



# Recruiting for HR manager

PROJECT REPORT

# Abstract

- ▶ INTRODUCTION
- ▶ PROBLEM DEFINITION & DESIGN THINKING
- ▶ RESULT
- ▶ TRAILHEAD PROFILE PUBLIC URL
- ▶ ADVANTAGES & DISADVANTAGE
- ▶ APPLICATIONS
- ▶ CONCLUSION
- ▶ FUTURE SCOPE

# Introduction

- ▶ Salesforce helps HR manage the employee experience while delivering the tools employees need to collaborate, work smarter, and experiment at speed. Our customers get dedicated support from our help desks, and self-service training on Trailhead.
- ▶ Empower employees with the app-building tools that let them experiment, fail fast, adapt, and find the right solution to their challenge

# Problem definition

- ▶ Attracting the right candidates
- ▶ Engaging qualified candidates
- ▶ Hiring fast
- ▶ Using data-driven recruitment
- ▶ Building a strong employer brand
- ▶ Ensuring a good candidate experience
- ▶ Recruiting fairly
- ▶ Creating an efficient recruiting process

# Design thinking

- ▶ Design thinking encloses an unseen perspective into HR by exploring and offering exciting techniques to reinvent each and every aspect of work
- ▶ It transforms the traditional process-oriented model into a much better and sharper people-oriented model, wherein personalized solutions for employees become attainable

# Result

OBJECT NAME	FIELD LABEL	DATA TYPE
1.Job posting site	<ul style="list-style-type: none"><li>• Job posting site url</li><li>• Status</li><li>• Technical site</li><li>• Description</li></ul>	<ul style="list-style-type: none"><li>• URL</li><li>• URL</li><li>• URL</li><li>• URL</li></ul>
2.Job posting	<ul style="list-style-type: none"><li>• Field and relationships</li></ul>	<ul style="list-style-type: none"><li>• Master- detail relationship</li></ul>

# Report screenshot

Launch Your Trailhead Playground x Reports | Salesforce x +

playful-koala-814orj-dev-ed.trailblaze.lightning.force.com/lightning/o/Report/home?queryScope=mru

AW Computing

Search...

Recruiting Home Dashboards Candidates Positions Job Applications Job Posting Sites Interviewers Reports Chatter

Reports

Recent

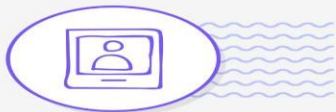
3 items

Search recent reports...

New Report New Folder

REPORTS	Report Name	Description	Folder	Created By	Created On	Subscribed
Recent	New Job Posting Sites Report		Private Reports	Sivasubramaniyan S	11/4/2023, 10:13 pm	
Created by Me	New Positions Report		Private Reports	Sivasubramaniyan S	11/4/2023, 10:09 pm	
Private Reports	New Job Applications Report		Private Reports	Sivasubramaniyan S	11/4/2023, 10:11 pm	
Public Reports						
All Reports						
FOLDERS						
All Folders						
Created by Me						
Shared with Me						
FAVORITES						
All Favorites						

Desktop 08:54 12/04/2023



## Empathy map

Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs and pain points, to quickly understand your users' experience and mindset.

