

Project Report

JOB APPLICATION TRACKING SYSTEM

| | |
|---------------|------------------|
| TEAM LEAD | DHAMOTHARAN V |
| TEAM MEMBER 1 | SARAVANAN G |
| TEAM MEMBER 2 | VIDHAN M |
| TEAM MEMBER 3 | HARISH JAWAHAR A |

1 INTRODUCTION

Overview

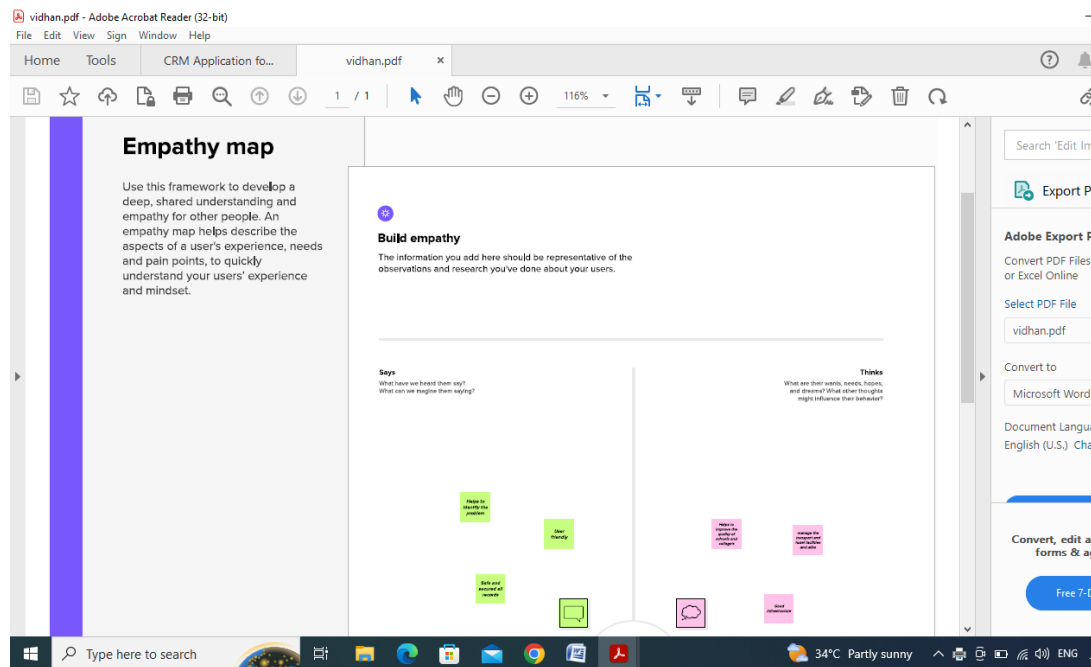
An applicant tracking system (ATS) is **software for recruiters and employers to track candidates throughout the recruiting and hiring process.**

Purpose

Create a CRM Application which helps the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track.

2 Problem Definition & Design Thinking

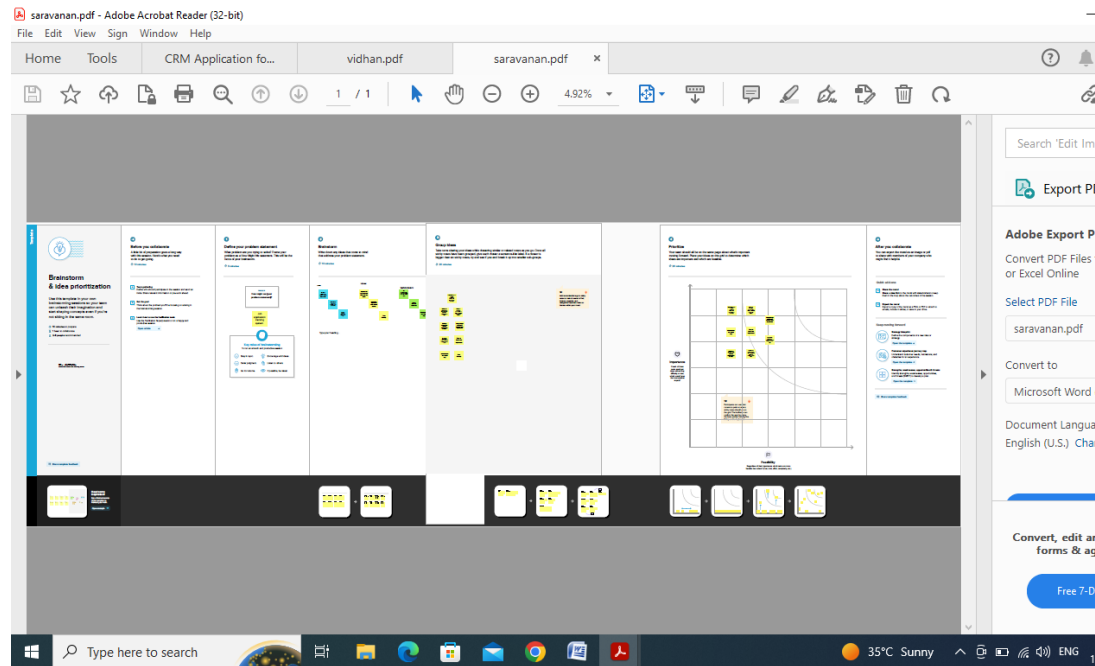
Empathy Map



Ideation & Brainstorming Map

Project Report

JOB APPLICATION TRACKING SYSTEM



3 RESULT

Data Model:

| Object name | Fields in the Object | |
|-------------|----------------------|----------------------------|
| Recruiter | Field label | Data type |
| | Job Title | Text |
| | | |
| Jobs | Field label | Data type |
| | Recuriter | Master-Detail Relationship |
| | Description | Text Area |

Activity & Screenshot

Salesforce

What Is Salesforce?

