JOB APPLICATION TRACKING SYSTEM

1 INTRODUCTION

1.1 Overview

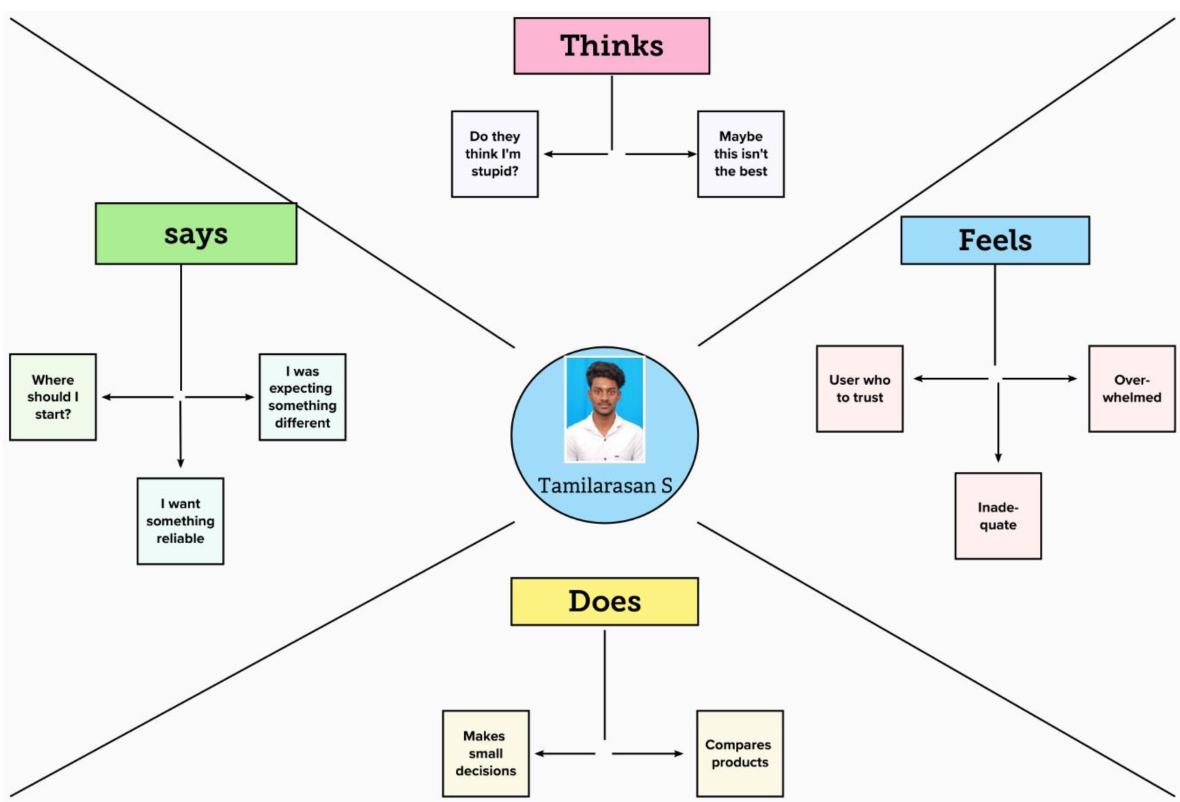
An application tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process. This software can come equipped with capabilities ranging from simple database functionality to a full-service suite of tools that makes it easy for businesses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

