



**SMARTBRIDGE**

Let's Bridge the Gap



**Smart  
Internz**

# **JOB APPLICATION TRACKING SYSTEM**

**Project Based Experiential Learning Program**

## ➤ 1. INTRODUCTION:

### 1.1 OVERVIEW:

- ❖ An applicant 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:

- ❖ Every organization is unique, but each one thrives on attracting, hiring, and maximizing top talent. 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. Some of the benefits of an ATS include the following.

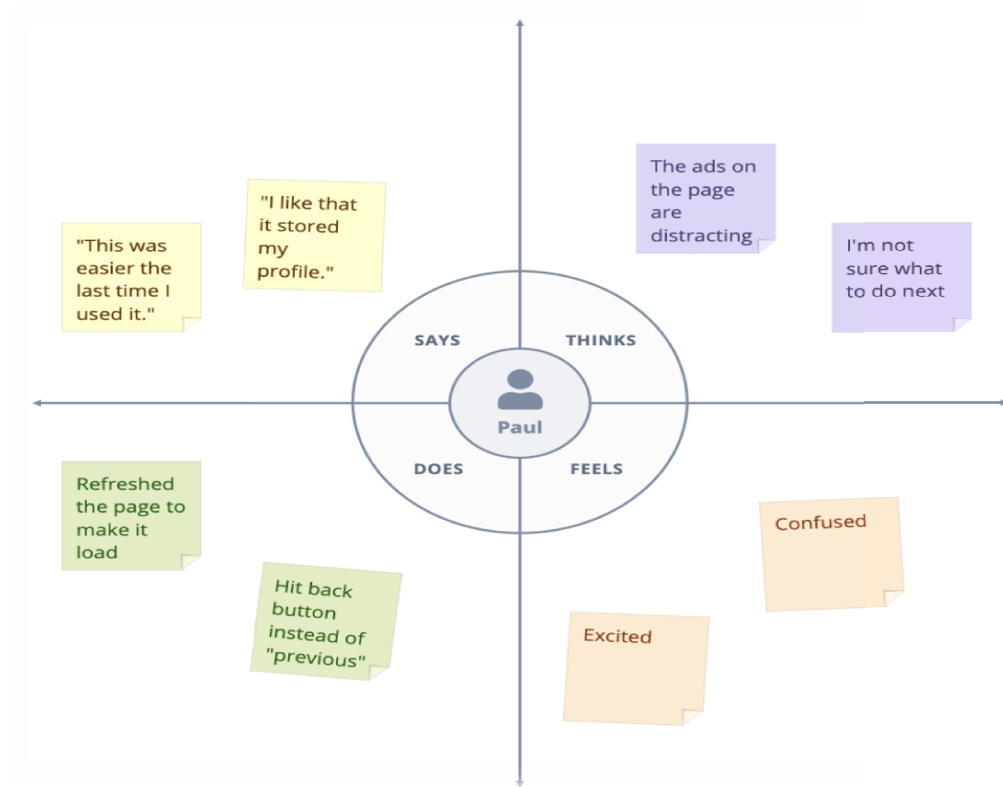
## ➤ 2. PROBLEM DEFINITION & DESIGN THINKING:

### 2.1 EMPATHY MAP:

1.



2.

