PROJECT REPORT TEMPLATE

JOB APPLICATION TRACKING SYSTEM

TEAM ID: NM2023TMID18224

1 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 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 & short listing 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 evaluates 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

Efficiency.

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 letting 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.

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 candidates 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, this benefits your employer brand and increases the attractiveness of your organization over competitors.

2 PROBLEM DEFINITION &DESIGN THINKING

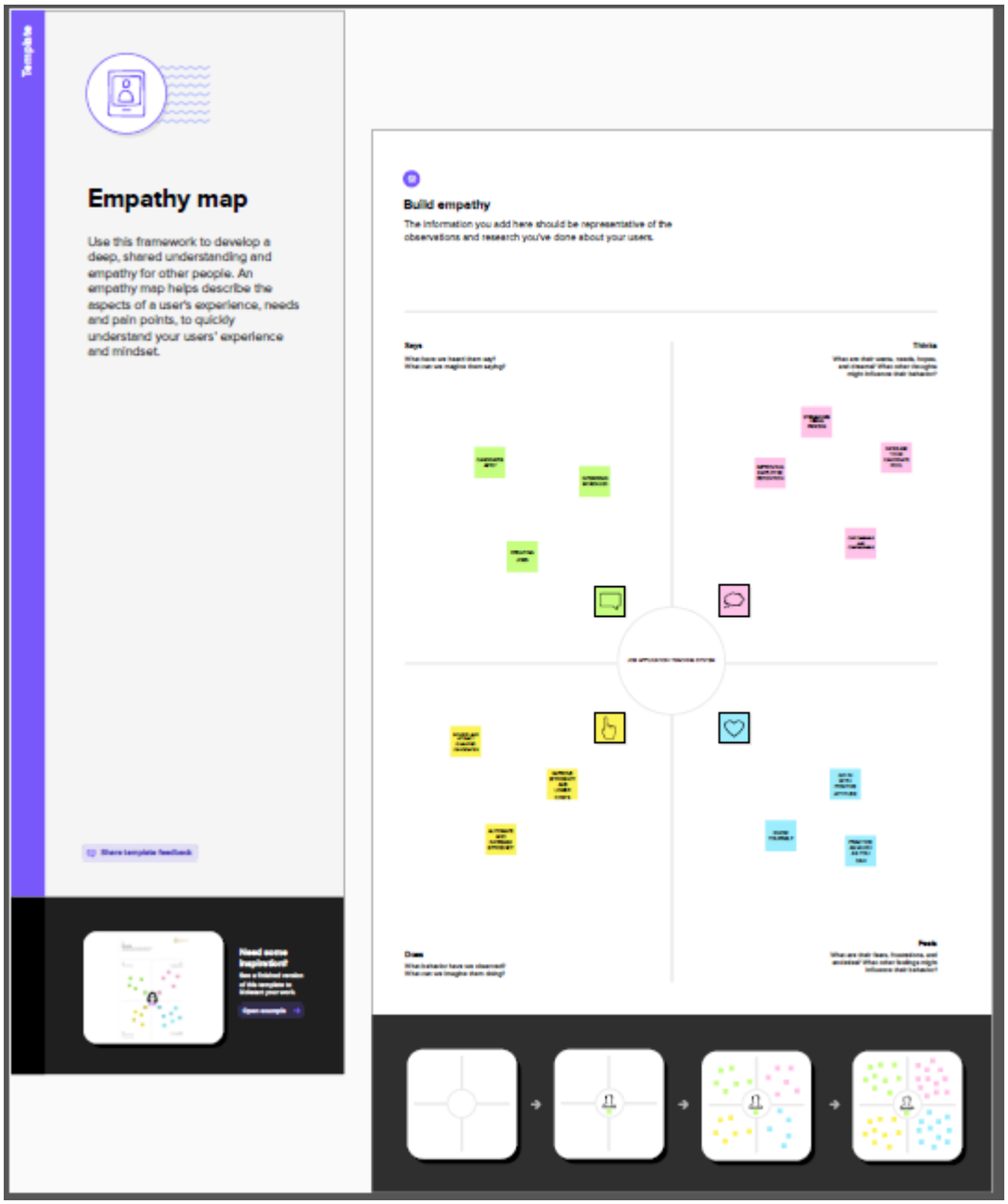
2.1 EMPATHY MAP

An empathy map is a collaborative visualization used to articulate what we know about a particular type of user. It externalizes knowledge about users in order to

1) Create a shared understanding of user needs, and

2) Aid in decision making

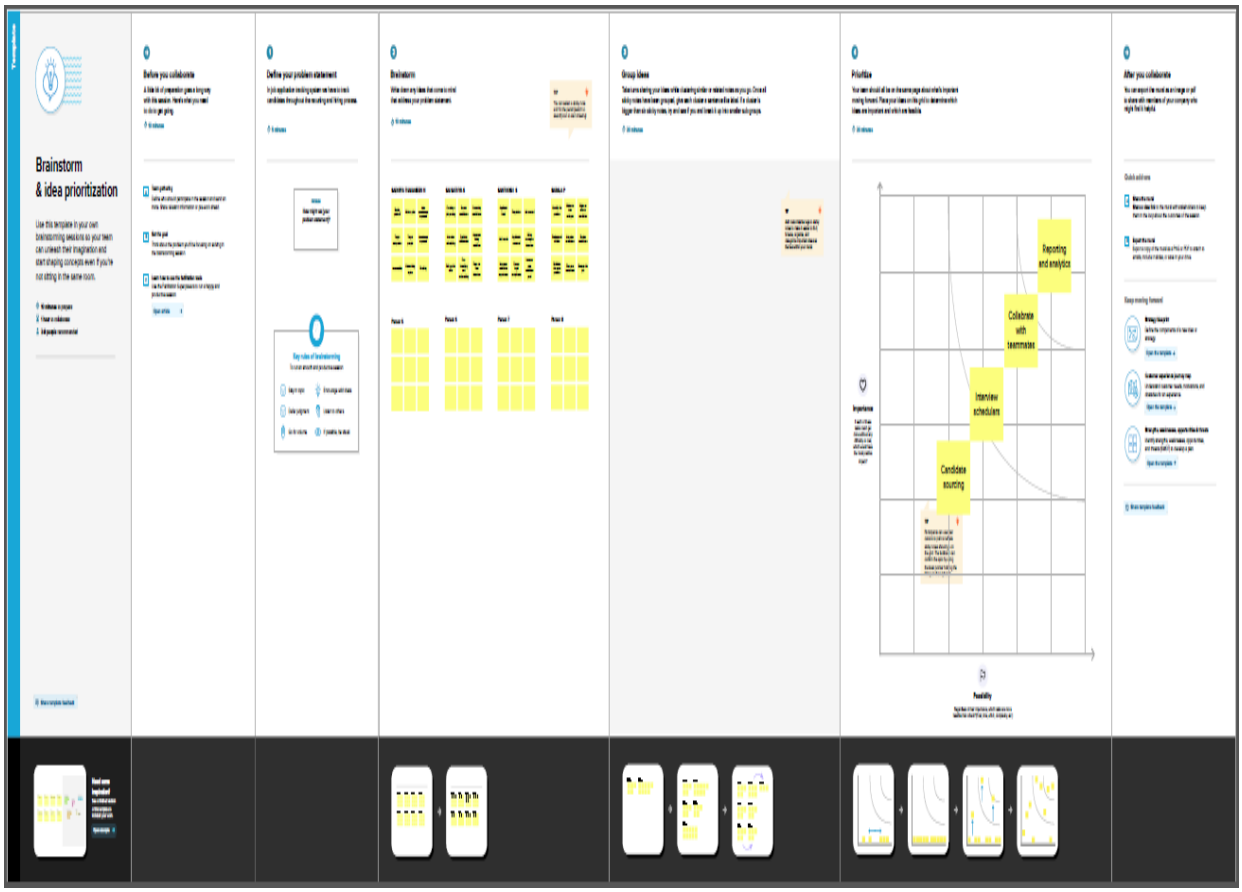
Empathy map:


