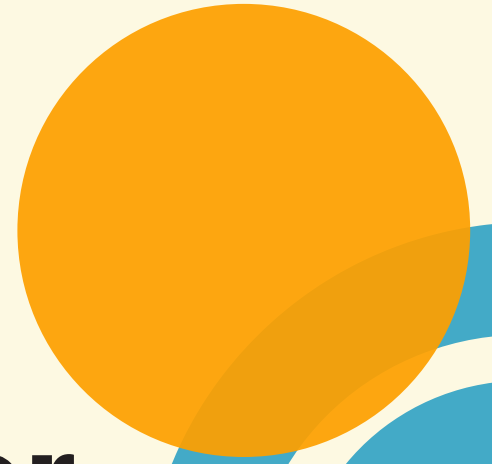


Recruiting Assistant for HR Managers



Agenda

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An abstract graphic design on a light cream background. It features several thick, rounded lines: a red line in the top right corner, a green line that starts from the left, curves down, and then continues horizontally, and a blue line that starts from the bottom, curves up, and then continues horizontally. There are two small black dots: one on the green line at its first curve and another on the green line where it meets the blue line. A large orange circle is positioned on the left side of the image.

1. INTRODUCTION

1.1 Overview

"Recruiting Assistant for HR Managers using Salesforce" is a project aimed at developing an innovative application that leverages the capabilities of Salesforce's customer relationship management (CRM) platform to help HR managers optimize their recruitment processes.

The recruiting process is a critical component of any organization's success, as it directly impacts the quality of talent and ultimately, the success of the business. However, recruitment can be a time-consuming and resource-intensive process, often involving large amounts of paperwork, manual screening of resumes, and time-consuming follow-up with candidates.

The Recruiting Assistant addresses these challenges by automating many of the repetitive and time-consuming tasks involved in recruitment, providing HR managers with a powerful tool to streamline their workflows and optimize their recruitment processes. By reducing administrative overhead and providing intelligent candidate pre-qualification, the Recruiting Assistant helps HR managers to focus on more strategic activities and make data-driven decisions to improve their recruitment strategies.

1.2 Purpose

The use of this project. What can be achieved using this.

- 1. To help HR managers streamline and automate their recruitment processes, reducing administrative overhead and freeing up time for more strategic activities.**
- 2. To improve candidate quality by enabling HR managers to quickly identify the most qualified candidates for each role.**
- 3. To speed up the recruitment process, reducing the time-to-fill for open positions and enabling HR managers to make hiring decisions more quickly.**
- 4. To enable data-driven decision-making by providing HR managers with valuable insights into their recruitment processes, enabling them to optimize their workflows and improve their recruitment strategies.**

The background features abstract geometric elements: a thick red line in the top right corner, a green line that curves from the left and then runs horizontally across the bottom, and a blue line that curves from the bottom right. An orange circle is positioned on the left side. Two small black dots are placed on the green line, one at a curve and one at the end of the horizontal segment.

2. Problem Definition & Design Thinking

2.1 Empathy Map

You can visit Map-Link

🔍 Recruit asset for HR managers



Disclaimer: The Empathy Map provided is based on general observations and research and may not be representative of every HR manager's thoughts, feelings, and actions regarding recruitment

You Can also visit - [Link](#)

Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

10 minutes to prepare
1 hour to collaborate
2-3 people recommended

1 Team gathering

Team Leader : VIGNESH M
Team member : SIVARAJ S
Team member : SURENDRIRAN G
Team member : VELLAIYAN P

2 Set the goal

The goal of our project is

"Streamline HR recruitment processes."
"Improve recruitment efficiency."
"Reduce HR recruitment costs."
"Maximize the ROI of recruitment efforts."
"Optimize the HR recruitment process to save time and resources."

Key rules of brainstorming
To run a smooth and productive session

- Stay in topic.
- Encourage wild ideas.
- Defer judgment.
- Listen to others.
- Go for volume.
- If possible, be visual.

