

## INTRODUCTION

### 1.1 OVERVIEW

I would make a great Recruiting Assistant for HR Manager because I am highly organized, committed, set myself and others high standards never deviate from the rules the law or procedures and I can also motivate and inspire a team to consistent achieve the company's goals and objectives in respect HR

TRAILHEAD PROFILE PUBLIC URL:

TEAM LEADER (M.Sindhu <https://trailblazer.me/id/sindm7>)

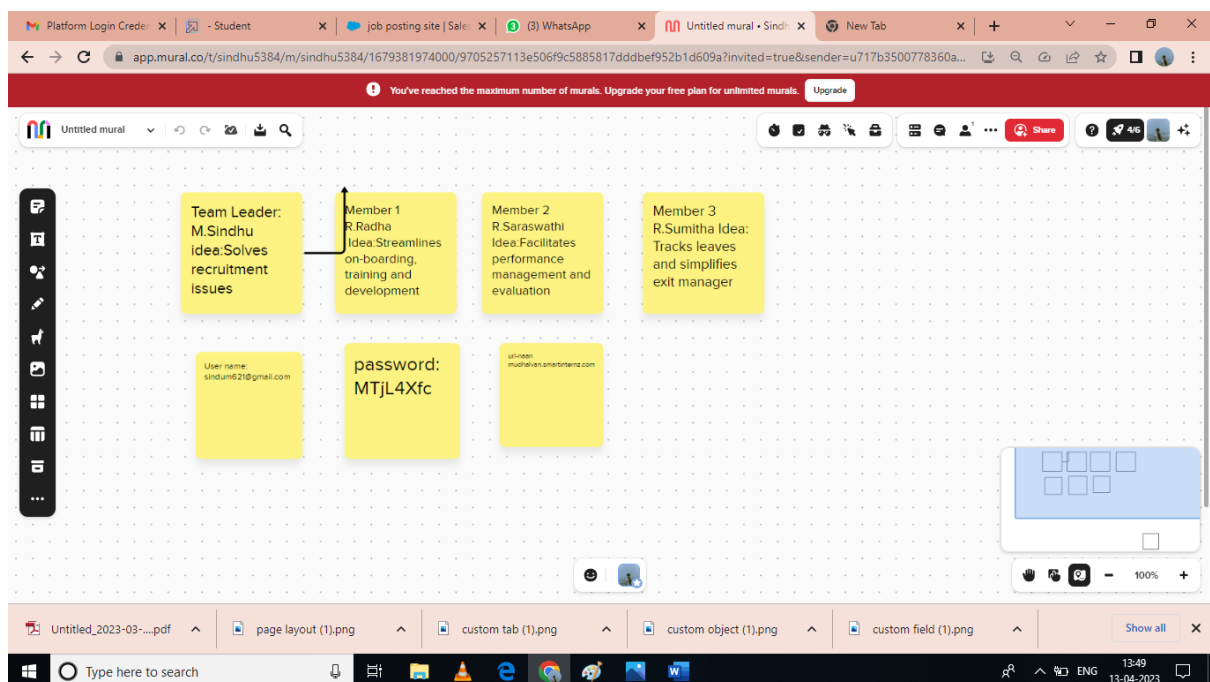
TEAM MEMBER 1 (R.SARASWATHI <https://trailblazer.me/id/sarar130>)

TEAM MEMBER 2 (R.RADHA <https://trailblazer.me/id/radha15>)

