

1 INTRODUCTION

1.1. Overview

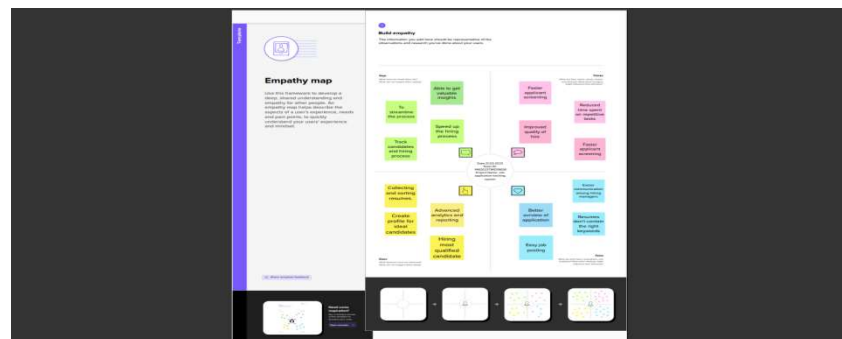
Applicant tracking system is software for recruiters and employers to track candidates throughout the recruiting and hiring process. This software can come equipped with capabilities ranging from simple database functionality to a full service suite of tools that makes it easy for businesses of any size to filter, manage and analyze candidates.

1.2. Purpose

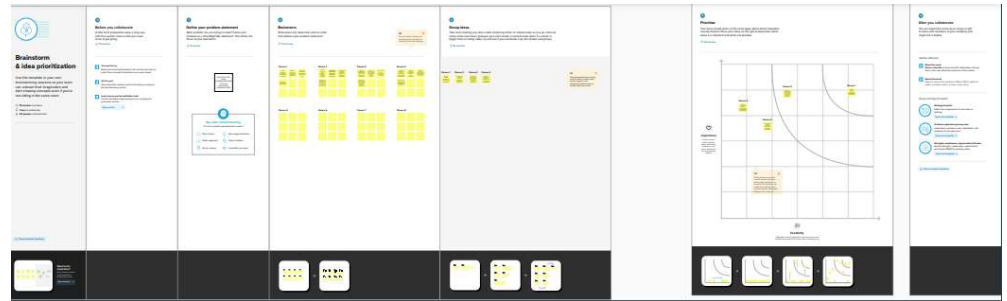
- You can specify your applicant tracking system to integrate with different job boards, even those in other countries. It can also automatically post to social media by using content marketing strategies.
- Mobile friendly, your pool of applicants can increase up to 40 percent. Reducing the amount of time it takes to apply for a job to less than 20 minutes decreases the drop-off rate of applicants.

2 Problem Definition & Design Thinking

- Empathy Map



- Ideation & Brainstorming Map



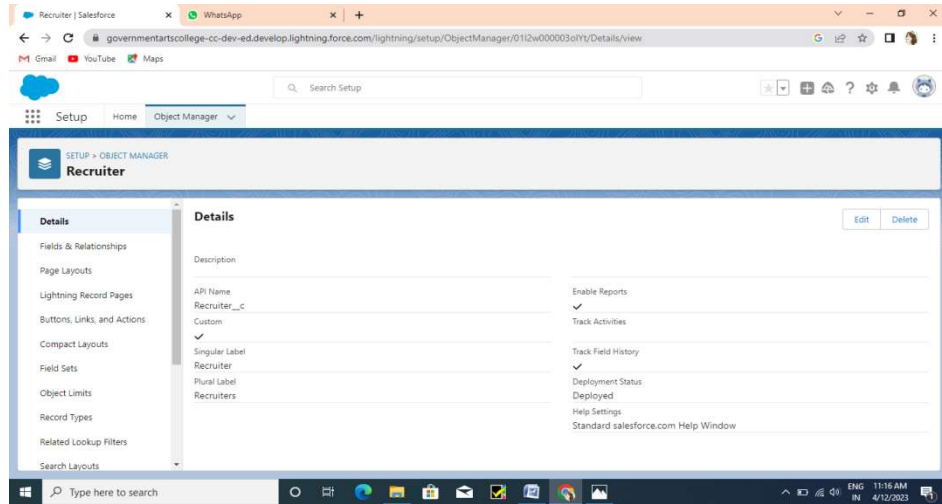
3 RESULT

- Data Model:

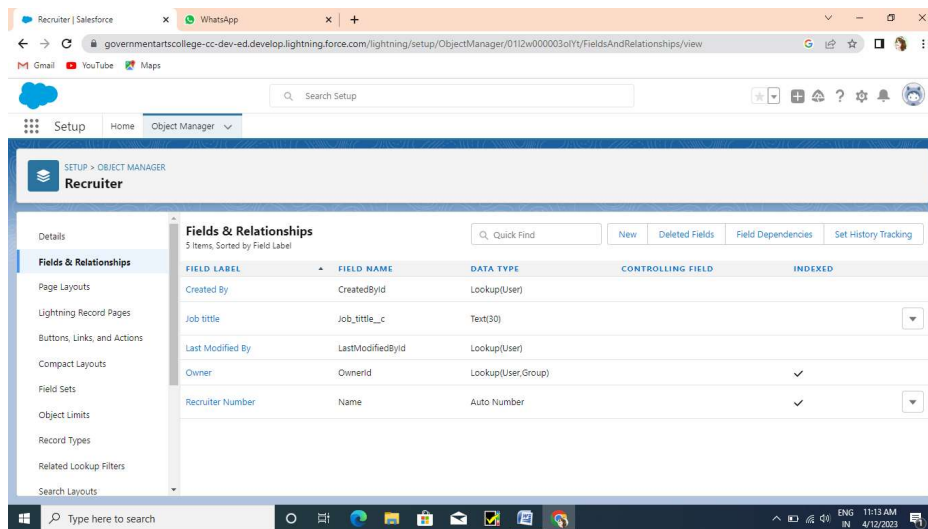
Object name	Fields in the Object	
Recruiter	Field label	Data type
	Job title	text
Jobs	Field label	Data type
	Job number	Auto number
Candidates	Field label	Data type
	Candidate number	Auto number
Job application	Field label	Data type
	Job application number	Auto number

