

Project Report Template

1 Introduction

1.1 Overview

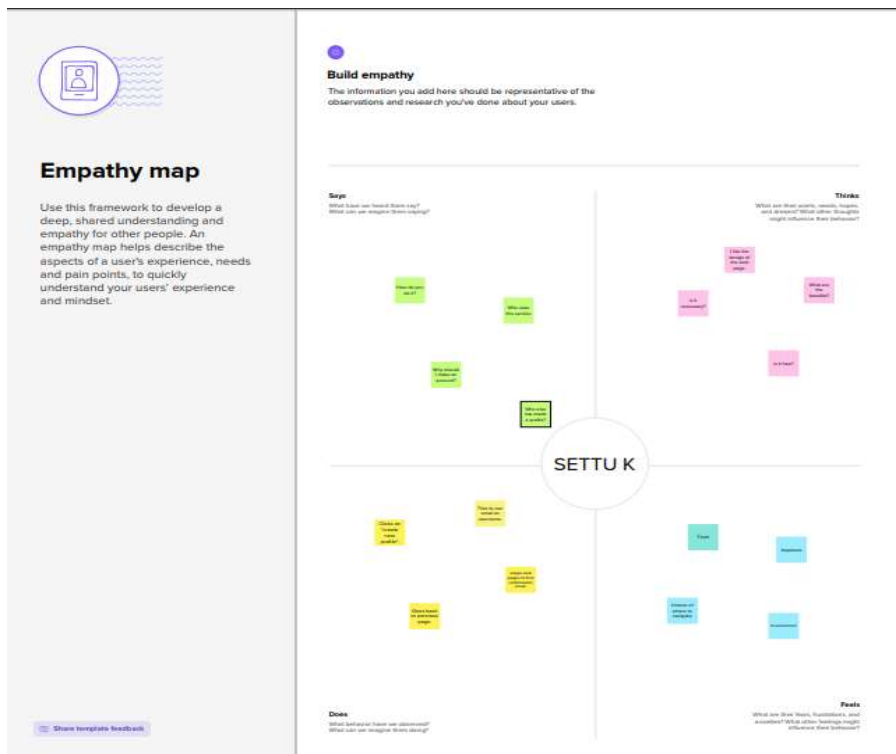
An application tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process. This software can come equipped with capabilities ranging from simple database functionality to a full-service suite of tools that makes it easy for businesses of any size to filter, manage, and analyze candidates.

1.2 Purpose

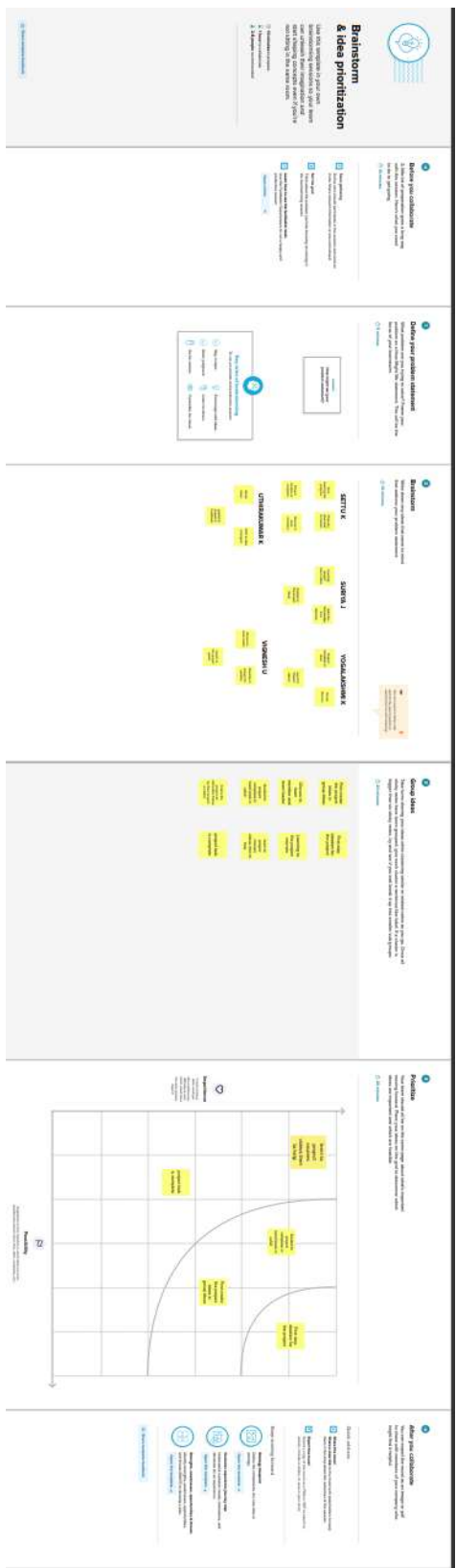
Many businesses face major challenges at some point in the hiring or on boarding process. An [ATS can offer a variety of capabilities](#) that can help the organization find, hire, and retain the best candidates