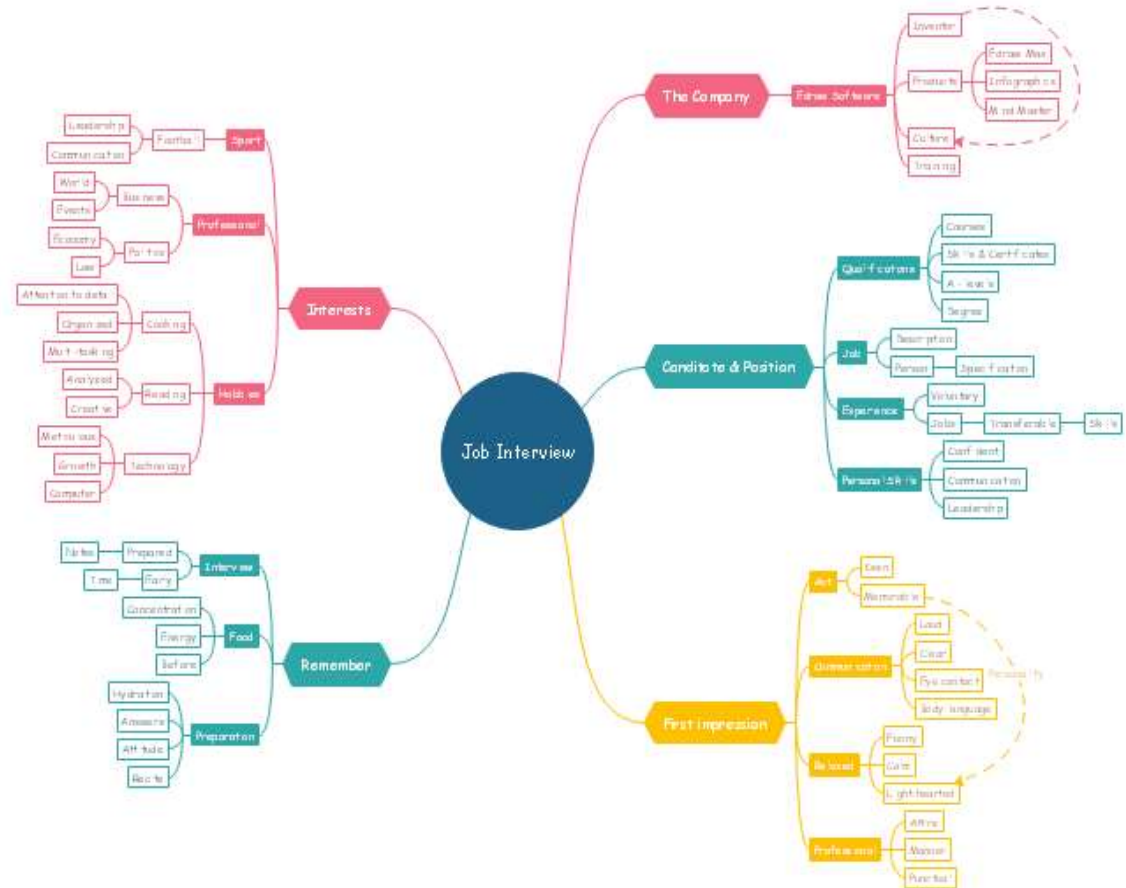


➤ 2.2 IDEATION & BRAINSTROMING MAP.

1.



**2.**



➤ **3. RESULT:**

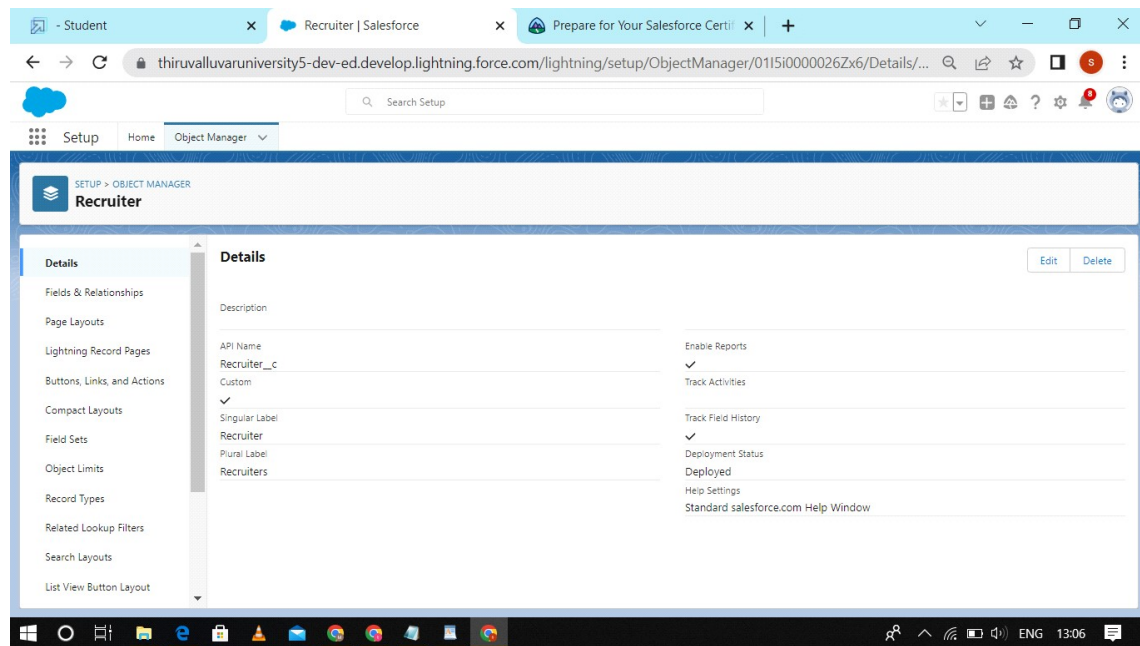
### ➤ 3.1 DATA MODE:

❖ OBJECT NAM

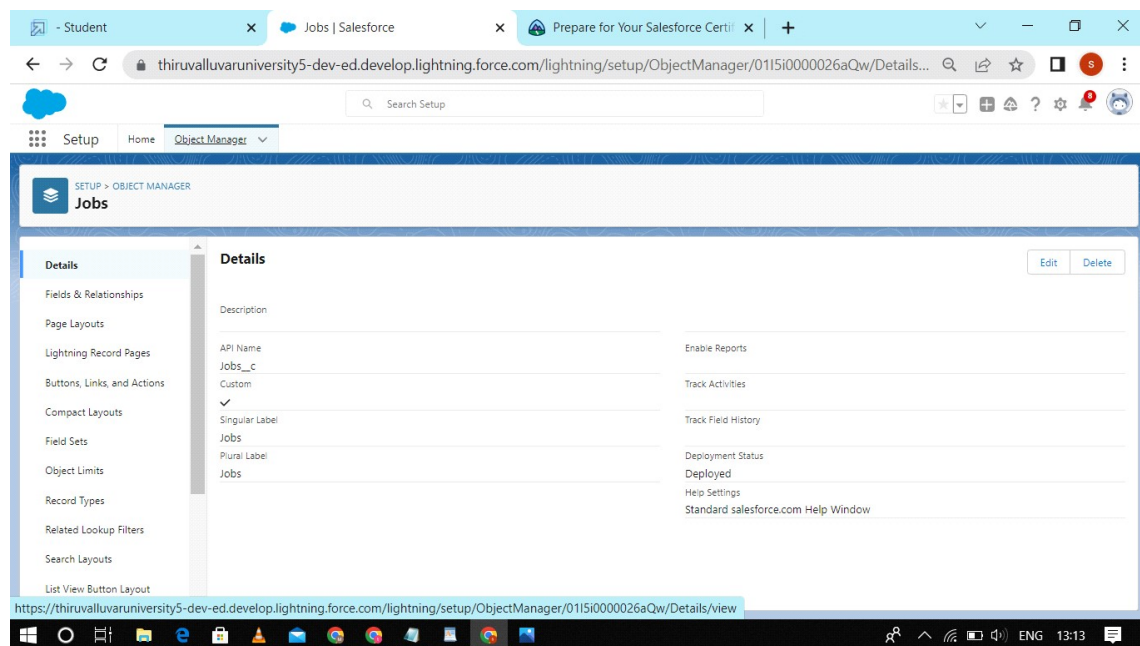
## FIELDS IN THE OBJECT

❖ OBJECT	FIELD LABEL	DATA TYPE
1. RECRUITER	RECRUITER	TEXT
2. JOB APPLICATION	JOB APPLICATION	TEXT

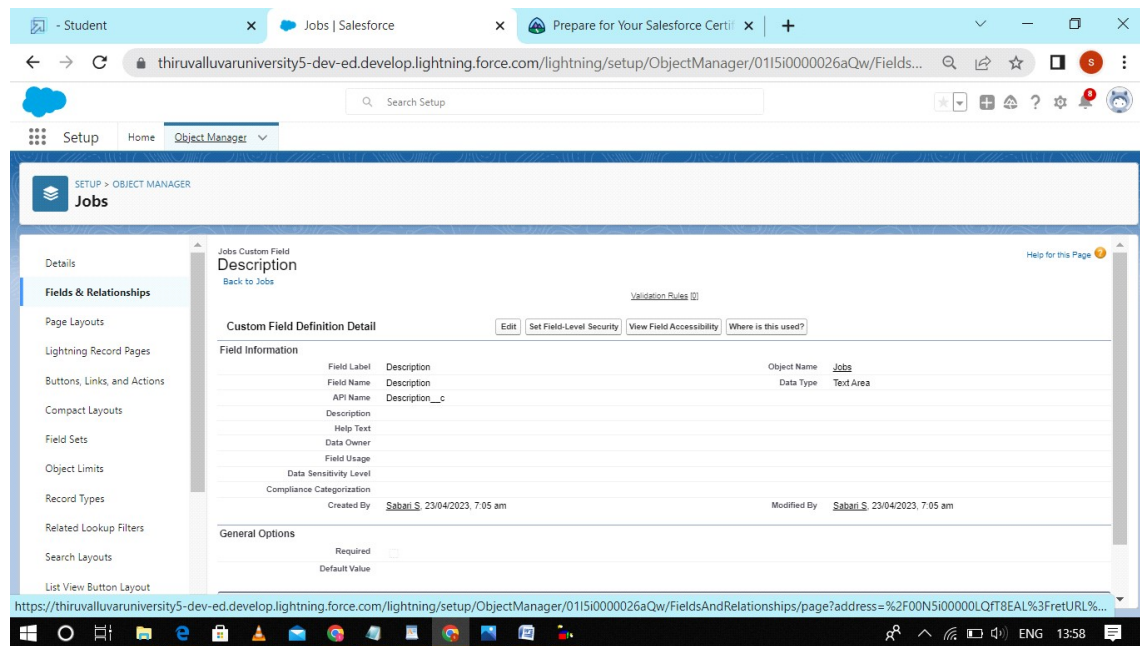
### ➤ 3.2 ACTIVITY & SCREENSHOTS:



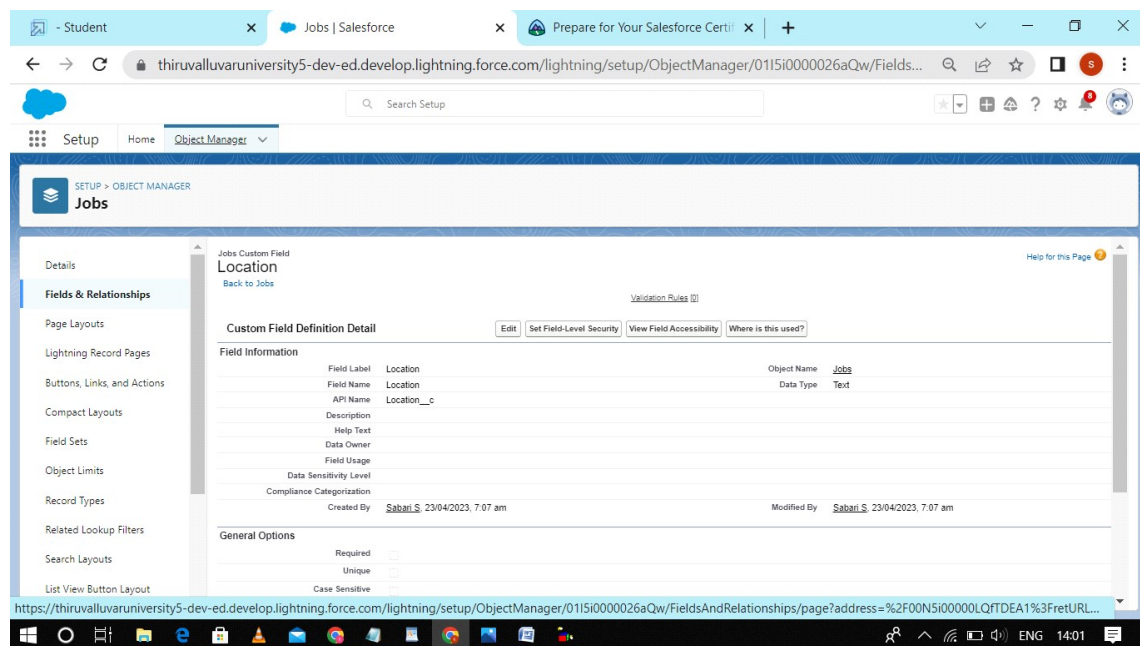
1. THIS CRRNSHOTS IS RECRUITER OBJECTS.



2. THIS SCREENSHOT IS JOBS OBJECT.



3. THIS SCREENSHOT IS JOBS DESCRIPTION OBJECT.



4. THIS SCREENSHOT IS JOBS LOCATION OBJECT.

The screenshot shows the Salesforce Object Manager interface for the 'Recruiter' object. 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, Search Layouts, and List View Button Layout. The main content area is titled 'Fields & Relationships' and shows a table with 4 items, sorted by Field Label. The table has columns: FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED.