Template
Empathy map
Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs and pain points, to quickly understand your users' experience and mindset.
Share template feedback
Open example
Build empathy
The information you add here should be representative of the observations and research you've done about your users.
Says
Thinks
Does
Feels

2.2 IDEATION AND BRAINSTROMING MAP

Brainstorming is a group problem-solving method that involves the spontaneous contribution of creative ideas and solutions. This technique requires intensive, freewheeling discussion in which every member of the group is encouraged to think aloud and suggest as many ideas as possible based on their diverse knowledge.

Brainstorming map:



3 RESULT

3.1 DATA MODEL:

<table>
<tr><th>OBJECT NAME</th><th>FIELDS IN THE OBJECT</th></tr>
<tr><td>1.Recruiter</td><td>
<table>
<tr><th>Field label</th><th>Data type</th></tr>
<tr><td>Created by</td><td>Lookup(user)</td></tr>
<tr><td>Description</td><td>Text area(225)</td></tr>
<tr><td>Last modified by</td><td>Look up (user)</td></tr>
<tr><td>Location</td><td>Text(30)</td></tr>
<tr><td>Recommendation</td><td>Master-detail(recommendation)</td></tr>
<tr><td>Recruiter number</td><td>Auto number</td></tr>
<tr><td>Recruitment</td><td>Text(30)</td></tr>
</table>
</td></tr>
<tr><td>2.A Candidate</td><td>
<table>
<tr><th>Field label</th><th>Data type</th></tr>
<tr><td>Candidate name</td><td>Auto number</td></tr>
<tr><td>Created by</td><td>Look up(user)</td></tr>
<tr><td>Last modified by</td><td>Look up(user)</td></tr>
<tr><td>Owner</td><td>Look up(user group)</td></tr>
</table>
</td></tr>
<tr><td>3.Job</td><td>
<table>
<tr><th>Field label</th><th>Data type</th></tr>
<tr><td>Job name</td><td>Auto number</td></tr>
<tr><td>Created by</td><td>Look up(user)</td></tr>
<tr><td>Last modified by</td><td>Look up(user)</td></tr>
<tr><td>Owner</td><td>Look up(user group)</td></tr>
</table>
</td></tr>
<tr><td>4. Job Application Object</td><td>
<table>
<tr><th>Field label</th><th>Data type</th></tr>
<tr><td>Job Application Object name</td><td>Auto number</td></tr>
<tr><td>Created by</td><td>Look up(user)</td></tr>
</table>
</td></tr>
</table>

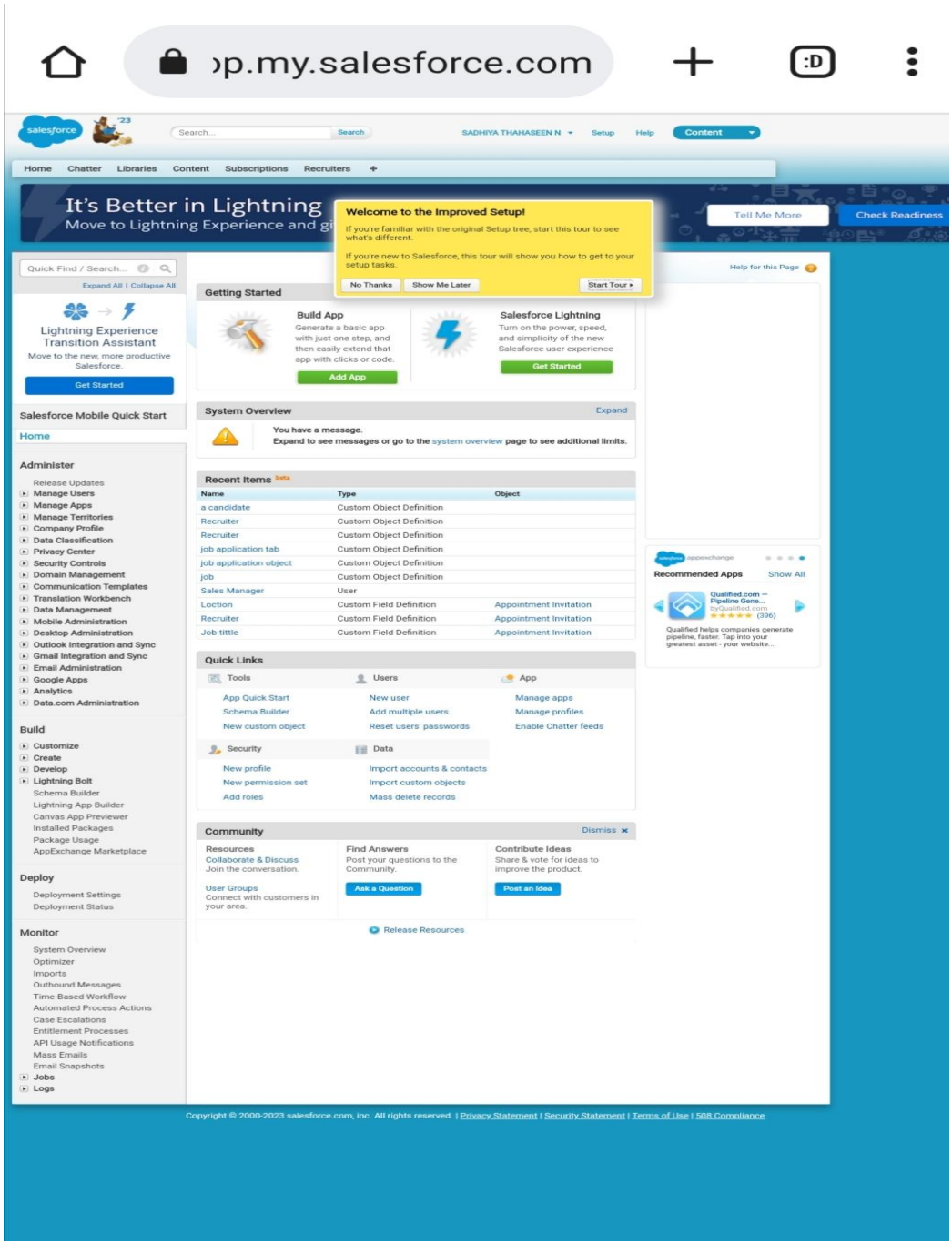
	Last modified by	Look up(user)
	Owner	Look up(user group)
5.Job Application Tab		