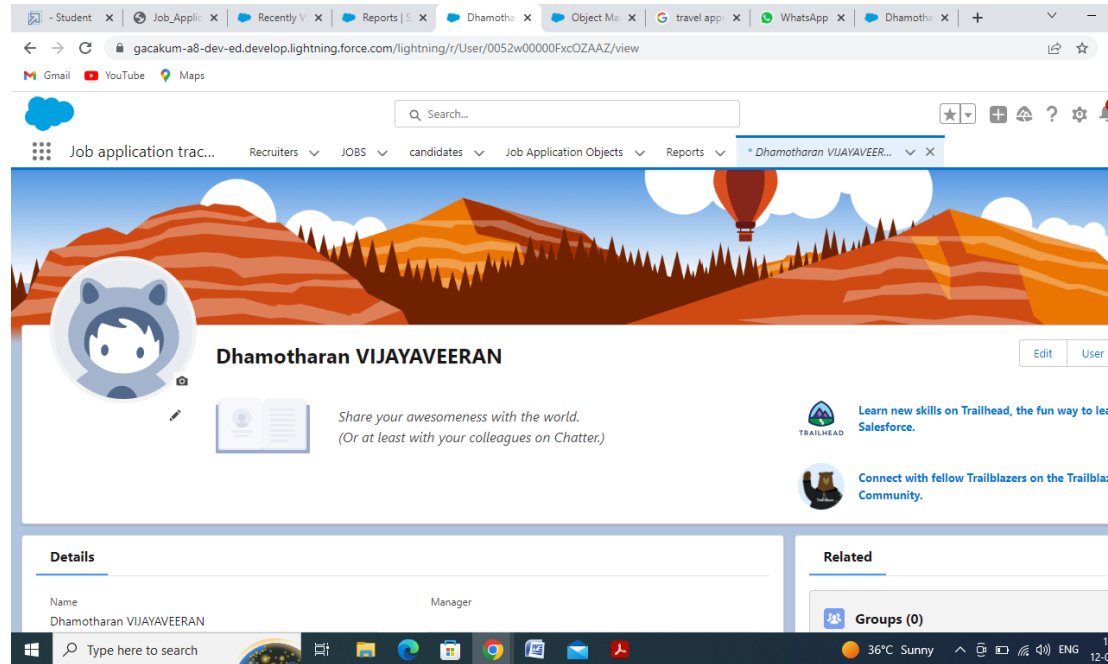
Salesforce is your customer success platform, designed to help you sell, service, market, analyze, and connect with your customers.

Salesforce has everything you need to run your business from anywhere. Using standard products and features, you can manage relationships with prospects and customers, collaborate and engage with employees and partners, and store your data securely in the cloud.

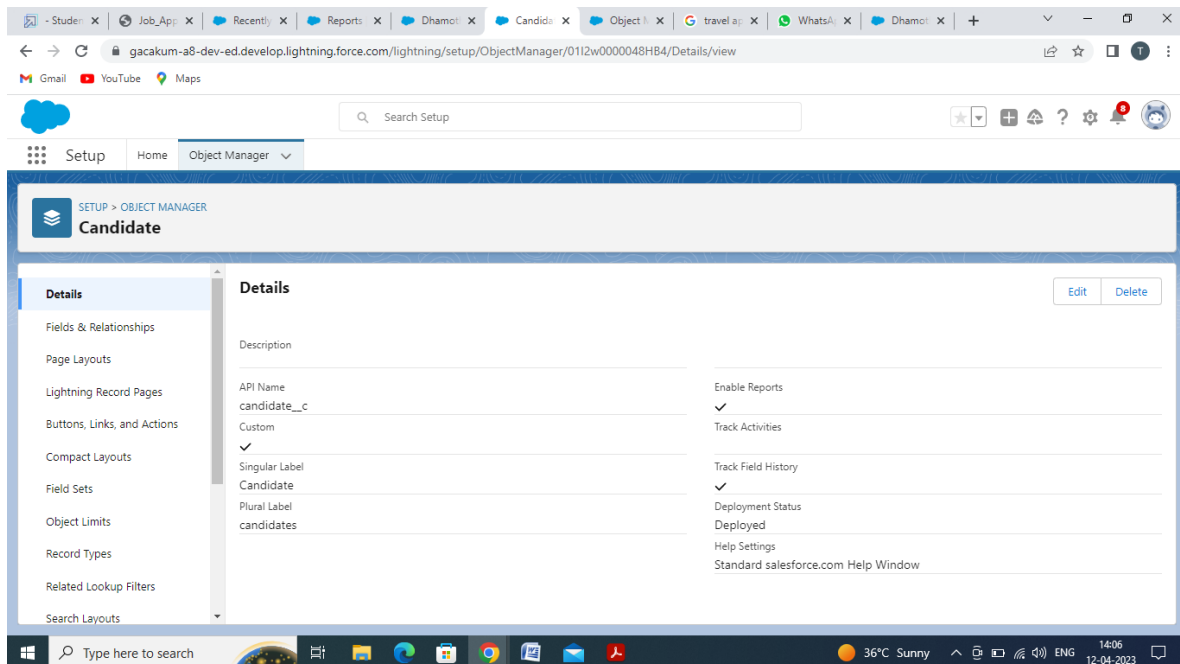
So what does that really mean? Well, before Salesforce, your contacts, emails, follow-up tasks, and prospective deals might have been organized something like this: <https://youtu.be/r9EX3lGde5k>

