

Recruiting Assistant for HR manager -Project Report Template

1 INTRODUCTION

1.1 Overview

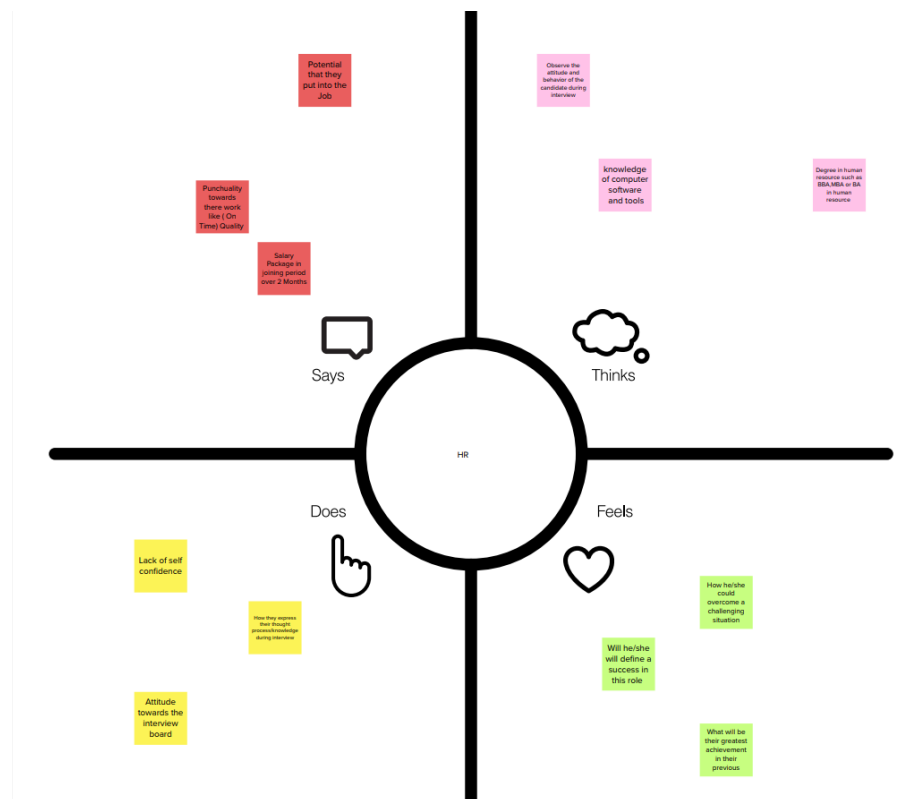
Building a Salesforce application to help the recruiters to create job openings, review candidates and their applications, message candidates straight away, and offer team collaboration tools

1.2 Purpose

To make the process easier for the HR managers to recruit the candidates.