Define your problem statement

The HR recruitment project aims to reduce the time and cost involved in hiring by developing more efficient and streamlined recruitment strategies.

How might we [your problem statement]?

Brainstorm

Write down any ideas that come to mind that address your problem statement.

Person 1

- 1. Use technology
- 2. Employee referrals
- 3. Partner with educational institutions
- 4. Use social media
- 5. Streamline the interview process

Person 2

- Social media advertising
- Video interviews
- Referral programs

Person 3

- Using an applicant tracking system
- Using online reference checking tools to verify candidates

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence like below. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

20 minutes

This 5 ideas to help to Hire People easy way

- 1. Use Technology
- 2. Partner with educational institutions
- Using an applicant tracking system
- Video interviews
- Use social media

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes

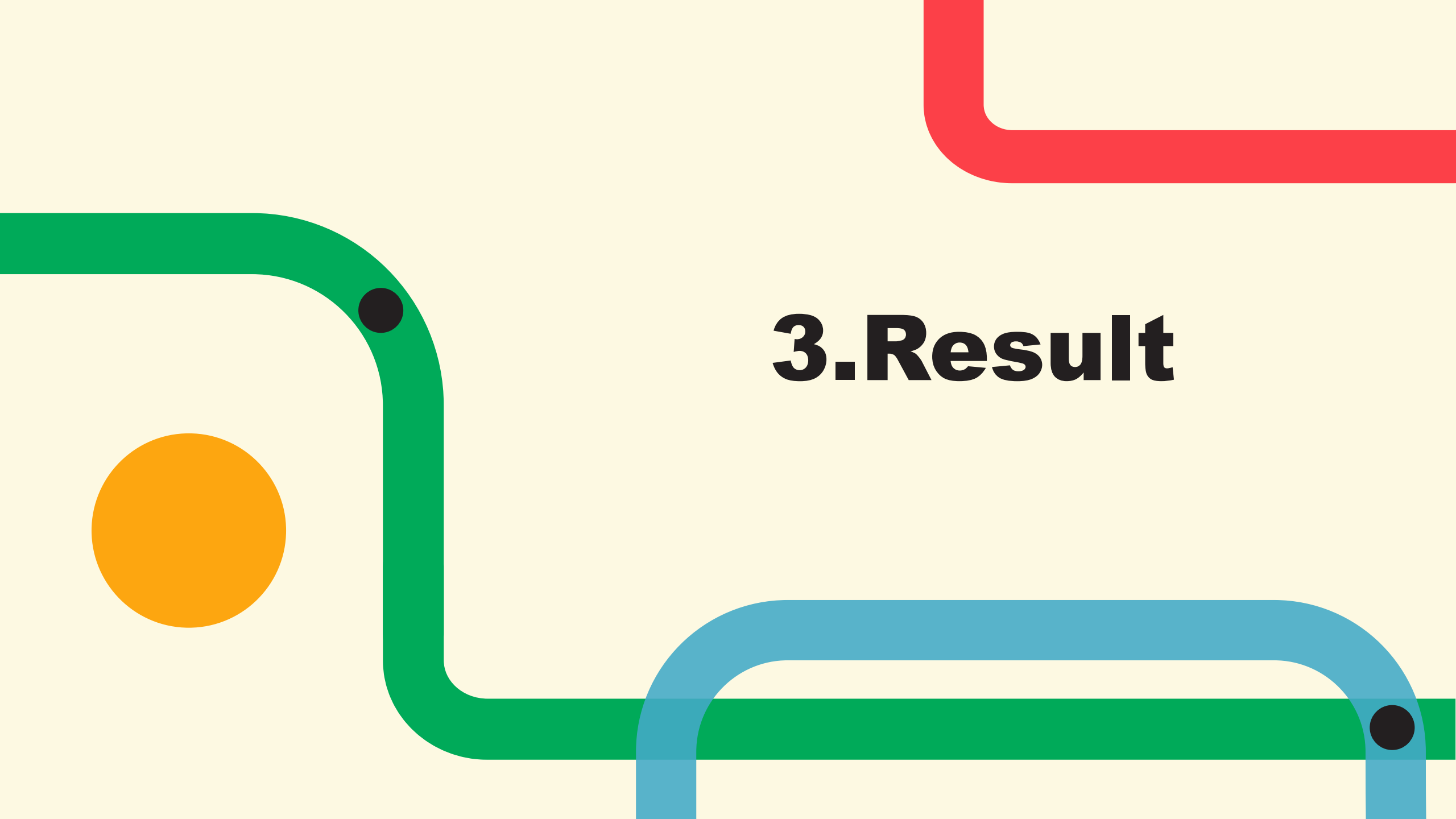
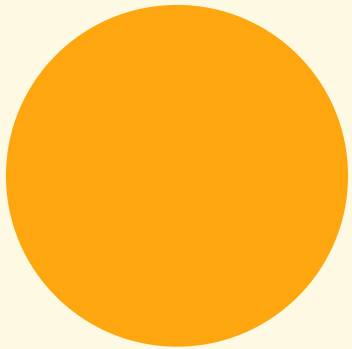
Importance

