PROJECT REPORT TEMPLEATE RECRUITING ASSISTANT FOR HR MANAGERS

TEAM ID: NM2023TMID18447

1.INRODUCTION

1.1 Overview:

In this project, we use custom objects, relationships, pages layouts to give the HR access to data they need on an existing recruitment app.

To make the existing app more efficient for the HR team we create custom objects and relationships to store and access the data more efficiently. we install an unmanaged package in the org to get metadata that acts as existing data in the recruitment app.

1.2 Purpose:

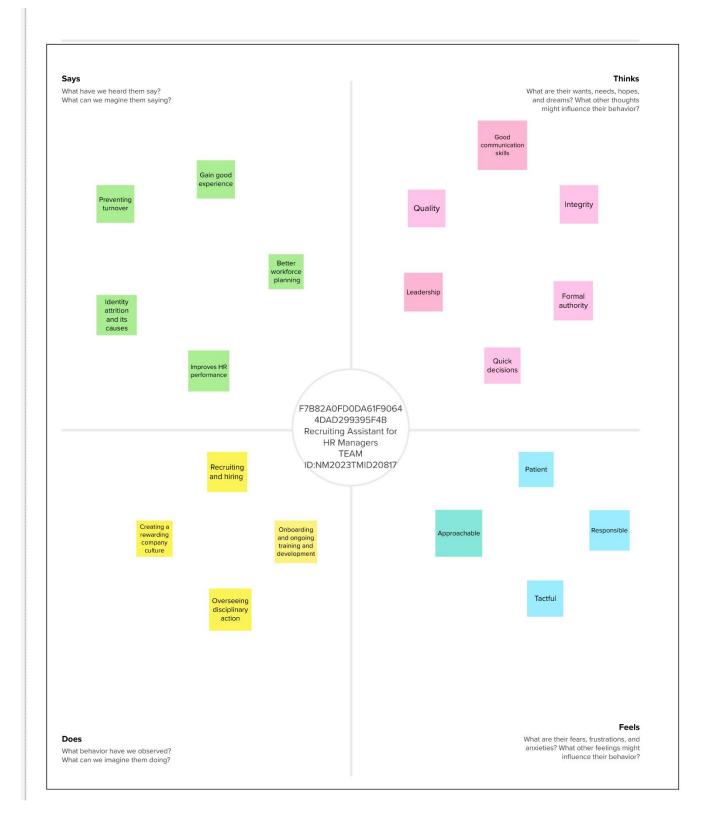
- **❖** Job positing
- Rewards & Incentives
- Resolving conflicts
- **❖** Performance Appraisal
- **❖** Training & Development
- ❖ Maintaining Healthy Work culture
- Organizing various activities
- ❖ Payroll Management .

2. Problem Definition & Design Thinking

2.1 Empathy map:

An empathy map is a collaborative visualization used to articulate what we know about a particular type of user. It externalizes knowledge about users in order to

- 1) create a shared understanding of user needs, and
- 2) aid in decision making.



2.2 Brainstorming:

Brainstorming is a group problem-solving method that involves the spontaneous contribution of creative ideas and solutions. This technique requires intensive, freewheeling discussion in which every member of the group is encouraged to think aloud and suggest as many ideas as possible based on their diverse knowledge.



Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.



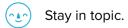
PROBLEM

What is the roles & responsibilities of HR manager?



Key rules of brainstorming

To run an smooth and productive session





Encourage wild ideas.



Defer judgment.



Listen to others.



Go for volume.



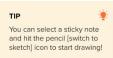
If possible, be visual.



Brainstorm

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





S.Vasuthiyagarajan

Providing administrative support to the HR department

andling HRrelated strucemployee equests and issues interv

E.Vignesh

Promoting positions through and maintain recruiting

Managing hiring and onboarding references

S.Vetrivel

Ensuring legal compliance Designing employee retention programs

Give Creating overall compensation overall compensation c

R.Vignesh

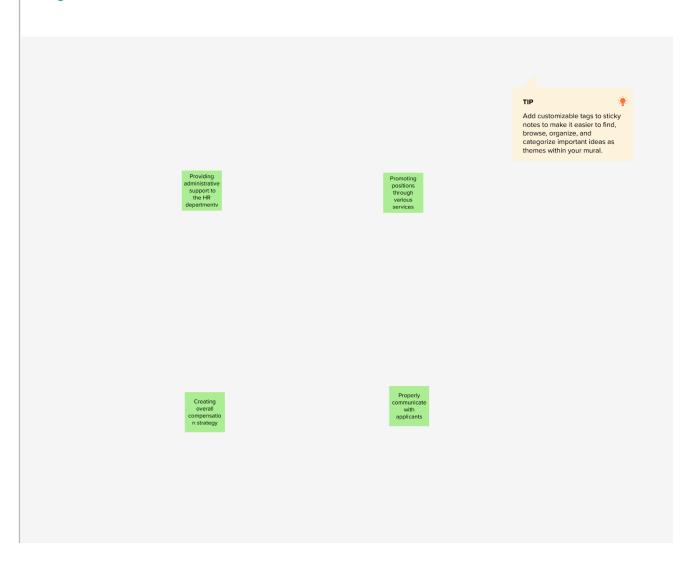
| Properly communicate with applicants | Report submissions |
|---|---|
| Employment exchanges | Background and references checks |