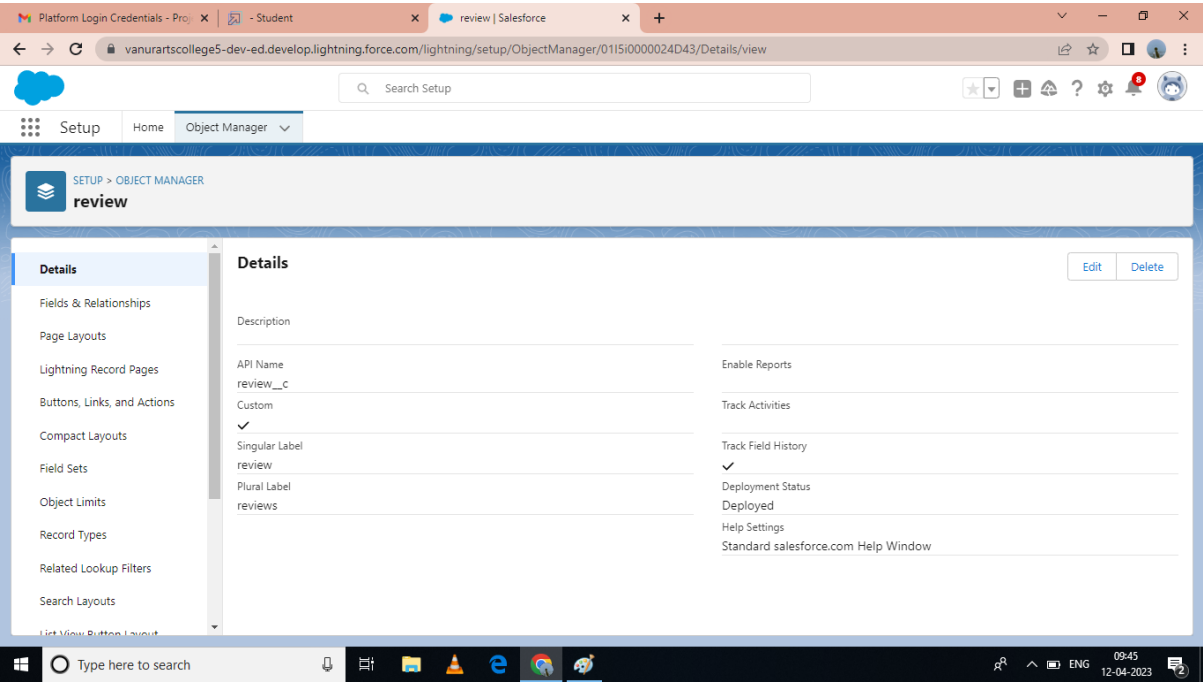
TEAM LEADER 3 (R.SUMITHA <https://trailblazer.me/id/sumir33>)

