Sri Meenakshi Govt.Arts College for Women (A),

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Department of Physics

<u>Naan Mudhalvan Scheme</u>

Domain : Sales Force Associate

Project Tile : Job application tracking system

Team ID: NM2023TMID08335

Submitted by

TEAM VI

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April, 22 - 2023

PROJECT REPORT TEMPLATE

1 INTRODUCTION

1.1 Overview

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. The main function of an ATS is to provide a central location and database for a company's recruitment efforts. ATSs are built to better assist management of resumes and applicant information. Data is either received from internal applications via the ATS front-end, located on the company website or is extracted from applicants on job boards. The majority of job and resume boards (LinkedIn.com, Monster.com,, Indeed.com) have partnerships with ATS software providers to provide integration, parsing support and ease of data migration from one system to another.

The ATS can also scan and scout potential recruits using social media networks, and help in the recruitment process. The Applicant Tracking system can store resumes and create a database. This way, when a suitable opportunity comes up in an organization, recruiters use keywords to search out applicants from the

database. The ATS matches the keywords and ranks resumes in the search results according to relevance. Keyword searches could include skills, experience, qualifications, location, specific to a particular job opening. This works well for both the applicant and the hiring managers, as the system sieves the entire database, even looking at applicants who have applied a long while back.How Applicant Tracking Systems Work

When an applicant submits their resume for a job of their liking and interest, the ATS captures the applicant information. Information such as the applicant skill sets, experience, educational background, contact information, resume and covering letting can be uploaded into the system database.

As the hiring process progresses, this information can be seamlessly transferred from system to system. Recruiters can review applicant information, shortlist and review if found suitable for requirements. Applicants can be sent automated messages on receiving their application, as well as information with regard to interview schedules, communication of details such as date, time and place of interview, and progress of the recruitment process. Online testing can also be conducted to screen applicants. The ATS also helps close the loop in the hiring process. Rejection letters can be shared, and if selected, the new hires can connect the information to payroll and HR managers for onboarding. The ATS thereby, cohesively streamlines the recruiting and application process with other networks and systems in the organization.

1.2 Purpose

When you apply for a job, your resume typically passes through an applicant tracking system (ATS) before reaching the hiring manager. This software helps streamline and automate the hiring process, allowing hiring professionals to focus on reviewing the most qualified or best-fit candidates for the job. Having knowledge of the ATS can help you create and submit applications that meet employers' requirements and standards. In this article, we discuss what an applicant tracking system is, what it does and how it works and share some tips for making your application materials compliant with the ATS program.

PROBLEM DEFINITION & DESIGN THINKING
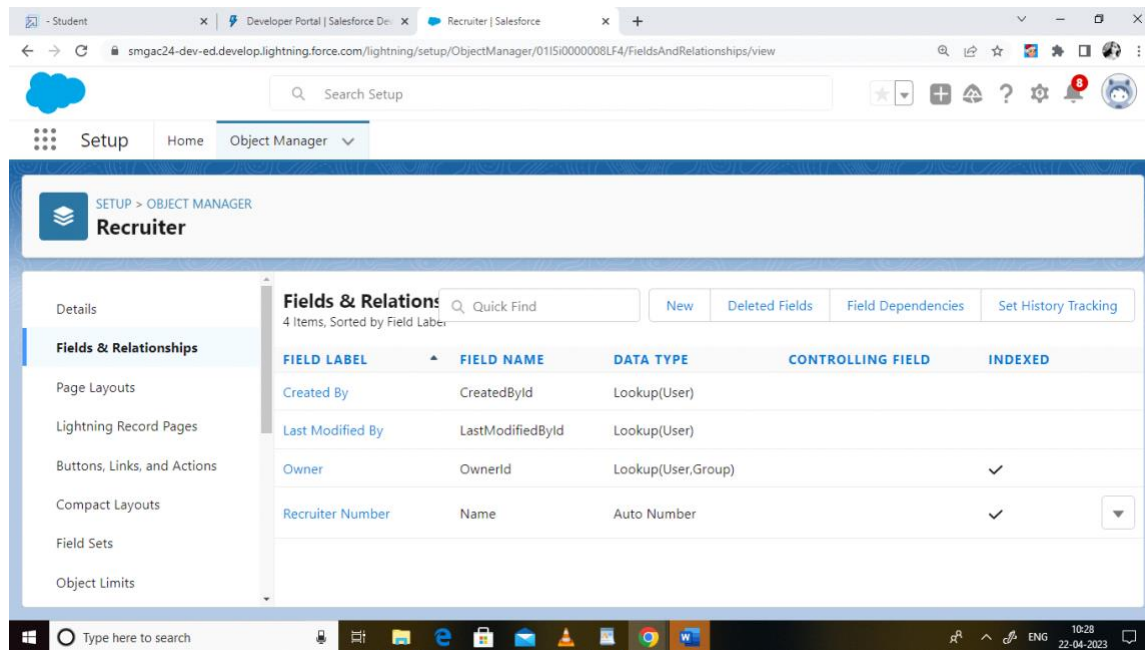
2.1 Empathy map