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		✓

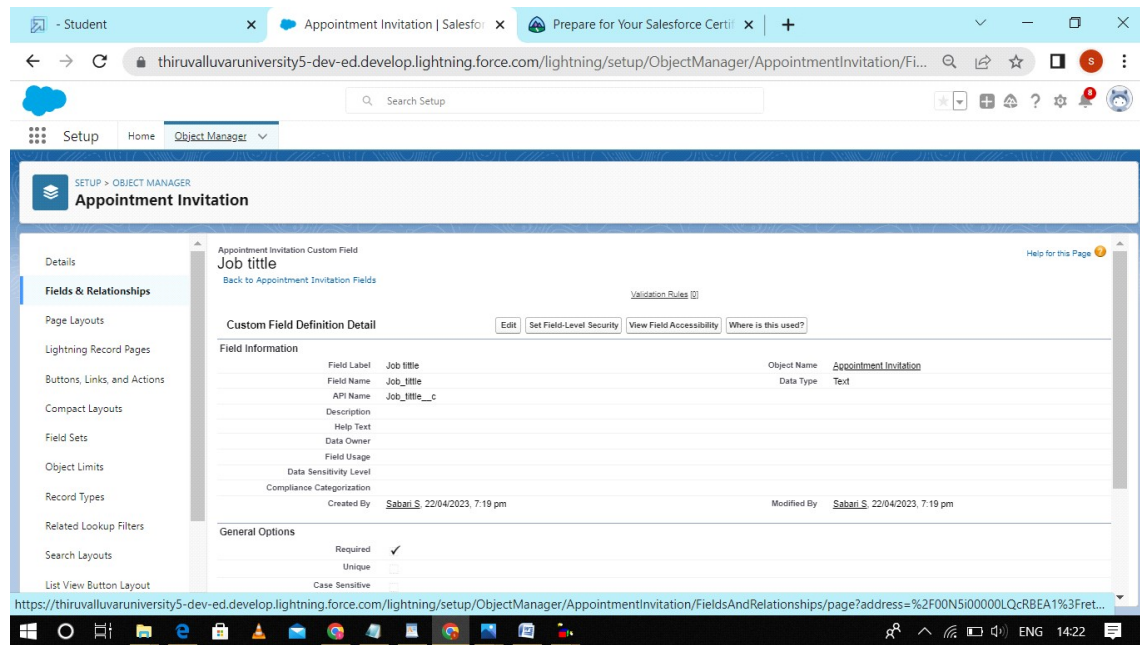
5. THIS SCREENSHOT IS RECRUTLER AND FIELD & RELATIONSHIPS.

The screenshot shows the Salesforce Object Manager interface for the 'Jobs' object. 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, Search Layouts, and List View Button Layout. The main content area is titled 'Fields & Relationships' and shows a table with 6 items, sorted by Field Label. The table has columns: FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED.

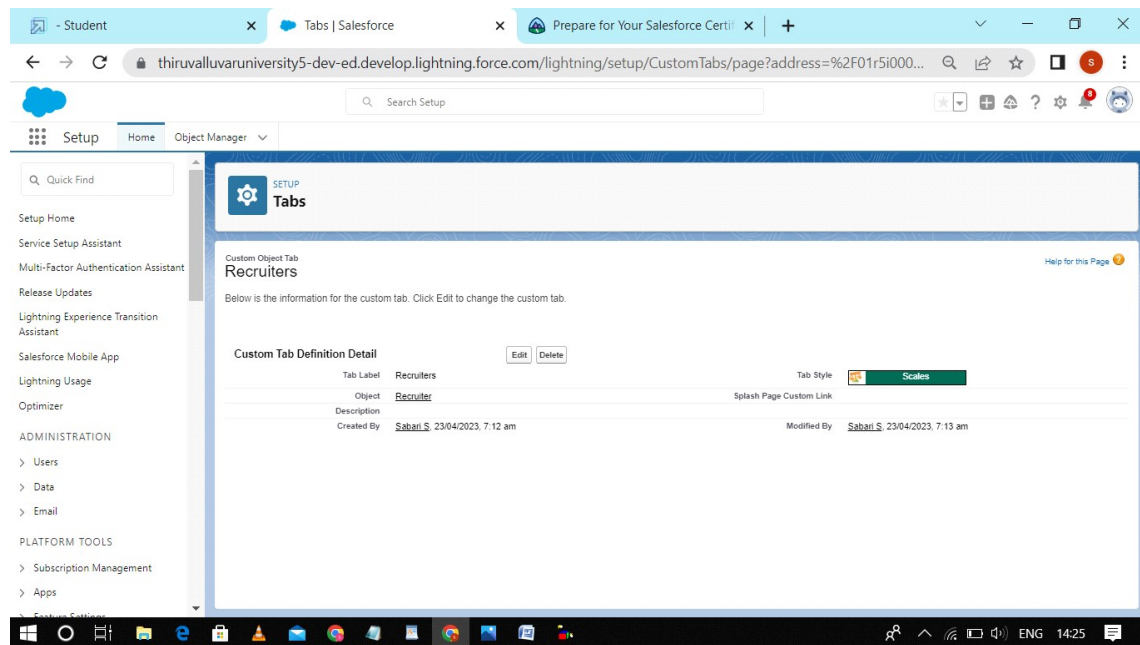
FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Jobs Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

