# JOB APPLICATION TRACKING SYSTEM

## 1 INTRODUCTION

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 & shortlisting 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.
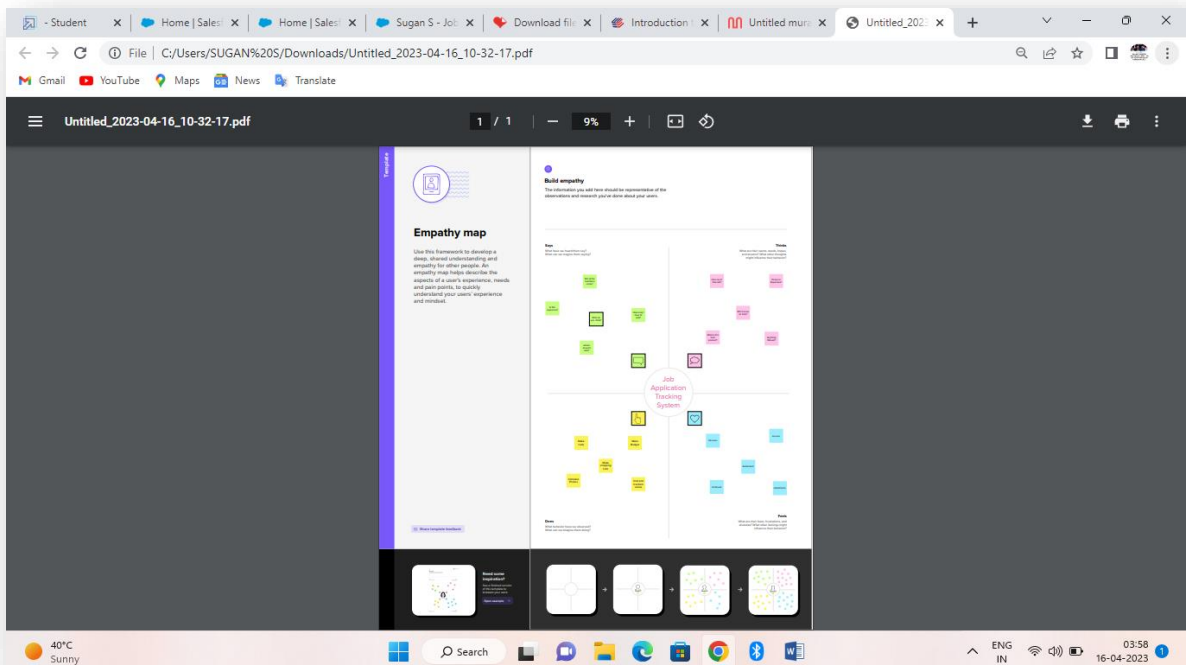
- **Overview**

  The ATS is programmed to look for specific keywords, and background information for a particular job opening. Hence, good candidates looking for a switch in roles and careers may slip through the cracks and never come up in the search results.

