

1.INTRODUCTION

A recruiting assistant is a valuable asset for HR managers, as they can help streamline the recruitment process and make it more efficient. A recruiting assistant can handle a variety of tasks related to recruiting, including sourcing candidates, screening resumes, scheduling interviews, and communicating with candidates.

1.1 OVERVIEW

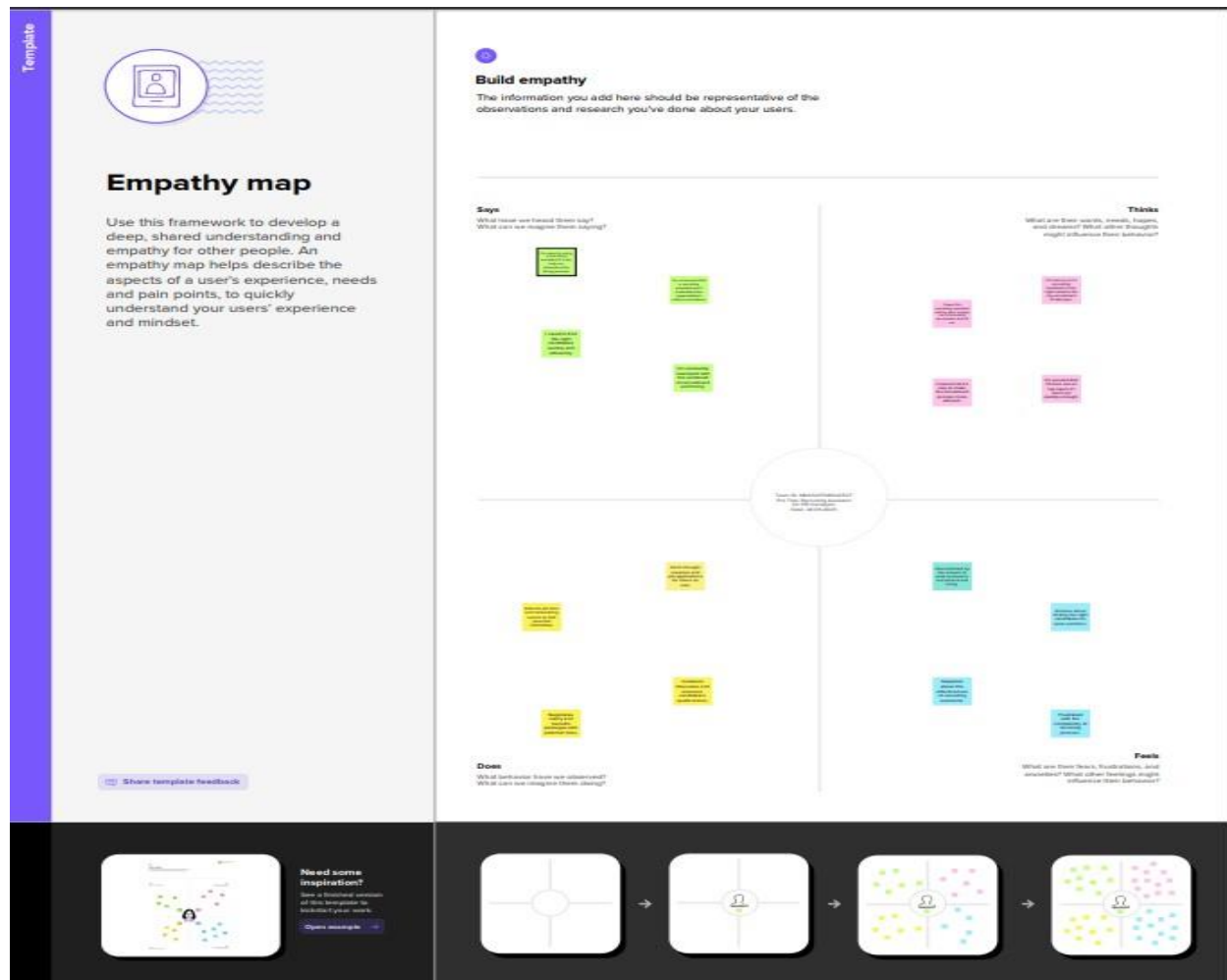
One specific use case for a CRM system in the recruitment context is tracking the results of a candidate with internal marks. Internal marks are scores or evaluations that are generated by an organization's internal systems or processes, such as exams, assessments, or performance evaluations. By integrating internal marks into a CRM system, recruiters and hiring managers can gain a more holistic view of a candidate's qualifications, skills, and potential fit for a role