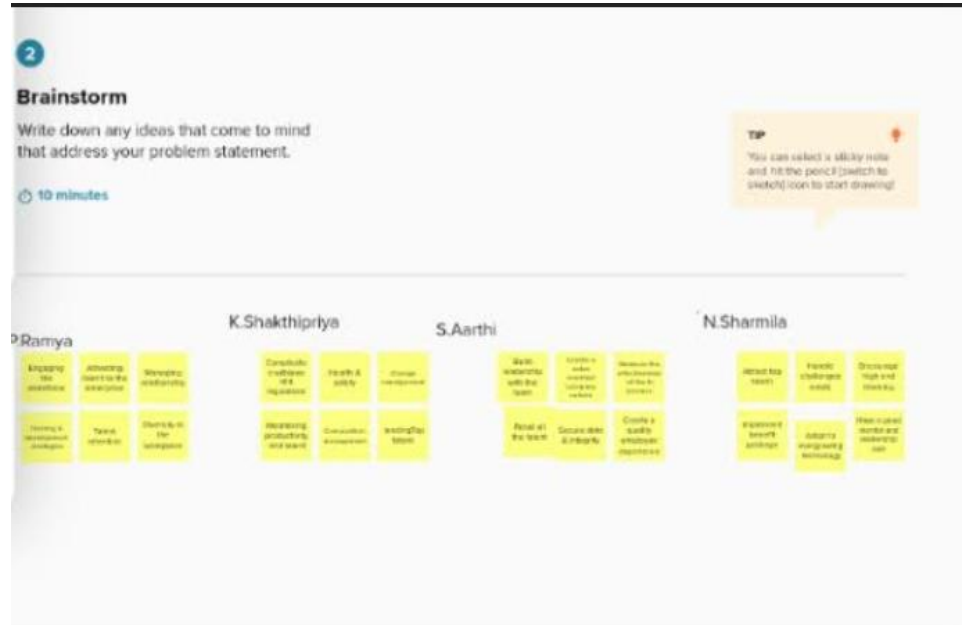
2 Problem Definition & Design Thinking

2.1 Empathy Map



Recruiting Assistant for HR manager -Project Report Template

2.2 Ideation & Brainstorming Map



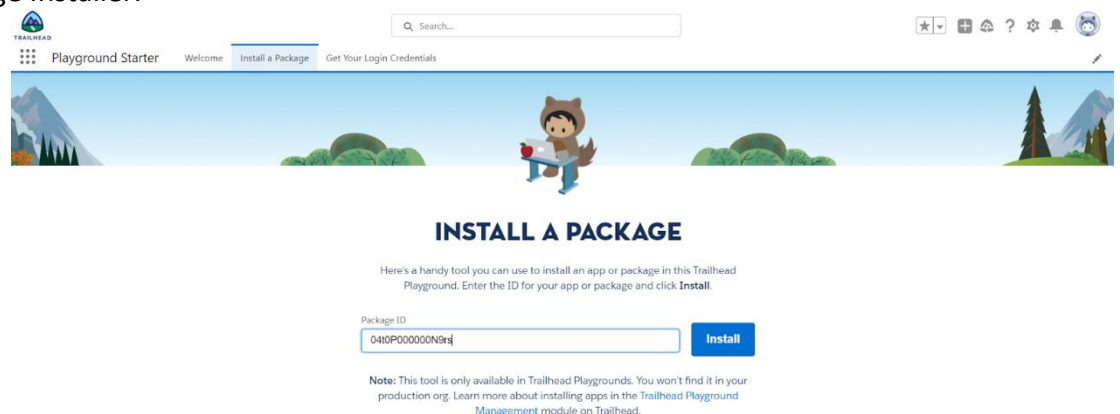
3 RESULT

3.1 Data Model:

Object name	Fields in the Object	
	Field Name	Data Type
Job Posting Sites	Status	Text
	Technical site	Checkbox
	Description	Text
	Job Posting Site URL	URL
	Site Name	Text
Reviews	Review Name	Auto Number

3.2 Activity & Screenshot

After Creating the Developer Account, Installed the Package using the Package Installer.



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Created the custom object “Job Posting Sites” and “Review”

SETUP > OBJECT MANAGER
Job Posting Site

Details

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Search Layouts
- List View Button Layout
- Restriction Rules

Edit Custom Object
Job Posting Site

Custom Object Definition Edit

Custom Object Information

The singular and plural labels are used in tabs, page layouts, and reports. Be careful when changing the name or label as it may affect existing integrations and merge templates.

Label: Example: Account

Plural Label: Example: Accounts

Starts with vowel sound: ☐

The Object Name is used when referencing the object via the API.

Object Name: Example: Account

Description:

Context-Sensitive Help Setting: ☒ Open the standard Salesforce.com Help & Training window
☐ Open a window using a Visualforce page

Content Name:

SETUP > OBJECT MANAGER
Job Posting Site

Details

- Fields & Relationships
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- Compact Layouts
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- Object Limits
- Record Types
- Related Lookup Filters
- Search Layouts
- List View Button Layout
- Restriction Rules
- Scoping Rules

The Record Name appears in page layouts, key lists, related lists, lookups, and search results. For example, the Record Name for Account is "Account Name" and for Case it is "Case Number". Note that the Record Name field is always called "Name" when referenced via the API.