How much does this idea matter to you? (1-5)

Feasibility

How easy is it to implement this idea? (1-5)

3.Result




3.1 Data Model

Object Name	Field Label	data type
1.Job Posting site	<ul style="list-style-type: none">➤ Job Posting Site URL➤ Status➤ Technical site➤ Description	URL URL URL URL
2.Job posting	<ul style="list-style-type: none">➤ field and relationships	Master-detail relationship.

Reports | Salesforce

https://creative-bear-pkp4dc-dev-ed.trailblaze.lightning.force.com/lightning/o/Report/home?queryScope=mru


PythonGBTSalesforceloginProjectTrailheadRecruiting_AssistantSalesforce AssociateProjectsGuided Projects




Search...

★


+




?



12





Recruiting

Home

Positions

Candidates

Job Applications

Interviewers

Reviews

Job Posting Sites

Reports

Dashboards

Chatter

Reports


Recent







6 items

Search recent reports...

New Report

New Folder



REPORTS	Report Name	Description	Folder	Created By	Created On	Subscribed	
Recent	New Positions Report		Public Reports	M VIGNESH	9/4/2023, 11:19 pm		
Created by Me	Reviews Report		Private Reports	M VIGNESH	9/4/2023, 11:39 pm		
Private Reports	New Job Applications with Reviews Report		Public Reports	M VIGNESH	9/4/2023, 11:18 pm		
Public Reports	New Job Posting Sites Report		Private Reports	M VIGNESH	9/4/2023, 11:32 pm		
All Reports	Copy of New Job Posting Sites Report		Private Reports	M VIGNESH	9/4/2023, 11:21 pm		
FOLDERS	New Job Applications Report		Public Reports	M VIGNESH	9/4/2023, 11:21 pm		
All Folders							
Created by Me							
Shared with Me							
FAVORITES							
All Favorites							

Object Names

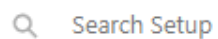
- **Job Posting Sites**
- **Positions**
- **Job Applications**
- **Candidates**
- **Interviewers**
- **Review**

The screenshot displays a Salesforce Lightning interface with a modal window titled "New Job Posting Site". The background shows a "Recruiting" tab with a "Job Posting Sites" section. A table titled "Recently Viewed" lists two items: "google careers" and "ZOHO". The modal form contains the following fields:

- Information** (Section Header)
- * Site Name**: A text input field.
- Owner**: M VIGNESH (with a user icon).
- Job Posting Site URL**: A text input field.
- Status**: A dropdown menu currently showing "--None--".
- Technical Site**: A checkbox.
- Description**: A text area.

At the bottom of the modal, there are three buttons: "Cancel", "Save & New", and "Save".

Job Posting Sites: This object would store information about various websites or job boards where job postings are published. This information could include the website name, URL, and any relevant contact information.