1.2 PURPOSE

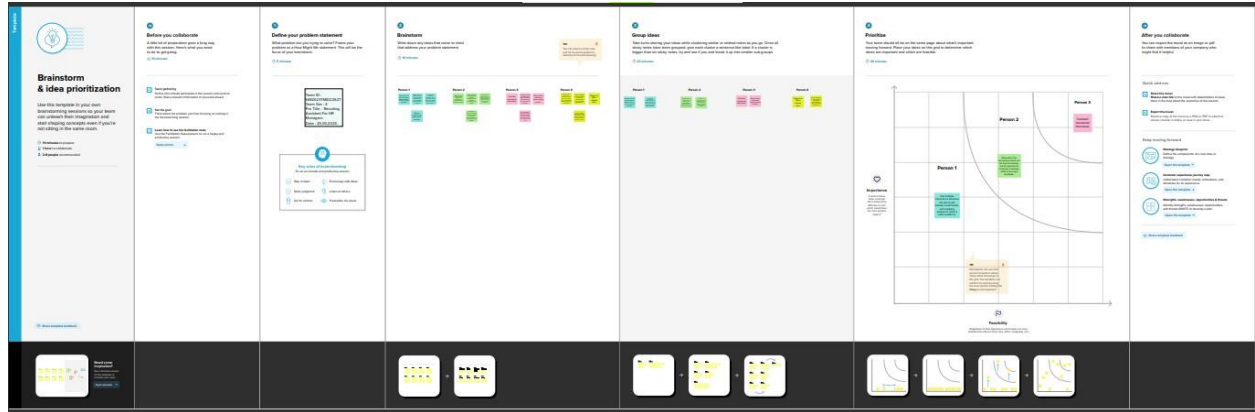
The purpose of a recruiting assistant for HR managers is to provide support and assistance in the recruitment process. By taking on some of the administrative tasks associated with recruitment, such as screening resumes, scheduling interviews, and communicating with candidates, a recruiting assistant can help HR managers to focus on more strategic aspects of their job