Record Name: Example: Account Name

Data Type:

Optional Features

- ☒ Allow Reports
- ☐ Allow Activities
- ☒ Track Field History
- ☐ Allow in Chatter Groups
- ☐ Enable Licensing [i](#)

Object Classification

When these settings are enabled, this object is classified as an Enterprise Application object. When these settings are disabled, this object is classified as a Light Application object. [Learn more.](#)

- ☒ Allow Sharing
- ☒ Allow Bulk API Access
- ☒ Allow Streaming API Access

Deployment Status

☐ In Development
☒ Deployed

Search Status

When this setting is enabled, your users can find records of this object type when they search. [Learn more.](#)

- ☒ Allow Search

SETUP > OBJECT MANAGER
Review

Details

- Fields & Relationships
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
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- Record Types
- Related Lookup Filters
- Search Layouts
- List View Button Layout
- Restriction Rules

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Review

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SETUP > OBJECT MANAGER

Review

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Record Name: Example: Account Name

Data Type: Example: A-00000 [What Is This?](#)

Display Format: Example: A-00000 [What Is This?](#)

Optional Features

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- ☐ Allow Activities
- ☒ Track Field History
- ☐ Allow in Chatter Groups
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Deployment Status

[What is this?](#)

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☒ Deployed

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☒ Allow Search

Created the Tabs with the mentioned tab Style

Setup Home Object Manager

Q tabs

User Interface

Rename Tabs and Labels

Tabs

Didn't find what you're looking for? Try using Global Search.

SETUP

Tabs

Edit Custom Object Tab

Job Posting Sites

Fill in the fields below to define the custom tab.

Custom Tab Definition Edit

Custom Object Tab Information

Tab Label: Job Posting Sites

Object: Job Posting Site

Tab Style: [Real Estate Sign](#)

(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.

Splash Page Custom Link:

Enter a short description.

Description:

Save Cancel

Created the Fields Job Posting Site, Status, Technical Site and Description.

SETUP > OBJECT MANAGER

Job Posting Site

Details

Fields & Relationships


8 Items, Sorted by Field Label

Quick Find New Deleted Fields Field Dependencies Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Description	Description__c	URL(255)		
Job Posting Site URL	Job_Posting_Site_URL__c	URL(255)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Site Name	Name	Text(80)		✓
Status	Status__c	URL(255)		
Technical Site	Technical_Site__c	Checkbox		

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Created the Junction Object for the Job Posting Site and the Position


Job posting

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets


Object Limits

Record Types

Fields & Relationships

5 Items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job posting number	Name	Auto Number		✓
Job Posting Site	Job_Posting_Site__c	Master-Detail(Job Posting Site)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Position	Position__c	Master-Detail(Position)		✓


Job posting

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Scoping Rules

Triggers

Flow Triggers

Field Information

Field Label: Job Posting Site

Field Name: Job_Posting_Site

Description:

Help Text:

Data Owner: User

Field Usage: --None--

Data Sensitivity Level: --None--

Compliance Categorization: Available (PII, HIPAA, GDPR, PCI) / Chosen

Master-Detail Options

Related To: Job Posting Site

Child Relationship Name: Job_postings

Related List Label: Job postings

Sharing Setting: Read/Write: Allows users with at least Read/Write access to the Master record to create, edit, or delete related Detail records.

Custom Field Definition Detail

Edit

Set Field-Level Security

View Field Accessibility

Where is this used?