Project Report

JOB APPLICATION TRACKING SYSTEM



OBJECT



Project Report

JOB APPLICATION TRACKING SYSTEM

This screenshot shows the Salesforce Setup interface for the 'JOB' object. 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, and Search Layouts. The 'Details' section is active, displaying the following information:

| Details | |
|---------------------|-------------------------------------|
| Description | |
| API Name | JOB__c |
| Custom | ✓ |
| Singular Label | JOB |
| Plural Label | JOB |
| Enable Reports | ✓ |
| Track Activities | |
| Track Field History | ✓ |
| Deployment Status | Deployed |
| Help Settings | Standard salesforce.com Help Window |

The top of the page shows the 'Setup' tab and a search bar. The bottom of the page shows the Windows taskbar with the date 12-04-2023 and time 14:08.

This screenshot shows the Salesforce Setup interface for the 'Job Application Object' object. 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, and Search Layouts. The 'Details' section is active, displaying the following information:

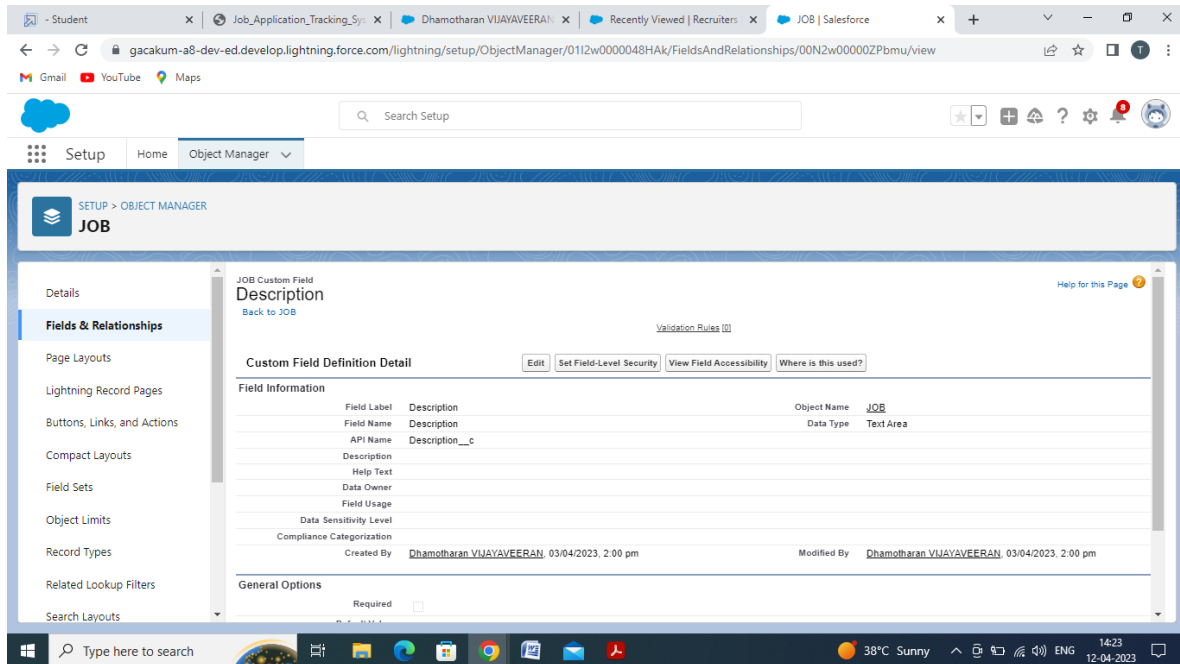
| Details | |
|---------------------|-------------------------------------|
| Description | |
| API Name | jobapplicationobject__c |
| Custom | ✓ |
| Singular Label | Job Application Object |
| Plural Label | Job Application Objects |
| Enable Reports | ✓ |
| Track Activities | |
| Track Field History | ✓ |
| Deployment Status | Deployed |
| Help Settings | Standard salesforce.com Help Window |

The top of the page shows the 'Setup' tab and a search bar. The bottom of the page shows the Windows taskbar with the date 12-04-2023 and time 14:09.