2.PROBLEM DEFINITION & DESIGN THINKING

2.1 EMPATHY MAP



2.2 IDEATION & BRAINSTORMING MAP



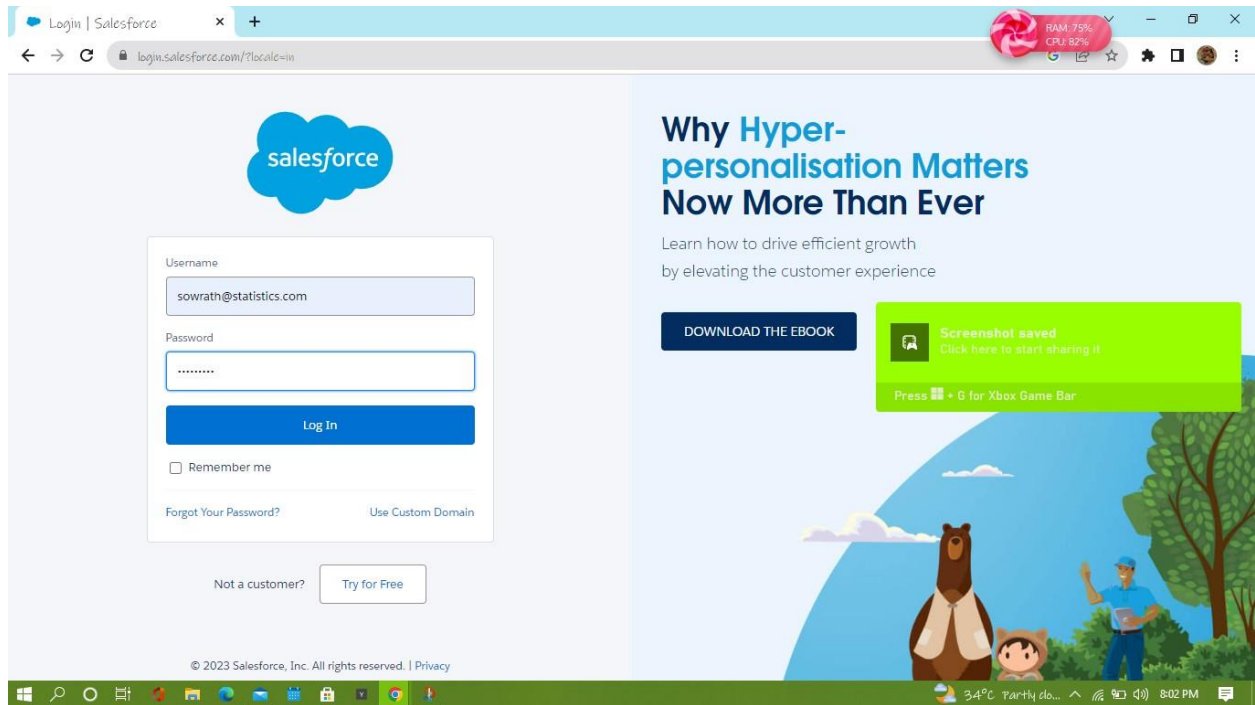
3.RESULT

3.1 Data Model

| Object Name | Fields in the Object | |
|-------------|----------------------|--------------|
| Job Posting | Field Label | Date Type |
| | Job Posting Site | Look (User) |
| Reviews | Field Label | Date Type |
| | Reviews | Auto number |
| Position | Field Label | Date Type |
| | Position | Text (80) |

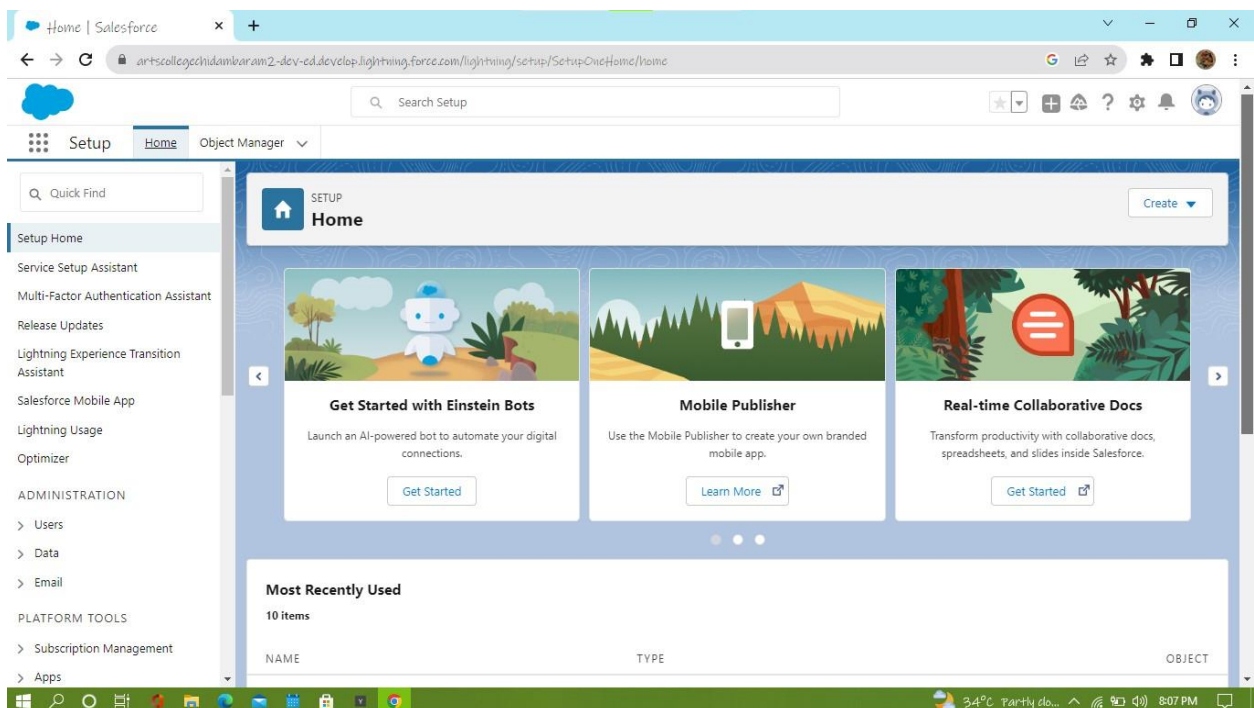
3.2.Activity & Screenshot

Milestone 1 : Creation Salesforce Org



Activity 1 :

Salesforce Login



Milestone-2: Package installation

The screenshot shows the Salesforce Setup interface. The left sidebar contains a search bar and a navigation menu with categories: Apps, Packaging, Feature Settings, Analytics, and Apps. The 'Installed Packages' link is highlighted under the 'Packaging' section. The main content area is titled 'Installed Packages' and includes a 'Help for this Page' button. Below the title, there is a paragraph explaining that apps and components are installed in packages and can be deployed individually or as a group. A table titled 'Installed Packages' lists the installed packages. The table has columns: Action, Package Name, Publisher, Version Number, Namespace Prefix, Install Date, Limits, Apps, Tabs, Objects, and AppExchange Ready. The only package listed is 'Recruiting_300' by 'salesforce', version 1.4, installed on 04/04/2023 at 1:52 pm. The 'Limits' column shows a checkmark, and the 'AppExchange Ready' column shows 'Not Applicable'. Below the table, there is a section for 'Uninstalled Packages' which is currently empty.

