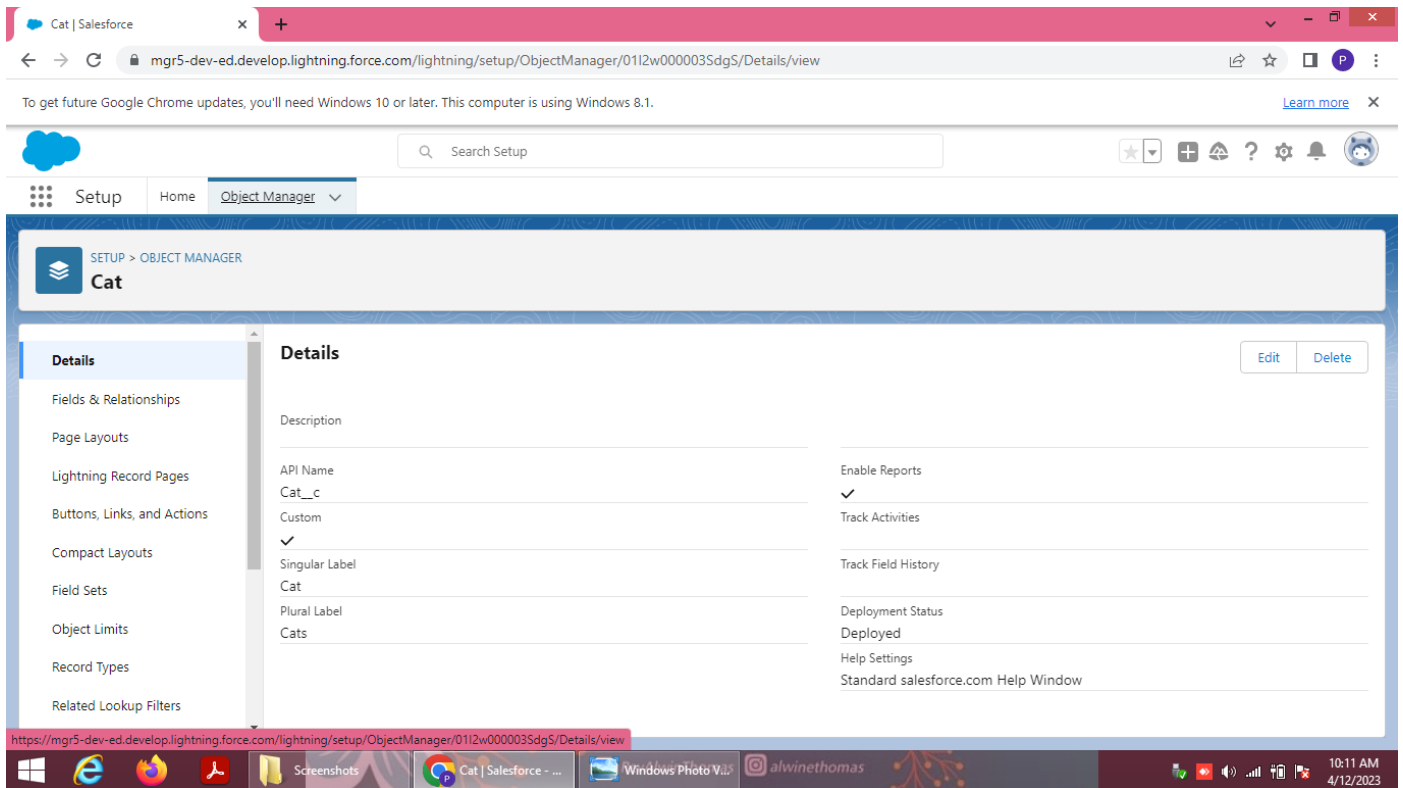
New folder (3)

Home | Salesf...

Sundhiya - M...

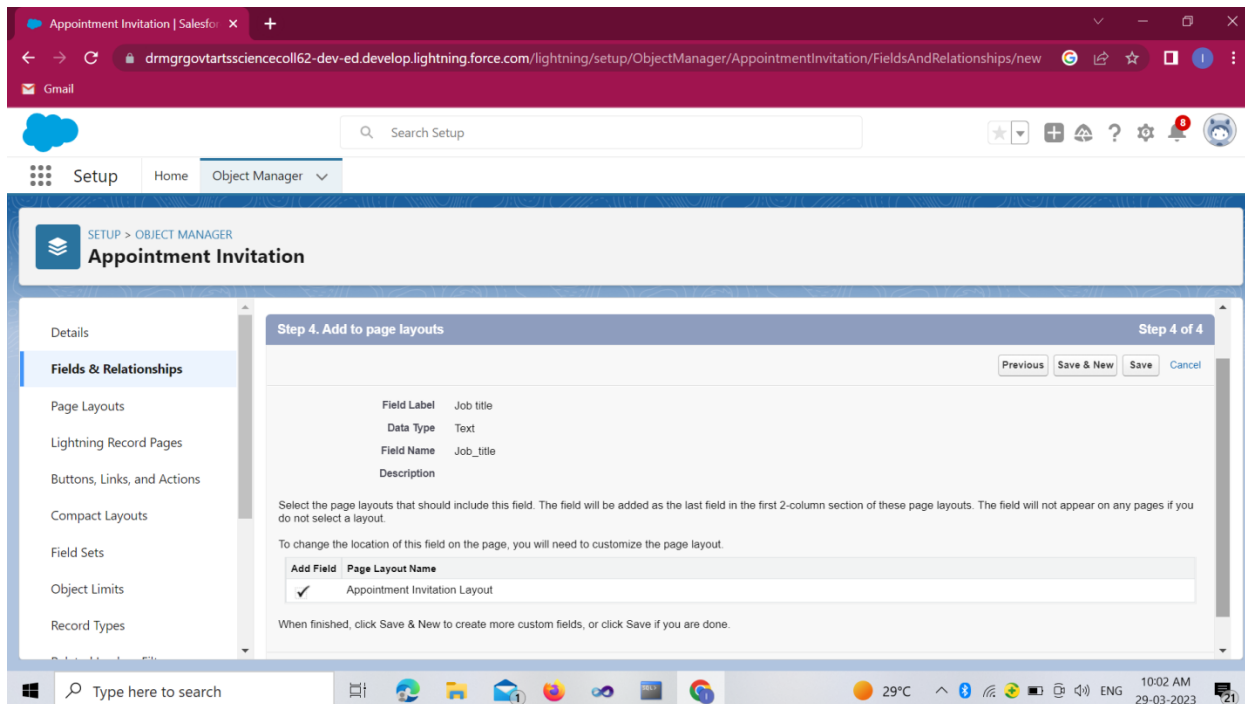
Screenshot (4...