## oPROBLEM DEFINITION & DESIGN THINKING

### 2.1 EMPATHY MAP



CREATION OF OBJECT



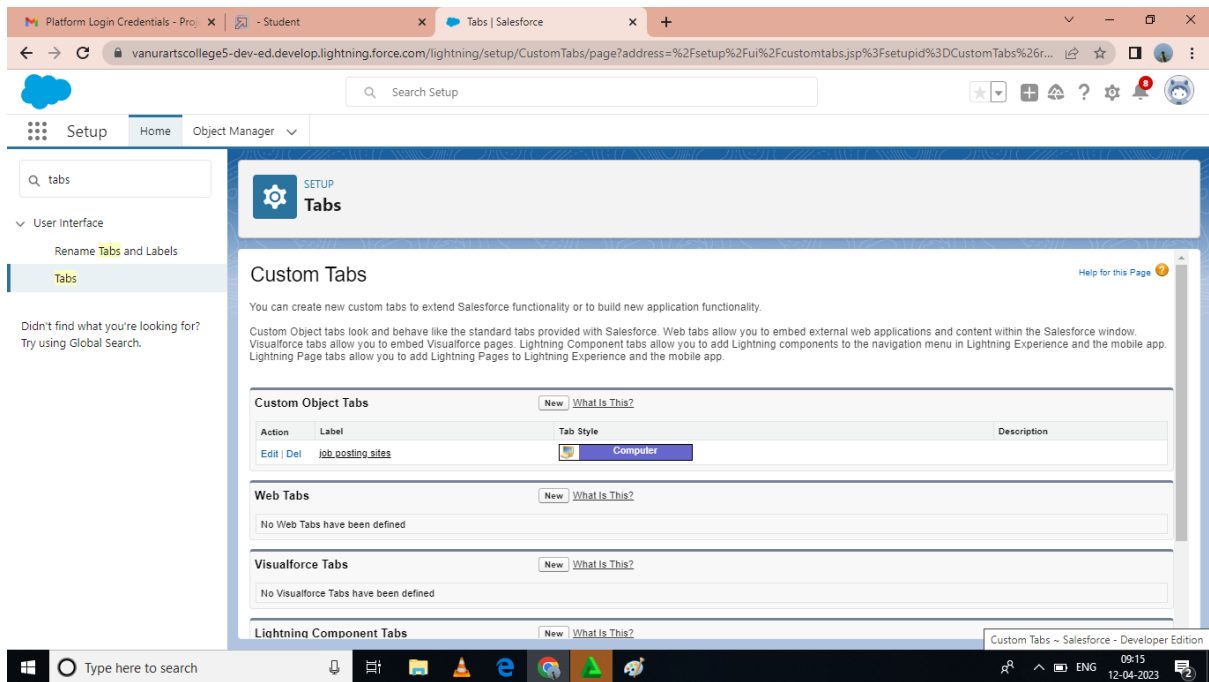
3. RESULT

Object name	Field in the object	
Object 1	Field lable	Job posting site
	Data Types	Text
Object 2	Field lable	Review
	Data Type	Auto number