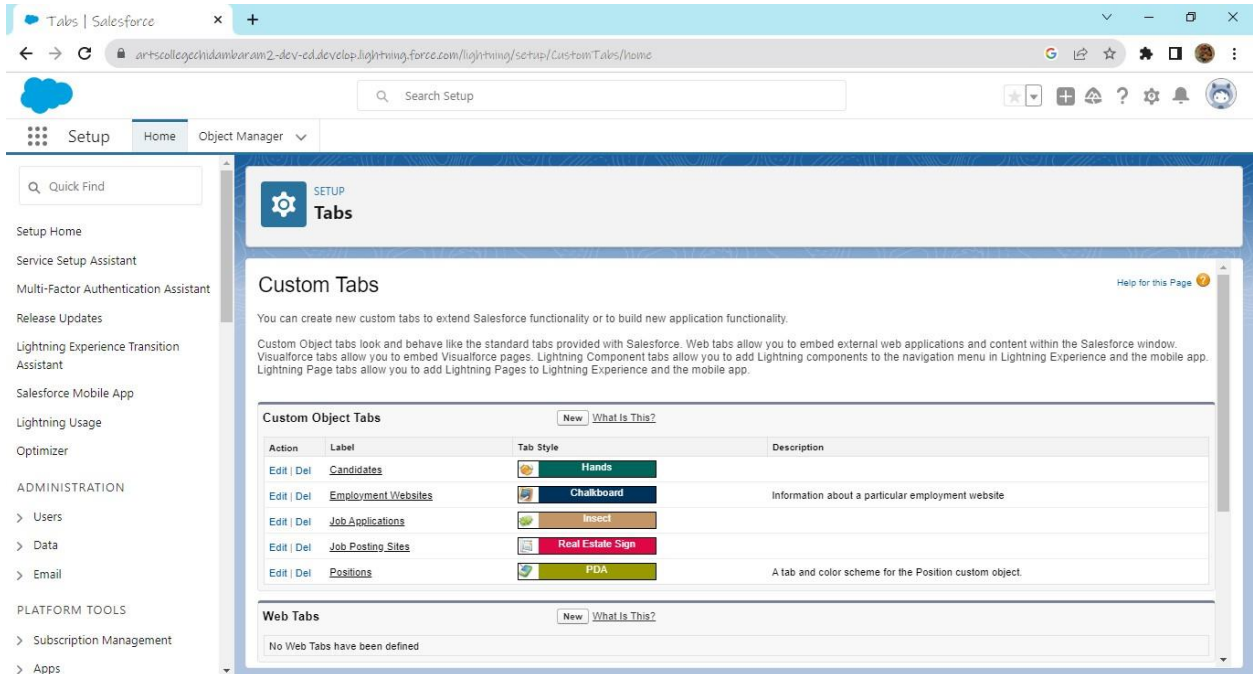
| Action | Package Name | Publisher | Version Number | Namespace Prefix | Install Date | Limits | Apps | Tabs | Objects | AppExchange Ready |
|---------------------------|----------------|------------|----------------|------------------|---------------------|--------|------|------|---------|-------------------|
| Uninstall | Recruiting_300 | salesforce | 1.4 | | 04/04/2023, 1:52 pm | ✓ | 1 | 5 | 5 | Not Applicable |