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 label. If a cluster is bigger than six sticky notes, try and see if you and break it up into smaller sub-groups.

0 20 minutes

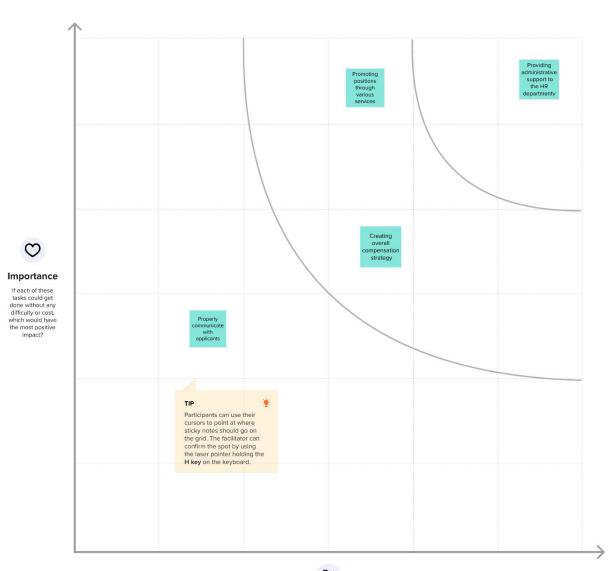




Prioritize

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.

① 20 minutes



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Feasibility

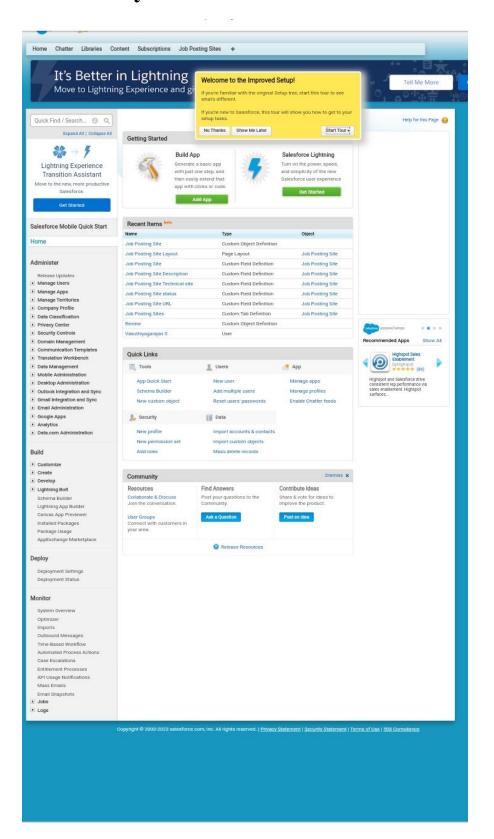
Regardless of their importance, which tasks are more feasible than others? (Cost, time, effort, complexity, etc.)