1.2 Purpose

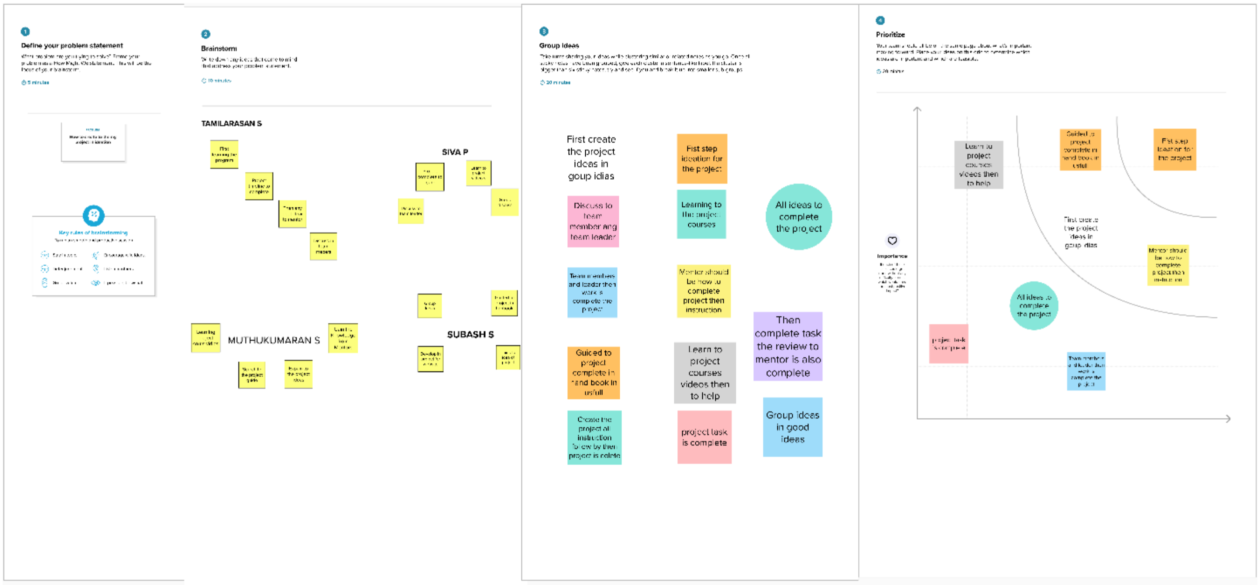
Many businesses face major challenges at some point in the hiring or onboarding process. An ATS can offer a variety of capabilities that can help the organization find, hire, and retain the best candidates.

2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



3 *RESULT*

3.1 Data Model:

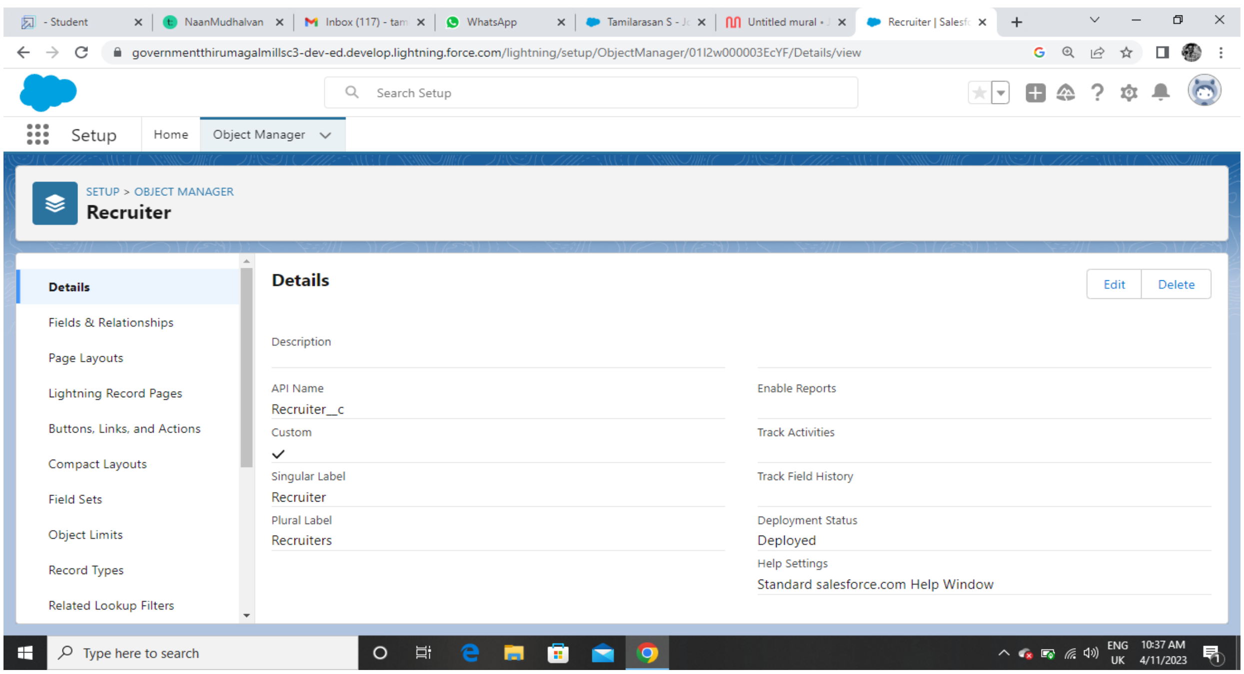
<table>
<tr><th>Object name</th><th>Fields in the Object</th></tr>
<tr><td>obj1
Account</td><td><table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Account Name</td><td>Auto Number</td></tr><tr><td></td><td></td></tr></table></td></tr>
<tr><td>obj2
Energy Audit</td><td><table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Account</td><td>Lookup(Account)</td></tr></table></td></tr>
<tr><td>Obj3
Lead</td><td><table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Clean Status</td><td>Picklist</td></tr><tr><td></td><td></td></tr></table></td></tr>
</table>

