## INTRODUCTION

Job application tracking systems (ATS) are software applications designed to help employers manage their hiring processes more efficiently. These systems allow companies to track, sort, and filter job applications, making the hiring process more manageable and streamlined. With the help of job application tracking systems, hiring managers can easily manage job openings, track job applicants, and evaluate candidate qualifications all from one centralized platform. This can reduce the time and resources spent on recruitment and ensure that companies hire the best possible candidates for their open positions. Overall, job application tracking systems are an essential tool for employers looking to improve their recruitment processes, save time and resources, and ultimately hire the most qualified candidates.
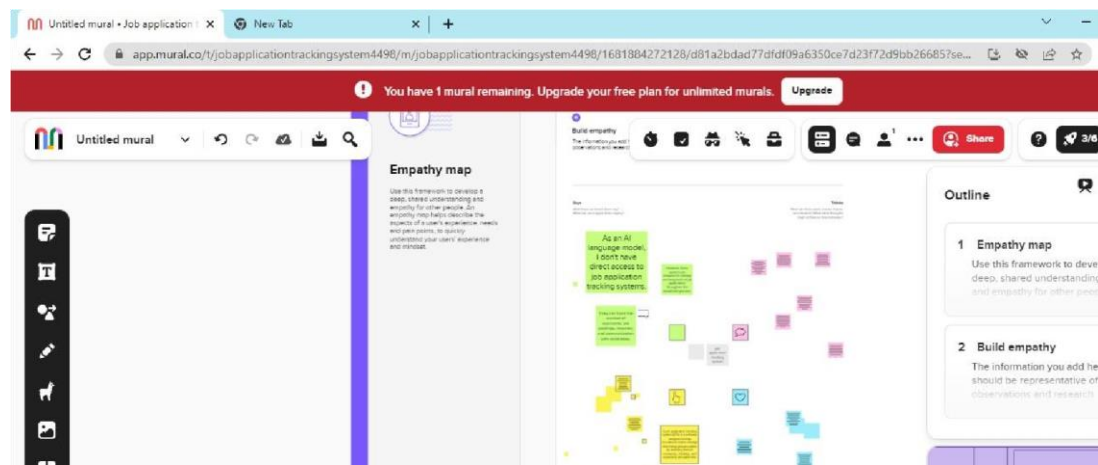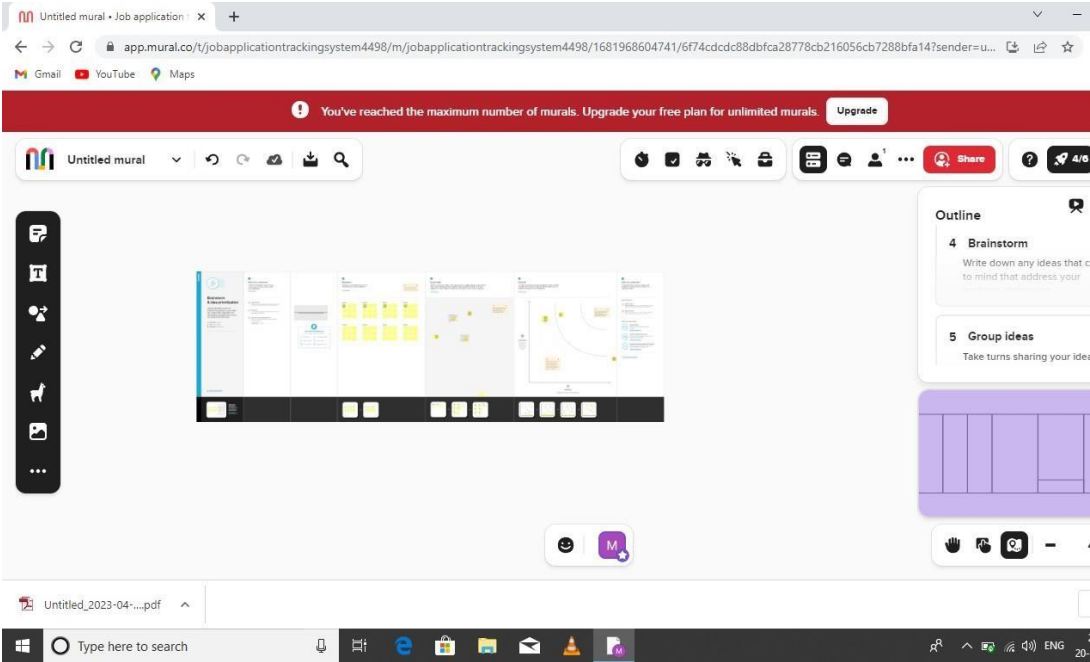
## Purpose of the project;