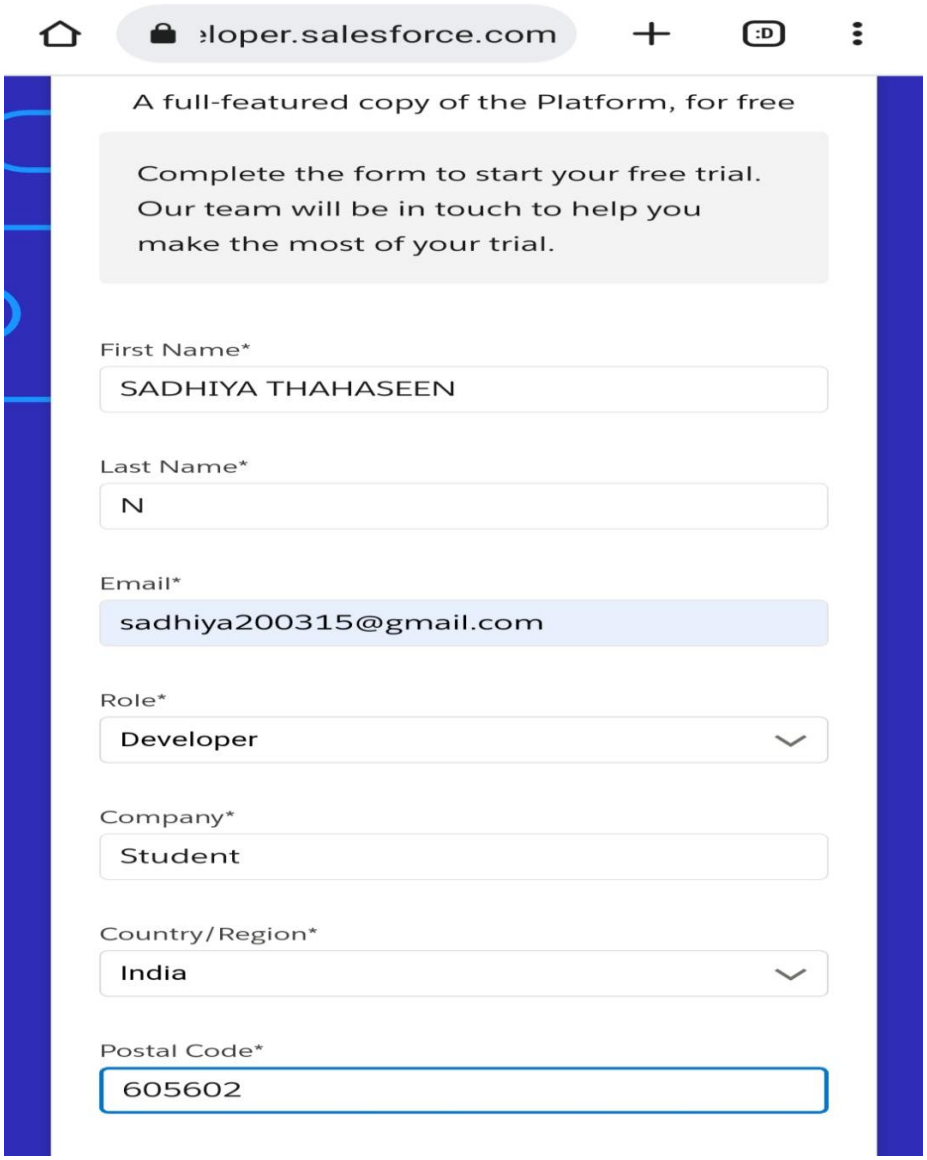
Field label	Data type
Job Application Tab name	Auto number
Created by	Look up(user)
Last modified by	Look up(user)
Owner	Look up(user group)

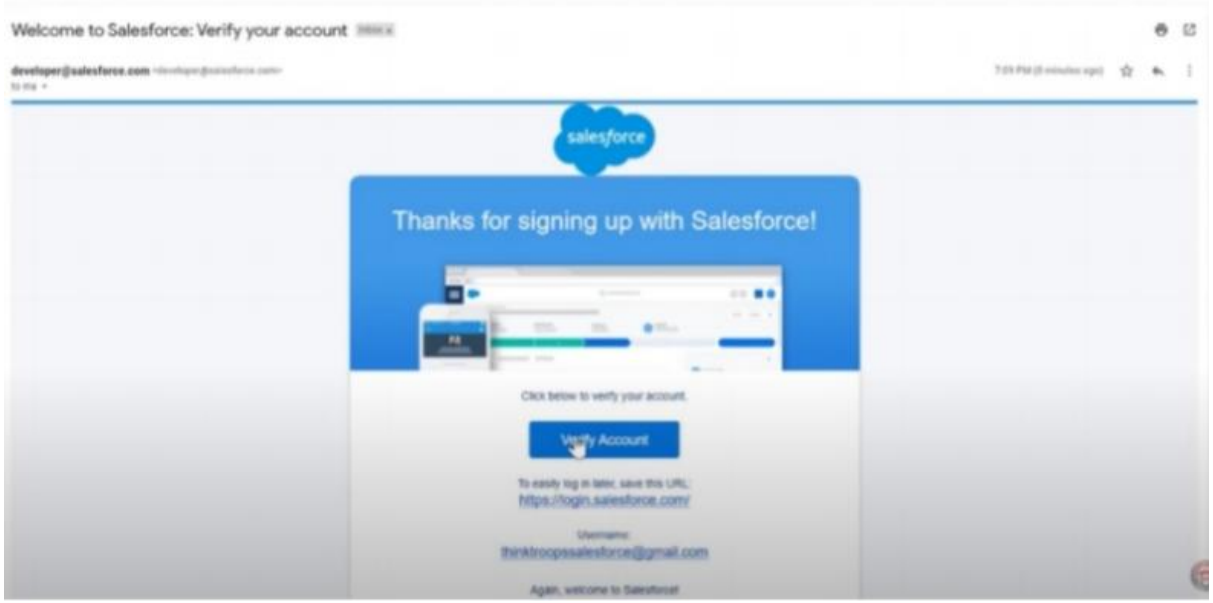
MILESTONE 1: SALESFORCE

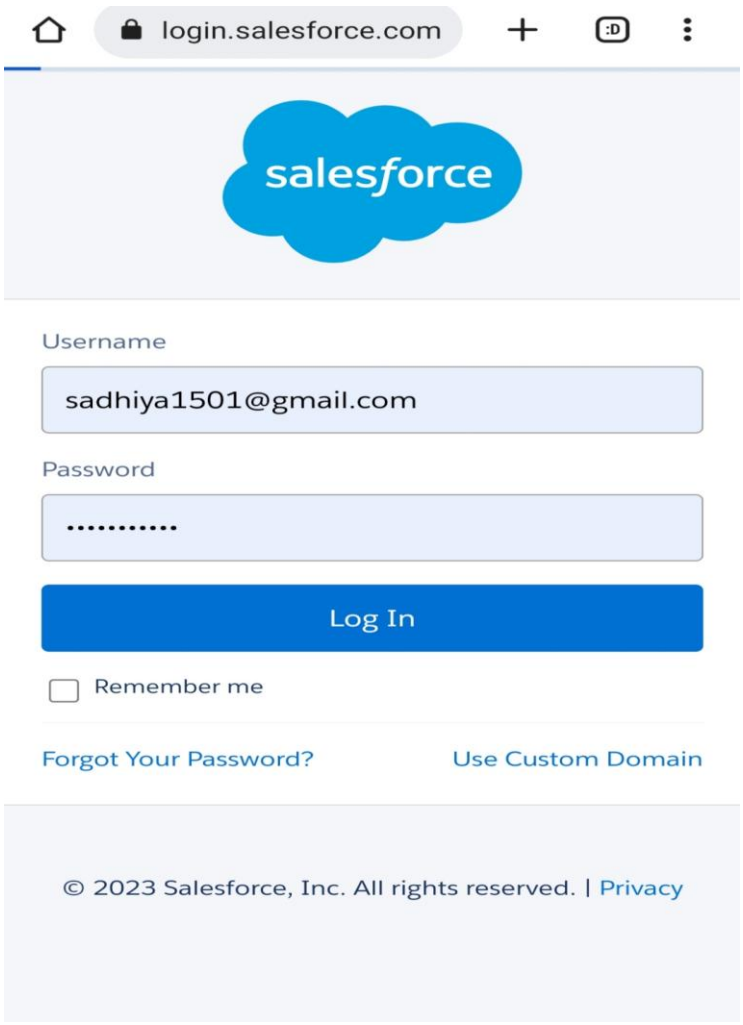
ACTIVITY 1:

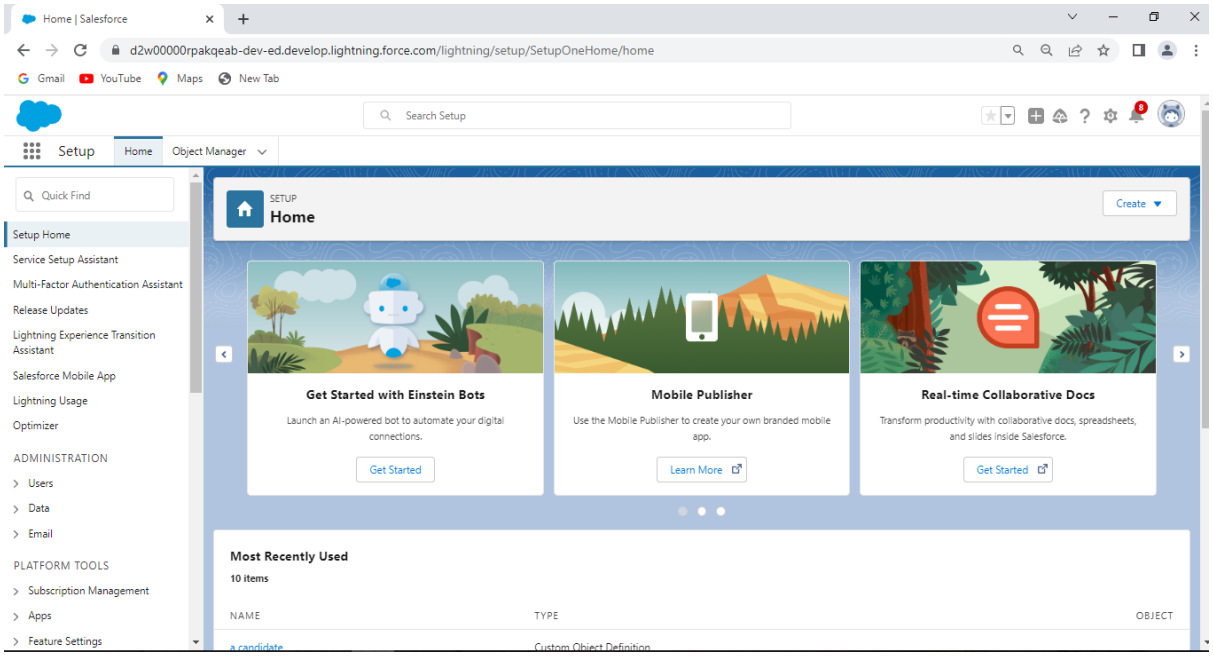
Creating a salesforce developer org:


p.my.salesforce.com
Search...
Search
SADHIYA THAHASEEN N
Setup
Help
Content
Home
Chatter
Libraries
Content
Subscriptions
Recruiters
It's Better in Lightning
Move to Lightning Experience and gi
Welcome to the Improved Setup!
If you're familiar with the original Setup tree, start this tour to see what's different.
If you're new to Salesforce, this tour will show you how to get to your setup tasks.
No Thanks
Show Me Later
Start Tour
Tell Me More
Check Readiness
Quick Find / Search...
Expand All | Collapse All
Lightning Experience Transition Assistant
Move to the new, more productive Salesforce.
Get Started
Salesforce Mobile Quick Start
Home
Administer
Release Updates
Manage Users
Manage Apps
Manage Territories
Company Profile
Data Classification
Privacy Center
Security Controls
Domain Management
Communication Templates
Translation Workbench
Data Management
Mobile Administration
Desktop Administration
Outlook Integration and Sync
Gmail Integration and Sync
Email Administration
Google Apps
Analytics
Data.com Administration
Build
Customize
Create
Develop
Lightning Bolt
Schema Builder
Lightning App Builder
Canvas App Previewer
Installed Packages
Package Usage
AppExchange Marketplace
Deploy
Deployment Settings
Deployment Status
Monitor
System Overview
Optimizer
Imports
Outbound Messages
Time-Based Workflow
Automated Process Actions
Case Escalations
Entitlement Processes
API Usage Notifications
Mass Emails
Email Snapshots
Jobs
Logs
Help for this Page
Getting Started
Build App
Generate a basic app with just one step, and then easily extend that app with clicks or code.
Add App
Salesforce Lightning
Turn on the power, speed, and simplicity of the new Salesforce user experience
Get Started
System Overview
Expand
You have a message.
Expand to see messages or go to the system overview page to see additional limits.
Recent Items
Name
Type
Object
a candidate
Custom Object Definition
Recruiter
Custom Object Definition
Recruiter
Custom Object Definition
job application tab
Custom Object Definition
job application object
Custom Object Definition
job
Custom Object Definition
Sales Manager
User
Loction
Custom Field Definition
Appointment Invitation
Recruiter
Custom Field Definition
Appointment Invitation
Job tittle
Custom Field Definition
Appointment Invitation
Quick Links
Tools
App Quick Start
Schema Builder
New custom object
Users
New user
Add multiple users
Reset users' passwords
App
Manage apps
Manage profiles
Enable Chatter feeds
Security
New profile
New permission set
Add roles
Data
Import accounts & contacts
Import custom objects
Mass delete records
Community
Dismiss
Resources
Collaborate & Discuss
Join the conversation.
User Groups
Connect with customers in your area.
Find Answers
Post your questions to the Community.
Ask a Question
Contribute Ideas
Share & vote for ideas to improve the product.
Post an Idea
Release Resources
Recommended Apps
Show All
Qualified.com – Pipeline Gene...
byQualified.com
(396)
Qualified helps companies generate pipeline, faster. Tap into your greatest asset - your website...
Copyright © 2000-2023 salesforce.com, inc. All rights reserved. | Privacy Statement | Security Statement | Terms of Use | 508 Compliance


eloper.salesforce.com
A full-featured copy of the Platform, for free
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*
SADHIYA THAHASEEN
Last Name*
N
Email*
sadhiya200315@gmail.com
Role*
Developer
Company*
Student
Country/Region*
India
Postal Code*
605602


Welcome to Salesforce: Verify your account
salesforce
Thanks for signing up with Salesforce!
Click below to verify your account.
Verify Account
To easily log in later, save this URL:
https://login.salesforce.com/
Username:
thinktroopssalesforce@gmail.com
Again, welcome to Salesforce!