12:14 PM
4/12/2023



Milestone 3-Fields:

Activity 1 :



Activity 2:

Recruiter | Salesforce

drmgovtartsiencecoll62-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003RgON/FieldsAndRelationships/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Recruiter

Details

Fields & Relationships
4 Items, Sorted by Field Label

Quick Find New Deleted Fields Field Dependencies Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Recruiter	Recruiter__c	Master-Detail(Recommendation)		✓
Recruiter Number	Name	Auto Number		✓

Type here to search

10:25 AM
29-03-2023

Activity 3:

SETUP > OBJECT MANAGER
Recruiter

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Recruiter Custom Field

Description

Back to Recruiter

Validation Rules (0)

Custom Field Definition Detail

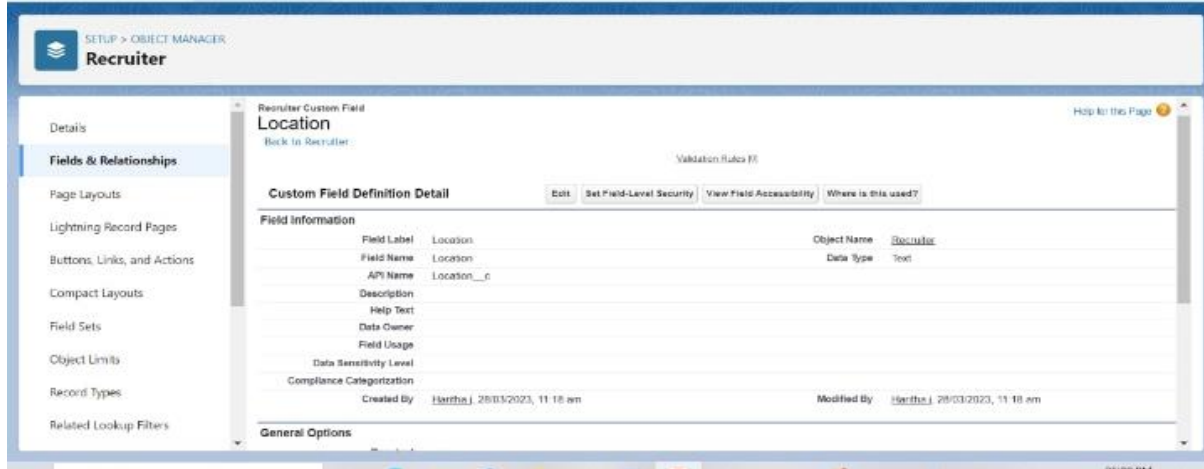
Edit Set Field-Level Security View Field Accessibility Where is this used?

Field Information

Field Label	Description	Object Name	Recruiter
Field Name	Description	Data Type	Text Area
API Name	Description__c		
Description			
Help Text			
Data Owner			
Field Usage			
Data Sensitivity Level			
Compliance Categorization			
Created By	hachha.j	Created	28/03/2023, 11:06 am
Modified By	hachha.j	Modified	28/03/2023, 11:06 am