- **Purpose**

  The ATS also helps to build efficiency in the recruitment management process. The system allows employers to track how and where the candidate found a particular job posting.
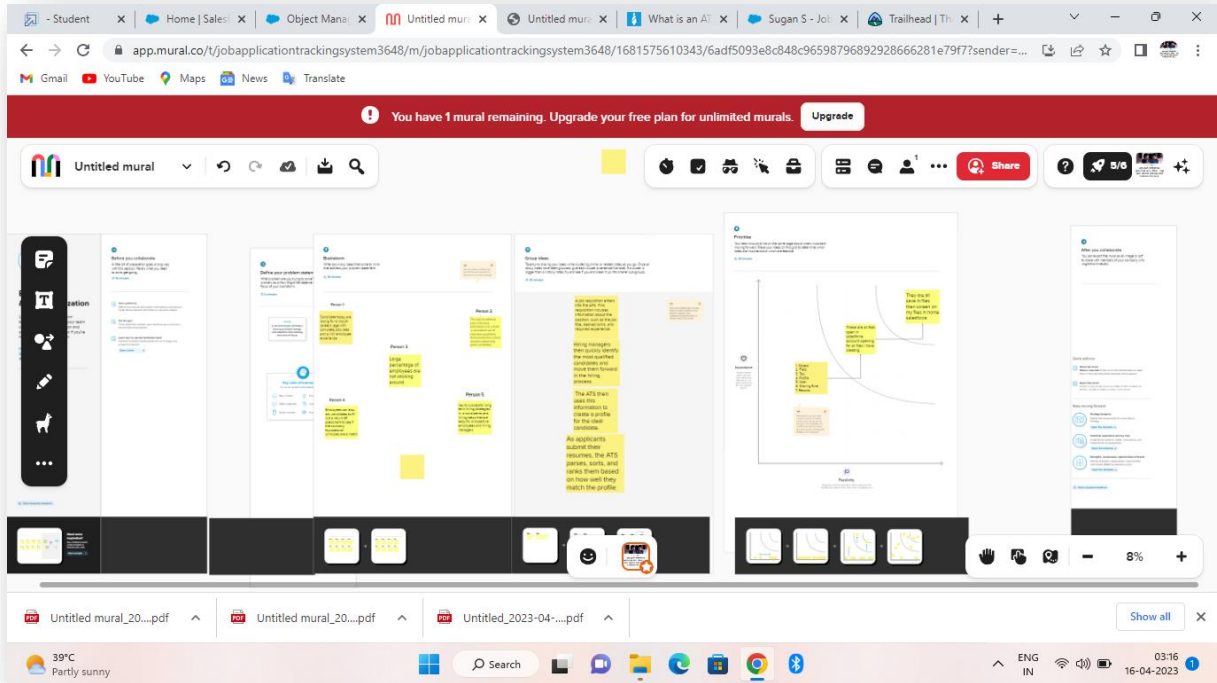
## 2 Problem Definition & Design Thinking
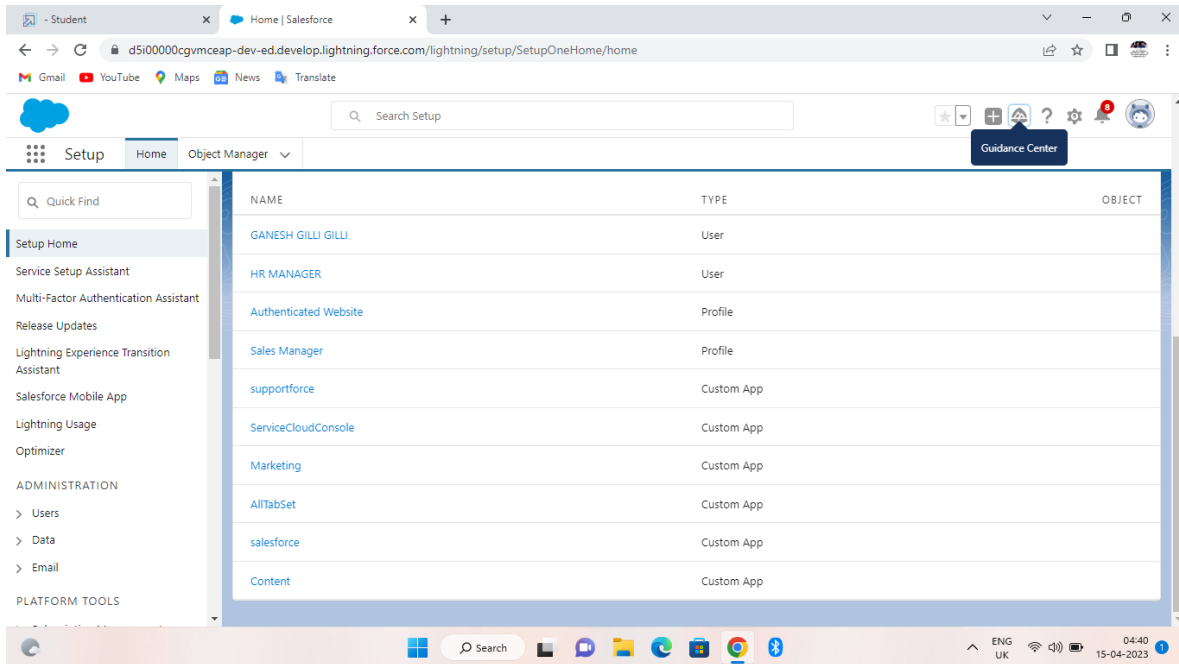
### 1. Empathy Map

**2.  Ideation & Brainstorming Map**



## 3. RESULT

- **Data Model:**

| Object name | Fields in the Object | |
|---|---|---|
| obj1 | | |
| | **Field label** | **Data type** |
| | MARKETING  FIELD | CUSTOM TYPE |
| | SUPPORT FORCE | CUSTOM TYPE |
| obj2 | | |
| | **Field label** | **Data type** |
| | SALES FORCE | CUSTOM TYPE |
| | SERVICE CLOUD CONSOULE | CUSTOM TYPE |

- **Activity & Screenshot**



## 4. Trailhead Profile Public URL

**Team Lead -–https://trailblazer.me/id/sugas22**

**Team Member 1 -**
**Team Member 2 -**
**Team Member 3 –**

**Team Member 4 -**

## 5. ADVANTAGES & DISADVANTAGE

### Advantages

The best thing about an Applicant Tracking System is that it reduces the overall time spent on administrative activities and speeds up the recruitment process instantly.

With an Applicant Tracking Software, companies need not publish their listings on job boards and send emails individually since they can do all of this with just a couple of clicks.

Therefore, an ATS can help companies optimize their hiring process and save plenty of time for other more important tasks.

**Disadvantages**

Owing to its automated nature, ATS can undermine its own potential and make companies miss out on highly qualified applicants.

The majority of the Applicant Tracking systems make use of artificial intelligence (AI) and have algorithms that search for certain predefined keywords within candidate applications so as to categorize them accordingly.

Therefore, Applicant Tracking Systems pose the risk of rejecting highly qualified candidates just because they did not include certain keywords in their job application.

## 6. APPLICATIONS

Moving a candidate through the journey from first contact to start date can be a high-touch process. It can be all too easy to lose a top candidate because of slow response times or poor engagement around interview schedules.

An ATS creates greater visibility across the applicant lifecycle, so touch points don't fall through the cracks.

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 onboarding process.

An ATS can offer a variety of capabilities that can help the organization find, hire, and retain the best candidates.

## 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

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.