Project Report Templates (RECRUITING ASSISTANT HR MANAGEMERS)

1. INTRODUCTION
   1. OVERVIEW

In this project, we use custom objects, relationships, page layouts to give the HR team easy access to data they need on an existing recruitment app. To make the existing app more efficient for the HR team we create custom objects and relationships to store and access the data more efficiently. We install an unmanaged package in the org to get

metadata that acts as existing data in the recruitment app.

* 1. PURPOSE

The overall purpose of human resources (HR) is to ensure that the organization is able to achieve success through people. HR professionals manage the human capital of an organization and focus on implementing policies and processes.

1. Problem Definition & Design Thinking
   1. Empathy Map

|  |
| --- |
|  |

* 1. Ideation & Brainstorming Map

|  |
| --- |
|  |

1. RESULT
   1. Data Model:

|  |  |
| --- | --- |
| **Object name** | **Filed in the Object** |
| Job Posting Site | |  |  | | --- | --- | | Field label | Data type | | Job Posting Site Name | Text (80) | | Job Posting Site URL | URL (225) | | Status | Text (225) | | Technical | Text (225) | | DISCRIBTION | Text (225) |  |  |  | | --- | --- | | Field label | Data type | | Job Posting Site | Master detail | | Position | Master detail | | Job Posting Number | Auto number | | Report Type | Record Type | |
| Review | |  |  | | --- | --- | | Field label | Data type | | Candidate | Auto number | | Job application | Master detail | |
| Relationship | |  |  | | --- | --- | | Field label | Data type | | Relationship number | Auto Number | |

Job

* 1. Activity and Screenshots

1. Creation of Developer Account

|  |
| --- |
|  |

|  |
| --- |
|  |

Fig 1.0

2. Package Installation

3. Objects

|  |
| --- |
|  |

Fig 3.0

|  |
| --- |
| Fig 3.1 |

1. Tabs

|  |
| --- |
|  |

Fig 4.0

1. Fields

|  |
| --- |
|  |

1. Junction Objects

|  |
| --- |
|  |

Fig 6.0

|  |
| --- |
|  |

Fig 6.1

1. Page Layout

|  |
| --- |
|  |

Fig 7.0

|  |
| --- |
|  |

Fig 7.1

1. Validation Rule

|  |
| --- |
|  |

Fig 8.0

|  |
| --- |
|  |

Fig 8.1

1. Profiles

|  |
| --- |
|  |

Fig 9.0

|  |
| --- |
|  |

Fig 9.1

10.Users

|  |
| --- |
|  |

Fig 10.0

|  |
| --- |
|  |

Fig 10.1

11. Permission Set

|  |
| --- |
|  |

Fig 11.0

|  |
| --- |
|  |

Fig 11.1

12. Reports

|  |
| --- |
|  |

Fig 12.0

|  |
| --- |
|  |

Fig 12.1

1. Trailhead Profile Public URL

Team Lead (Sanju R) - [trailblazer.me/id/ovcvmkje](https://trailblazer.me/id/ovcvmkje)

Team Member (Elakiya M) - [trailblazer.me/id/emurugesh](https://trailblazer.me/id/emurugesh)

Team Member (Nandhini N)-<https://trailblazer.me/id/ycicudtp>

Team Member (Mukesh M)-<https://trailblazer.me/id/r9ahsea7>

**Project Report Template**

**5 ADVANTAGES & DISADVANTAG**

As your small business grows and you continue to add employees and possibly even additional locations, it becomes increasingly difficult to micromanage each aspect of your business. By adding a human resources department, you won't need to be as directly involved in time-consuming tasks such as recruiting, benefits administration and developing and implementing personnel policies and procedures. Instead, you can focus more on big-picture items such as increasing revenues and gaining market share.

A disadvantage of adding a human resources department is that it requires you to relinquish control regarding how your business operates. Other individuals now have theresponsibility for making important decisions in key areas, including hiring and personnel relations.

***6 APPLICATIONS***

A human resources department is responsible for creating administrative procedures to support organizational employees. In fact, there are many key areas that human resources is developing, such as payroll, health insurance, employee discipline and staff recruitment.

1. Recruiting and staffing employees
2. Employee benefits
3. Employee compensation
4. Employee and labor relations
5. Human resources compliance
6. Organizational structure
7. Human resources information and payroll
8. Employee training and development

**Conclusion:**

In today world, the Human Resource Management plays a very significant role in the daily life. On the one hand, the Soft and Hard Human Resource Management influence on the business and lets them development rapidly. It can improve employee’s motivation in a business and pay attention to company’s policy and law respectively, which can increase the efficiency of company and get higher profits. On the other hand, trade unions help the employee to achieve negotiation successfully in the early time; it means the employee can negotiate a better wages and a good working condition. However, at the present, the employment law gradually becomes the focus in the world, because it has more restrictive and more favorable to protecting employee’s benefit. In the future, the Human Resources Management will continue to play its role in each business.

**FUTURE SCOPE**

*HR management is a constantly evolving and growing field, and in the future, it will only become more and more important. Here are a few potential future trends in HR management:*

1. Automation:

*Automation will increasingly be used to streamline HR functions and processes. This could include automated interviewing systems, applicant tracking and even payroll processing.*

1. Flexible Workforce:

*As the workforce continues to become more diverse, companies will need to be more flexible and accommodating of different types of employees, such as remote and contract workers.*

1. Data-Driven Decisions:

*HR teams will be expected to use data and analytics to make more informed decisions. This could include data-driven recruitment and performance management, as well as predictive analytics to identify potential issues and address them before they become a problem.*

1. People Analytics:

*People analytics will become a key part of HR management. This will involve collecting and analyzing data about employee performance, engagement, and satisfaction to uncover insights that can be used to improve the employee experience.*

5. Soft Skills Development:

*As more and more tasks become automated, soft skills such as communication, teamwork, and problem-solving will become increasingly important. HR teams will need to focus on developing*