Field Information

Field Label	Position	Object Name	Job_posting
Field Name	Position	Data Type	Master-Detail
API Name	Position__c		
Description			
Help Text			
Data Owner			
Field Usage			
Data Sensitivity Level			
Compliance Categorization			
Created By	SHARMILAN	Modified By	SHARMILAN
	08/03/2023, 9:38 pm		08/03/2023, 9:38 pm

Master-Detail Options

Related To	Position	Child Relationship Name	Job_postings
Related List Label	Job postings		
Sharing Setting	Read/Write: Allows users with at least Read/Write access to the Master record to create, edit, or delete related Detail records.		
Reparentable Master Detail	<input type="checkbox"/>		

Created the Page Layouts for the Position Object and Review Object


Review

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Review Layout

Save Quick Save Preview As... Cancel Undo Redo Layout Properties

Fields

Buttons

Quick Actions

Mobile & Lightning Actions

Expanded Lookups

Related Lists

Report Charts

Quick Find

Field Name

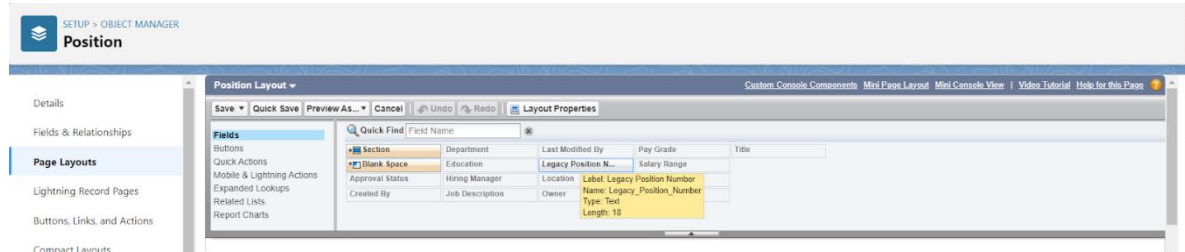
Owner

Review Name

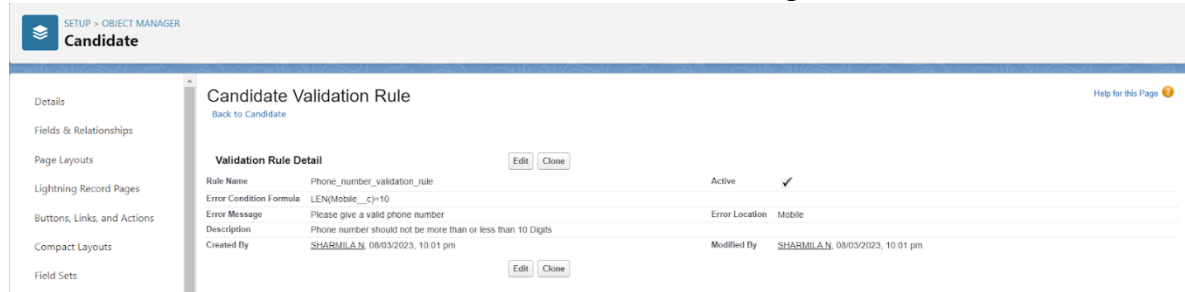
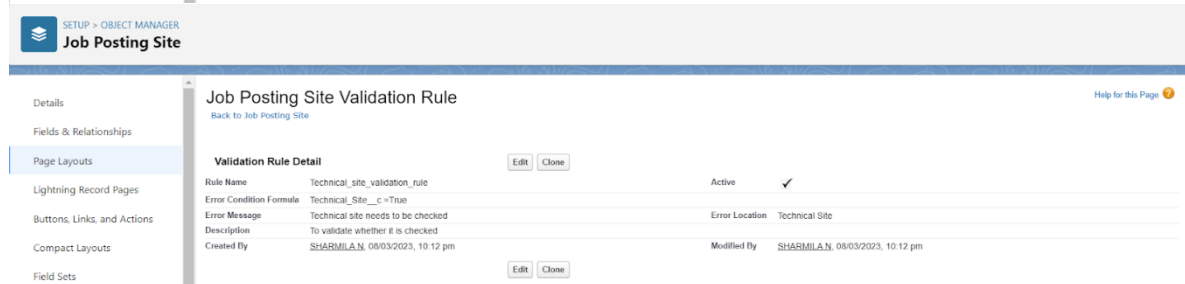
Created By

Last Modified By

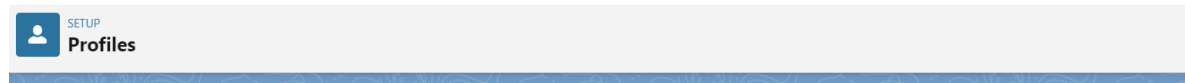
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Created the Validations Rules for Phone Number and Posting Site

Created the Profiles “Event User Profile” and “Sales Profile” under the Profiles Section



If your organization uses Record Types, use the Edit links in the Record Type Settings section below to make one or more record types available to users with this profile.