The purpose of a Job Application Tracking System is to help employers manage the hiring process by organizing and tracking all job applications and resumes in a centralized location. This system allows recruiters to easily search and filter through applications, quickly identify qualified candidates, and schedule interviews. It also helps to reduce the time and resources needed for manual data entry and processing. Overall, a Job Application Tracking System streamlines the hiring process and improves communication between recruiters and candidates, resulting in more efficient and successful hiring.

**1        Problem Definition & Design Thinking**

1. Empathy Map

2. Ideation & Brainstorming Map
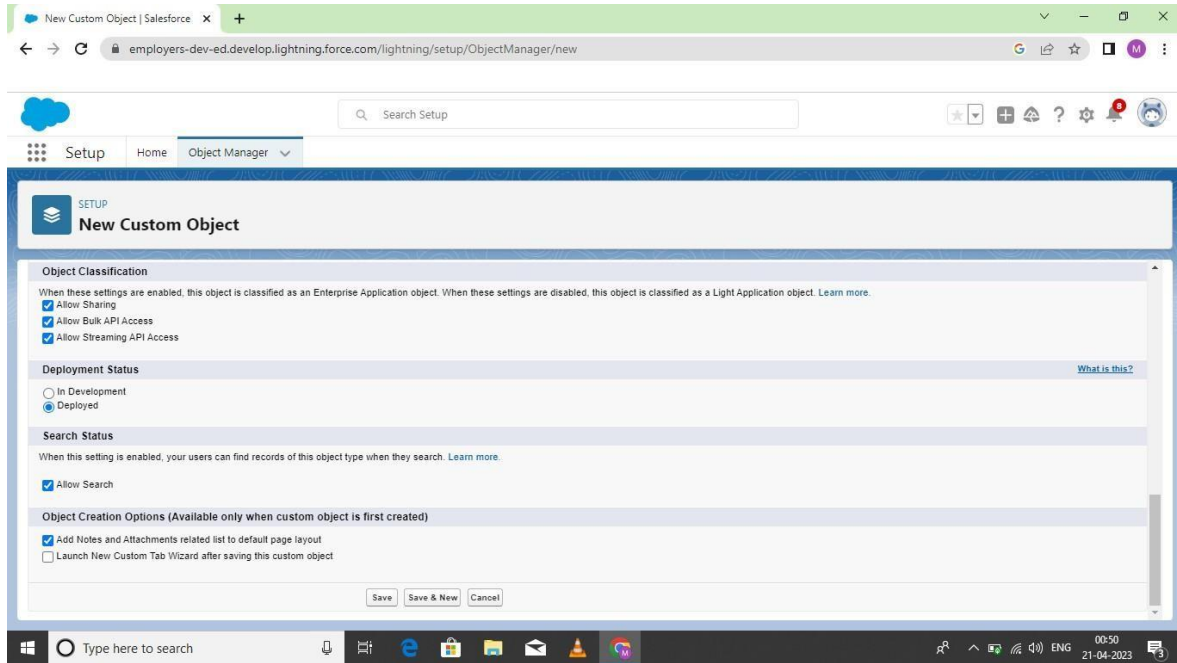
Untitled mural

Outline
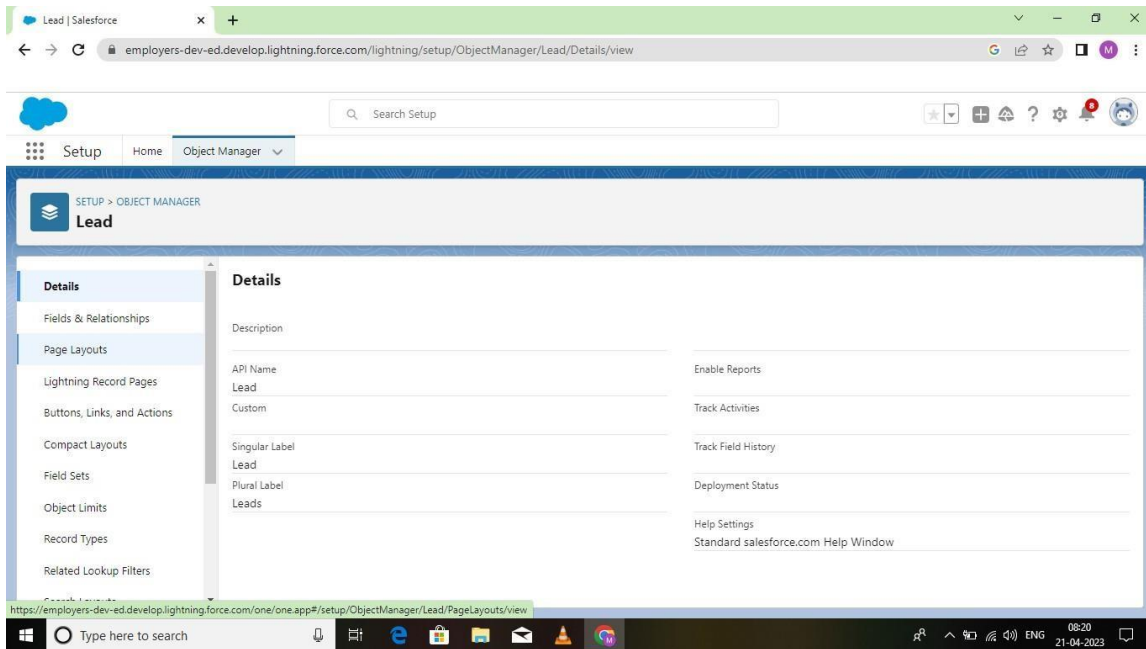
4   Brainstorm
Write down any ideas that c
to mind that address your

5   Group ideas
Take turns sharing your idea

Untitled_2023-04-....pdf

Type here to search

## 2.RESULT

Custom Object;

Lead;

Tabs;



Profile;

Users;



Sharing settings;

Reports;

## 2  ADVANTAGES & DISADVANTAGES

Advantages of the project;

1. Streamlined recruitment process: With an application tracking system, all recruitment activities can be managed from one central platform, making the process more streamlined and efficient.

2.      Improved candidate experience: An ATS allows candidates to apply for jobs easily and track the progress of their application.

3.      Time-saving: An ATS can automatically screen resumes based on specific criteria and reduce time wasted on manual screening.