Milestone 3 :Object

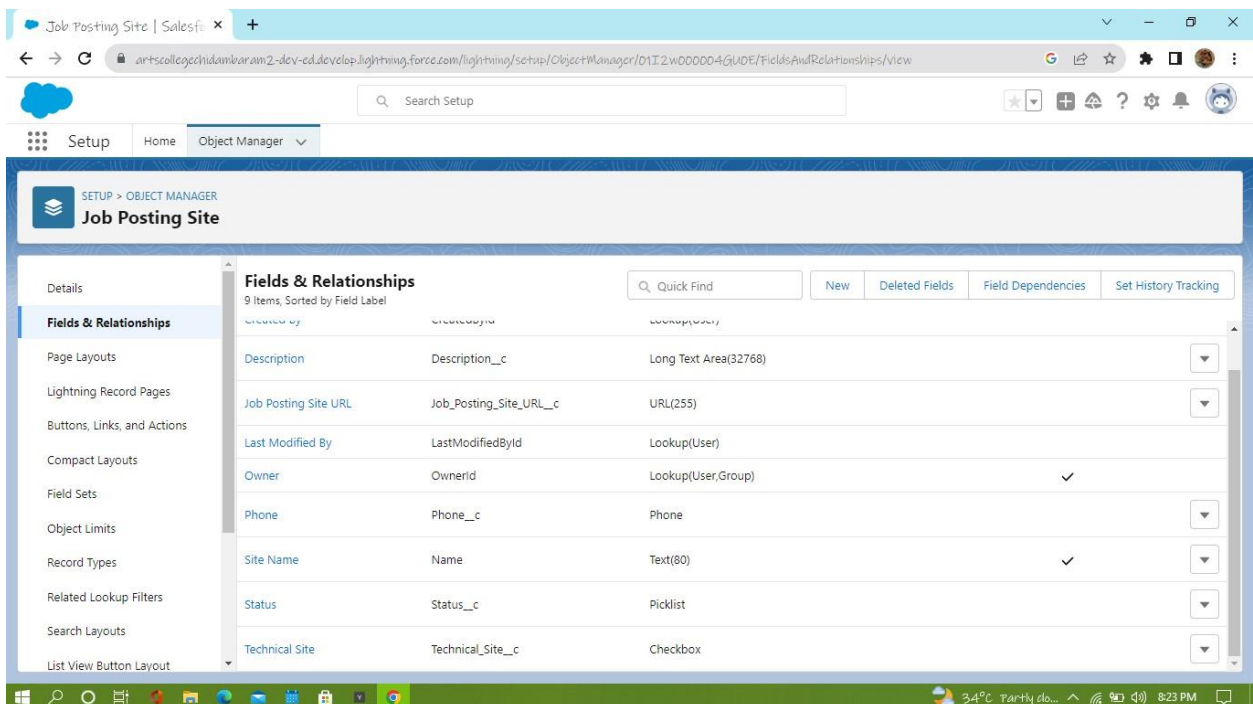
The screenshot shows the Salesforce Setup interface, specifically the 'Object Manager' section. The left sidebar contains a search bar and a navigation menu with categories: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The 'Details' link is highlighted. The main content area is titled 'Job Posting Site' and includes an 'Edit' button and a 'Delete' button. Below the title, there is a 'Details' section with a table of fields and their properties. The table has columns: Field Name, Field Type, and Field Properties. The fields listed are: Description (Text), API Name (Job_Posting__c), Custom (checked), Singular Label (Job Posting Site), Plural Label (Job Posting Sites), Enable Reports (checked), Track Activities (checked), Track Field History (checked), Deployment Status (Deployed), and Help Settings (Standard salesforce.com Help Window).

| Field Name | Field Type | Field Properties |
|---------------------|-------------------------------------|------------------|
| Description | Text | |
| API Name | Job_Posting__c | |
| Custom | checked | |
| Singular Label | Job Posting Site | |
| Plural Label | Job Posting Sites | |
| Enable Reports | checked | |
| Track Activities | checked | |
| Track Field History | checked | |
| Deployment Status | Deployed | |
| Help Settings | Standard salesforce.com Help Window | |

