

Job application tracking system

1 INTRODUCTION

1.1 Overview

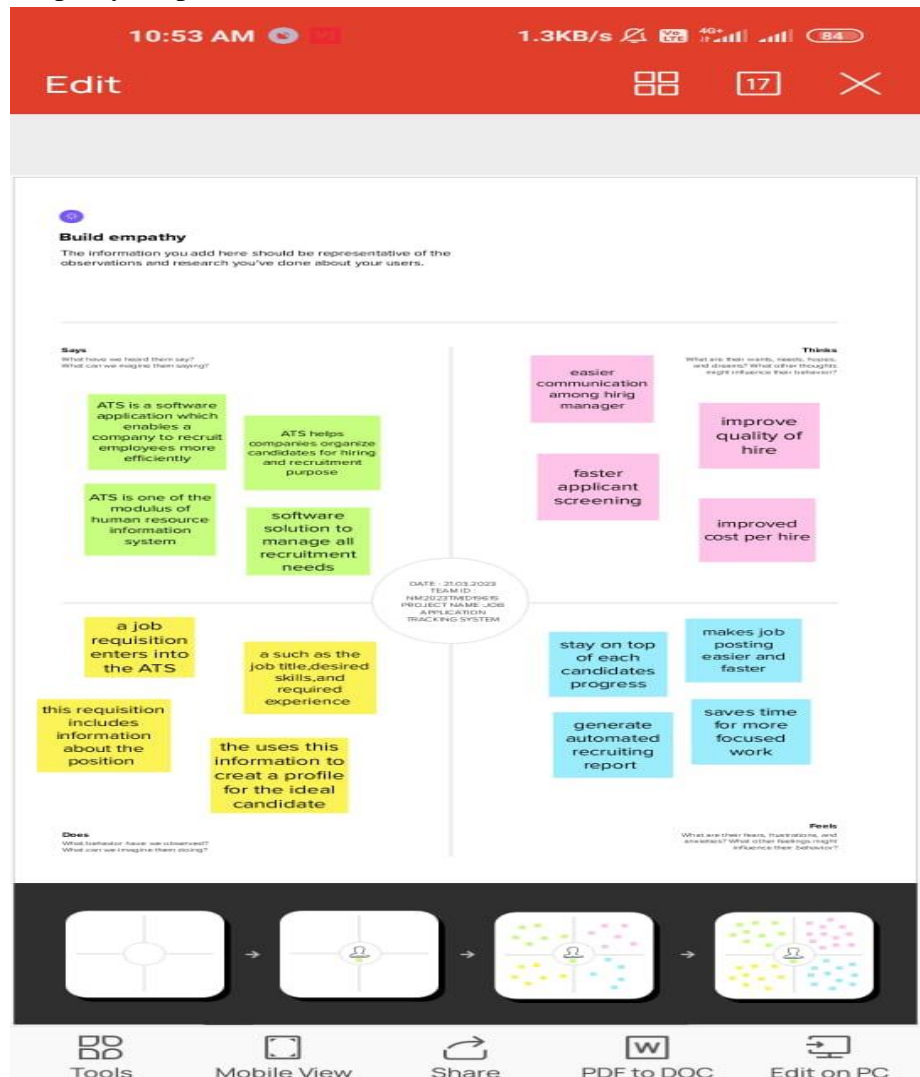
Job application tracking system is a software application which enables a company or selection agency to recruit employees more efficiently. It provides an automated way for companies or selection agency to manage the entire recruiting process from receiving applications to hiring employees.

1.2 Purpose

- Source and attract qualified candidates.
- Increase candidate engagement.
- Improve efficiency and lower costs.
- Optimize the onboarding process.