6. THIS SCREENSHOT IS JOBS AND FIELDS & RELATIONSHIPS.



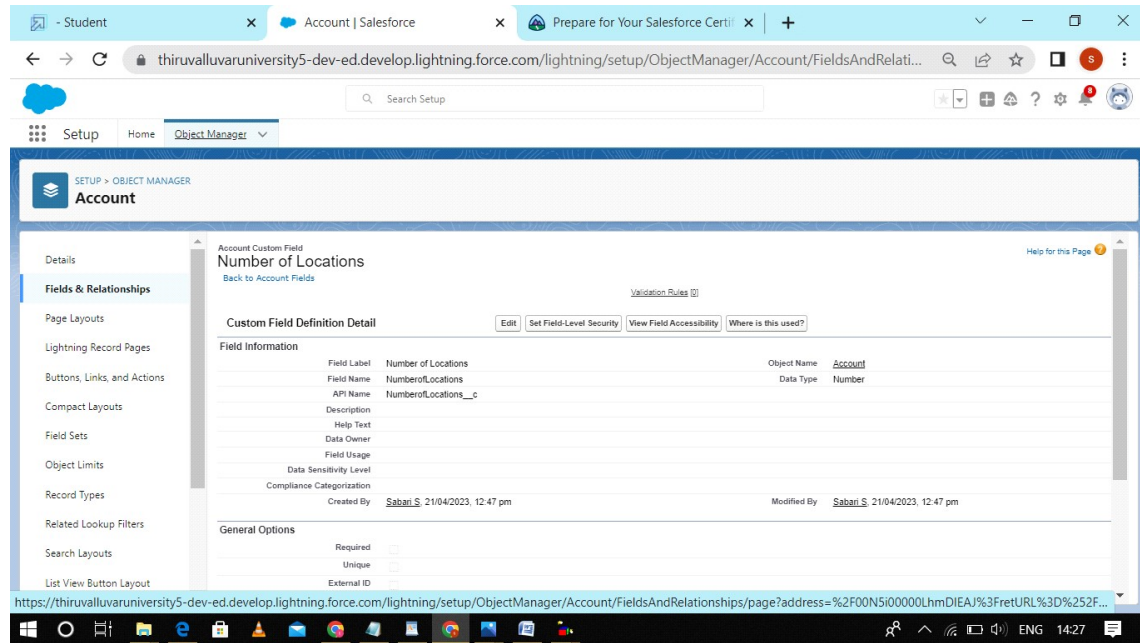


7. THIS IS SCREENSHOT FIELDS & RELATIONSHIPS AND JOB TITTLE.



8. THIS SCREENSHOTN IS TABS & RECRUITERS.





## 9. THIS SCREENSHOT IS NUMBER OF LOCATIONS.

### ➤ 4 TRAILHEAD PROFILE PUBLIC URL:

- ❖ TEAM LEAD - <https://trailblazer.me/id/saths51>
- ❖ TEAM MEMBER 1 - <https://trailblazer.me/id/sabas60>
- ❖ TEAM MAMBER 2 - <https://trailblazer.me/id/seerkazhiabc>
- ❖ TEAM MAMBER 3 - <https://trailblazer.me/id/sthamizhan1>

### ➤ 5. ADVANTAGES & DISADVANTAGE:

- ❖ 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.

### ➤ DISADVANTAGE:

- ❖ 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.
- ❖ 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.
- ❖ Check out our list of best Applicant Tracking System Software for Windows. Products featured on this list are the ones that offer windows OS support to the software.
- ❖ As with most OS versions, there are limitations like typical features, dashboards, etc will be limited. If you'd like to see more products and to evaluate additional feature options, compare all Applicant Tracking System Software to ensure you get the right product.

## ➤ **7. CONCLUSION:**

- ❖ In conclusion, an applicant tracking system is a valuable tool for any business looking to streamline its hiring process. It can help businesses save time and money by allowing them to quickly review resumes, source candidates, and manage job postings with minimal effort.

## ➤ **8. 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.