Project Report

JOB APPLICATION TRACKING SYSTEM

FIELDS

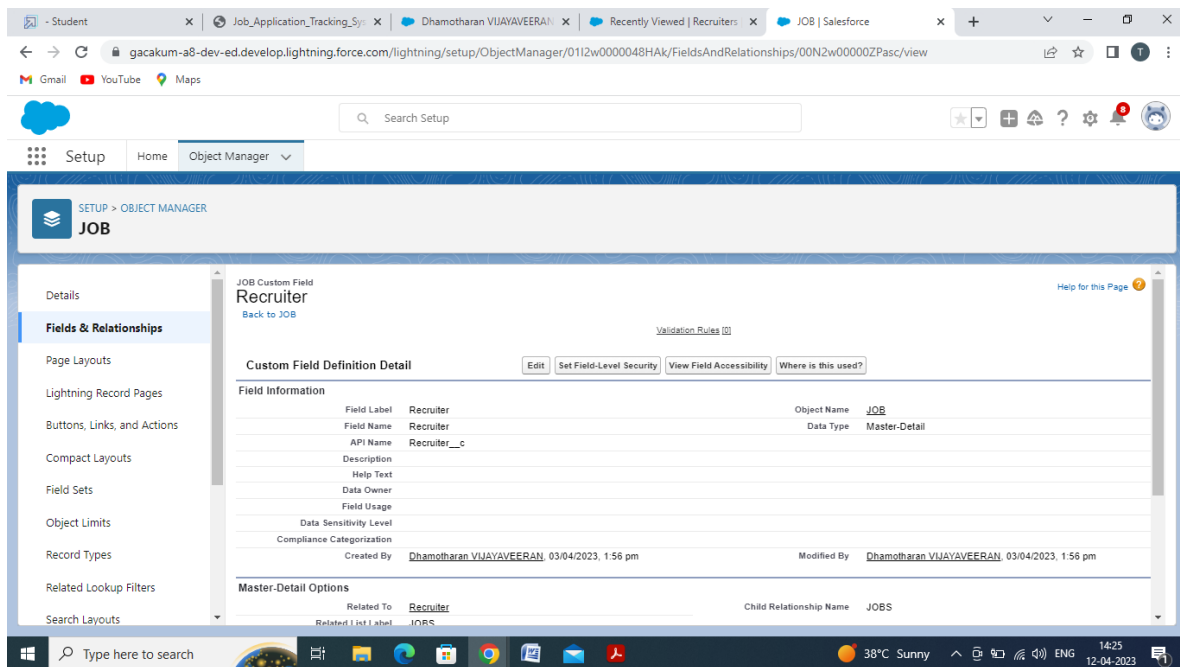


This screenshot shows the Salesforce Setup interface for the 'JOB' object. The left sidebar contains navigation links: Details, Fields & Relationships (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The main content area displays the 'JOB Custom Field: Description' configuration page. It includes a 'Field Information' table and a 'General Options' section.

| Field Label | Description | Object Name |
|---------------------------|--|--|
| Description | Description | JOB |
| Field Name | Description | Data Type |
| API Name | Description__c | Text Area |
| Description | | |
| Help Text | | |
| Data Owner | | |
| Field Usage | | |
| Data Sensitivity Level | | |
| Compliance Categorization | | |
| Created By | Dhamotharan VJAYAVEERAN, 03/04/2023, 2:00 pm | Modified By |
| | | Dhamotharan VJAYAVEERAN, 03/04/2023, 2:00 pm |

General Options

Required ☐



This screenshot shows the Salesforce Setup interface for the 'JOB' object, specifically the 'Recruiter' custom field configuration page. The layout is similar to the previous screenshot, with the 'Fields & Relationships' sidebar option selected. The main content area displays the 'JOB Custom Field: Recruiter' configuration page, including a 'Field Information' table and a 'Master-Detail Options' section.

| Field Label | Recruiter | Object Name |
|---------------------------|--|--|
| Recruiter | Recruiter | JOB |
| Field Name | Recruiter | Data Type |
| API Name | Recruiter__c | Master-Detail |
| Description | | |
| Help Text | | |
| Data Owner | | |
| Field Usage | | |
| Data Sensitivity Level | | |
| Compliance Categorization | | |
| Created By | Dhamotharan VJAYAVEERAN, 03/04/2023, 1:56 pm | Modified By |
| | | Dhamotharan VJAYAVEERAN, 03/04/2023, 1:56 pm |