Object	Field label	Data type
Obj4 Recruiter	Recruiter Name	Text(80)

3.2Activity & Screenshot

Create a custom object:

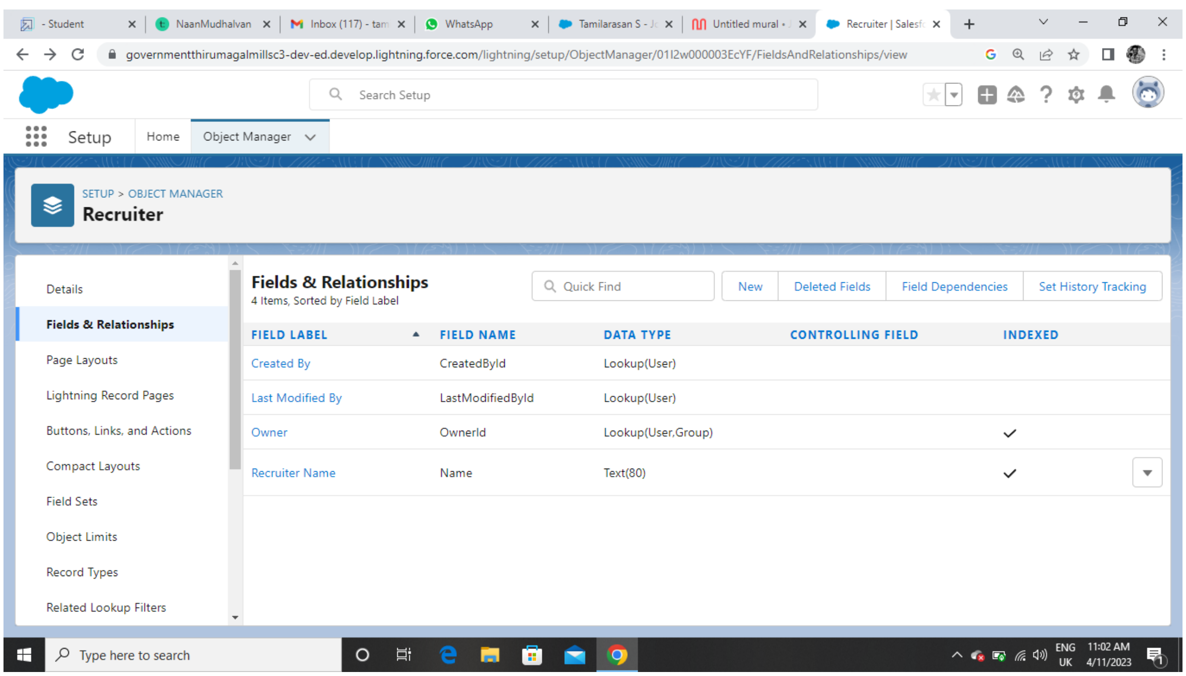
1. From setup click on object manager.
2. Click create, select custom object.



3. Fill in the label as " Recruiter ".
4. Fill in the plural label as " Recruiters".
5. Record name: " Recruiter Number"
6. Select the data type as "Auto Number".
7. Under display format enter "REC-{0000}".
8. Enter starting number as 1.
9. In the Optional Features section, select Allow Reports and Track Field History.
10. In the Deployment Status section, ensure Deployed is selected.
11. In the Search Status section, select Allow Search.
12. In the Object Creation Options section, select Add Notes and Attachments related list to default page layout