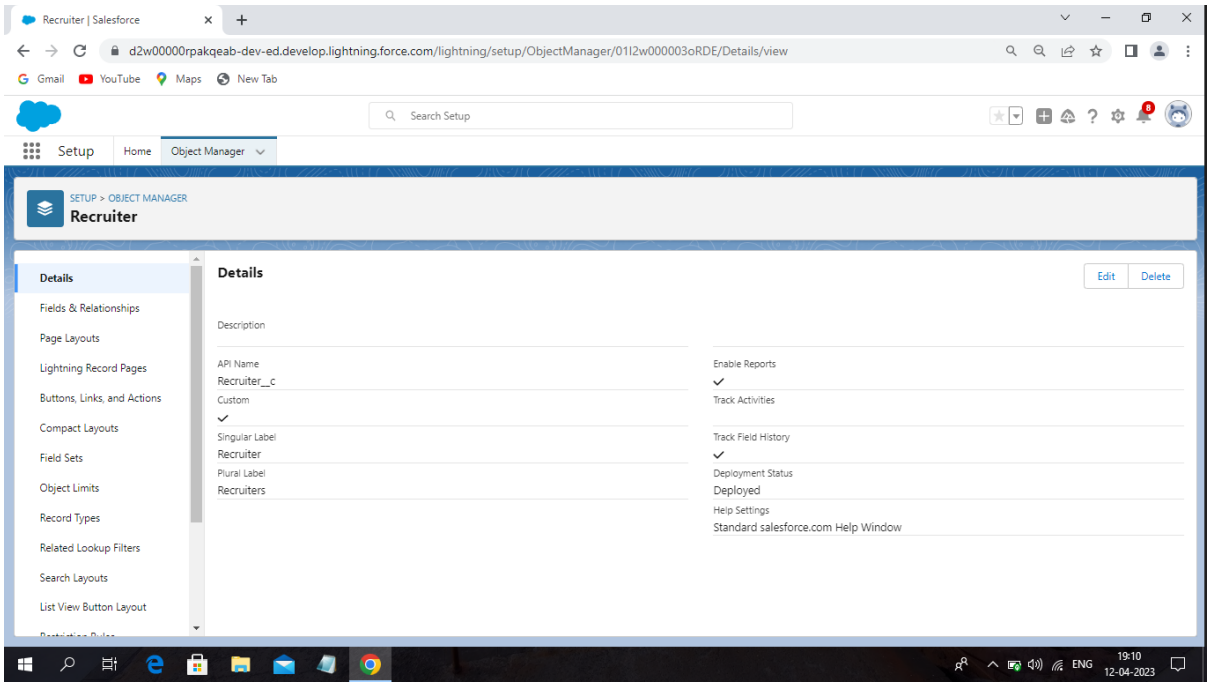

login.salesforce.com
salesforce
Username
sadhiya1501@gmail.com
Password
Log In
Remember me
Forgot Your Password?
Use Custom Domain
© 2023 Salesforce, Inc. All rights reserved. | Privacy


Home | Salesforce
d2w00000rpakqeab-dev-ed.develop.lightning.force.com/lightning/setup/SetupOneHome/home
Gmail
YouTube
Maps
New Tab
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
Data
Email
PLATFORM TOOLS
Subscription Management
Apps
Feature Settings
SETUP
Home
Create
Get Started with Einstein Bots
Launch an AI-powered bot to automate your digital connections.
Get Started
Mobile Publisher
Use the Mobile Publisher to create your own branded mobile app.
Learn More
Real-time Collaborative Docs
Transform productivity with collaborative docs, spreadsheets, and slides inside Salesforce.
Get Started
Most Recently Used
10 items
NAME
TYPE
OBJECT
a candidate
Custom Object Definition

MILESTONE 2-OBJECT:

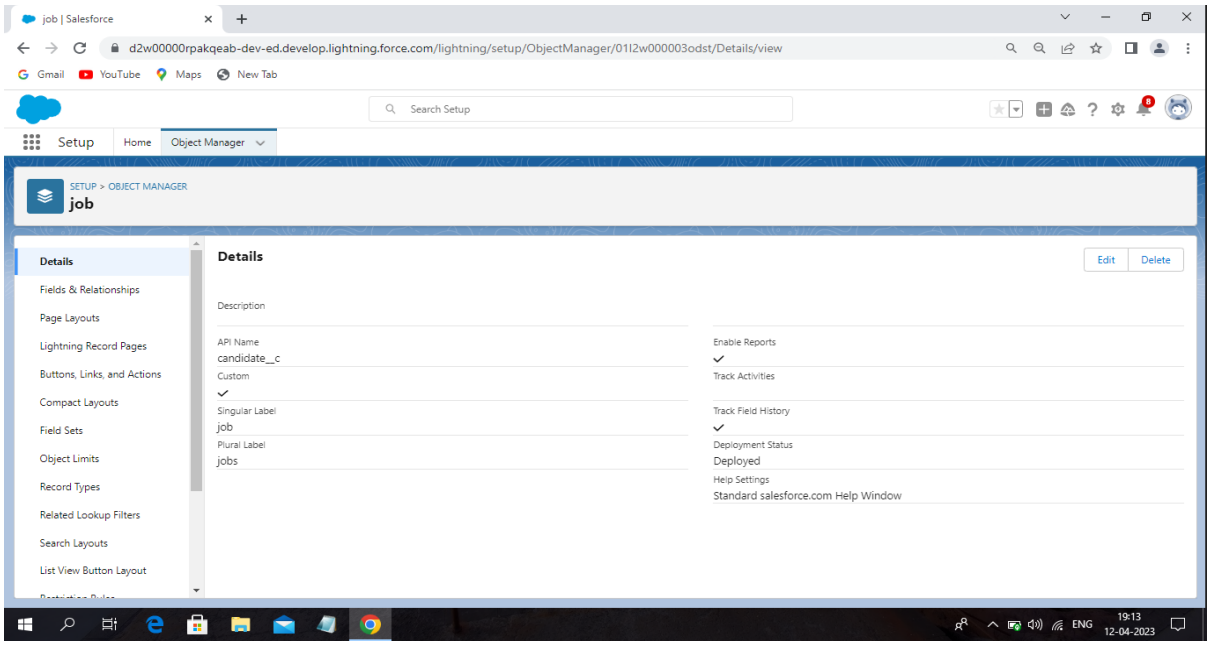
ACTIVITY 1:

Creating a custom object for Recruiter:

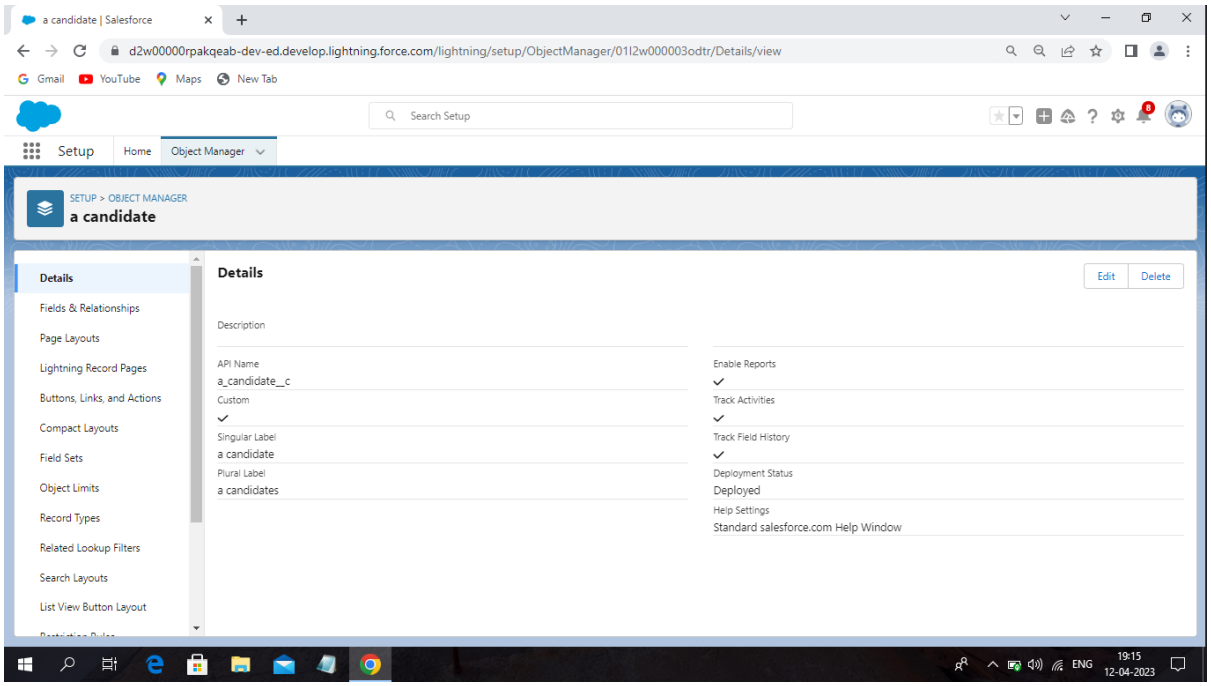


ACTIVITY 2:

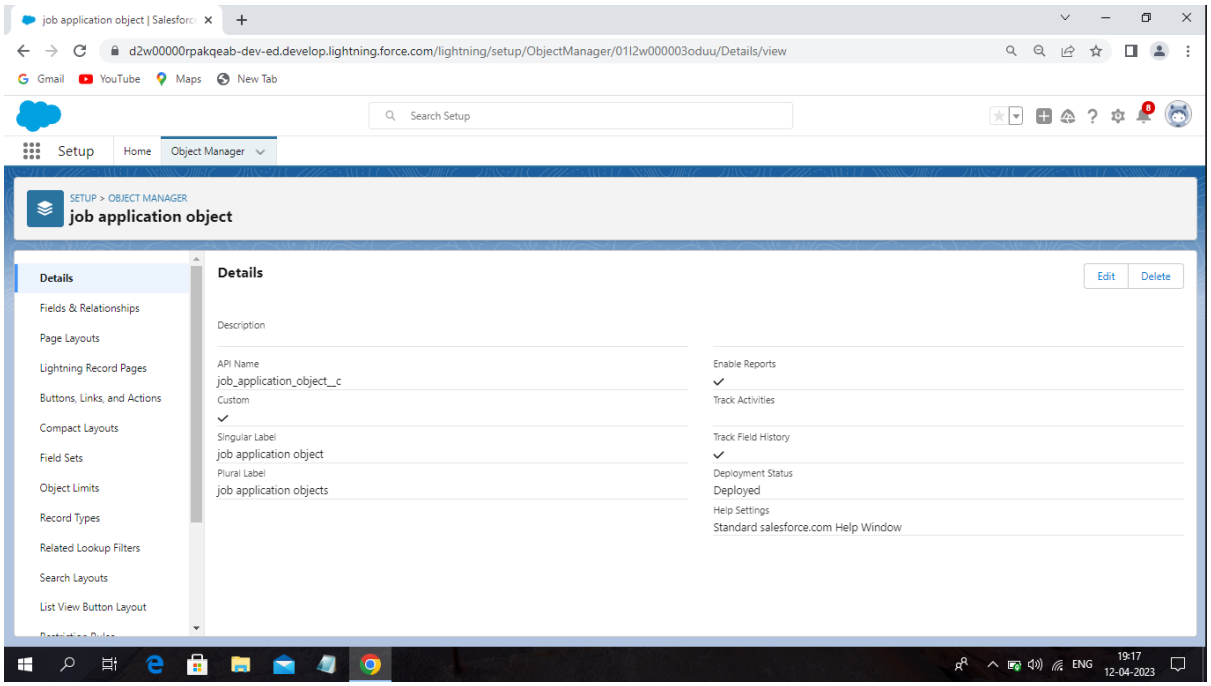
Creating a custom object for Job:



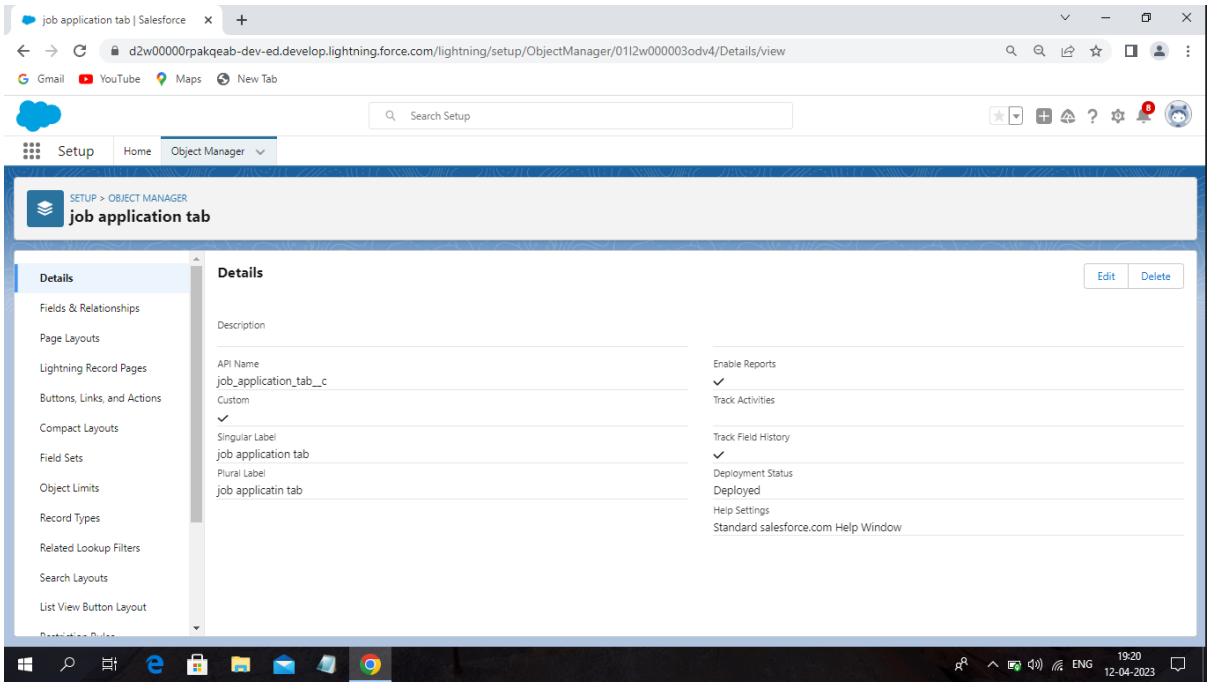
Creating a custom object for Candidate:



Creating a custom object for Job Application Object:



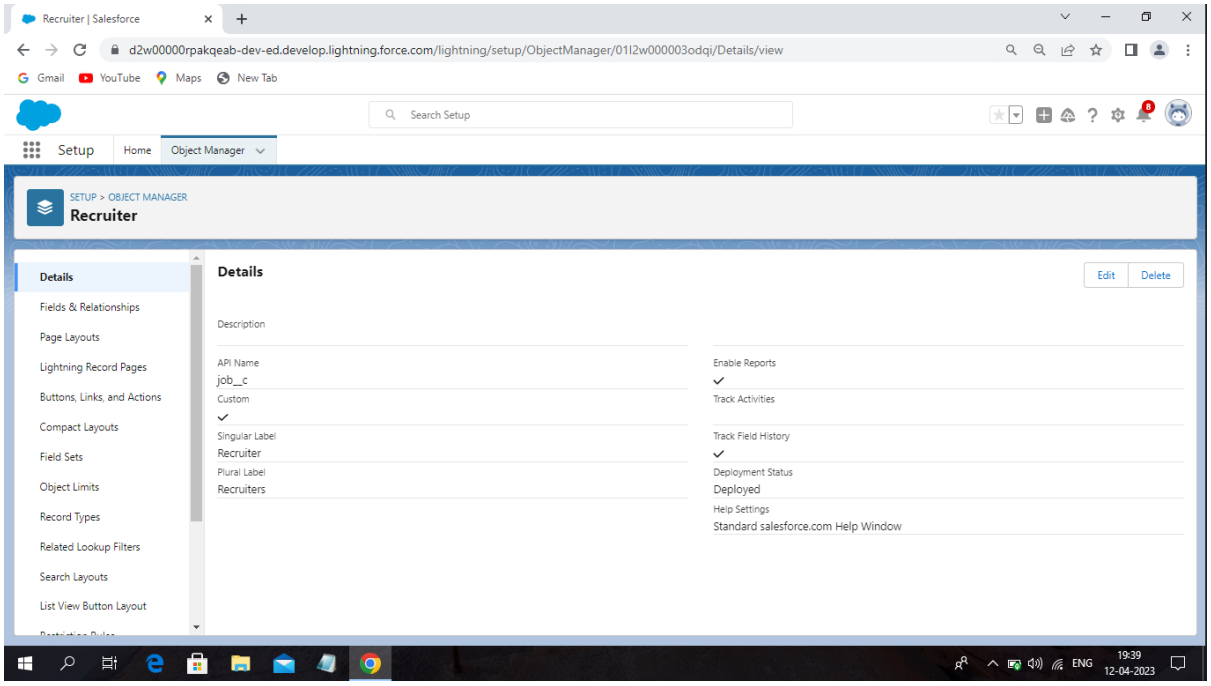
Creating a custom object for Job Application Tab:



MILESTONE 3

ACTIVITY :

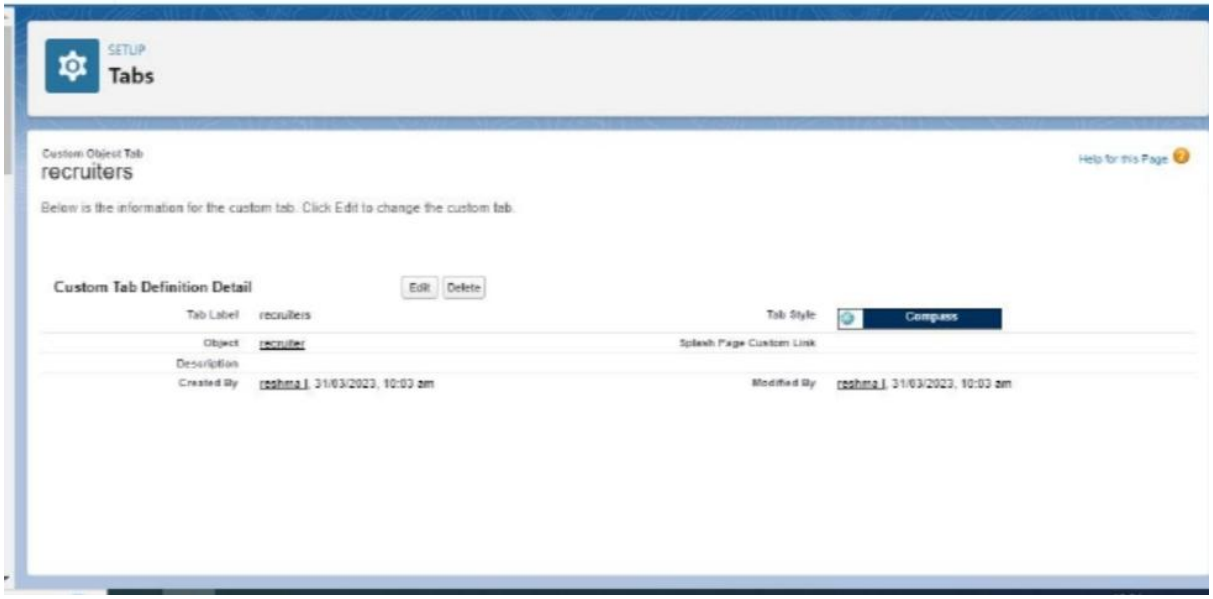
Creating the custom fields:



MILESTONE 4- TAB

ACTIVITY:

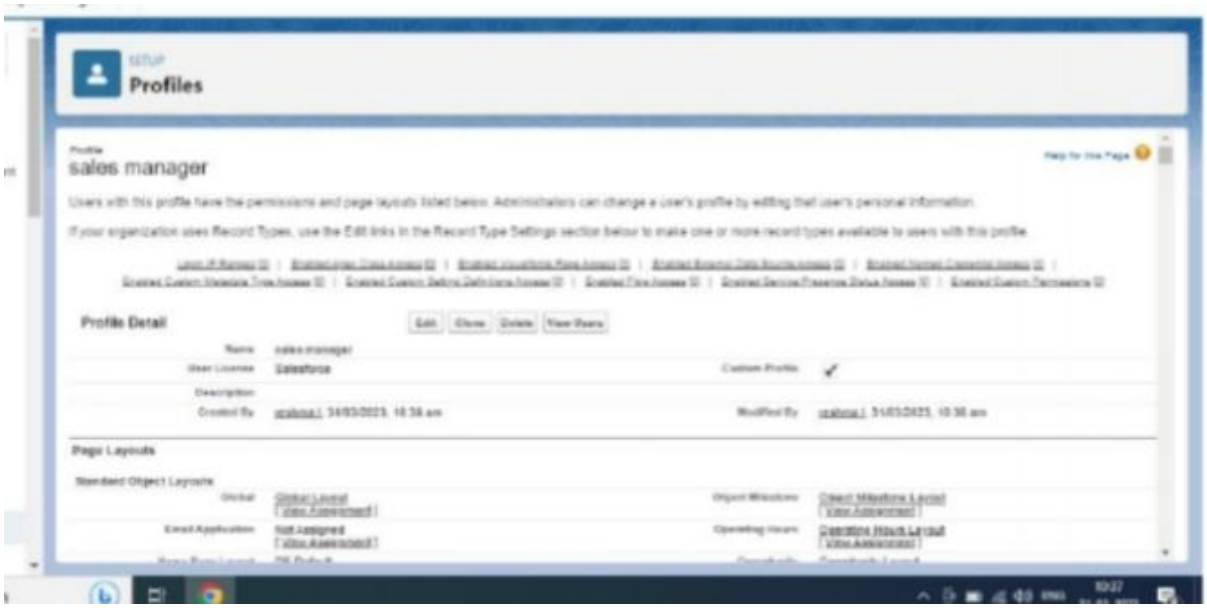
Create a tab:



MILESTONE 5-PROFILE

ACTIVITY:

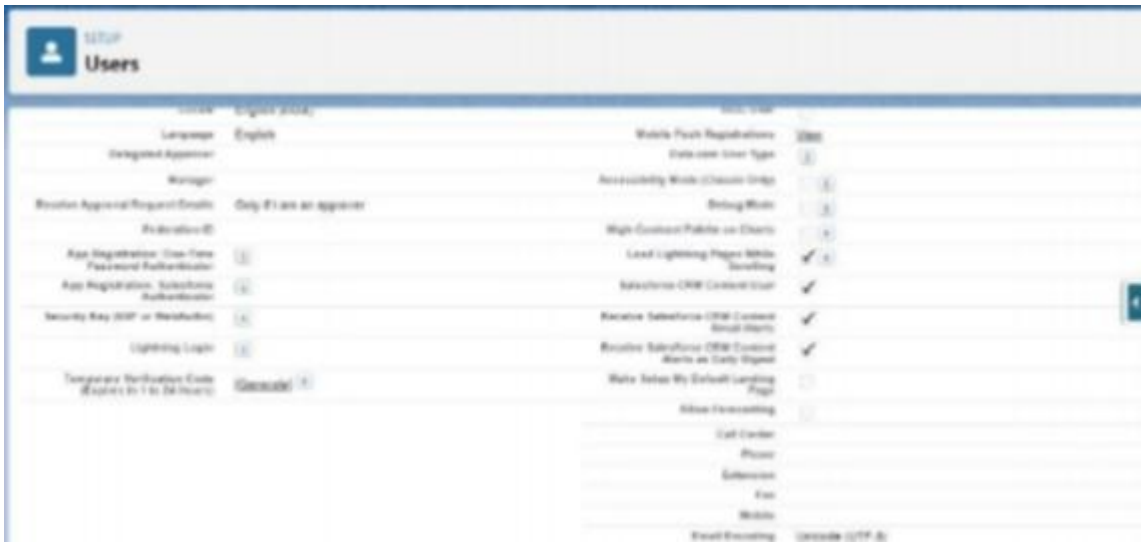
Creating a custom profile:



MILESTONE 6-USER

ACTIVITY:

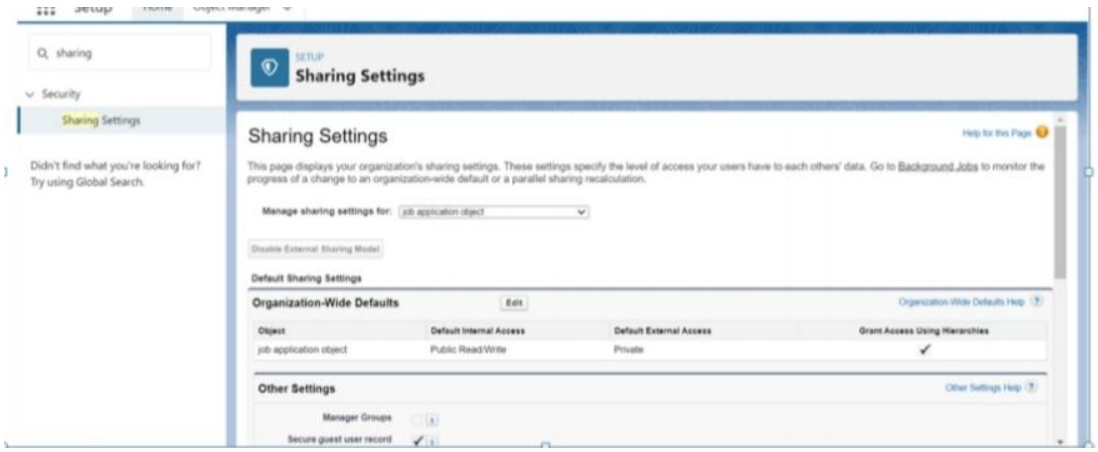
To create a user:



MILESTONE 7-SHARING RULES

ACTIVITY:

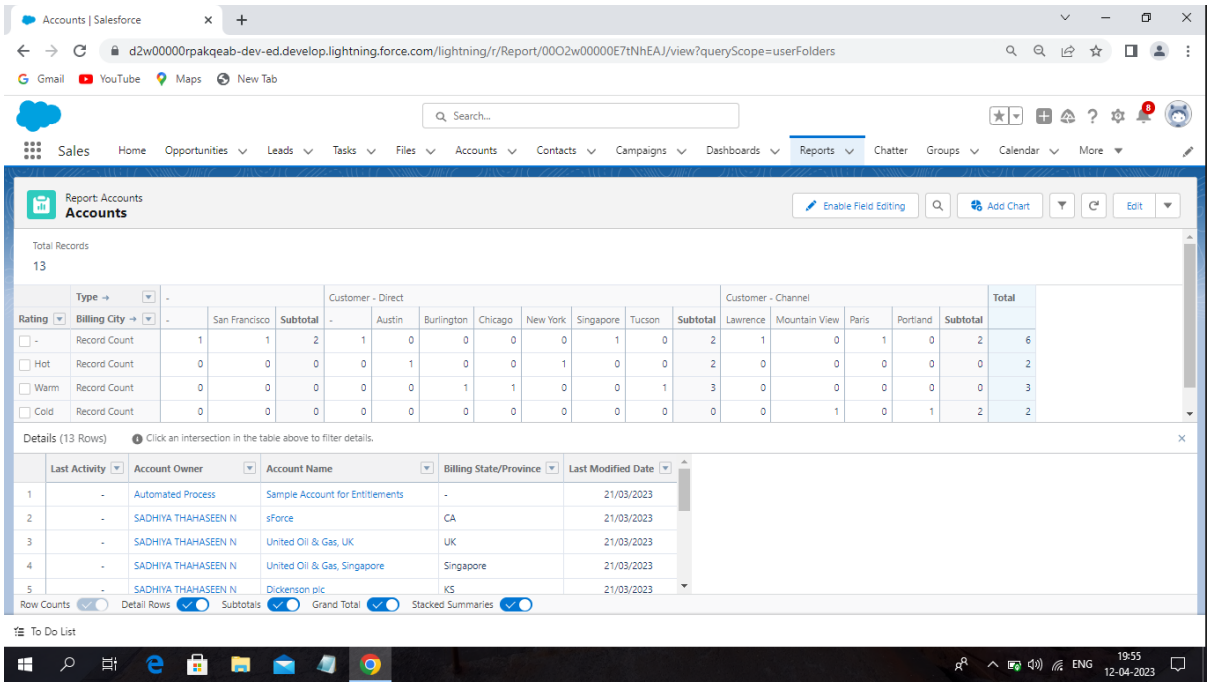
Create a sharing rule:



MILESTONE 8-REPORTS

ACTIVITY:

Create a report:



TRAILHEAD PROFILE PUBLIC URL

Team Lead- https://trailblazer.me/id/thahaseen

Team Member 1 –https://trailblazer.me/id/saisathiyasai0054

Team Member 2 –https://trailblazer.me/id/santhoshsan555

Team Member 3 –https://trailblazer.me/id/saralasara123

4 ADVANTAGES

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.

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.

DISADVANTAGES

- 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.

6 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)

7 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.