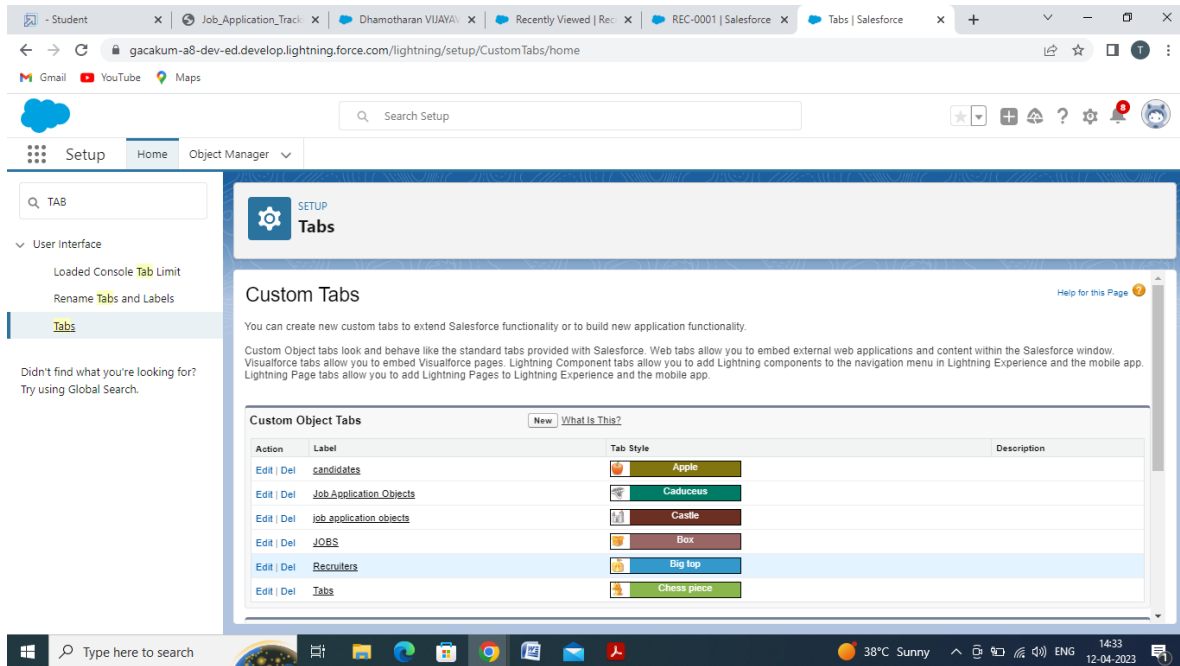
Master-Detail Options

Related To: Recruiter
Child Relationship Name: JOBS

TAB

Project Report

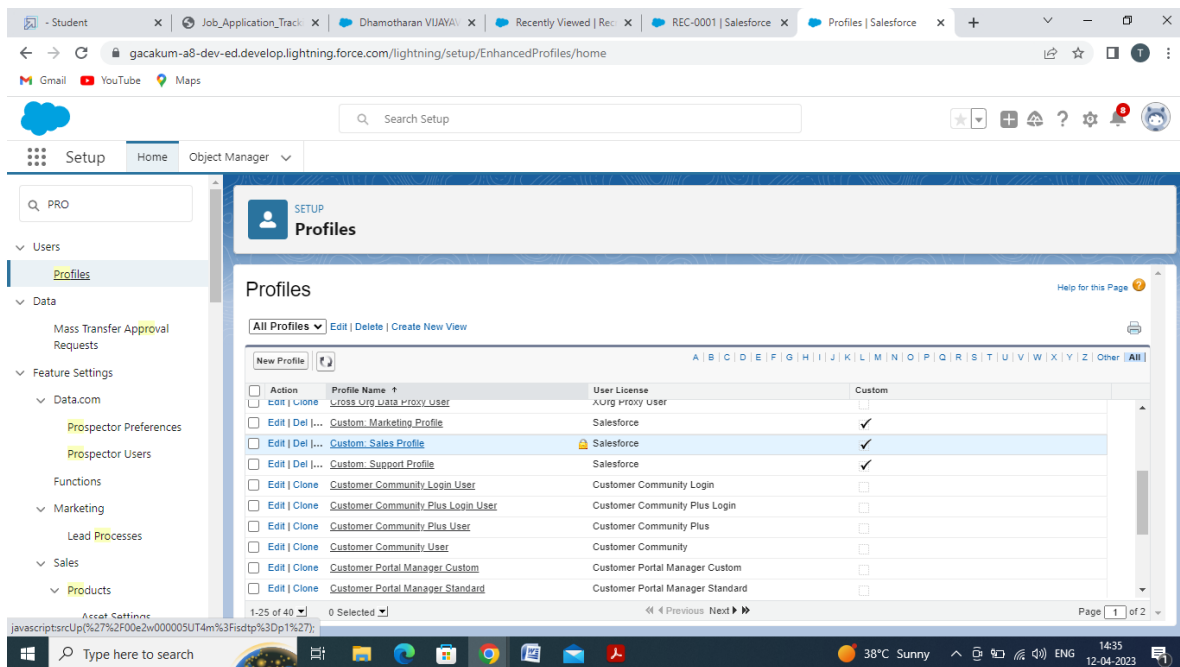
JOB APPLICATION TRACKING SYSTEM



The screenshot shows the Salesforce Setup interface for Custom Tabs. The left sidebar contains a search bar and a navigation menu with options like 'User Interface', 'Loaded Console Tab Limit', 'Rename Tabs and Labels', and 'Tabs'. The main content area is titled 'Custom Tabs' and includes a 'Help for this Page' link. Below the title, there is a paragraph explaining that custom tabs can extend Salesforce functionality or build new application functionality. It further details that custom object tabs look like standard tabs, web tabs allow embedding external web applications, and lightning page tabs allow adding lightning pages to the navigation menu. A table titled 'Custom Object Tabs' lists several tabs with their labels, styles, and descriptions. The table has columns for 'Action', 'Label', 'Tab Style', and 'Description'. The tabs listed are: 'candidates' (Apple style), 'Job Application Objects' (Caduceus style), 'job application objects' (Castle style), 'JOBS' (Box style), 'Recruiters' (Big top style), and 'Tabs' (Chess piece style). The bottom of the screen shows a Windows taskbar with various application icons and system information like '38°C Sunny' and '14:33 12-04-2023'.

| Action | Label | Tab Style | Description |
|--|-------------------------|-------------|-------------|
| Edit Del | candidates | Apple | |
| Edit Del | Job Application Objects | Caduceus | |
| Edit Del | job application objects | Castle | |
| Edit Del | JOBS | Box | |
| Edit Del | Recruiters | Big top | |
| Edit Del | Tabs | Chess piece | |