2 Problem Definition and Design thinking

2.1 Empathy Map



2.2 Ideation and Brainstorming map



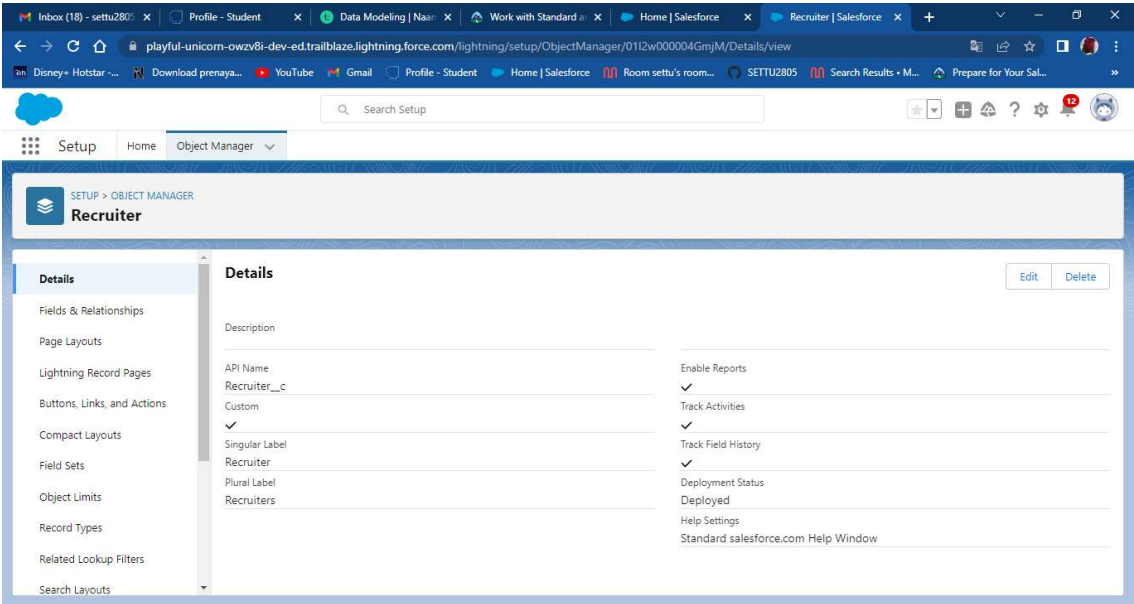
3 Result:

3.1 Data Model:

Object name	Fields in the Object	
Object 1 Account	Field label	Data type
	Account name	Auto number
Object 2 Lead	Field label	Data type
	Clean Status	Picklist

3.2 Activity and Screenshot:

Create a Custom object



Create a custom fields

The screenshot shows the Salesforce Setup interface. The left sidebar contains a navigation menu with options: Details, Fields & Relationships (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The main content area is titled 'SETUP > OBJECT MANAGER Recruiter'. It displays a table of fields and relationships for the 'Recruiter' object. The table has columns: FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. There are 4 items listed, sorted by Field Label.

