Gupta (2024) explores the user experience (UX) aspects of Applicant Tracking System (ATS) dashboards, highlighting usability challenges and design improvements. Through qualitative interviews with HR professionals and quantitative analysis of user interactions, the study identifies key issues in navigation, functionality, and user satisfaction. The research offers design recommendations to optimize ATS dashboards, enhancing recruitment efficiency and engagement for both HR practitioners and job applicants. The study emphasizes the importance of streamlined workflows, real-time tracking, and integration with external platforms to improve recruitment processes in HR technology.

Novaković and Dražeta (2024) examine the transformative role of Applicant Tracking Systems (ATS) in modern recruitment, emphasizing their efficiency in streamlining hiring processes. The study highlights key ATS features, including job advertisement management, automated resume collection, AI-driven candidate screening, and enhanced communication. It explores how ATS platforms, such as Teamtailor, optimize recruiter workflows while improving the candidate experience. The integration of AI further reduces manual effort, though the article questions whether ATS can fully replace human judgment. The research underscores ATS as a crucial tool in digital hiring, balancing automation with the evolving demands of remote and global recruitment.

Suningsih et al. (2024) discuss a community service initiative aimed at training job seekers, particularly college graduates, in creating ATS-friendly English CVs. The study emphasizes the importance of adapting to modern recruitment standards to enhance employability. Through hands-on training, participants gained valuable insights into effective CV formatting for ATS platforms, increasing their confidence and competitiveness in the job market. While the program improved participants' knowledge, it did not assess weaknesses in individual CVs. The research highlights the significance of ATS optimization in job application preparation.

The paper by Nikolaou (2021) discusses the significant impact of technology on recruitment and selection processes in organizations, with a particular emphasis on Applicant Tracking Systems (ATS). It highlights how ATS revolutionizes the way recruiters manage job applications by automating the collection, sorting, and evaluation of resumes, thus streamlining operations and enabling effective management of large applicant pools. The author notes that while ATS offers benefits such as improved efficiency and faster communication with candidates, challenges like automation bias and the risk of overlooking qualified candidates remain prevalent. Furthermore, the paper calls for more research into the implications of ATS and other recruitment technologies, proposing future studies to enhance understanding and improve practices within the recruitment lifecycle, particularly amid rapid technological changes in the workplace.

Chandan, M. P., Reddy, M. N., Harshith, S., Sundari, L. K. S., & Gaurav, P. V. (2025). The paper presents the Centralized Recruitment and Employment Tracking System (CRETS) Using AI, a platform designed to enhance the recruitment process in educational institutions by automating essential tasks such as job postings, application tracking, and candidate eligibility filtering. CRETS provides a user-friendly interface for students, allowing them to access and track job opportunities based on their academic performance, while faculty and placement officers can efficiently manage job openings and candidate profiles. The system also benefits recruiters by providing a refined candidate database and analytics tools for data-driven decision-making, ultimately improving transparency, efficiency, and the overall recruitment experience for all stakeholders involved in the hiring process.

Shobika, P., Amirthavarshini, S. B., & Venkadeswari, K. (2024) proposed Employee Recruitment Software is designed to streamline the hiring process for multinational corporations and startups in the evolving remote and globally connected job market. Built on the MERN stack, it ensures scalability, security, and user-friendliness while integrating proctoring technology to maintain assessment integrity. Additionally, the software seamlessly connects with Zoom and Google Meet, facilitating remote technical interviews. By enhancing the authenticity of candidate evaluations and improving the efficiency of virtual hiring, this solution modernizes recruitment practices, making talent acquisition more reliable and effective.

Dhanabal and Hao (2024) investigated potential hiring discrimination against transgender and gender-nonconforming applicants by analyzing the impact of pronouns in résumés processed by an applicant tracking system (ATS). Using Jobscan, they conducted a "sock puppet" audit, submitting fake résumés with and without pronouns to assess ATS feedback. Their findings revealed that including pronouns led to résumés being flagged as overly lengthy or containing irrelevant information, potentially disadvantaging applicants. Additionally, they found no evidence that Jobscan tailored feedback to specific companies' ATS, despite its claims. This study highlights biases in ATS platforms and their implications for hiring fairness.

Peicheva (2023) examines the role of Applicant Tracking Systems (ATS) in modern recruitment, emphasizing their widespread adoption, with 90% of Fortune 500 companies utilizing ATS (Rodriguez, 2022). The study analyzes the types of data ATS provides and how these data enable informed hiring decisions. Using BambooHR as an example, the research explores ATS functions, benefits, and limitations, concluding that ATS reduces human effort, allows recruiters to focus on data-driven decision-making, and influences how candidates tailor their resumes. However, the study is limited to analyzing specific ATS data reports and does not explore the broader debate on data versus information.

Johnivan (2025) provides an in-depth analysis of Applicant Tracking Systems (ATS), highlighting their significant role in modern recruitment. The article reveals that nearly 99% of Fortune 500 companies utilize ATS platforms regularly, with 70% of large companies and 20% of small to mid-sized businesses adopting these systems. Furthermore, 75% of recruiters employ ATS or similar technologies to enhance applicant review processes and improve candidate experiences. A notable 94% of recruiters acknowledge the positive impact of ATS on their organization's hiring procedures. However, the study also uncovers challenges for job seekers, such as 88% of employers believing they miss out on qualified candidates due to non-ATS-friendly resumes, and 70% of such resumes being automatically discarded. Additionally, over 90% of job seekers fail to complete their applications, underscoring the need for optimized ATS interfaces.

Novaković and Dražeta (2024) explore the impact of Applicant Tracking Systems (ATS) on modern hiring, highlighting their role in streamlining recruitment through job advertisement distribution, resume collection, and candidate screening. The study emphasizes ATS benefits, such as improved efficiency, transparency, and workflow customization, while also acknowledging concerns about the extent to which these systems may replace human judgment. The research situates ATS within the broader digital transformation of recruitment, emphasizing its role in enhancing hiring effectiveness and productivity.

The article "Applicant Tracking Systems in Recruitment Process Outsourcing" (2025) discusses the evolution and impact of Applicant Tracking Systems (ATS) on modern recruitment practices. It traces the development of ATS from their inception in the 1990s, highlighting milestones such as the adoption of internet-based solutions in the early 2000s and the integration of artificial intelligence (AI) features by 2019. The piece underscores the significant role ATS play in streamlining hiring workflows, automating tasks like resume parsing and candidate communication, and enabling data-driven decision-making. Expert insights within the article emphasize that ATS have transformed recruitment by allowing professionals to focus more on qualitative aspects of hiring, with ongoing advancements promising further enhancements in efficiency and personalization.

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