PROFILE



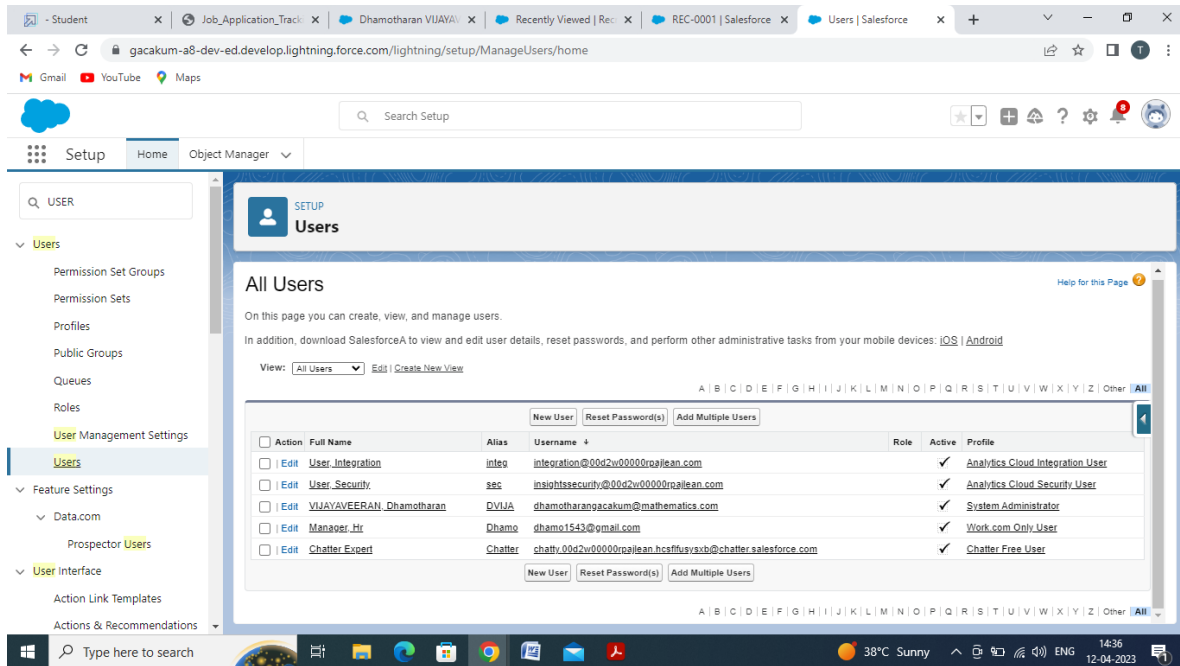
The screenshot shows the Salesforce Setup interface for Profiles. The left sidebar contains a search bar and a navigation menu with options like 'Users', 'Profiles', 'Data', 'Mass Transfer Approval Requests', 'Feature Settings', 'Data.com', 'Prospector Preferences', 'Prospector Users', 'Functions', 'Marketing', 'Lead Processes', 'Sales', and 'Products'. The main content area is titled 'Profiles' and includes a 'Help for this Page' link. Below the title, there is a section for 'All Profiles' with links for 'Edit', 'Delete', and 'Create New View'. A table lists various profiles with columns for 'Action', 'Profile Name', 'User License', and 'Custom'. The profiles listed are: 'Custom - Marketing Profile', 'Custom - Sales Profile', 'Custom - Support Profile', 'Customer Community Login User', 'Customer Community Plus Login User', 'Customer Community Plus User', 'Customer Community User', 'Customer Portal Manager Custom', and 'Customer Portal Manager Standard'. The bottom of the screen shows a Windows taskbar with various application icons and system information like '38°C Sunny' and '14:33 12-04-2023'.

| Action | Profile Name | User License | Custom |
|--|------------------------------------|----------------------------------|-------------------------------------|
| Edit Clone | Custom - Marketing Profile | Salesforce | <input checked="" type="checkbox"/> |
| Edit Del New | Custom - Sales Profile | Salesforce | <input checked="" type="checkbox"/> |
| Edit Del New | Custom - Support Profile | Salesforce | <input checked="" type="checkbox"/> |
| Edit Clone | Customer Community Login User | Customer Community Login | <input type="checkbox"/> |
| Edit Clone | Customer Community Plus Login User | Customer Community Plus Login | <input type="checkbox"/> |
| Edit Clone | Customer Community Plus User | Customer Community Plus | <input type="checkbox"/> |
| Edit Clone | Customer Community User | Customer Community | <input type="checkbox"/> |
| Edit Clone | Customer Portal Manager Custom | Customer Portal Manager Custom | <input type="checkbox"/> |
| Edit Clone | Customer Portal Manager Standard | Customer Portal Manager Standard | <input type="checkbox"/> |