Position

List View Button Layout

Delete

Description

API Name

Position_c

Custom



Singular Label

Position

Plural Label

Positions

Enable Reports



Track Activities



Track Field History

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

Browser tabs: - Student, Hands-On Orgs, New Position: Technical Position, Position | Salesforce

URL: https://creative-bear-pkp4dc-dev-ed.trailblaze.lightning.force.com/lightning/o/Position__c/new?count=3&nooverride=1&useRecordTyp...

Navigation: Python, GBT, Salesforce, login, Project, Trailhead, Recruiting_Assistant, Salesforce Associate, Projects, Guided Projects

A.W. Computing

Recruiting Job Posting St

Positions Recently Viewed ▾

2 items • Updated a few seconds ago

	Title
1	HTML and CSS Developer
2	Web Developer

New Position: Technical Position

Information

* Title	Status
<input type="text"/>	New
Department	Approval Status
--None--	--None--
Location	Owner
--None--	M VIGNESH
Hiring Manager	
<input type="text" value="Search People..."/>	

Description

Job Description

CancelSave & NewSave

Positions: This object would store information about the various job positions within the company, including job titles, job descriptions, and any relevant qualifications or certifications required.



SETUP > OBJECT MANAGER

Job Application

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

List View Button Layout

Details

Description

API Name

Job_Application_c

Custom



Singular Label

Job Application

Plural Label

Job Applications

Enable Reports



Track Activities

Track Field History

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

[Edit](#)

Delete

The screenshot displays a Salesforce Lightning interface for a recruiting application. In the background, a 'Recruiting' dashboard is visible, featuring a 'Recently Viewed' section with two items: 'APP-00001' and 'APP-00000'. A modal window titled 'New Job Application' is open in the foreground, containing the following fields:

- Job Application Name:** A text input field.
- Stage:** A dropdown menu currently showing '--None--' with a 'View all dependencies' link below it.
- * Candidate:** A search field labeled 'Search Candidates...' with a magnifying glass icon.
- Status:** A dropdown menu currently showing 'Open' with a 'View all dependencies' link below it.
- * Position:** A search field labeled 'Search Positions...' with a magnifying glass icon.

At the bottom of the modal, there are three buttons: 'Cancel', 'Save & New', and 'Save'.

Job Applications: This object would store information about candidates who have applied for a specific job posting.



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

List View Button Layout

Details

Description

API Name

Candidate c

Custom



Singular Label

Candidate

Plural Label

Candidates

Enable Reports

Track Activities

Track Field History

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

[Edit](#)

Delete

New Candidate

Candidate Number

Owner: M VIGNESH

Contact Information

Legacy Candidate Number

First Name

Last Name

Email

Mobile

Street Address 1

Street Address 2

City

State/Province

Zip/Postal Code

Phone

Cancel Save & New Save

Candidates: This object would store information about individuals who have applied for one or more job postings. This information could include their contact information, education, work experience, and any relevant skills or certifications

Standard salesforce.com Help Window

The screenshot displays a Salesforce Lightning interface with a 'New Review' modal form open. The background shows a 'Recruiting' page with a 'Recently Viewed' table containing two items: REV-0002 and REV-0001. The modal form has sections for 'Information' (Review Number, Interviewer, Job Application) and 'Core Competencies' (Core Competencies dropdown, Core Competencies Comments). At the bottom are 'Cancel', 'Save & New', and 'Save' buttons.

Information

Review Number

Interviewer

Search Interviewers...

* Job Application

Search Job Applications...

Core Competencies

Core Competencies ⓘ

--None--

Core Competencies Comments

Cancel Save & New Save

Review: This object would store feedback and reviews from interviewers on the performance of candidates during the interview process. This information could be used to evaluate candidates and inform hiring decisions.