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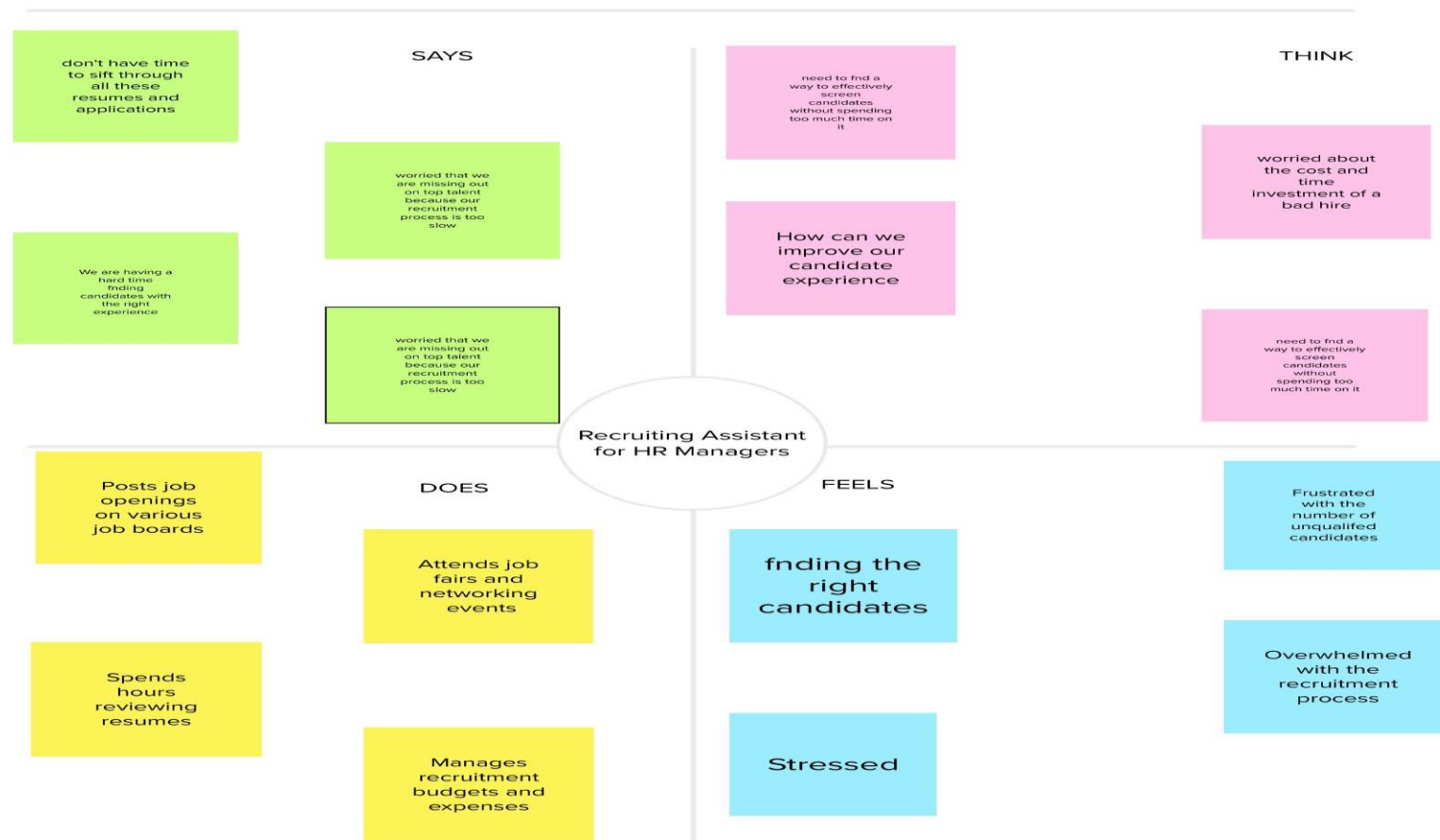


### Need some inspiration?

See a finished version of this template to kickstart your work.

[Open example](#) →

## Recruit assistant for HR managers







## Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

10 minutes to prepare  
1 hour to collaborate  
2-8 people recommended

Share template feedback



Need some inspiration?  
See a finished version of this template to inspire your work.  
[Open example](#)

1

### Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

10 minutes

### 1 Team gathering

Team Leader: SIVASUBRAMANIAN S  
Team Member: PERUMAL G  
Team Member: SWETHA S  
Team Member: MOHAN RAJ M

### 2 Set the goal

The goal of our project is

#Streamline HR recruitment processes  
#Reduce HR recruitment costs  
#Improve recruitment efficiency  
#Maximize the ROI of recruitment efforts  
#Optimize the HR recruitment process to save time and resources