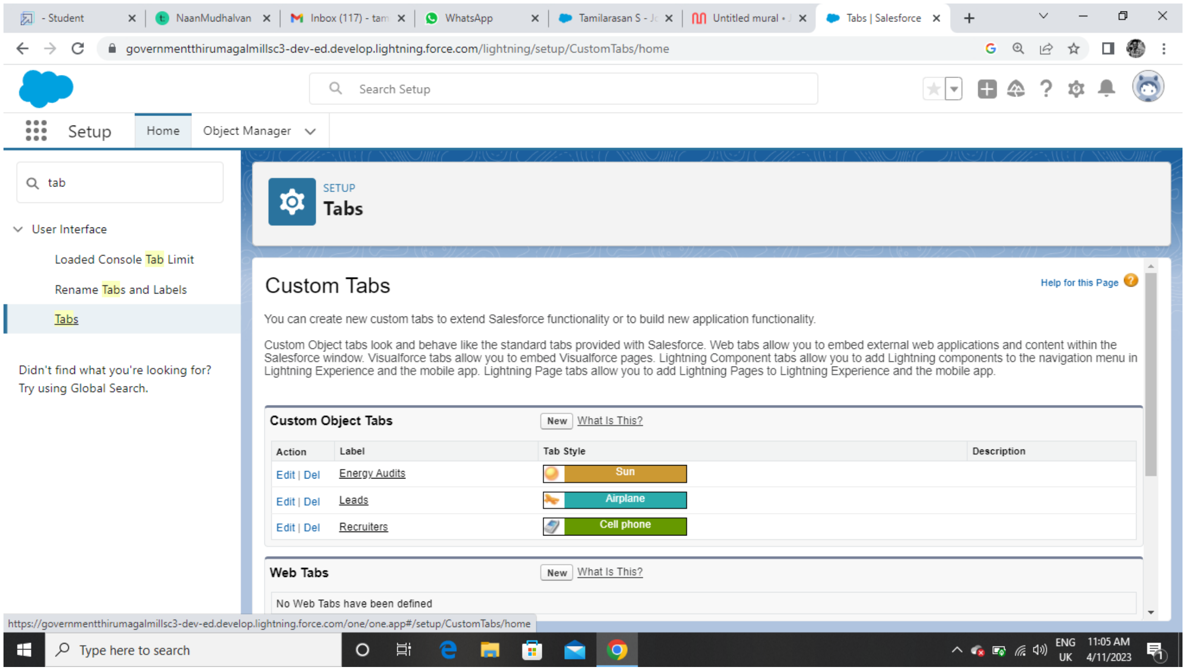
Create a custom fields:

1.Click the object manager tab, Select the object for which you have to create the fields and relationships.
2.From the sidebar, click Fields & Relationships. Notice that there are already some fields there. Those are the standard fields.
3. Click New to create a custom field. Tip: Before creating a new field, do a quick search to make sure a similar one doesn’t already exist
4. Click on the new to create a field.
 5.Choose the data type as a Text, click next
6.Enter field label, length and Name and click next
7.Select the profiles to which you want to grant edit access to this field via field-level security.
The field will be hidden from all profiles if you do not add it to field-level security. Click next
8.Select the page layouts that should include this field.
9.Click save.