4.Trailhead Profile Public URL

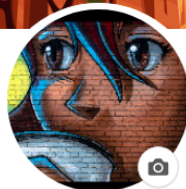
Trailhead Profile Public URL

Team Lead - <https://trailblazer.me/id/makerz1906>

Team Member 1 – <https://trailblazer.me/id/wdevil16>

Team Member 2 – <https://trailblazer.me/id/sureg17>

Team Member 3 – <https://trailblazer.me/id/dsivarajs>

**M VIGNESH**

Recruiting Assistant at GACBE

Tamil Nadu, India



Tell us about yourself! Add a short bio.

[.me trailblazer.me/id/makerz1906](https://trailblazer.me/id/makerz1906)

[Remove Hire Me Button](#)

0 Certifications

**Certifications**

Learn how to add additional certifications, including Salesforce, Slack, and MuleSoft to your profile.

[Add Certifications](#)

Superbadges

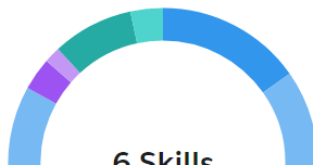


[Earn a Superbadge](#)

Prove your skills with real-world business challenges.

Skills

Skills you developed while earning Trailhead badges



Trailhead



18
Badges

4,375
Points

1
Trails



Earn 4,625 more points to reach [Adventurer rank](#).

[Go to Trailhead](#)

Community Tags



Add your community tags here

Questions & Answers

0
Answers

0
Best Answers

0
Questions

[Go to Community Feed](#)

Connections



Trailblazing is better together

An abstract graphic design on a light cream background. A thick green line enters from the left, curves 90 degrees down, and then continues horizontally to the right. A thick blue line enters from the bottom, curves 90 degrees up, and then continues horizontally to the left, overlapping the green line. A thick red line enters from the top right, curves 90 degrees left, and continues horizontally to the left. A solid orange circle is positioned on the left side of the green line. Two small black dots are located on the green line: one on the vertical segment and one on the horizontal segment where the blue line overlaps.

5.ADVANTAGES & DISADVANTAGE

Advantages:

- 1) Increased efficiency and improved candidate quality.
- 2) Faster time-to-hire and data-driven decision-making.
- 3) Competitive advantage.

Disadvantages:

- 1) Implementation costs and technical challenges.
- 2) Training and adoption.
- 3) Privacy concerns and risk of bias.

Advantages:

- **Increased efficiency:** By automating many of the administrative tasks involved in recruiting, the application can help HR managers to streamline their recruitment processes and reduce administrative overhead, allowing them to focus on more strategic activities.
- **Improved candidate quality:** The intelligent resume screening and pre-qualification features of the application can help HR managers to quickly identify the most qualified candidates for each role, resulting in a higher quality candidate pool and better hiring decisions.
- **Competitive advantage:** Implementing an advanced recruiting assistant can provide a significant competitive advantage for organizations, allowing them to hire top talent more efficiently and effectively.

- **Faster time-to-hire:** By reducing the time required to complete many of the tasks involved in recruiting, the application can help HR managers to make hiring decisions more quickly and reduce the time-to-fill for open positions.

- **Data-driven decision-making:** The data analytics and reporting capabilities of the application can provide HR managers with valuable insights into their recruitment processes, enabling them to make data-driven decisions to optimize their workflows and improve their recruitment strategies.

Disadvantages:

- **Implementation costs:** Developing a customized application can be expensive, requiring significant investment in development and maintenance costs.
- **Training and adoption:** Implementing a new application can be challenging, requiring HR managers to learn new tools and workflows. It may also take time for the application to be fully adopted by the team, potentially causing a temporary slowdown in recruitment processes.
- **Technical challenges:** Building a customized application requires technical expertise, and there may be challenges with integrating the application with other systems and workflows.
- **Privacy concerns:** The use of advanced technologies such as intelligent resume screening may raise concerns around data privacy and security, and it will be important to ensure that the application complies with relevant regulations and policies.
- **Risk of bias:** The use of intelligent resume screening and pre-qualification features may introduce bias into the recruitment process if the algorithms are not carefully designed and calibrated.