2 Problem Definition & Design Thinking

2.1 Empathy Map



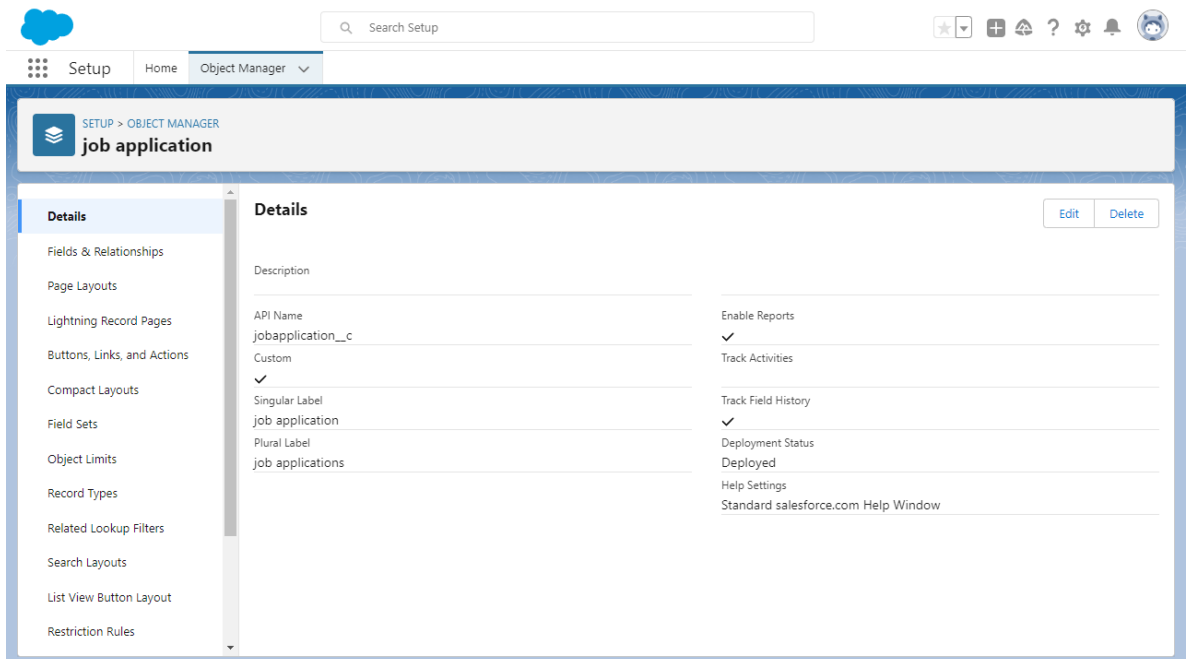
[illegible]

3 RESULT


3.1 Data Model:

| Object name | Fields in the Object | |
|-----------------|----------------------|-----------------------------|
| Recruiter | | |
| | Field label | Data type |
| | Job title | Text |
| | | |
| Jobs | Field label | Data type |
| | Recruiter | Master- detail relationship |
| | Description | Text area |
| | location | Text |
| Candidate | Field label | Data type |
| | - | - |
| | - | - |
| | | |
| Jon Application | | |
| | | |
| | | |
| | | |


3.2 Activity & Screenshot



The screenshot shows the Salesforce Setup interface for the 'job application' object. The left sidebar contains a navigation menu with options like 'Details', 'Fields & Relationships', 'Page Layouts', etc. The main content area displays the 'Details' section for the 'job application' object, including fields like 'API Name' (jobapplication__c), 'Singular Label' (job application), and 'Plural Label' (job applications). There are also checkboxes for 'Enable Reports', 'Track Activities', and 'Track Field History', all of which are checked. The 'Deployment Status' is shown as 'Deployed'.



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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


Restriction Rules

Fields & Relationships


4 Items, Sorted by Field Label

[New](#)
[Deleted Fields](#)
[Field Dependencies](#)
[Set History Tracking](#)

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



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Related Lookup Filters

Restriction Rules

Scoping Rules

Triggers

Details

Edit

Delete

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



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Triggers

Fields & Relationships


4 Items, Sorted by Field Label

[New](#)
[Deleted Fields](#)
[Field Dependencies](#)
[Set History Tracking](#)

| 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) | | ✓ |



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job

Details

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Details

Description

API Name

job__c

Custom

✓

Singular Label

job

Plural Label

jobs

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

Deployed


Help Settings

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EditDelete



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Fields & Relationships

4 Items, Sorted by Field Label

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)