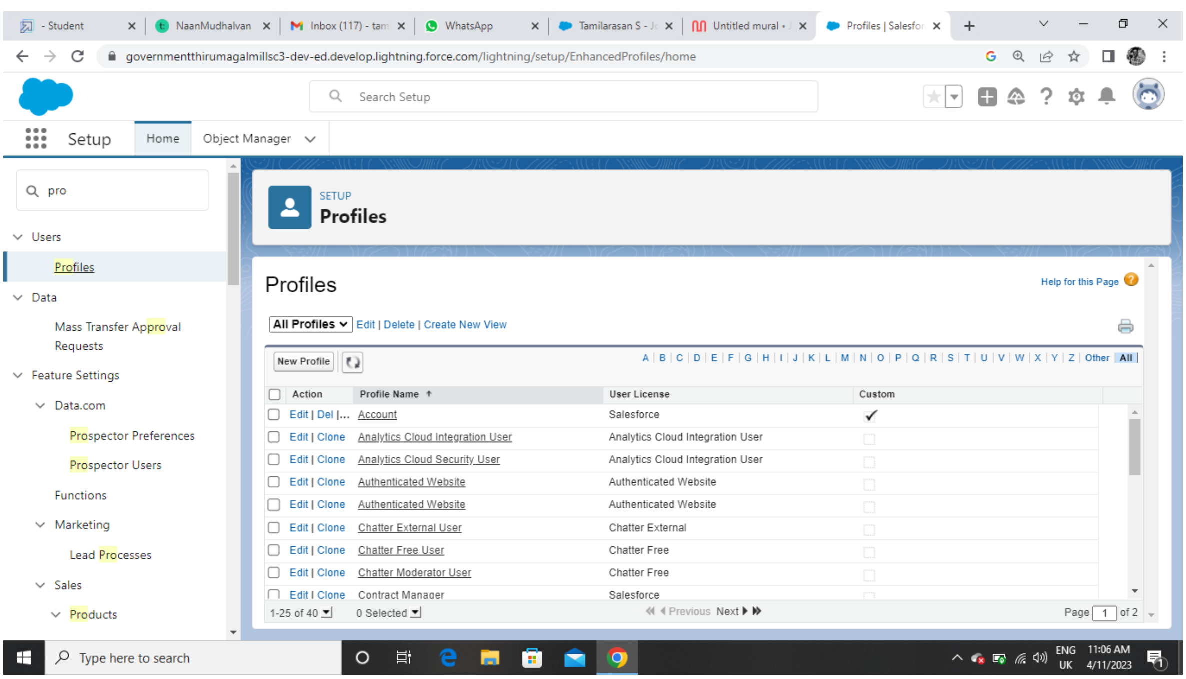
Create a tab:

1. Click setup
2. Search tab in Quick box then, select tab
3. Click New custom object tab section
4. Select the created object Recruiter and tab style for the new custom tab.
5. Select the profiles that visible in the tab
6. Click on custom apps to make visible.
7. Click save.



Create a custom profile:

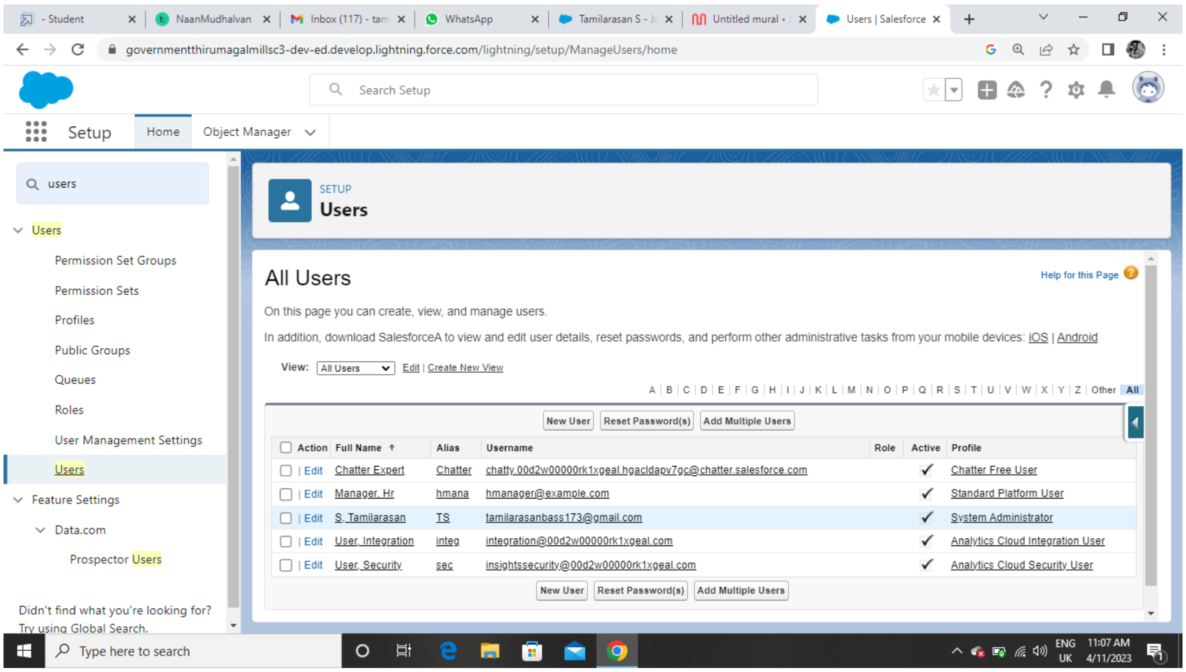
1. From setup , enter profiles in Quick Find box
2. Select profiles.
3. Click clone
4. For Profile, enter Recruiter.
5. Click save.