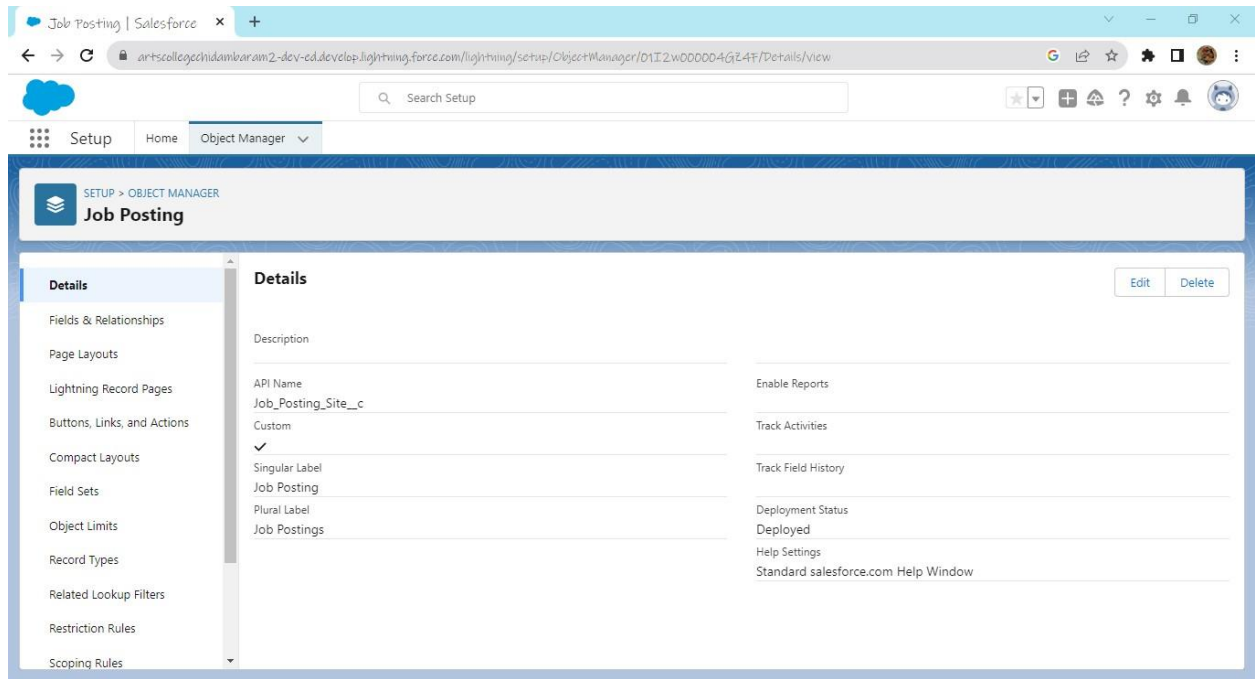
Milestone 4.Tab



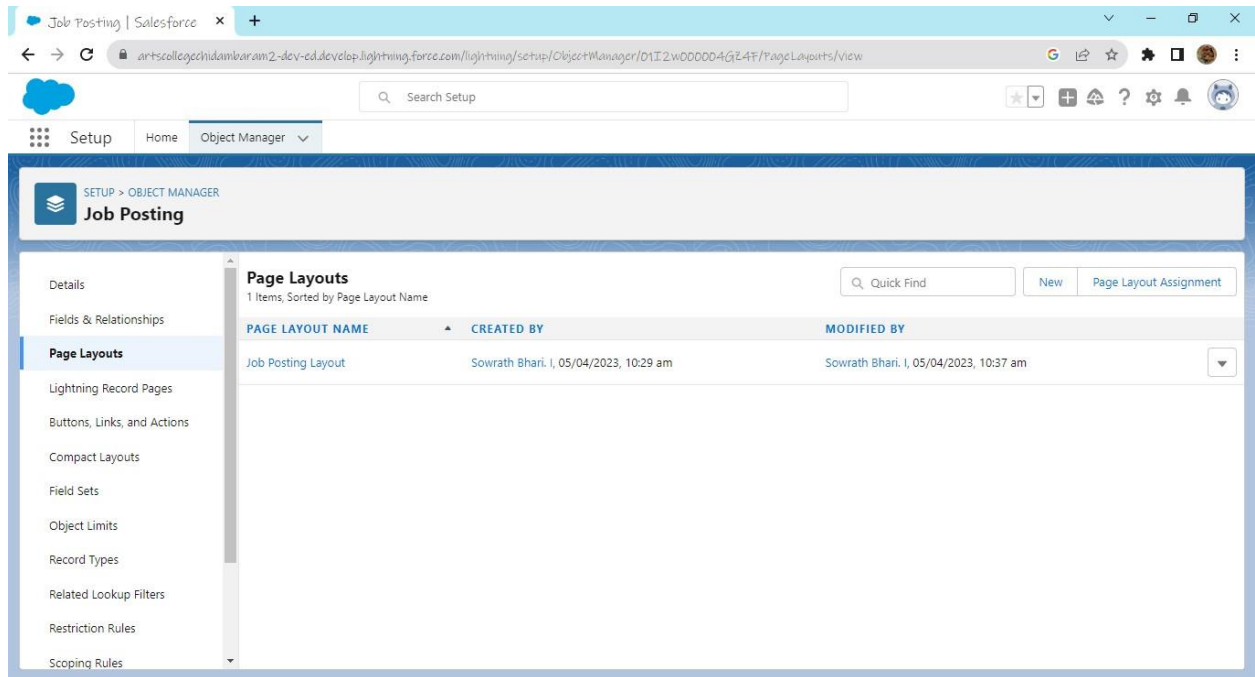
Milestone:5 Fields



Milestone:6 Junction Object



Milestone 7. Page Layouts



Milestone:8 Validation Rules

The screenshot shows the Salesforce Setup interface for 'Job Posting Site'. The left sidebar contains a navigation menu with options: 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, and List View Button Layout. The main content area is titled 'Validation Rules' and shows 2 items, sorted by Rule Name. A table lists the validation rules:

| RULE NAME | ERROR LOCATION | ERROR MESSAGE | ACTIVE | MODIFIED BY |
|------------------------------|----------------------|---|--------|---------------------------------------|
| Phone_number_validation_rule | Job Posting Site URL | Please give a valid phone number | ✓ | Sowrath Bhari, I, 06/04/2023, 1:44 pm |
| Technical_site | Technical Site | Review all error messages below to correct your data. | ✓ | Sowrath Bhari, I, 06/04/2023, 1:55 pm |

Milestone 9 :Profile

The screenshot shows the Salesforce Setup interface for 'Profiles'. The left sidebar contains a navigation menu with options: Users and Profiles. The main content area is titled 'Profiles' and shows the 'Event' profile. A section titled 'Profile Detail' provides information about the profile:

| Name | Event |
|--------------|---------------------------------------|
| User License | Salesforce |
| Description | |
| Created By | Sowrath Bhari, I, 06/04/2023, 2:06 pm |
| Modified By | Sowrath Bhari, I, 06/04/2023, 2:22 pm |

Below the profile detail, there is a section titled 'Page Layouts' which lists the standard object layouts for the profile:

| Standard Object Layouts | Global | Object Milestone |
|-------------------------|------------------------------------|---|
| Email Application | Global Layout [View Assignment] | Object Milestone Layout [View Assignment] |
| Home Page Layout | Not Assigned [View Assignment] | Operating Hours Layout [View Assignment] |
| Account | DE Default [View Assignment] | Opportunity Layout [View Assignment] |
| | | Opportunity Product Layout [View Assignment] |

Milestone 10 :User

Users

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](#)

| Action | Full Name | Alias | Username | Role | Active | Profile |
|----------------------|------------------|---------|--|------|--------|----------------------------------|
| Edit | Rhari Sowrath | sowra | sowrath141@gmail.com | | ✓ | Event |
| Edit | Rhari J Sowrath | SRhar | sowrath@statistics.com | | ✓ | System Administrator |
| Edit | Chatter Expert | Chatter | chatty_00q2w00000rk4veaf.m9pm6apdtvif@chatter.salesforce.com | | ✓ | Chatter Free User |
| Edit | Sathya AP | asath | sathya@stat.com | | ✓ | Standard Platform User |
| Edit | User Integration | integ | integration@00q2w00000rk4veaf.com | | ✓ | Analytics Cloud Integration User |
| Edit | User Security | sec | insightssecurity@00q2w00000rk4veaf.com | | ✓ | Analytics Cloud Security User |

Milestone 11 :Permission Set

Permission Sets

Supplier Permits and Save

Find Settings... | [Clone](#) | [Edit Properties](#) | [Manage Assignments](#)

Permission Set Overview

| Description | API Name |
|---------------------------|---------------------------|
| Supplier Permits and Save | Supplier_Permits_and_Save |

License: [View License](#)