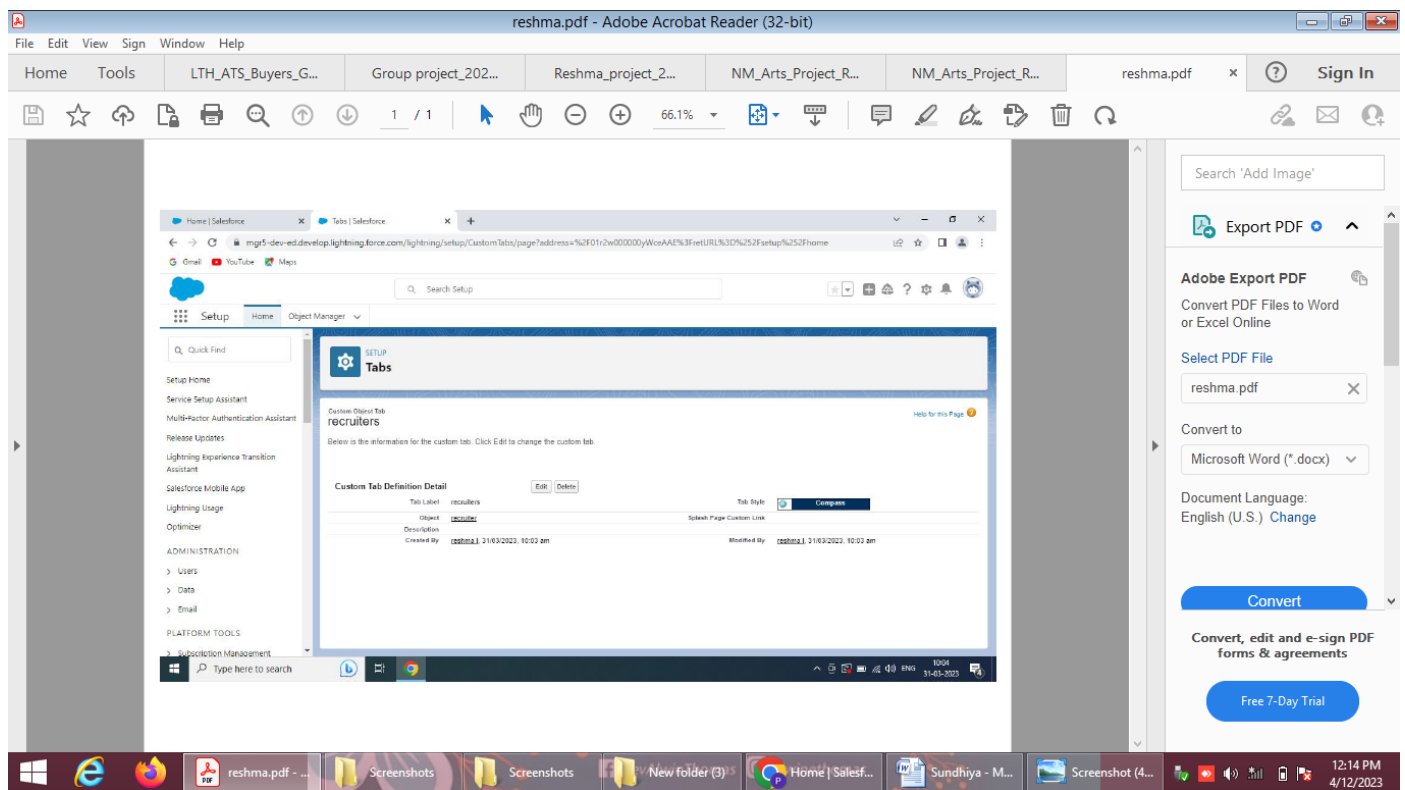
General Options

Activity 4:



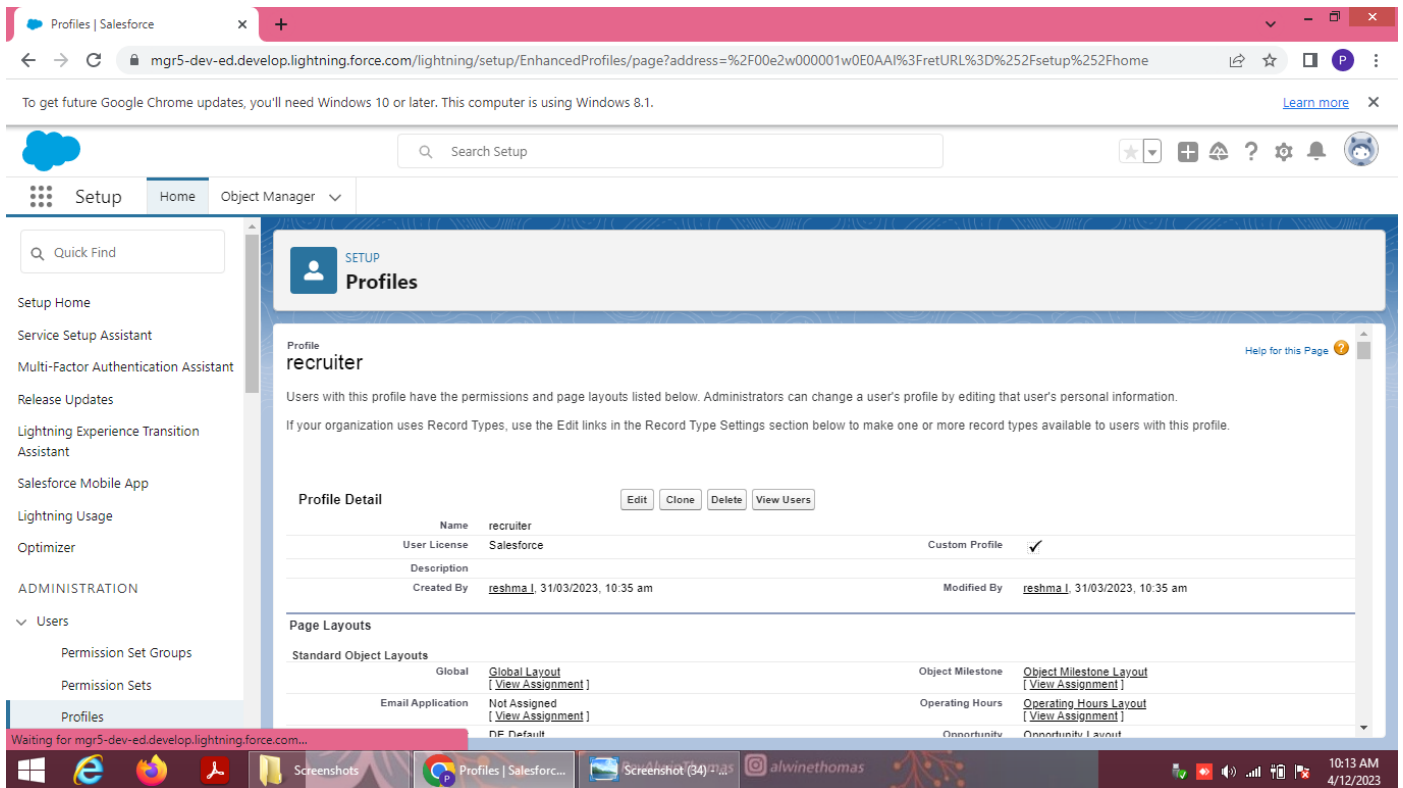
Milestone 4 – Tab:

Activity 1:

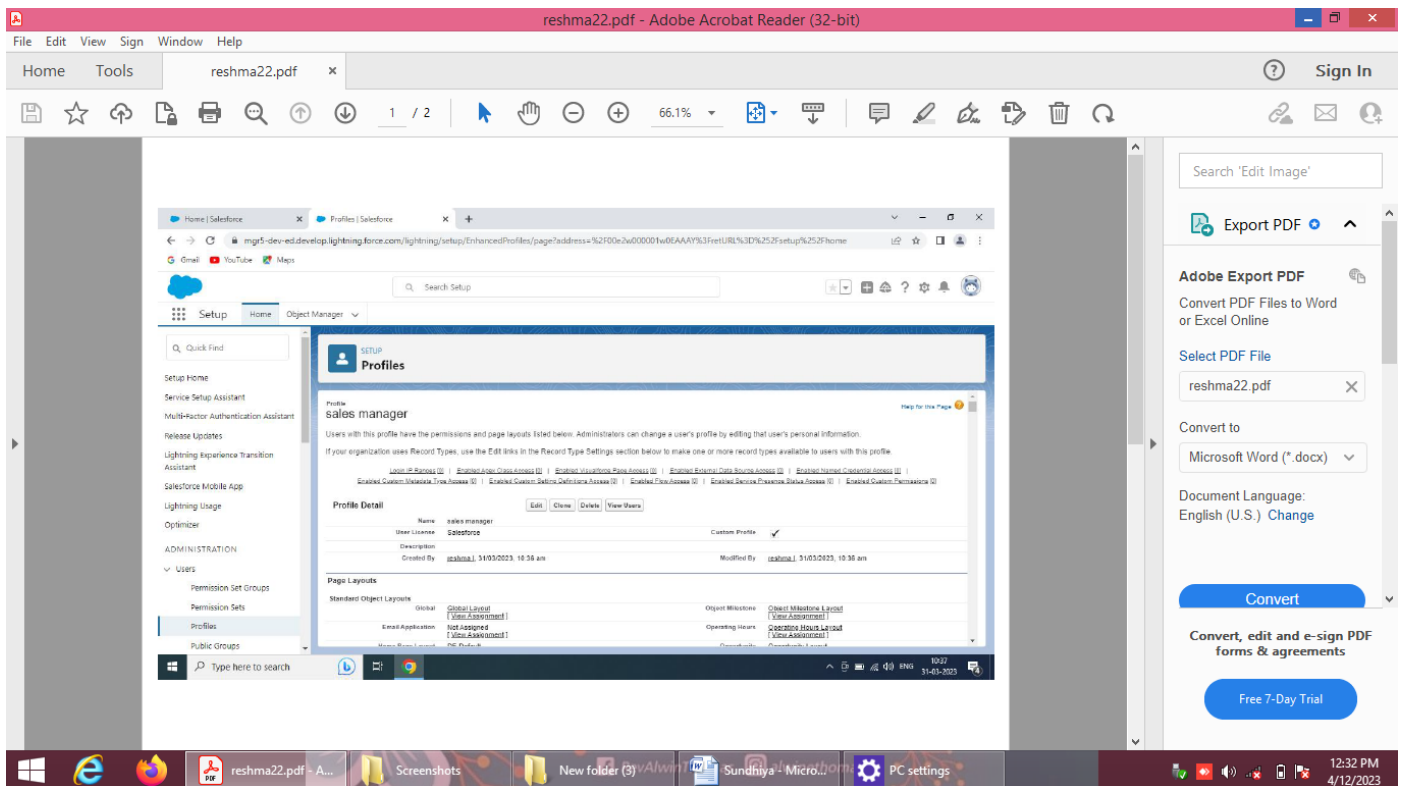


Milestone 5 – Profile:

Activiuty 1:

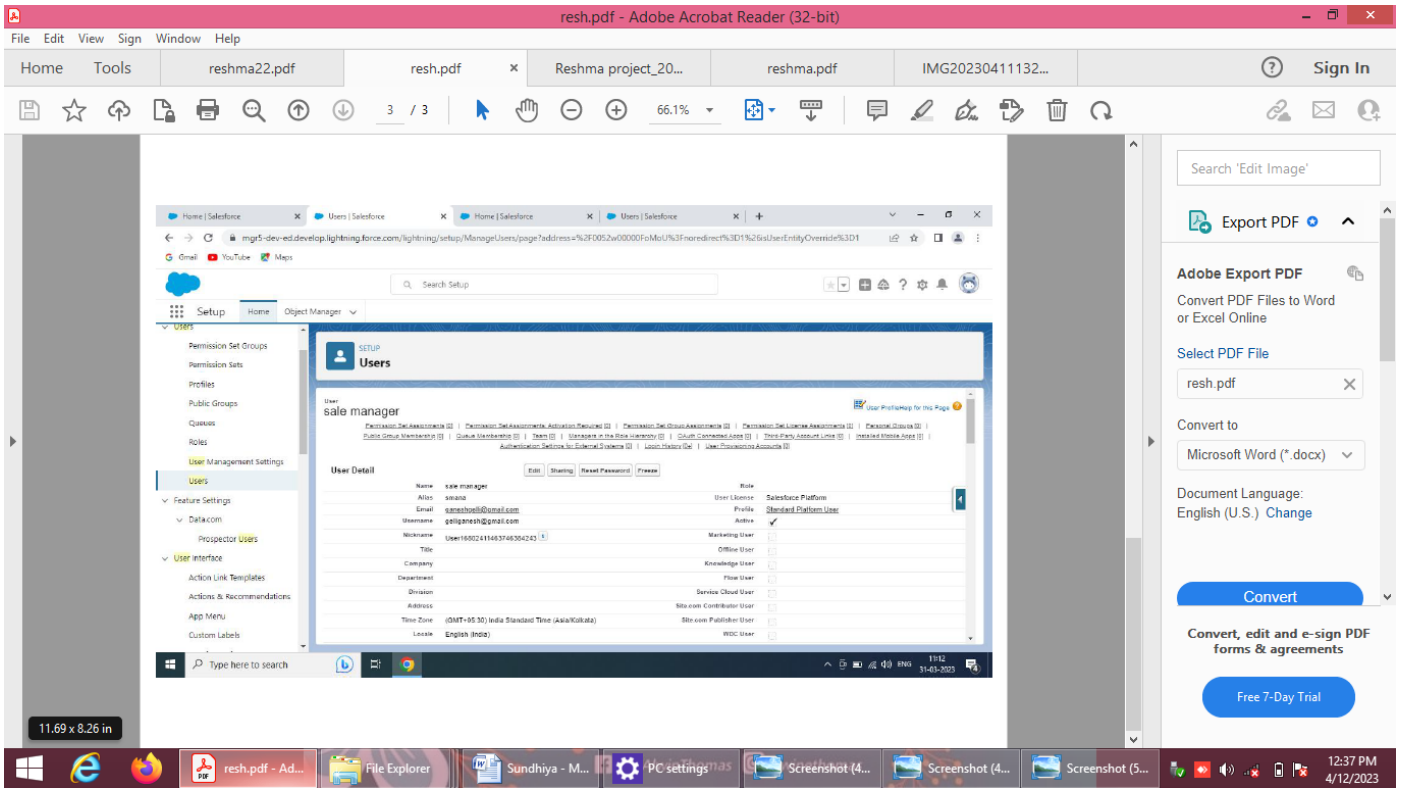


Activity 2:

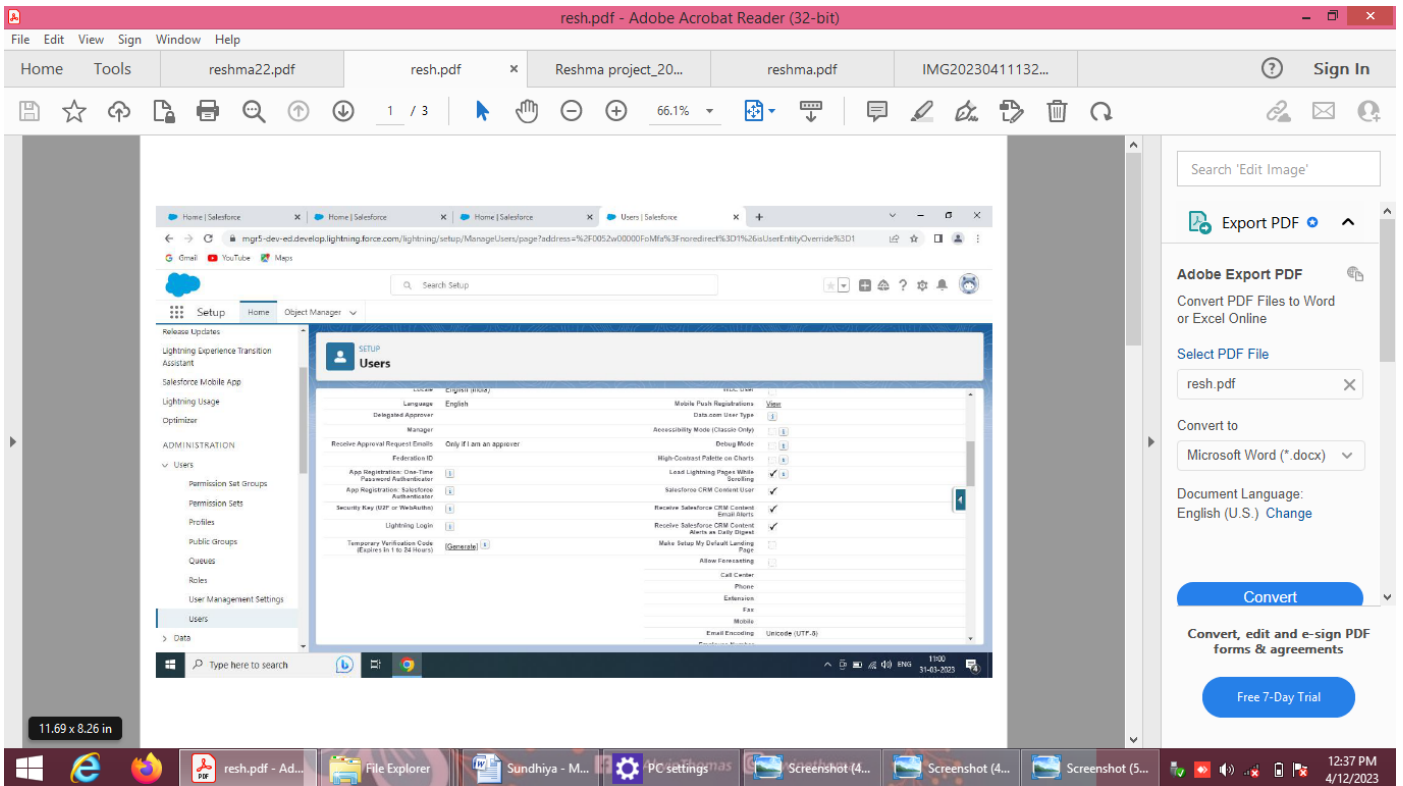


Milestone 6 – User:

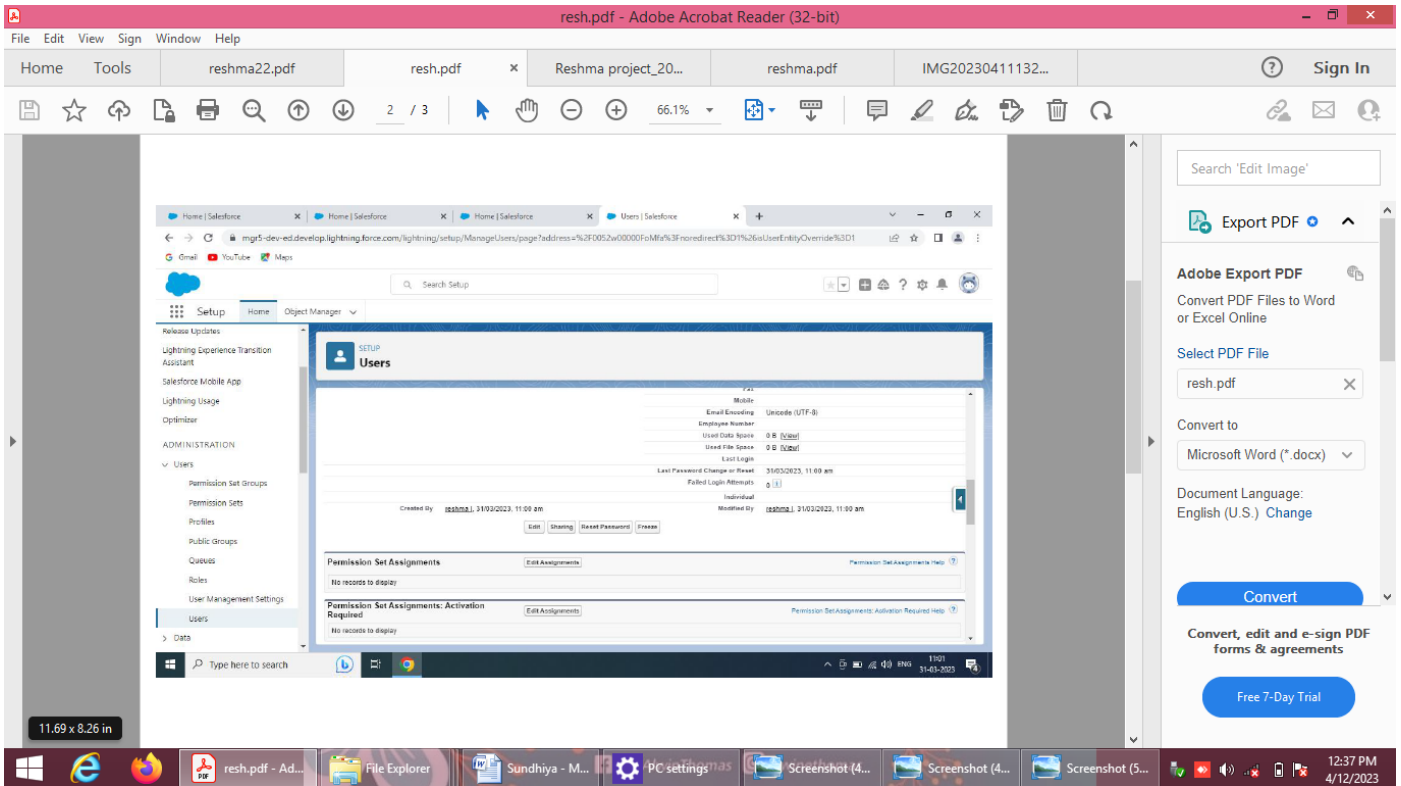
Activity 1:



Activity 2:

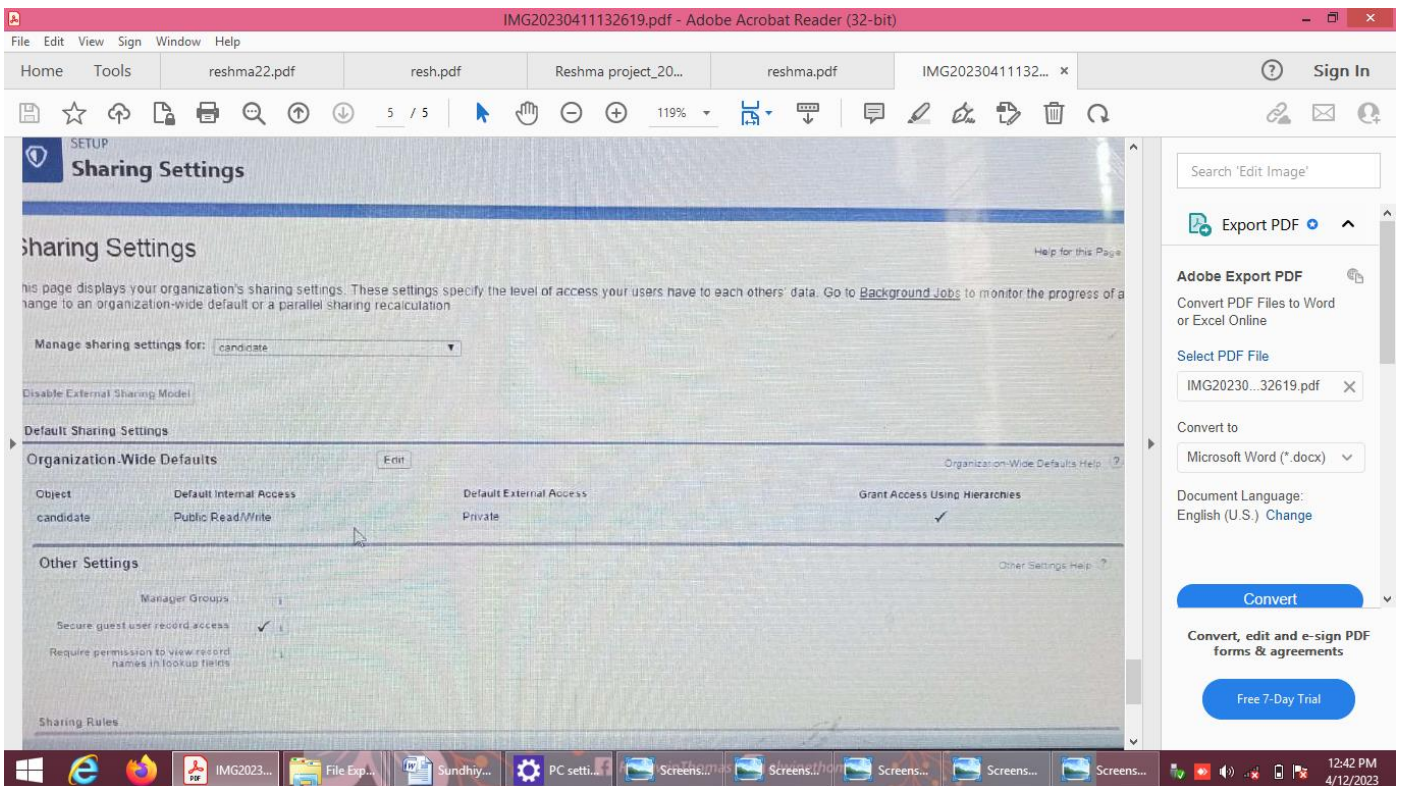


Activity 3:

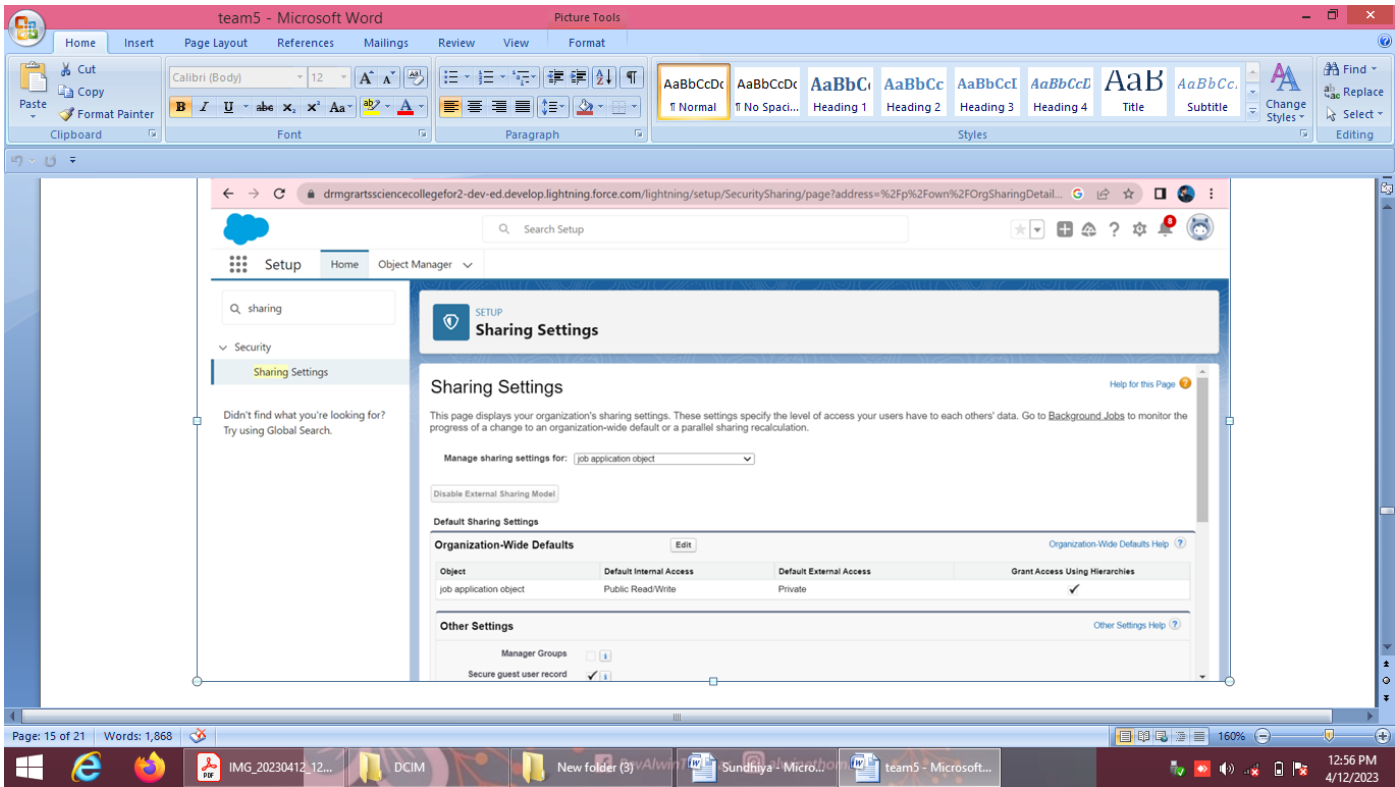


Milestone 7 – sharing rules:

Activity 1:

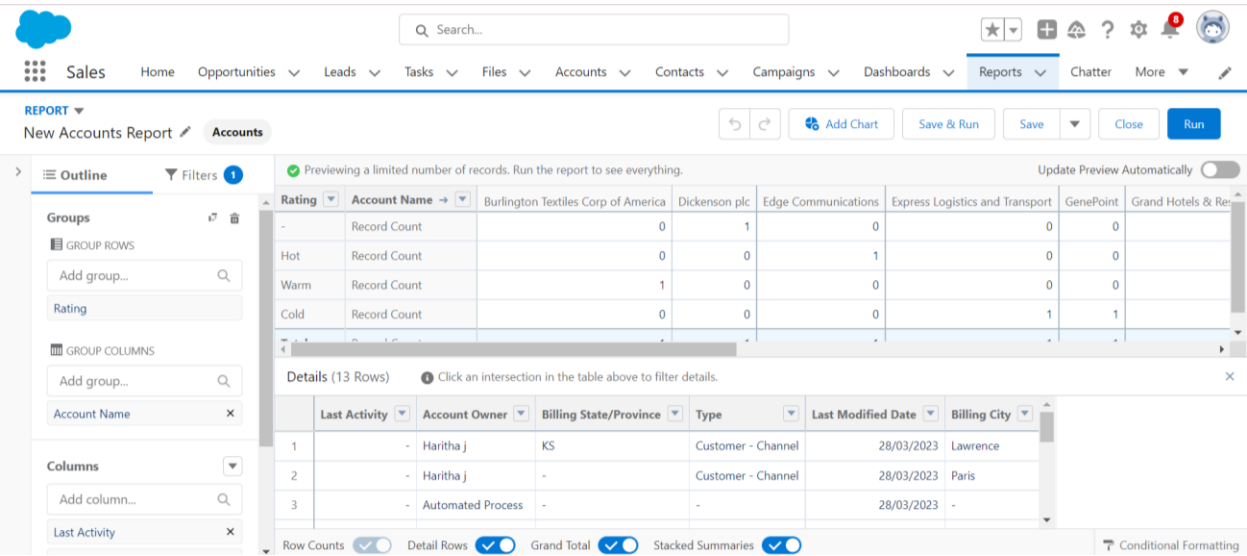


Activity 2 :




Milestone 8 – Report:








Activity 1:



Activity 2:



Q Search...