2.2 Ideation & Brainstorming map

3. RESULT

3.1 Data Model

Object name	Fields in the Object	
obj1	Field label	Data type
	JOB TITTLE	●

obj2	Field label	Data type	
	RECRUITER	•	
	•		
	• •		

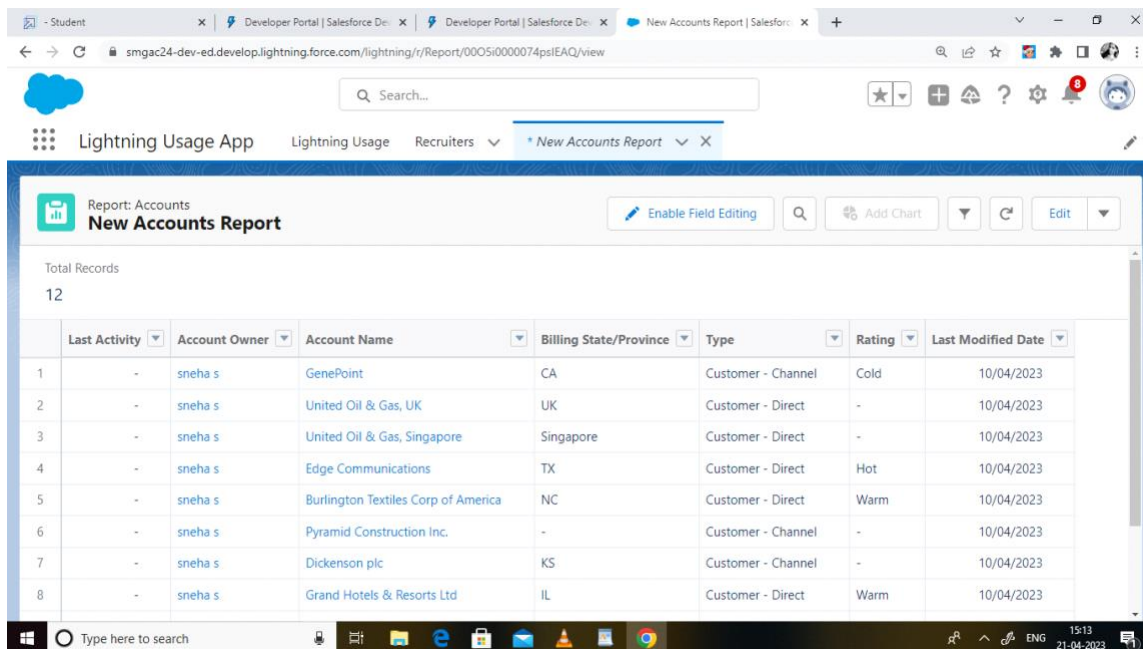## 3.2 Activity & Screenshot

Description

In the field relationship , we create a field label in the standard field
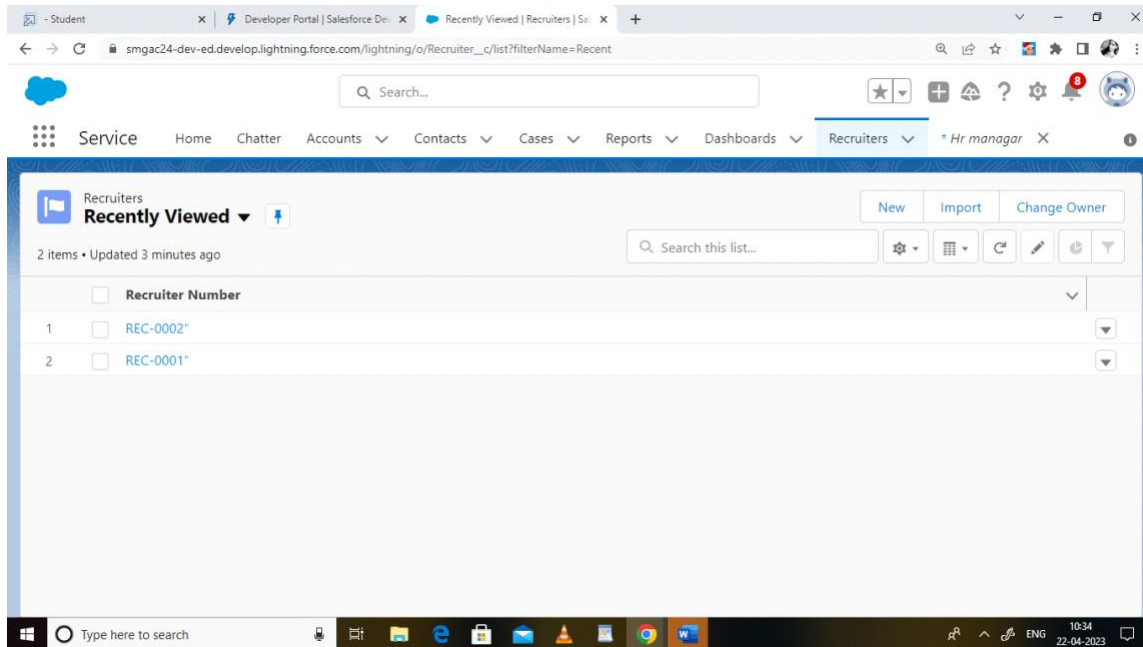
Description

We create a custom field, in the recruiters in the field label

Description

A report is a list of records that meet the criteria you define. it's displayed in rows and columns and can be filtered,grouped and displayed in the grapical chart. Every report is stored in a folder can be public,hidden or shared,and can be set to read-only or read/write.

4. TRAILHEAD PROFILE PUBLIC URL

Team Leader - **https://trailblazer.me/id/trailblazer12sneha**

Team member1- https://trailblazer.me/id/sneka2003

Team member2- **https://trailblazer.me/id/ssowmiya12**

5 .ADVANTAGES & DISADVANTAGES

Advantages:

1. **Streamlines recruiting**

Growing businesses often end up recruiting for multiple positions at the same time. The process can become chaotic very quickly in the absence of a good

applicant tracking system. An ATS enables you to manage your entire hiring process, from start to finish, on a single platform, so you don't waste time juggling between multiple spreadsheets and tools to gather basic information.

2. post jobs on multiple boards

Companies end up spending huge parts of their hiring budget on paid subscriptions to job boards like LinkedIn, Indeed, Monster, etc to make sure that they attract the best candidates. While it is easy to find better candidates through these popular job boards, it can become time-consuming and expensive to juggle multiple job boards—and the worst part is, that there's no tangible data that can tell you where your best candidates are coming .

3. Save the by automating tasks

Applicant tracking system advantages include enabling you to focus more on tasks that truly require your attention rather than spending manual resources on routine, mundane tasks. Good ATS can save almost 50% of your time by automating these routine tasks. In doing so, your processes get more efficient and faster.

Disadvantages:

Disadvantages of Applicant Tracking Systems

Could filter out good candidates. When "programming" your recruiting software to recognize common keywords around roles and responsibilities, you could end up filtering out good candidates that have atypical experience or lack keywords that are aligned with what you are looking for. Careful consideration of your filters and a quality assurance process will help to fine tune the filter and reduce filtering out good candidates. This can happen with manual reviews as well, so automation, in most situations, has a net benefit.

Communications can be less personalized. When automating responses to candidates, your messaging will be less personalized and can come off as robotic. Taking additional time to construct good communication can help make it feel more personalized. It's much better to send a less personalized communication than no communication at all.

6. APPLICATION

An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates they hire.

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. FURTURE SCOPE

An applicant tracking system (ATS) is software for recruiters and employers to track camdidates throughout the recuriting and hiring process.