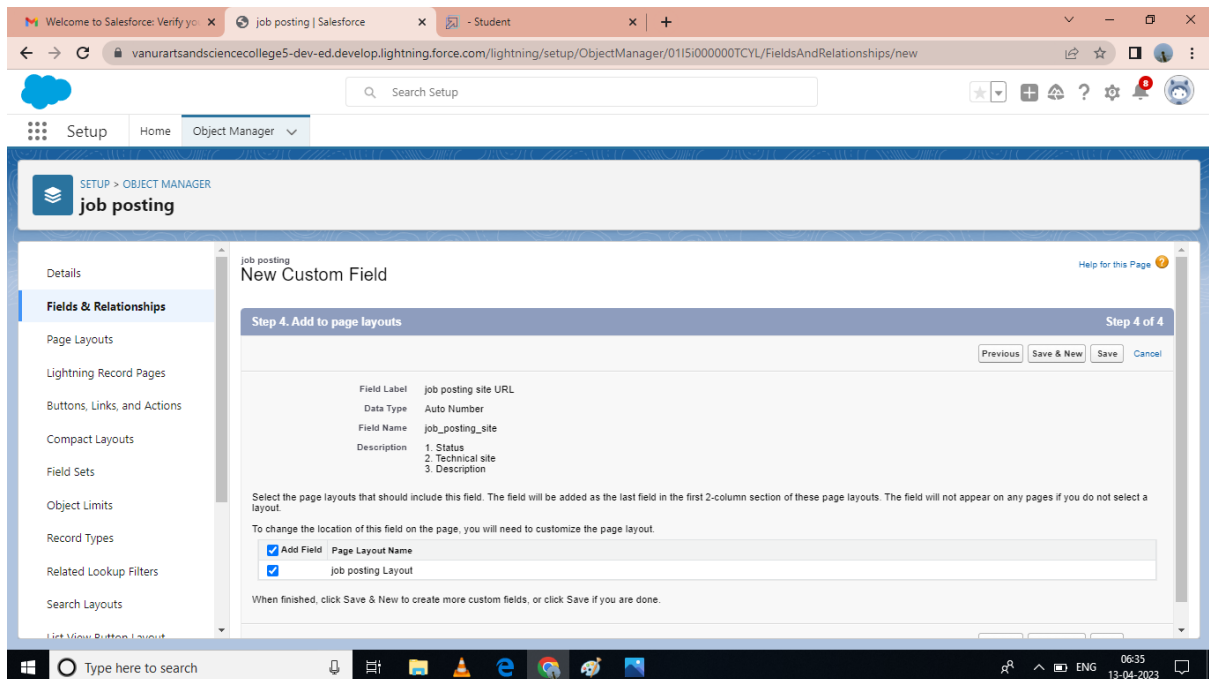
3.2 ACTIVITY & SCREENSHOT

CREATION OBJECT

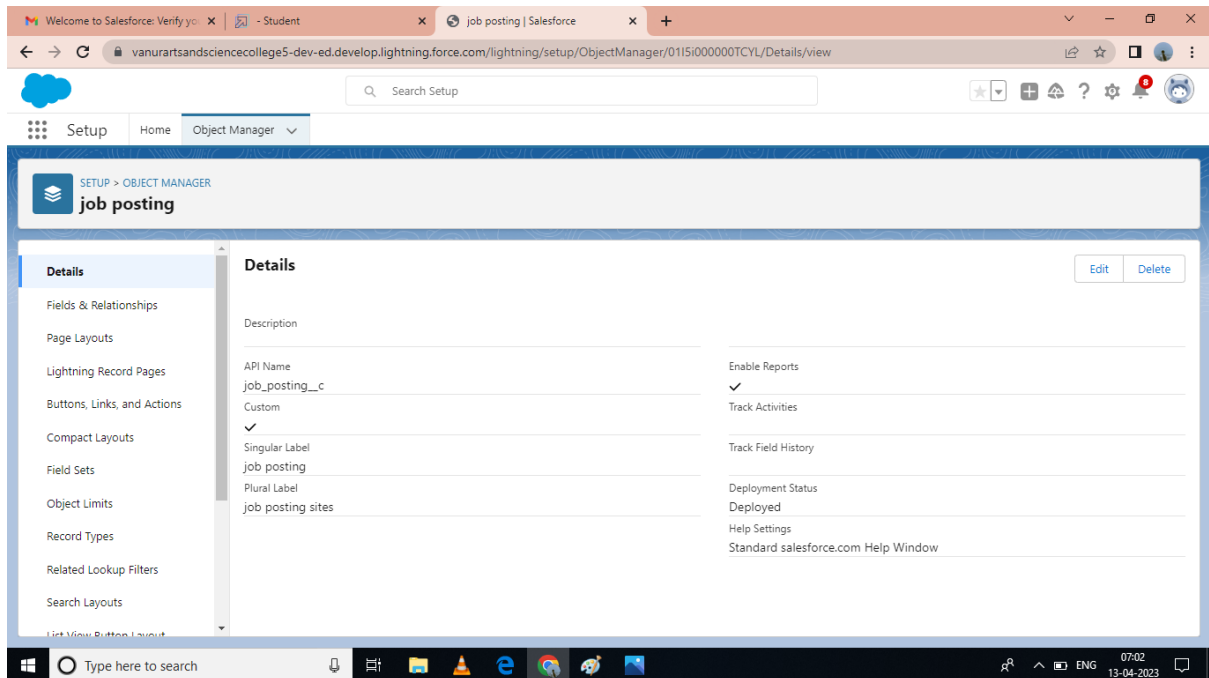
ACTIVITY 1



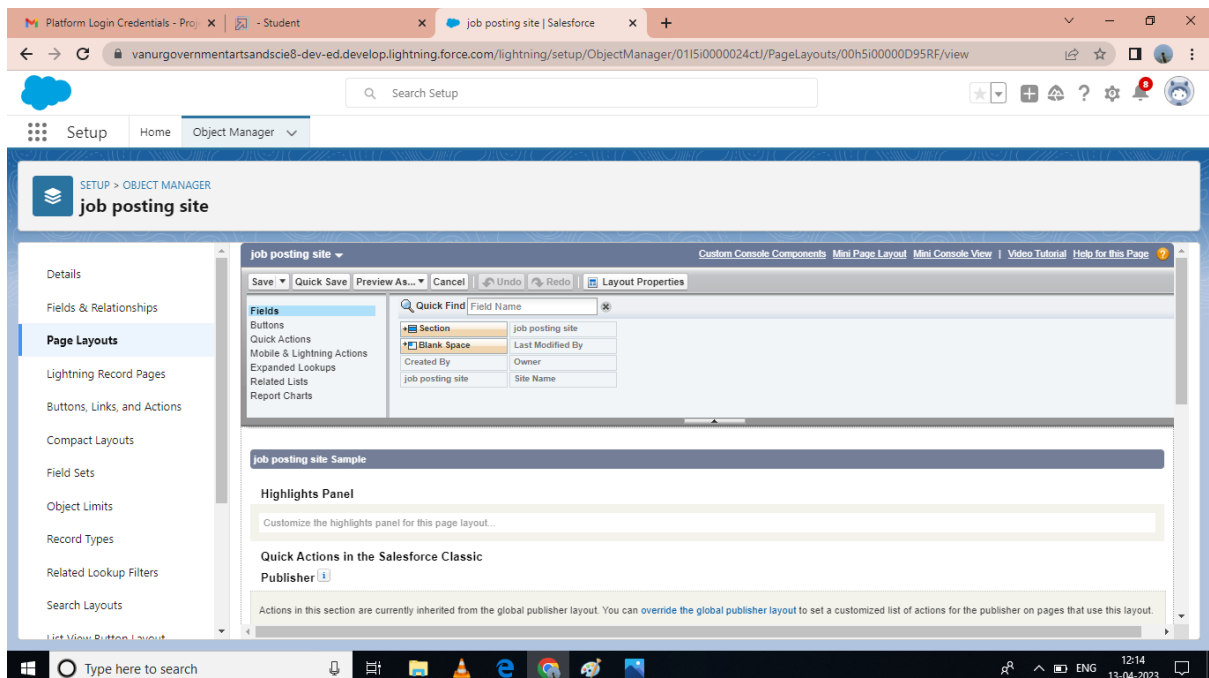
## CREATION OF FIELDS



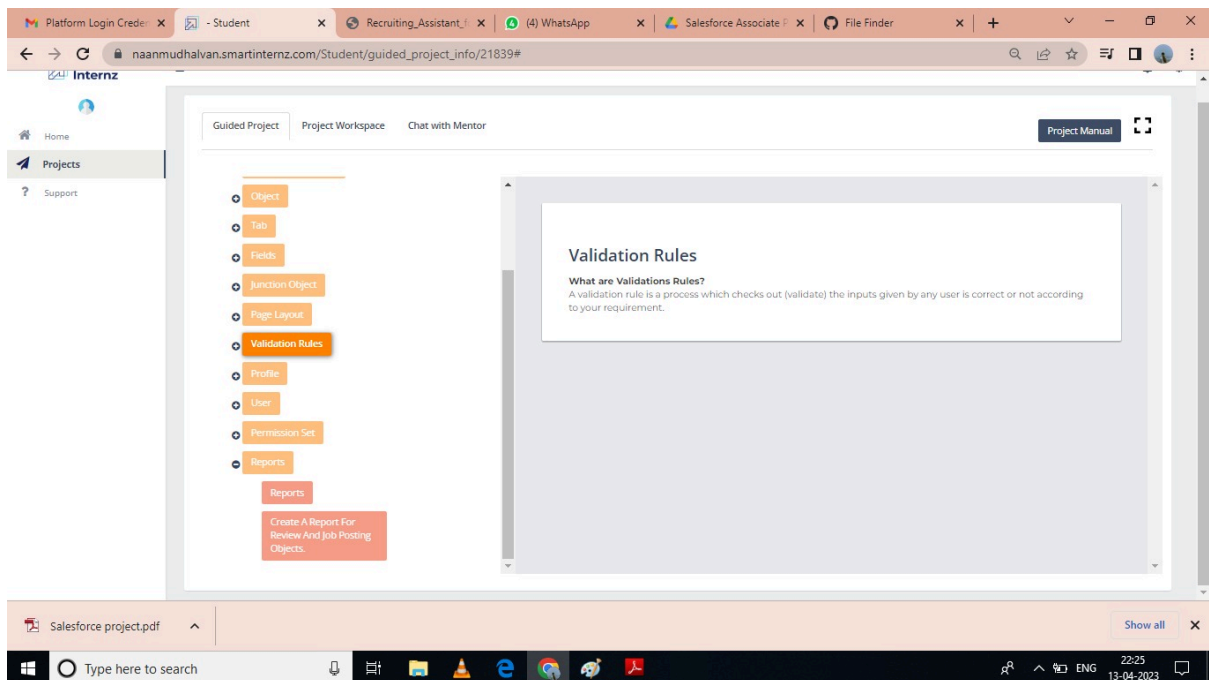
## CREATION OF JUNCTION OBJECT



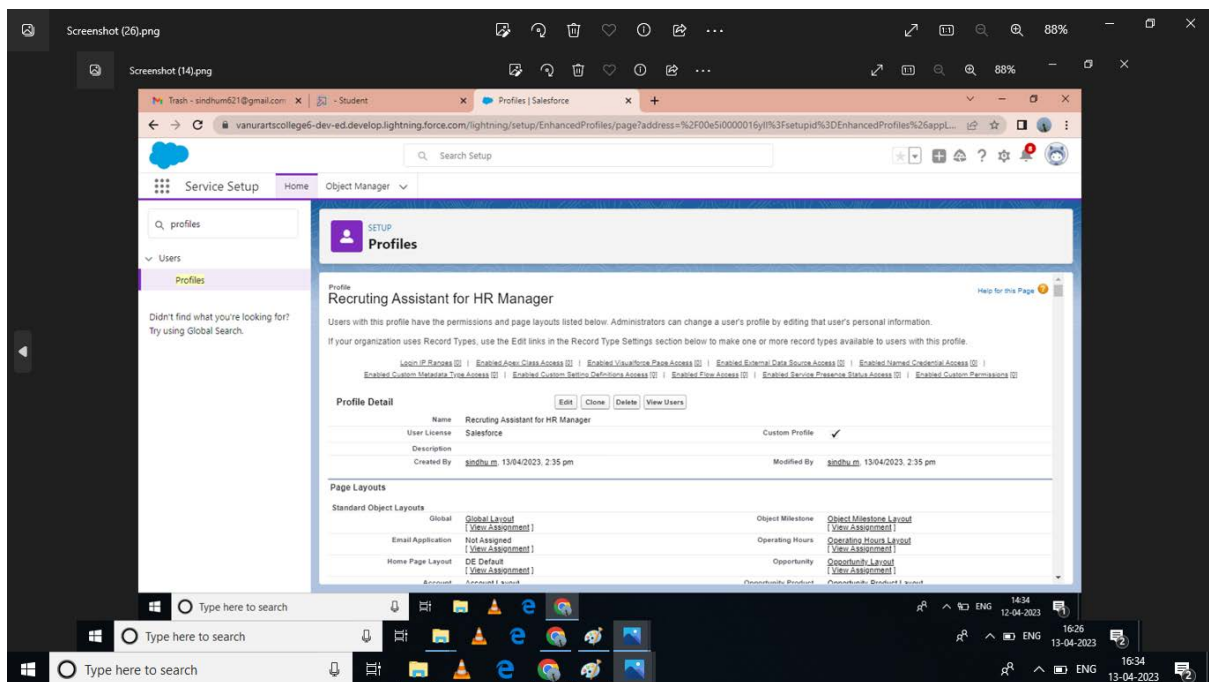
## Page layout



## Validation Rule



## Profile



## CREATION OF USER

The screenshot displays the Salesforce Setup interface for user management. The left sidebar shows the navigation menu with 'Users' selected. The main content area is titled 'Users' and shows the details for a user named 'sindhu M'. The 'User Detail' form includes the following fields:

Field	Value
Name	sindhu M
Alias	sm
Email	sindhum821@gmail.com
Username	sindhu2001@gmail.com
Nickname	User1681471757008651733
Title	
Company	
Department	