[Login IP Ranges \(0\)](#) | [Enabled Apex Class Access \(0\)](#) | [Enabled External Data Source Access \(0\)](#) | [Enabled Named Credential Access \(0\)](#) | [Enabled Custom Metadata Type Access \(0\)](#) | [Enabled Custom Setting Definitions Access \(0\)](#) | [Enabled Flow Access \(0\)](#) | [Enabled Service Presence Status Access \(0\)](#) | [Enabled Custom Permissions \(0\)](#) | [Category Group Visibility Settings \(0\)](#)

Profile Detail [Edit](#) [Clone](#) [Delete](#) [View Users](#)

Name	Sales Profile	
User License	Salesforce Integration	Custom Profile <input checked="" type="checkbox"/>
Description		
Created By	SHARMILAN, 14/04/2023, 3:00 pm	Modified By SHARMILAN, 14/04/2023, 3:07 pm

Custom Object Permissions

	Basic Access				Data Administration			Basic Access				Data Administration	
	Read	Create	Edit	Delete	View All	Modify All		Read	Create	Edit	Delete	View All	Modify All
Candidates	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
Interviewers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
Job Applications	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
Job postings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
Job Posting Sites	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
Positions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							
Reviews	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							

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SETUP

Profiles

Profile

Event user profile

Help for this Page

Users with this profile have the permissions and page layouts listed below. Administrators can change a user's profile by editing that user's personal information.

If your organization uses Record Types, use the Edit links in the Record Type Settings section below to make one or more record types available to users with this profile.

[Login IP Ranges \(0\)](#) | [Enabled Apex Class Access \(0\)](#) | [Enabled Visualforce Page Access \(0\)](#) | [Enabled External Data Source Access \(0\)](#) | [Enabled Named Credential Access \(0\)](#) | [Enabled Custom Metadata Type Access \(0\)](#) | [Enabled Custom Setting Definitions Access \(0\)](#) | [Enabled Flow Access \(0\)](#) | [Enabled Service Presence Status Access \(0\)](#) | [Enabled Custom Permissions \(0\)](#) | [Category Group Visibility Settings \(0\)](#)

Profile Detail

EditCloneDeleteView Users

Name	Event user profile	Custom Profile	<input checked="" type="checkbox"/>
User License	Salesforce		
Description			
Created By	SHARMILAN 08/03/2023, 10:16 pm	Modified By	SHARMILAN 08/03/2023, 10:20 pm

Custom Object Permissions

	Basic Access				Data Administration			Basic Access				Data Administration		
	Read	Create	Edit	Delete	View All	Modify All		Read	Create	Edit	Delete	View All	Modify All	
Candidates	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Job Posting Sites	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Interviewers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Positions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Job Applications	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Reviews	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Job postings	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>								

Created the users Gupta Sanjay and Garapatti Abhilash under the user's section.

SETUP

Users

All Users

Help for this Page

On this page you can create, view, and manage users.

In addition, download SalesforceA to view and edit user details, reset passwords, and perform other administrative tasks from your mobile devices: [iOS](#) | [Android](#)

View: All Users Edit Create New View

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z Other All

New UserReset Password(s)Add Multiple Users

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatty00d2w00000rjzvea5.f5p13zhbcn@chatter.salesforce.com		<input checked="" type="checkbox"/>	Chatter Free User
<input type="checkbox"/> Edit	Garapati Abhilash	agara	agarapati@thesmartbridge.com		<input checked="" type="checkbox"/>	Sales Profile
<input type="checkbox"/> Edit	Gupta Sanjay	Sanj	sanjaygupta@thesmartbridge.com		<input checked="" type="checkbox"/>	Event User profile
<input type="checkbox"/> Edit	N. SHARMILA	SN	sharmila@qascpm.com		<input checked="" type="checkbox"/>	System Administrator
<input type="checkbox"/> Edit	User Integration	integ	integration@00d2w00000rjzvea5.com		<input checked="" type="checkbox"/>	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User Security	sec	insightssecurity@00d2w00000rjzvea5.com		<input checked="" type="checkbox"/>	Analytics Cloud Security User