- Activity & Screenshot

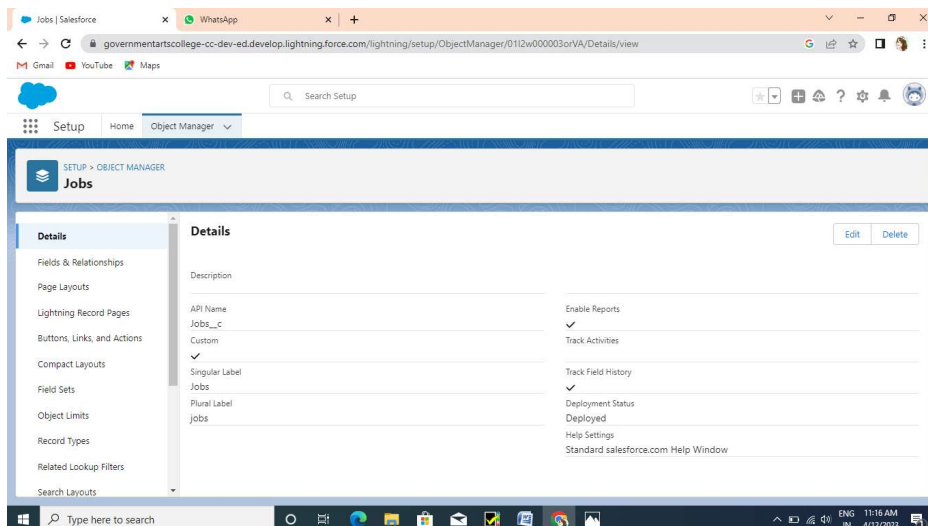
Recruiter



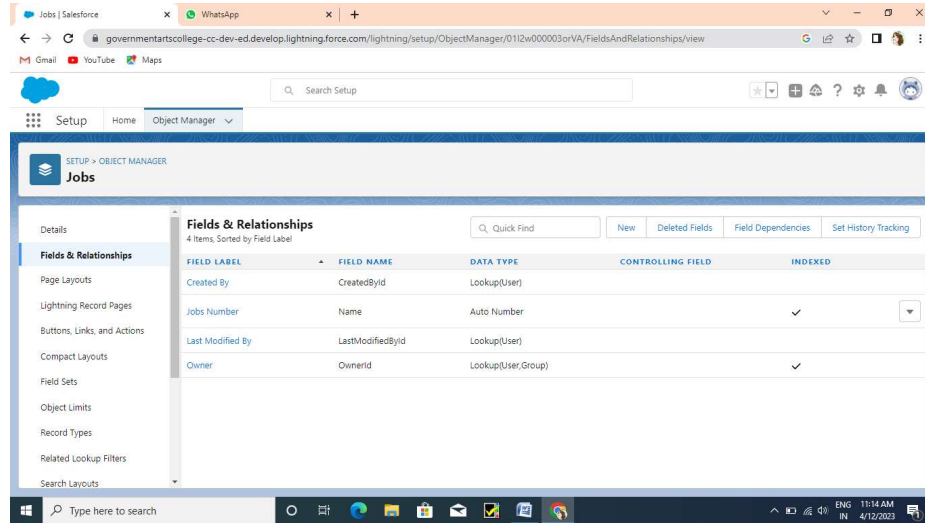
Fields in the recruiter object



Jobs



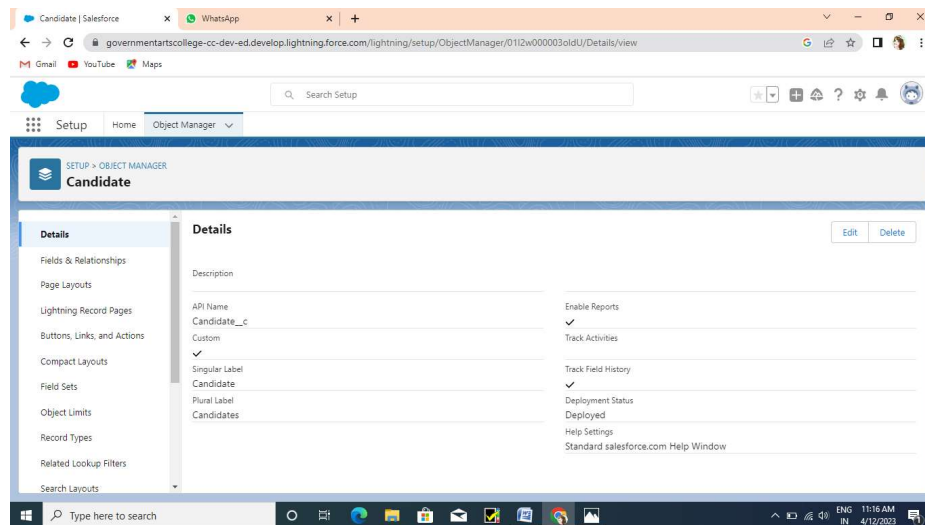
Fields on jobs object



The screenshot shows the Salesforce Setup interface for the 'Jobs' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed. The fields listed are: Created By (CreatedById, Lookup(User)), Jobs Number (Name, Auto Number), Last Modified By (LastModifiedById, Lookup(User)), and Owner (OwnerId, Lookup(User, Group)).

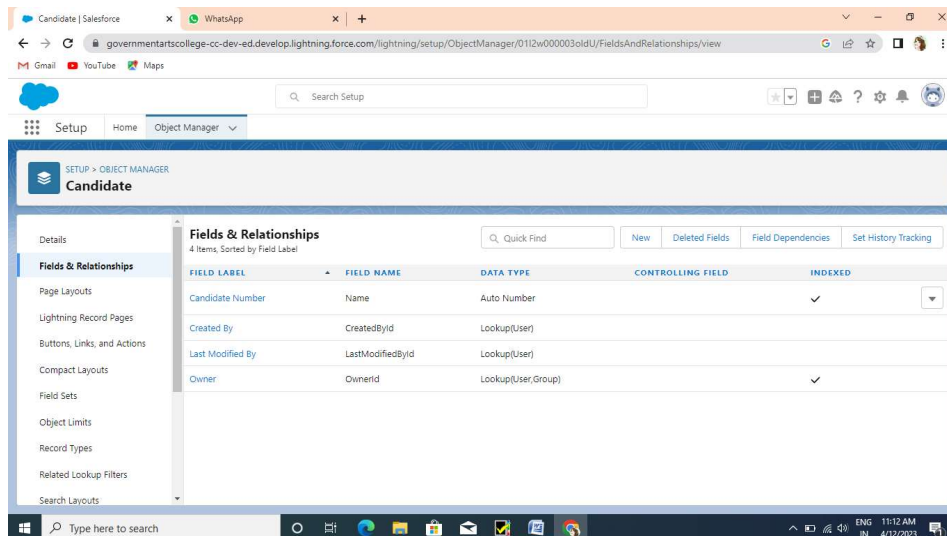
FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Jobs Number	Name	Auto Number		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User, Group)		✓

Candidates



The screenshot shows the Salesforce Setup interface for the 'Candidate' object. The 'Details' section is active, displaying various configuration options. The 'Description' field is empty. The 'API Name' is 'Candidate__c'. The 'Custom' checkbox is checked. The 'Singular Label' is 'Candidate' and the 'Plural Label' is 'Candidates'. The 'Enable Reports' checkbox is checked. The 'Track Activities' checkbox is checked. The 'Track Field History' checkbox is checked. The 'Deployment Status' is 'Deployed'. The 'Help Settings' are set to 'Standard salesforce.com Help Window'.