An abstract graphic design on a light cream background. A green path enters from the left, curves 90 degrees down, and then continues horizontally to the right. A blue path enters from the bottom, curves 90 degrees up, and then continues horizontally to the left, overlapping the green path. A red path enters from the top right, curves 90 degrees left, and continues horizontally to the left. An orange circle is positioned on the left side of the image. Two small black dots are located on the green path: one on the vertical segment and one on the horizontal segment. The text "6.APPLICATIONS" is centered in the upper right area.

6.APPLICATIONS

- 1) **Large Enterprises:** Large enterprises with significant recruitment needs can use the Recruiting Assistant to streamline their recruitment processes and hire top talent more efficiently and effectively.
- 2) **Recruitment Agencies:** Recruitment agencies can use the Recruiting Assistant to manage their candidate pipelines, improve their candidate quality, and reduce the time-to-fill for their clients.
- 3) **Small and Medium-Sized Enterprises (SMEs):** SMEs with limited recruitment resources can use the Recruiting Assistant to automate many of the time-consuming tasks involved in recruitment and focus their efforts on identifying and hiring the best candidates.
- 4) **Universities and Colleges:** Universities and colleges can use the Recruiting Assistant to manage their recruitment processes for faculty and staff positions, and to attract and retain top talent in their organizations.
- 5) **Government Agencies:** Government agencies can use the Recruiting Assistant to improve the efficiency and effectiveness of their recruitment processes, enabling them to hire the best candidates for their public service roles.

An abstract graphic design on a light cream background. It features several thick, rounded lines in green, blue, and red. A green line starts from the left, curves down, and then continues horizontally. A blue line starts from the bottom, curves up, and then continues horizontally, overlapping the green line. A red line starts from the top right and curves down. There are two small black dots: one on the green line and one on the blue line. A large orange circle is positioned on the left side of the image.

7.CONCLUSION

- ❖ **The Recruiting Assistant has the potential to revolutionize the way organizations approach talent acquisition and recruitment, providing HR managers with a powerful tool to optimize their recruitment processes and hire the best candidates more efficiently.**

Overall, the Recruiting Assistant has the potential to transform the recruitment process, enabling organizations to identify and hire the best candidates more efficiently and effectively than ever before.

An abstract graphic design on a light cream background. It features three stylized paths: a green path that starts from the left, curves down, and then continues horizontally; a blue path that starts from the bottom, curves up, and then continues horizontally, overlapping the green path; and a red path in the top right corner that curves from vertical to horizontal. There are two solid black dots: one on the upper curve of the green path and another on the horizontal segment of the green path where it is overlapped by the blue path. A large, solid orange circle is positioned on the left side of the image.

8. FUTURE SCOPE

- **Integration with other HR tools:** The Recruiting Assistant can be integrated with other HR tools such as applicant tracking systems, HR information systems, and performance management systems to provide a more comprehensive HR solution.
- **Continued improvement of intelligent resume screening:** As artificial intelligence and machine learning technologies continue to evolve, there is an opportunity to further enhance the intelligent resume screening capabilities of the Recruiting Assistant to improve its accuracy and reduce bias.
- **Expansion of language support:** The Recruiting Assistant can be expanded to support multiple languages, enabling organizations to hire top talent from a wider pool of candidates.
- **Incorporation of video interviewing technology:** The Recruiting Assistant can be enhanced with video interviewing capabilities, enabling HR managers to conduct remote interviews more efficiently and effectively.
- **Integration with social media platforms:** The Recruiting Assistant can be integrated with social media platforms to expand its reach and enable organizations to tap into the growing pool of candidates who are active on social media.

The image features a minimalist design on a light cream background. On the left, a thick orange line forms a U-shape. Above it, two thick red lines intersect the orange line; one is horizontal and the other is vertical, with a small black dot at their intersection. On the right, a thick red line curves upwards, with a small black dot on its vertical segment. At the bottom right, a solid green circle is partially overlapped by the red line.

THANK YOU