New UserReset Password(s)Add Multiple Users

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z Other All

User

Abhilash Garapati

User ProfileHelp for this Page

[Permission Set Assignments \(2\)](#) | [Permission Set Assignments: Activation Required \(0\)](#) | [Permission Set Group Assignments \(0\)](#) | [Permission Set License Assignments \(0\)](#) | [Personal Groups \(0\)](#) | [Public Group Membership \(0\)](#) | [Queue Membership \(0\)](#) | [Team \(0\)](#) | [Managers in the Role Hierarchy \(0\)](#) | [OAuth Connected Apps \(0\)](#) | [Third-Party Account Links \(0\)](#) | [Installed Mobile Apps \(0\)](#) | [Authentication Settings for External Systems \(0\)](#) | [Login History \(0\)](#) | [User Provisioning Accounts \(0\)](#)

User Detail

EditSharingReset PasswordFreeze

Name	Abhilash Garapati	Role	
Alias	agara	User License	Salesforce Integration
Email	daggerd1c1@gmail.com	Profile	Sales Profile
Username	agarapati@thesmartbridge.com	Active	<input checked="" type="checkbox"/>
Nickname	Agar	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address		Chat User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Contributor User	<input type="checkbox"/>
Locale	English (India)	Site.com Publisher User	<input type="checkbox"/>
Language	English	WDC User	<input type="checkbox"/>

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User
Sanjay Gupta

[Permission Set Assignments \(2\)](#) | [Permission Set Assignments Activation Required \(0\)](#) | [Permission Set Group Assignments \(0\)](#) | [Permission Set License Assignments \(0\)](#) | [Personal Groups \(0\)](#) | [Public Group Membership \(0\)](#) | [Queue Membership \(0\)](#) | [Team \(0\)](#) | [Managers in the Role Hierarchy \(0\)](#) | [OAuth Connected Apps \(0\)](#) | [Third-Party Account Links \(0\)](#) | [Installed Mobile Apps \(0\)](#) | [Authentication Settings for External Systems \(0\)](#) | [Login History \(0\)](#) | [User Provisioning Accounts \(0\)](#)

User Detail [Edit](#) [Sharing](#) [Reset Password](#) [Freeze](#)

Name	Sanjay Gupta	Role	
Alias	Sanj	User License	Salesforce
Email	sharmilan559@gmail.com	Profile	Event user profile
Username	sanjaygupta@thamarbridge.com	Active	<input checked="" type="checkbox"/>
Nickname	Sanju	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address		Chat User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Contributor User	<input type="checkbox"/>
Locale	English (India)	Site.com Publisher User	<input type="checkbox"/>

Created the Permission Sets, Supplier permits and the Review Object

Setup Home | Service Setup Assistant | Multi-Factor Authentication Assistant | Release Updates | Lightning Experience Transition Assistant | Salesforce Mobile App | Lightning Usage | Optimizer | ADMINISTRATION | Users | Permission Set Groups | **Permission Sets** | Profiles | Public Groups | Queues | Roles | User Management Settings

Permission Sets

On this page you can create, view, and manage permission sets. In addition, you can use the SalesforceA mobile app to assign permission sets to a user. Download SalesforceA from the App Store or Google Play: [iOS](#) | [Android](#)

[All Permission Sets](#) | [Edit](#) | [Delete](#) | [Create New View](#)