Create a User:

1. From Setup, enter Users in the Quick Find box, then select Users.

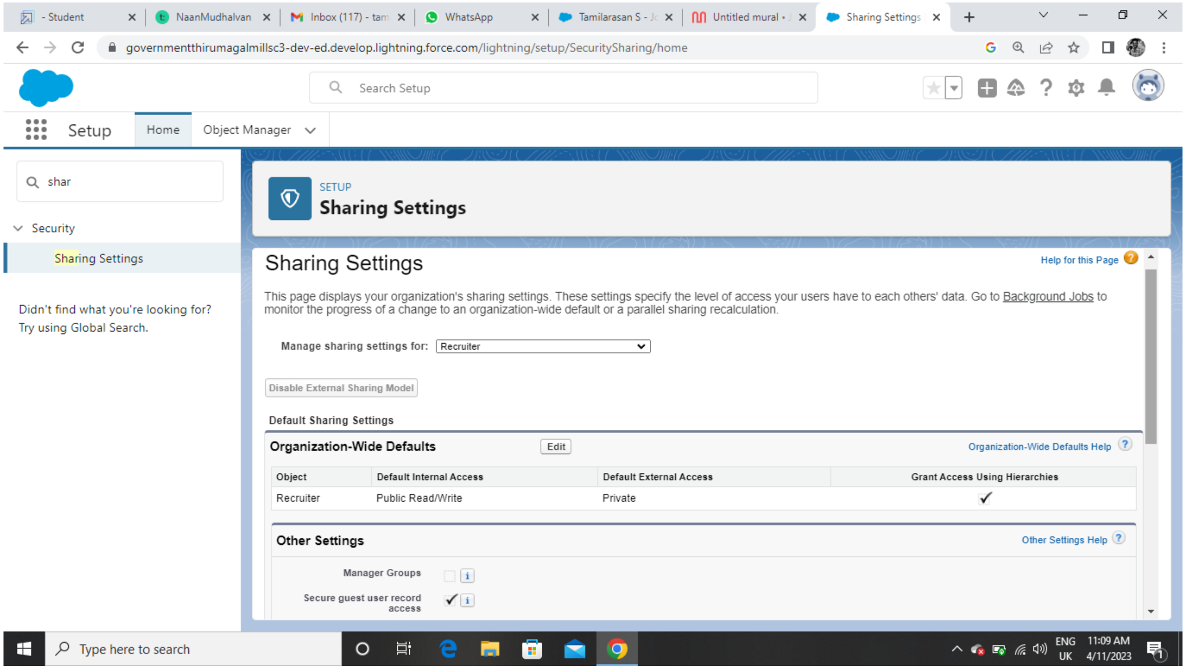
2. Click New User.
3. Enter First name as Hr and last name as Manager.
4. Enter the user's name and email address and a unique username in the form of an email address. By default, the username is the same as the email address