✓

Quick Find

New


Deleted Fields

Field Dependencies


Set History Tracking



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Recruiter

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Details

Description

API Name

Recruiter__c

Custom

✓

Singular Label

Recruiter

Plural Label

Recruiters

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

Deployed

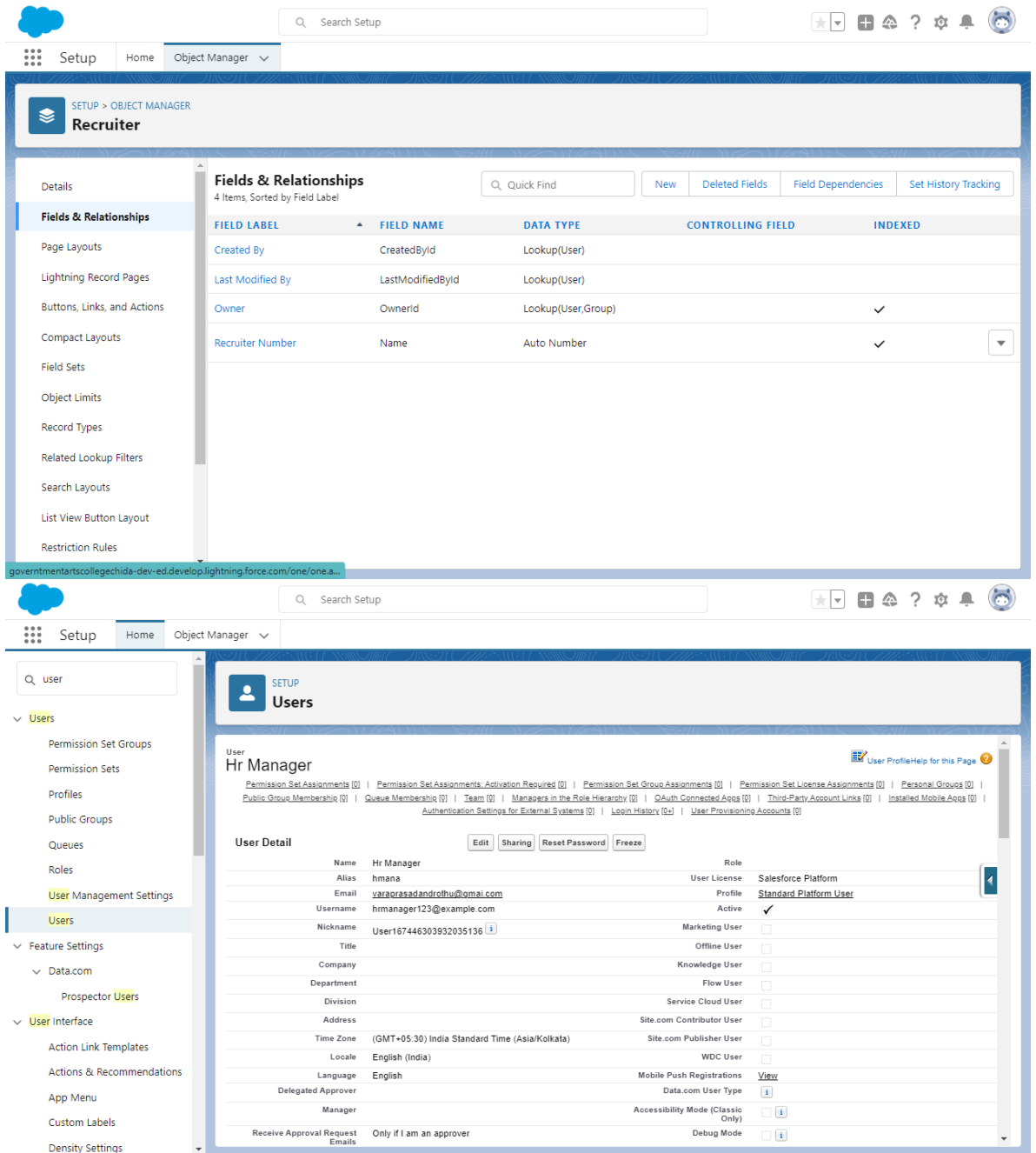
Help Settings

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The screenshot shows the Salesforce Setup interface for the 'Recruiter' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns: FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. There are 4 items listed, sorted by Field Label.

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

Below the table, there is a search bar and buttons for 'New', 'Deleted Fields', 'Field Dependencies', and 'Set History Tracking'. The left sidebar shows navigation options like 'Details', 'Page Layouts', 'Lightning Record Pages', etc. The bottom section shows the 'Users' setup page for 'Hr Manager' with various user details and settings.

4 Trailhead Profile Public URL

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

Team Member 1 - <https://trailblazer.me/id/ssoundharya2>

Team Member 2 - <https://trailblazer.me/id/kavit327>

Team Member 3 - <https://trailblazer.me/id/sshanmugapriya2>

5 ADVANTAGES & DISADVANTAGE

ADVANTAGES:

- Improves the quality of hire.
- Speeds up the recruitment cycle.
- Centralizes candidate management and document tracking.
- Generates key recruiting insights.

DISADVANTAGES:

- Automatic elimination of every resume that the system can't read and interpret.
- Misread resumes in PDF format.

6 APPLICATIONS

- Enhanced candidate experience.
- Immediate impact after the hire.
- Greater efficiency in the hiring process.
- Automate and increase efficiency.

7 CONCLUSION

Application tracking system is the best HRIS module to help the HR personnel to have the best recruitment function. It automates the whole process of recruitment function of the HR department which in turn provides the best experience to the recruitment team and the candidates.

8 FUTURE SCOPE

- An enriched user experience.
- Improved ability to leverage social platforms.
- A cloud-based, fully integrated ecosystem.
- Stronger diversity and inclusion.