Action	Permission Set Label	Description	License
<input type="checkbox"/>	Clone Shopper	Allow access to B2C Commerce features.	Commerce User
<input type="checkbox"/>	Clone Slack Service User	Lets users run the flows for swarming with Service Cloud for Slack.	Slack Service User
<input type="checkbox"/>	Clone Standard Einstein Activity Capture	Access to Standard Einstein Activity Capture	Standard Einstein Activity Capture User
<input type="checkbox"/>	Clone Subscription Management Collections Dashboard User	Give users visibility into collection status in a given timeframe. Manag...	Analytics View Only Embedded App
<input type="checkbox"/>	Del Clone Supplier Permits		
<input type="checkbox"/>	Del Clone review object		

... > SETUP > PERMISSION SET 'SUPPLIER PERMITS'

Supplier Permits

Current Assignments [Add Assignment](#)

Full Name ↑	Active	Role	Profile	User License	Expires On
<input type="checkbox"/> Abhilash Garapati	<input checked="" type="checkbox"/>		Sales Profile	Salesforce Integration	
<input type="checkbox"/> Sanjay Gupta	<input checked="" type="checkbox"/>		Event user profile	Salesforce	
<input type="checkbox"/> SHARMILA N	<input checked="" type="checkbox"/>		System Administrator	Salesforce	

... > SETUP > PERMISSION SET 'REVIEW OBJECT'

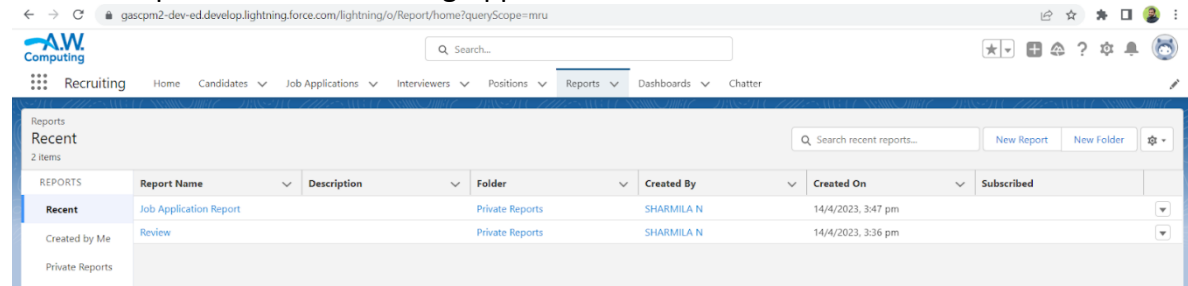
review object

Current Assignments [Add Assignment](#)

Full Name ↑	Active	Role	Profile	User License	Expires On
<input type="checkbox"/> Abhilash Garapati	<input checked="" type="checkbox"/>		Sales Profile	Salesforce Integration	
<input type="checkbox"/> Sanjay Gupta	<input checked="" type="checkbox"/>		Event user profile	Salesforce	

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Created Reports for the Recruiting App.



The screenshot shows the 'Reports' section of the A.W. Computing application. It displays a table of recent reports with the following data:

REPORTS	Report Name	Description	Folder	Created By	Created On	Subscribed
Recent	Job Application Report		Private Reports	SHARMILA N	14/4/2023, 3:47 pm	<input type="checkbox"/>
Created by Me	Review		Private Reports	SHARMILA N	14/4/2023, 3:36 pm	<input type="checkbox"/>
Private Reports						

4 Trailhead Profile Public URL

Team Lead - <https://trailblazer.me/id/sharn66>
Team Member 1 - <https://trailblazer.me/id/rramya74>
Team Member 2 - <https://trailblazer.me/id/skannan109>
Team Member 3 – <https://trailblazer.me/id/buvana1724>
Team Member 4 – <https://trailblazer.me/id/apoornima1>

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5 ADVANTAGES & DISADVANTAGE

Advantage is to create a relationship with customer, online services

Disadvantage is to the people who don't have computer knowledge

6 APPLICATIONS

Recruiting Agencies and Companies

7 CONCLUSION

With the developed application, user can able to post the job, select Candidates for a particular Job opening.

8 FUTURE SCOPE

Enhancements that can be made in the future to include the Country the Job can be applied to.