5. Then create a new role Hr Manager.
6. Select user License as Standard Platform User.
7. Select profile.
8. Click save

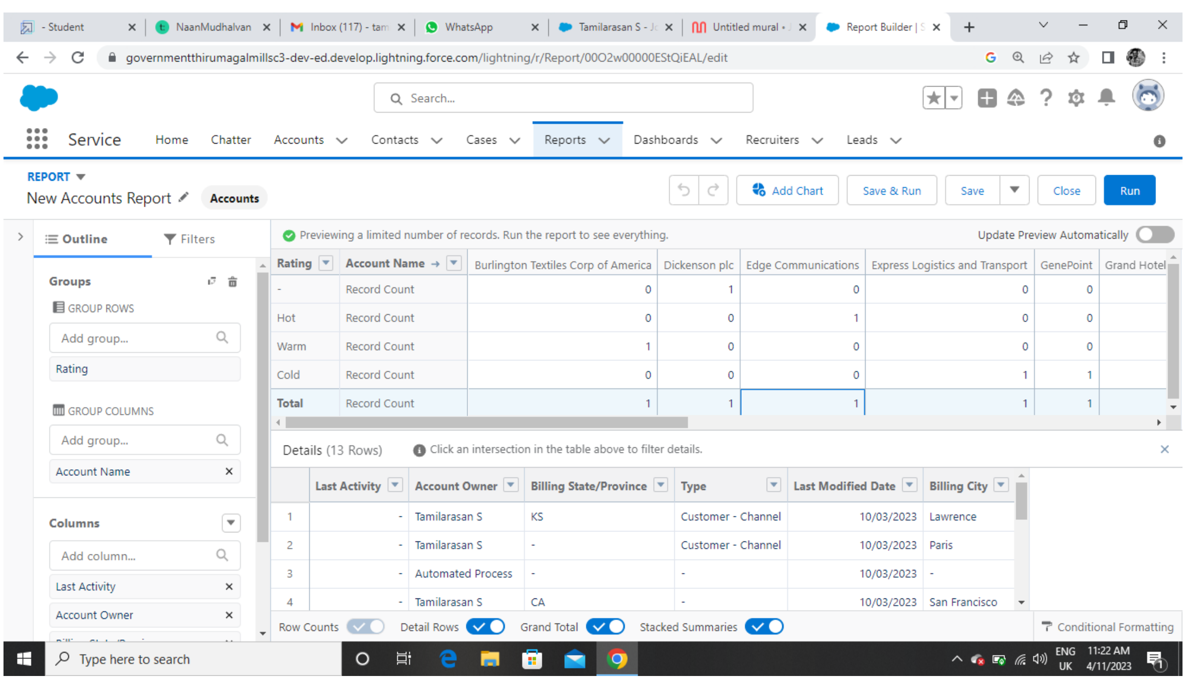
Create a sharing rule:

1) Go to Sharing Settings, which can be found under the Quick Find section.
2) Scroll down and find the candidate object where a sharing rule needs to be added, and then click on New to create a new sharing rule.
3) Add the label of the sharing rule you want to make.
4) Select your rule type based on the criteria.
5) Select the field can join immediately check field from the candidate object.
6) Select the operator as equal and value is true.
7) And in selecting the users to share with the section select roles and in that select Hr Manager.
8) And in the section of select the level of access for the users give the access Read/Write.
9) And save the rule.



Create a report:

1) Click on app launcher search for reports.
2) Click on the new report and select the category has accounts and contacts.
3) And the report type has accounts.
4) In the details section select the option start report.
5) In the filter pane select All accounts to show me.
6) And All time is created.
7) In the outline pane, group rows select Rating and in group columns select Account Name.
8) In the columns section add Type and Billing city.



4 *Trailhead Profile Public URL*

Team Lead –
https://trailblazer.me/id/tamis25

Team Member 1 -
https://trailblazer.me/id/tamis25
Team Member 2 -
https://trailblazer.me/
id/tamis25
Team Member 3 –
https://trailblazer.me/
id/tamis25

5 *ADVANTAGES & DISADVANTAGE*

ADVANTAGES

- Reduces time spent on admin tasks.
- Resume and CV screening.
- Speeds up the recruitment cycle.
- Enhances reporting and compliance.
- Enabling you to focus more on tasks that truly require your attention rather than spending manual resources on routine, mundane tasks

DISADVANTAGE

- Communications can be less personalized.
- Could filter out good candidates.
- Companies can miss out on good applicants.
- Automatic elimination of every resume (even great ones) that the system can't read and interpret.
- Missing out on potential great hires and great pipeline talent when resumes are eliminated.
- Misread resumes in PDF format.
- The inability to read most, if not all, graphics.

6 *APPLICATIONS*

- Careers site with employer branding
- Customizable application forms
- Facility for candidates to apply
- A good interface for application pipeline management
- Ability for the hiring team to collaborate together
- Scheduling interviews with calendar sync
- Regular updates to the candidates
- Reporting
- Email applications
- Auto-publish on job boards
- Resume parser
- Interface for staffing agencies
- Integrations with evaluation tools

7 CONCLUSION

- This project is developed successfully and the performance is found to be satisfactory. The project is designed to meet the requirements of assigning jobs.
- We have designed he project to provide the user with easy retrieval of data, details of theatre and necessary feedback as much as possible. In this project, the user is provided technology support who are searching for the job. It is one of the most popular open source databases, and it provides fast data access, easy installation and simplicity.

8 FUTURE SCOPE

- In future our job management system will have extra facilities and more companies for more employees.

- It will grant more easy access.
- We are going to include recommendation system to this project so it will be helpful for the user to search and apply for jobs as they wish.