Division	
Address	
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)
Role	Identity
User License	Identity User
Profile	Identity User
Active	<input checked="" type="checkbox"/>
Marketing User	<input type="checkbox"/>
Offline User	<input type="checkbox"/>
Knowledge User	<input type="checkbox"/>
Flow User	<input type="checkbox"/>
Service Cloud User	<input type="checkbox"/>
Site.com Contributor User	<input type="checkbox"/>
Site.com Publisher User	<input type="checkbox"/>

The bottom of the screen shows the Windows taskbar with the search bar and various application icons. The system clock indicates the time is 16:58 on 13-04-2023.



PERMISSION SET

Platform Login C x - Student x Recruiting\_Assist x Permission Sets x (6) WhatsApp x New Tab x Sindhum621/Sin x +

vanurgovernmentartsandscie8-dev-ed.develop.lightning.force.com/lightning/setup/PermSets/0PS5i000005nYin/PermissionSetAssignment/home

Search Setup

Setup Home Object Manager

permission

Users

Permission Set Groups

Permission Sets

Custom Code

Custom Permissions

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

supplier permits

Current Assignments

Add Assignment

<input type="checkbox"/>	Full Name ↑	Active	Role	Profile	User License	Expires On
<input type="checkbox"/>	sindhu M	✓		Identity User	Identity	

profile (1).png user (1).png Screenshot (8).png Untitled\_2023-03-....pdf mural (1).png Show all

Type here to search

ENG 17:10 13-04-2023

REPORT

Platform Login C x - Student x Recruiting\_Assist x sindhu | Salesforce x (5) WhatsApp x New Tab x Sindhum621/Sin x +

vanurgovernmentartsandscie8-dev-ed.develop.lightning.force.com/lightning/r/Report/00O5i000007vyG1EAI/view

Search...