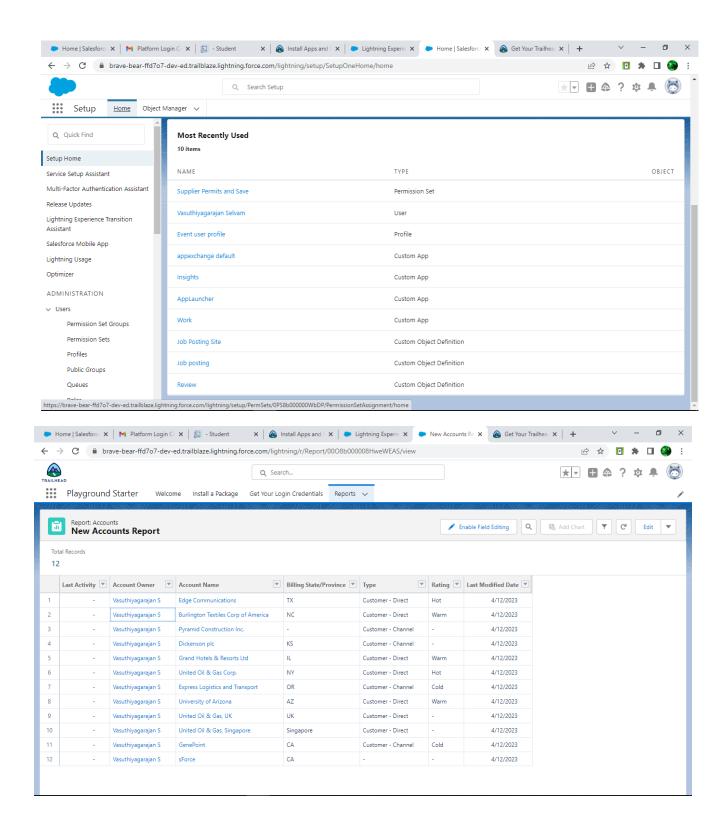
3. RESULT

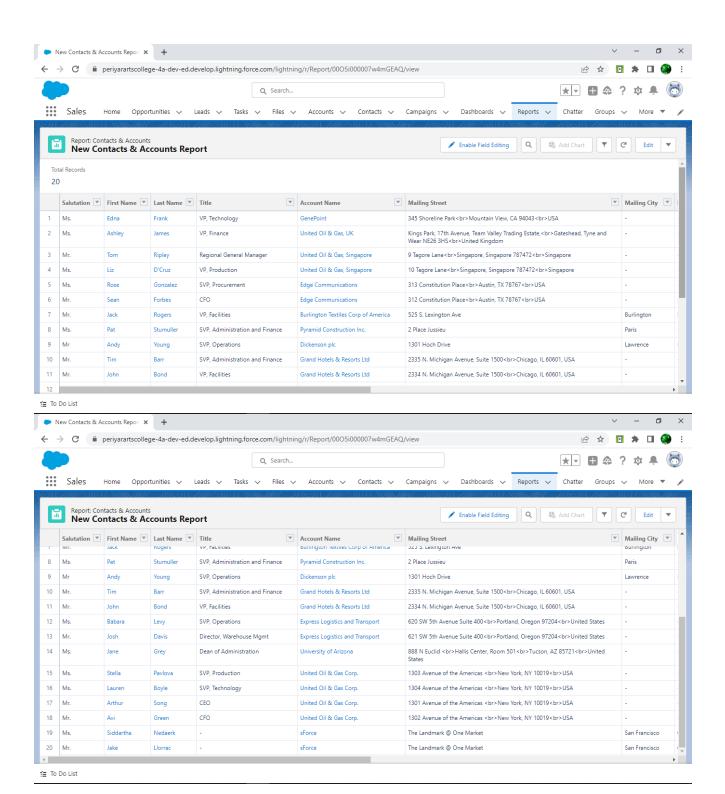
3.1 Data Model:

| C | bject name | Field label | Data type |
|---|---------------------|-------------------|--------------|
| 1 | Job positing site | Job positing site | Text |
| | Job positing URL | Job positing URL | Text |
| 2 | Review | Review | Auto- Number |
| | Account | Account | Auto- Number |

3.2 Activity & Screenshort:







4. TRAILHEAD PROFILE PUBLIC URL

Team Leader - https://trailblazer.me/id/vasus31

Team Member 1 - https://trailblazer.me/id/svetri9

Team Member 2 - https://trailblazer.me/id/vigne549

Team Member 3 - https://trailblazer.me/id/vignr33

5. ADVANTAGES & DISADVANTAGES

Advantages:

- Human resource planning
- Hiring workforce
- Enhance organization effectiveness
- Handles disputes and queries
- Motivating employees
- ❖ Improve employee relation .

Disadvantages:

- Costly setup
- ❖ Recent origin
- Unpredictability
- Improper development programs
- Insufficient information .

<u>6.</u> <u>APPLICATIONS</u>

- ❖ HRIS is a type of business application that enables companies to store employee information ,manage common HR functions ,and execute critical HR activities such as processing payroll and administering benefits.
- ❖ Features oh HRIS application include an employee self-service portal, payroll, workforce management, recruitment and hiring, benefits administration, and talent management.
- ❖ As mentioned, HRIS applications are valuable for supporting critical HR operations and initiatives. Let's look at how you an apply HRIS capabilities in your business to deliver value and build a strong foundation.

7. <u>CONCLUSION</u>

In conclusion ,due many challenges that are facing human resource departments , there is need for organizations to adopt correct and workable policies that will not only ensure they alleviate these challenges but also develop mechanisms of Dellinger with such challenge in case they occur in the future .

8. FUTURE SCOPE

The project has a very vast scope in future. The project can be implemented on internet in future.