USERS

Project Report

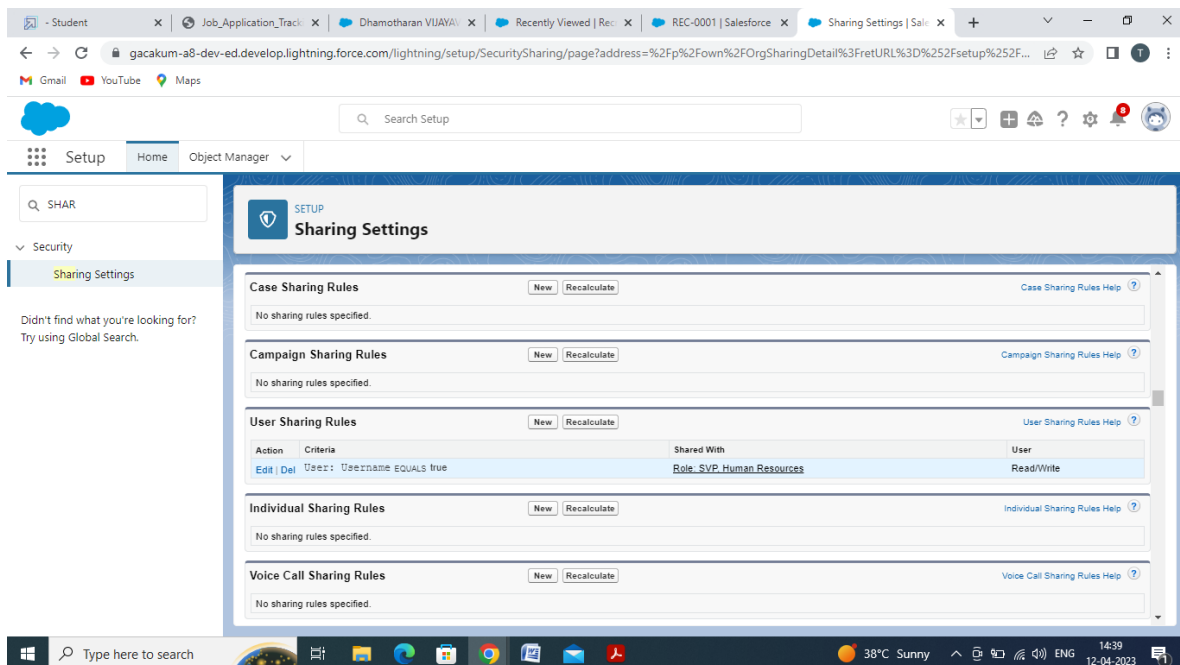
JOB APPLICATION TRACKING SYSTEM



The screenshot shows the Salesforce Setup interface for the 'Users' section. The left sidebar contains a search bar and a navigation menu with categories like Users, Feature Settings, and User Interface. The main content area is titled 'All Users' and includes a table of existing users. The table has columns for Action, Full Name, Alias, Username, Role, Active status, and Profile. Below the table are buttons for 'New User', 'Reset Password(s)', and 'Add Multiple Users'. The Windows taskbar at the bottom shows the system time as 14:36 on 12-04-2023.

| Action | Full Name | Alias | Username | Role | Active | Profile |
|----------------------|---------------------------|---------|--|------|--------|----------------------------------|
| Edit | User_Integration | intee | integration@00d2v00000qa1ean.com | | ✓ | Analytics Cloud Integration User |
| Edit | User_Security | sec | insightsecurity@00d2v00000qa1ean.com | | ✓ | Analytics Cloud Security User |
| Edit | VIJAYAVEERAN, Dhamotharan | DVIJA | dhamotharagacakum@mathematics.com | | ✓ | System Administrator |
| Edit | Manager_Hr | Dhamo | dhamo1543@gmail.com | | ✓ | Work.com Only User |
| Edit | Chatter_Expert | Chatter | chatter.00d2v00000qa1ean.hceffupvazsb@chatter.salesforce.com | | ✓ | Chatter Free User |

SHARING RULES



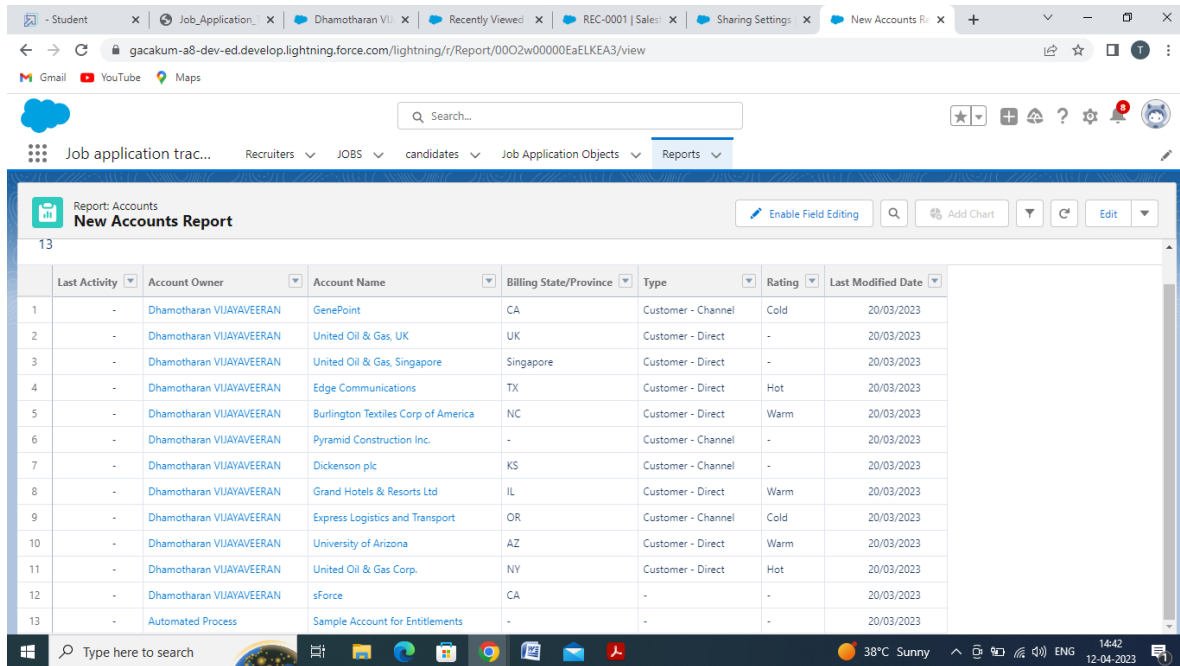
The screenshot displays the 'Sharing Settings' page in Salesforce Setup. It features several sections for defining sharing rules: Case Sharing Rules, Campaign Sharing Rules, User Sharing Rules, Individual Sharing Rules, and Voice Call Sharing Rules. The 'User Sharing Rules' section is currently active, showing a table with columns for Action, Criteria, Shared With, and User. The table contains one rule where the criteria is 'User: Username EQUALS true', shared with 'Role_SVP_Human_Resources', and the user has 'Read/Write' permissions. The Windows taskbar at the bottom indicates the time is 14:39 on 12-04-2023.