SalesHomeOpportunitiesLeadsTasksFilesAccountsContactsCampaignsDashboardsReportsChatterMore

REPORT
New job application objects Reportjob application objects

↶↷Add ChartSave & RunSaveCloseRun

OutlineFilters

Groups

GROUP ROWS

Add group...

job application object: ID

GROUP COLUMNS

job application object: Owner Name

job application object: job applic

Columns

Add column...

job application object: Owner Ro

Previewing a limited number of records. Run the report to see everything.

Update Preview Automatically

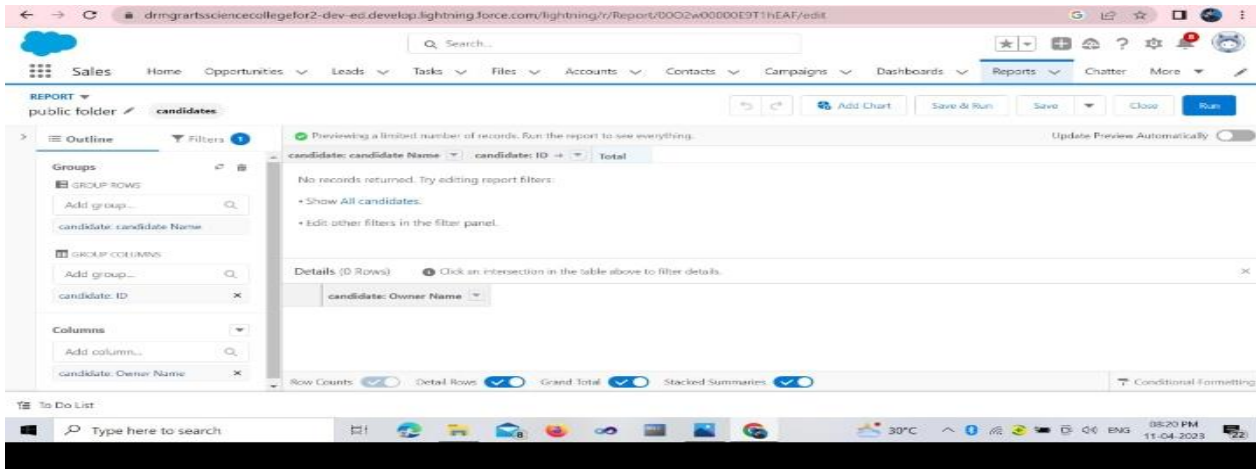
job application object: Owner Name		Total
job application object: ID	job application object: job application object Name	

No records returned. Try editing report filters.

Details (0 Rows) Click an intersection in the table above to filter details.

job application object: Owner Role

Row CountsDetail RowsSubtotalsGrand TotalStacked SummariesConditional Formatting



Trailhead Profile Public URL:

Team Lead - <https://trailblazer.me/id/reshi13>

Team Member 1 - <https://trailblazer.me/id/syuva22>

Team Member 2 - <https://trailblazer.me/id/rrashika>

Team Member 3 - <https://trailblazer.me/id/rroobiniv>

Advantages and Applicant tracking system advantages include **enabling you to focus more on tasks that truly require your attention rather than spending manual resources on routine, mundane tasks**. Good ATS can save almost 50% of your time by automating these routine tasks. In doing so, your processes get more efficient and faster.

disadvantages:

An ATS software allows you to speed up your recruitment process and save yourself a huge amount of time for more important tasks. Stop manually publishing your listing on job boards, one at a time, or sending follow up emails individually. An ATS allows you to do all that with just a few cl

Everyone agrees that it is overwhelming for recruiters to manually screen every incoming application for a new opening, given that each job offer receives on average 250 applications. It's a heavy work load for only 4 to 6 of the candidates make it to a face-to-face interview.

An [ATS](#) automates the initial screening of all applications, using algorithms to match candidates against job requirements. Those that do not meet minimum requirements are rejected and the rest is ranked according to qualification indicators.

This allows recruiters to stop wasting time with bad applicants and getting too tired to correctly identify promising profiles.

Studies show that recruiters spend an average of six seconds reviewing an individual resume. Even with this quick glance, recruiters may still spend a significant amount of cumulative time qualifying resumes, a process that can be automated and reduced with an ATS. If configured appropriately, the software can pre-screen questionnaires and perform basic resume-reading tasks through keyword searches, filtering out non-qualified candidates. Additionally, an ATS can create a talent pool by storing applications and information in a database for unsuccessful but strong candidates. The hiring team can tap into the database for future opportunities in the organization, saving time on the front end of the qualification process.

DISADVANTAGE

- A Disadvantage of ATS is missing qualified applicants due to wrong keyword selection.
- Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.
- .
- **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.
- **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.
- An Applicant Tracking System Disadvantage is that they are open to manipulation.

APPLICATIONS

An applicant tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

- Distribution/warehousing/manufacturing.
- Yard management.
- Fleet management.
- Person tracking.
- GPS tracking.
- Real-time locating systems (RTLS)

CONCLUSION

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. 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. This tool is very important for optimizing the hiring process with the help of [artificial intelligence and technology](#). As we move forward, the ATS tools are evolving and making the monotonous tasks easy.

FUTURE SCOPE

The world is moving into automation and AI, and leads way to the new age Applicant Tracking System(ATS). Read further to understand what the future might be like for the ATS. The world knows that Applicant Tracking Systems (ATS) made their way into the recruitment domain just a few years ago. Although, previously, ATS 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 ATS definitely looks bright. Read on to find out more about the evolution of Applicant Tracking Systems and how the same has been beneficial for the new breed of recruiters.