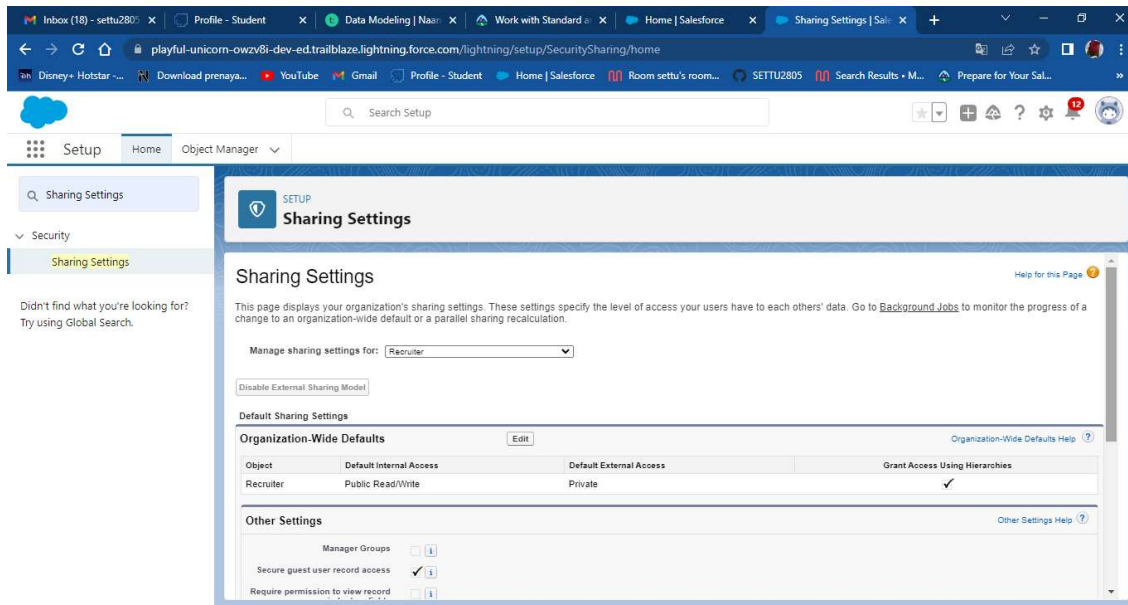
FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Recruiter Name	Name	Auto Number		✓

Create a tab

The screenshot shows the Salesforce Setup interface for 'Custom Tabs'. The left sidebar has a search bar with 'tabs' entered and a list of options: User Interface, Rename Tabs and Labels, and Tabs (selected). The main content area is titled 'SETUP Tabs' and 'Custom Tabs'. It includes a description: 'You can create new custom tabs to extend Salesforce functionality or to build new application functionality.' Below this, there are two sections: 'Custom Object Tabs' and 'Web Tabs'. The 'Custom Object Tabs' section shows a table with columns: Action, Label, Tab Style, and Description. It lists three tabs: 'Jobs' (Castle style), 'orders' (Bank style), and 'Recruiters' (Cell phone style). The 'Web Tabs' section shows a message: 'No Web Tabs have been defined'.

Action	Label	Tab Style	Description
Edit Del	Jobs	Castle	
Edit Del	orders	Bank	
Edit Del	Recruiters	Cell phone	

Create a custom profile



Create a Report

The screenshot shows the Salesforce Report Builder interface. The top navigation bar includes 'Sales', 'Home', 'Opportunities', 'Leads', 'Tasks', 'Files', 'Accounts', 'Contacts', 'Campaigns', 'Dashboards', 'Reports', 'Chatter', 'Groups', and 'More'. The 'Reports' section is active, showing a 'New Accounts Report' for 'Accounts'. The report is in 'Outline' view, showing a table with columns: Account Name, Rating, Hot, Warm, Cold, and Total. The table lists several accounts and their corresponding record counts. Below the table, there's a 'Details (15 Rows)' section with a table showing details for each account, including Last Activity, Account Owner, Billing State/Province, Type, Last Modified Date, and Billing City. The report is saved and ready to be run.

Account Name	Rating	Hot	Warm	Cold	Total
Burlington Textiles Corp of America	Record Count	0	0	1	1
Dickenson plc	Record Count	1	0	0	1
Edge Communications	Record Count	0	1	0	1
Express Logistics and Transport	Record Count	0	0	0	1
GenePoint	Record Count	0	0	0	1

4 Trailhead Profile Public URL:

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

Team Member 1- <https://trailblazer.me/id/yrollno20>

Team Member 2- <https://trailblazer.me/id/vignu2>

Team Member 3- <https://trailblazer.me/id/suryj2>

5 Advantages and Disadvantage:

5.1 Advantages

- ❖ Speeds up the Recruitment Cycle.
- ❖ Boosts Employer Brand.
- ❖ Reduces time spent with administrative tasks.
- ❖ Resume and CV screening.

5.2 Disadvantage

- ❖ ATS is missing qualified applicants due to wrong keyword selection.
- ❖ Automatic elimination of resumes that software cannot recognize.
- ❖ Interpret is another drawback of ATS.
- ❖ Could filter out good candidates.

6 Applicant:

An ATS 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 ATS report that it has improved the quality of the candidates they hire.

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.

8 Future Scope

- ❖ Job boards integration
- ❖ Social media integration
- ❖ HR software integration
- ❖ App integration