| Action | Criteria | Shared With | User |
|--|----------------------------|--------------------------|------------|
| Edit Del | User: Username EQUALS true | Role_SVP_Human_Resources | Read/Write |

REPORTS

Project Report

JOB APPLICATION TRACKING SYSTEM



| | Last Activity | Account Owner | Account Name | Billing State/Province | Type | Rating | Last Modified Date |
|----|---------------|--------------------------|-------------------------------------|------------------------|--------------------|--------|--------------------|
| 1 | - | Dhamotharan VIJAYAVEERAN | GenePoint | CA | Customer - Channel | Cold | 20/03/2023 |
| 2 | - | Dhamotharan VIJAYAVEERAN | United Oil & Gas, UK | UK | Customer - Direct | - | 20/03/2023 |
| 3 | - | Dhamotharan VIJAYAVEERAN | United Oil & Gas, Singapore | Singapore | Customer - Direct | - | 20/03/2023 |
| 4 | - | Dhamotharan VIJAYAVEERAN | Edge Communications | TX | Customer - Direct | Hot | 20/03/2023 |
| 5 | - | Dhamotharan VIJAYAVEERAN | Burlington Textiles Corp of America | NC | Customer - Direct | Warm | 20/03/2023 |
| 6 | - | Dhamotharan VIJAYAVEERAN | Pyramid Construction Inc. | - | Customer - Channel | - | 20/03/2023 |
| 7 | - | Dhamotharan VIJAYAVEERAN | Dickenson plc | KS | Customer - Channel | - | 20/03/2023 |
| 8 | - | Dhamotharan VIJAYAVEERAN | Grand Hotels & Resorts Ltd | IL | Customer - Direct | Warm | 20/03/2023 |
| 9 | - | Dhamotharan VIJAYAVEERAN | Express Logistics and Transport | OR | Customer - Channel | Cold | 20/03/2023 |
| 10 | - | Dhamotharan VIJAYAVEERAN | University of Arizona | AZ | Customer - Direct | Warm | 20/03/2023 |
| 11 | - | Dhamotharan VIJAYAVEERAN | United Oil & Gas Corp. | NY | Customer - Direct | Hot | 20/03/2023 |
| 12 | - | Dhamotharan VIJAYAVEERAN | sForce | CA | - | - | 20/03/2023 |
| 13 | - | Automated Process | Sample Account for Entitlements | - | - | - | 20/03/2023 |

4 Trailhead Profile Public URL

Team Lead -

<https://trailblazer.me/id/dvijayaveeran>

Team Member1_

<https://trailblazer.me/id/slakshmi300>

Team Member 2 –

<https://trailblazer.me/id/vmathibalan>

Team Member 3 –

<https://trailblazer.me/id/hjawahar3>

Project Report

JOB APPLICATION TRACKING SYSTEM

5 ADVANTAGES & DISADVANTAGE

ADVANTAGE OF JOB APPLICATION TRACKING SYSTEM

- Saves Time for Value Added Work. ...
- Flexible System for Both Employer & the Agency. ...
- Better Overview of Applications. ...
- Easy Job Posting. ...

DISADVANTAGE OF JOB APPLICATION TRACKING SYSTEM

- A Disadvantage of ATS is missing qualified applicants due to wrong
- keyword selection.
- interpret is another drawback of ATS.
- Automatic elimination of resumes that software cannot recognize
- An Applicant Tracking System Disadvantage is that they are open to manipulation.

6 APPLICATIONS

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.

In an age where the recruiting world is witnessing rapid technological innovations, it would not be wrong to say that the new generations of [Applicant Tracking Systems](#) powered by Artificial Intelligence (AI) have emerged as an essential tool for the present-day recruiters looking to drive innovative hiring results. Besides making it simpler for hiring managers to track prospective applicants and precisely match resumes with vacant posts for determining the best fit for the job role, ATS solutions can also work wonders for nurturing recruitment campaigns. Above

Project Report

JOB APPLICATION TRACKING SYSTEM

all, make sure that you pick out the most up-to-date recruitment software for your organization so as to get rid of serious manual inefficiencies and expedite the entire talent acquisition process in a minute. *If you liked the blog please hit the ☐ button and share it with more people.*

8 FUTURE SCOPE

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.