Sales Home Opportunities Leads Tasks Files Accounts Contacts Campaigns Dashboards Reports Chatter reviews More

Report: Accounts  
sindhu

Enable Field Editing

Add Chart

Edit

Total Records  
12

	Last Activity	Account Owner	Account Name	Billing State/Province	Type	Rating	Last Modified Date
1	-	sindhu m	GenePoint	CA	Customer - Channel	Cold	14/04/2023
2	-	sindhu m	United Oil & Gas, UK	UK	Customer - Direct	-	14/04/2023
3	-	sindhu m	United Oil & Gas, Singapore	Singapore	Customer - Direct	-	14/04/2023
4	-	sindhu m	Edge Communications	TX	Customer - Direct	Hot	14/04/2023
5	-	sindhu m	Burlington Textiles Corp of America	NC	Customer - Direct	Warm	14/04/2023
6	-	sindhu m	Pyramid Construction Inc.	-	Customer - Channel	-	14/04/2023
7	-	sindhu m	Dickenson plc	KS	Customer - Channel	-	14/04/2023
8	-	sindhu m	Grand Hotels & Resorts Ltd	IL	Customer - Direct	Warm	14/04/2023
9	-	sindhu m	Express Logistics and Transport	OR	Customer - Channel	Cold	14/04/2023

To Do List

profile (1).png user (1).png Screenshot (8).png Untitled\_2023-03-....pdf mural (1).png Show all

Type here to search

ENG 17:24 13-04-2023

ADVANTAGE



Secure Top Talent. Attracting industry-leading talent takes a big commitment. ...

Stronger Onboarding. ...

Improve Employee Retention. ...

Access to Big-Company Employee Benefits

DISADVANTAGE Legal Liabilities.

Maintaining a Safe Distance.

Insufficient Information.

Lack of Adaptability.

Unpredictability.

Improper Development Programs.

Expensive to Install HRM Software.

Recent Origin.

## APPLICATION

This paper investigates the use of the Fuzzy AHP-TOPSIS method to the problem of human resource selection. Results are reported on the application of this hybrid method to the case of manager selection process in a prominent telecommunication company in Indonesia which has a robust human resource management process, including for assigning its employees to different roles in the company. However, our experiments results seem to indicate that although there is a set of commonly known values in the company, the process of manager selection might not strictly adhere to these values. Emphasis on the evaluation aspects shows some variation in different regions, indicating that local values might also influence the selection process.

## CONCLUSION

Strategic human resource management aims at integrating human resource management in organizational strategy. The article analyzes some of the approaches as described in current literature on strategic human resource management. It is concluded that human resource managers are still confronted with problems in linking human resource management and corporate strategy. To overcome some of these problems for human resource managers an alternative concept of strategy is introduced. Possibilities for strategic human resource management and implications for the human resource manager, in using this alternative concept are sketched out.

## SCOPE

We first developed theory arguing that HR managers' and other middle managers' involvement during strategy making would have different effects on performance for firms pursuing different business-level strategies. Then, our empirical study tested the hypotheses in the context of HR managers and middle managers in the Hong Kong Special Administrative Region, People's Republic of China. We found that HR manager involvement during strategy making was positively related to perceptions of future business performance. The use of a differentiation strategy was also positively associated with future performance. Neither the use of a cost leadership strategy, however, nor involvement by other middle-level managers, was directly related to perceived future performance. Interestingly, pursuit of a cost leadership strategy, combined with either high HR manager involvement or high middle manager involvement, produced high business performance. Thus, we found a positive and significant interaction such that increasing levels of manager involvement in strategy and a cost leadership strategy was associated with much higher levels of performance.