Session Activation Required: ☐

Created By: Sowrath Rhari J | 06/04/2023, 2:49 pm

Last Modified By: Sowrath Rhari J | 06/04/2023, 2:49 pm

Apps

Assigned Apps
Settings that specify which apps are visible in the app menu

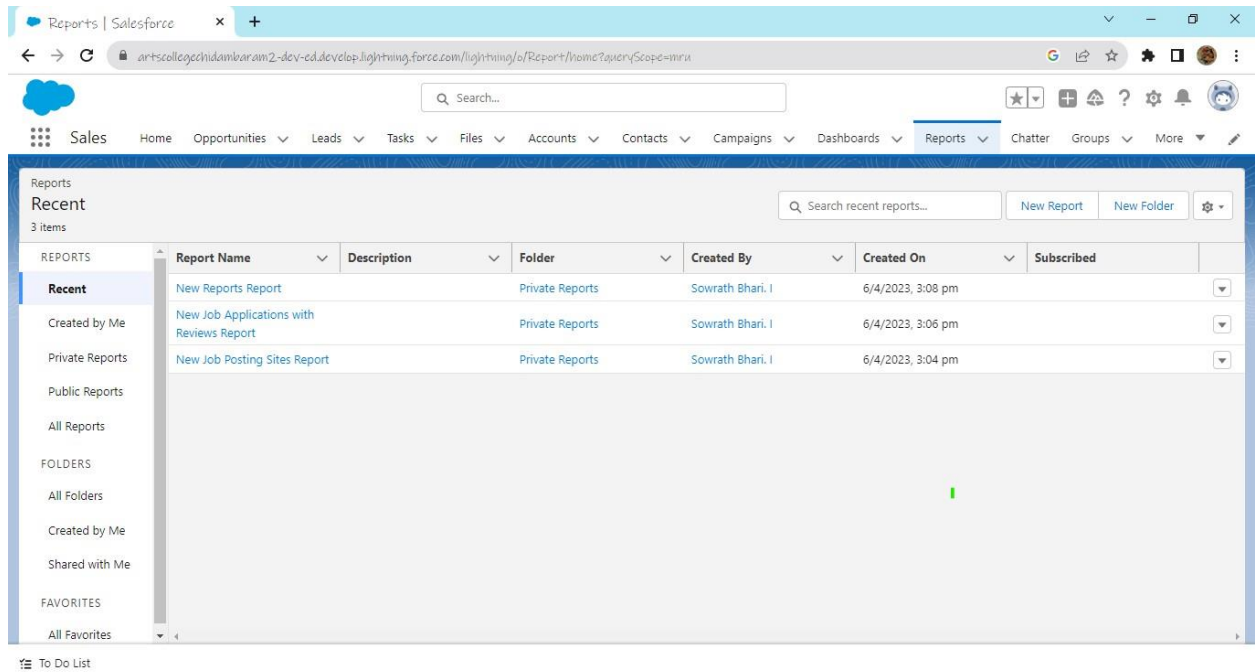
Assigned Connected Apps
Settings that specify which connected apps are visible in the app menu

Object Settings
Permissions to access objects and fields, and settings such as tab availability

App Permissions
Permissions to perform app-specific actions, such as "Manage Call Centers"

Apex Class Access
Permissions to execute Apex classes

Milestone 12 : Reports



4.Trailhead Profile Public URL

Team Lead — <https://trailblazer.me/id/sbharii>

Team Member 1- <https://trailblazer.me/id/ssinbash>

Team Member 2 - <https://trailblazer.me/id/sath03>

Team Member 3 - <https://trailblazer.me/id/sibalan55>

5.ADVANTAGES & DISADVANTAGES

Increased efficiency: A recruiting assistant can help to streamline the recruitment process, making it more efficient by handling tasks such as resume screening, scheduling interviews, and communicating with candidates. This frees up HR managers' time to focus on other important tasks, such as developing recruitment strategies and building relationships with stakeholders.

DISADVANTAGES

While there are many advantages of having a recruiting assistant for HR managers, there are also some potential disadvantages to consider. These include:

Lack of expertise: Depending on the qualifications and experience of the recruiting assistant, they may not have the same level of expertise as HR managers when it comes to recruitment strategies, employment law, and other important areas.

6.APPLICATION

A recruiting assistant can be a valuable tool for HR managers to help streamline and automate various aspects of the recruiting process. Here are some potential applications of a recruiting assistant for HR managers

Sourcing candidates: A recruiting assistant can help HR managers to source candidates by automatically scanning job boards, social media platforms, and other sources for potential candidates who meet specific criteria. This can save HR managers time and effort in manually searching for candidate

7.CONCLUSION

conclusion, a recruiting assistant can be a powerful tool for HR managers to help them automate and streamline various aspects of the recruiting process. By using AI-powered algorithms, chatbots, and automation tools, a recruiting assistant can help HR managers to source candidates, screen resumes, schedule interviews, conduct initial interviews, and assist with onboarding new employees

8.FUTURE SCOPE

increased Efficiency: Recruiting assistants can help automate the screening and hiring process, allowing HR managers to focus on other critical tasks. With the help of AI and machine learning algorithms, recruiting assistants can quickly scan through hundreds of resumes, screen candidates, and even conduct initial interviews.

Improved Candidate Experience: By providing real-time feedback and personalized communication, recruiting assistants can create a positive experience for candidates throughout the hiring process. This can help boost the company's,