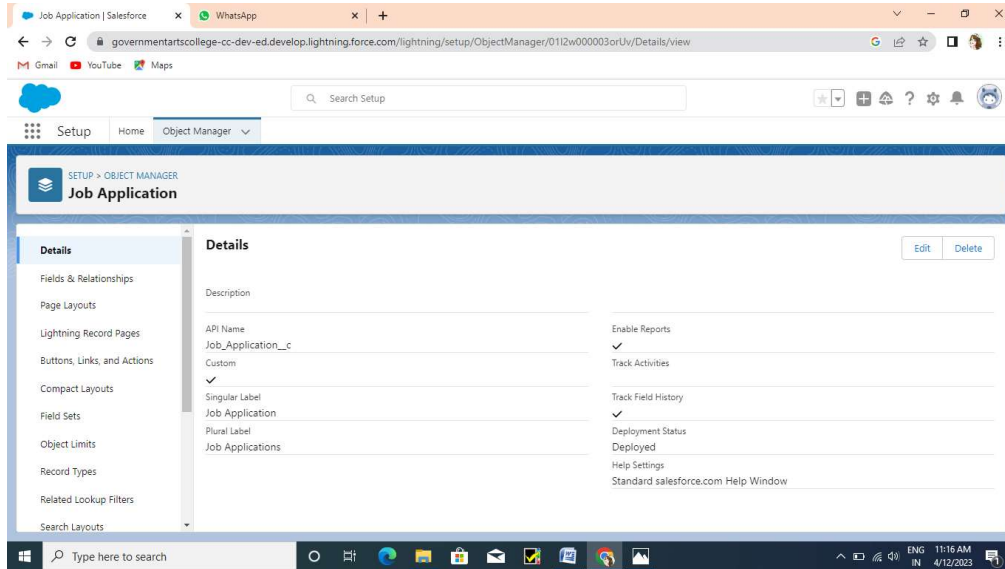
Fields in candidates object



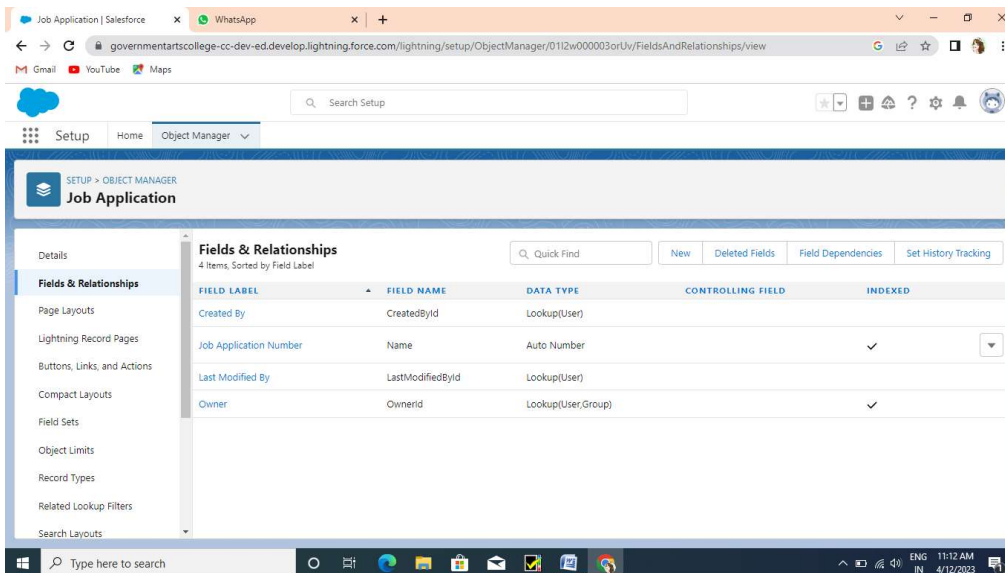
The screenshot shows the Salesforce Setup interface for the 'Candidate' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed. The fields listed are: Candidate Number (Name, Auto Number), Created By (CreatedById, Lookup(User)), Last Modified By (LastModifiedById, Lookup(User)), and Owner (OwnerId, Lookup(User, Group)).

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Candidate Number	Name	Auto Number		✓
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User, Group)		✓

Job application



Fields in job application object



4 Trailhead Profile Public URL

Team Lead <http://trailblazer.me/id/jrani66>

Team Member 1- <http://trailblazer.me/id/kkowsalya5>

Team Member 2- <https://trailblazer.me/id/traiesh23>

Team Member 3- <http://trailblazer.me/id/prram26>

5 ADVANTAGES & DISADVANTAGE

Advantages:

- Flexible system for both employer and the agency.
- Reducing the bounce rate and getting more relevant applications.
- Speed up the whole process of finding and hiring the right talent.
- Keeping all the documents in your recruiting database.

Disadvantages:

- An Applicant Tracking System disadvantage is that they are open to manipulation.
- Missing qualified applicants due to wrong keyword selection.
- Automatic elimination of resumes that software cannot recognize and interpret

6 APPLICATIONS

- Organization is unique but each one thrives soon attracting, hiring and maximizing top talent.
- Many businesses face major challenges at some point in the hiring or onboarding process.

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

An application tracking system 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.