1

### Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

5 minutes



2

### Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

#### Person 1



#### Person 2



#### Person 3

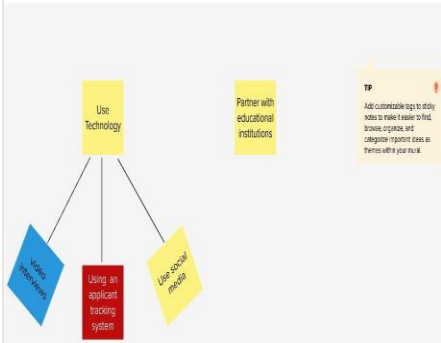


3

### Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

20 minutes

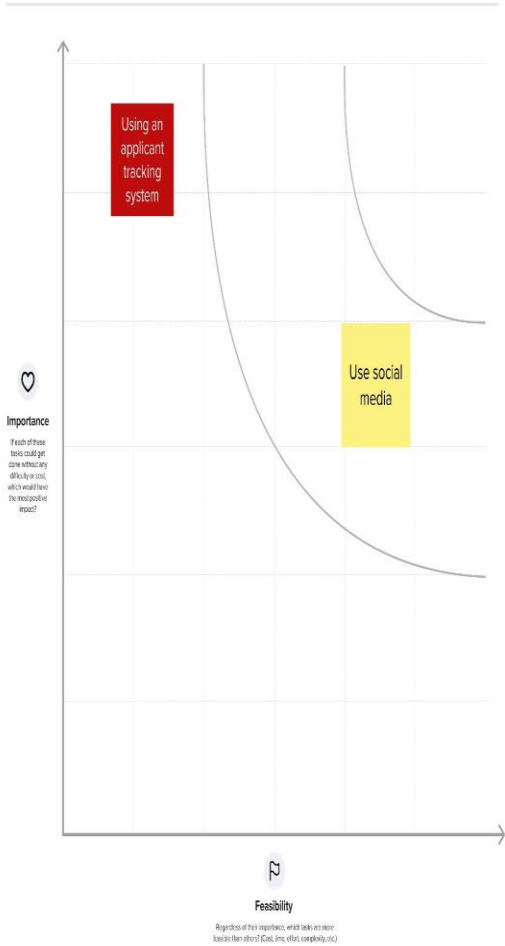


4

### Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes



5

### After you collaborate

You can export the mural as an image or pdf to share with members of your company who might find it helpful.

Quick add-ons

Share the mural  
Share a view link to the mural with stakeholders to keep them in the loop about the outcomes of this session.

Export the mural  
Export a copy of the mural as a PNG or PDF to attach to emails, include in slides, or save in your drive.

Keep moving forward

Strategy blueprint  
Define the components of a new idea or strategy.  
[Open the template](#)

Customer experience journey map  
Understand customer needs, motivations, and obstacles for an experience.  
[Open the template](#)

Strengths, weaknesses, opportunities & threats  
Identify strengths, weaknesses, opportunities, and threats (SWOT) to develop a plan.  
[Open the template](#)

Share template feedback

# Trailhead profile

- ▶ Team lead: <https://trailblazer.me/id/sivas295>
- ▶ Team 1: <https://trailblazer.me/id/mohanrajm2>
- ▶ Team 2: <https://trailblazer.me/id/swetha1311>
- ▶ Team 3: <https://trailblazer.me/id/g20bph128>

# Advantages

- ▶ Recruiting and applicant tracking.
- ▶ Self-service employee support.
- ▶ Employee wellness and safety data.
- ▶ Training and learning management
- ▶ An ideal tool for people operations

# Disadvantage

- ▶ Not knowing what you need ·
- ▶ Not exploring the candidate's experience
- ▶ Shortcomings in the hiring process
- ▶ Not having enough market

# Application

- ▶ Employee information system.
- ▶ New staff hiring request.
- ▶ Applicant tracking
- ▶ Employee onboarding
- ▶ Employee offboarding
- ▶ Timesheet management
- ▶ Time off management
- ▶ Training management

# Conclusion

- ▶ HR Recruitment using salesforce is a highly effective method of recruiting internal employees using various methods such as promotions, transfers and internal job postings.
- ▶ It offers multiple advantages like lower costs, less recruitment & induction time, lower risk, etc.

# Future scope

- ▶ Its bright as salesforce shifted to mobile development.
- ▶ Future is of mobiles and with CRM on mobile its going to be electric for the people who are working on field.
- ▶ It will be leader as no other CRM is close to salesforce.
- ▶ Only thing as of now which can destroy salesforce is salesforce itself.