4.      Enhances collaboration: An ATS allows recruiters and hiring managers to collaborate throughout the recruitment process, share notes, and communicate more easily.

5.      Data-driven decisions: An ATS can provide recruiters with data and insights on the recruitment process, allowing them to make data-driven decisions.

6.      Cost-effective: An ATS can reduce the cost associated with recruitment, such as advertising and administrative tasks.

7.      Improved compliance: An ATS can help recruiters stay compliant with EEO and other legal requirements.

8.      Better communication: An ATS can help recruiters communicate with job applicants more effectively, reducing the risk of misunderstanding or miscommunication.

Disadvantages of the project;

1.      Elimination of Qualified Candidates: One of the major drawbacks of an Applicant Tracking System is that it may erroneously eliminate qualified candidates due to technical glitches such as incorrect formatting, omission of critical keywords, or lack of relevant experience.

2.      Limited Criteria: Another disadvantage of the Applicant Tracking System is that it relies heavily on keyword analysis or semantic matching, which may exclude candidates who do not meet specific criteria or those who possess relevant qualifications and experience.

3.      Technical Malfunctions: Since the Applicant Tracking System is a software system, it is vulnerable to technical glitches, which may result in the termination of a candidate's application process, leading to lost opportunity.

4.      Lack of a Personal Touch: An Applicant Tracking System is entirely automated, which can be seen as an advantage in some aspects, but it lacks a personal touch that could attract and engage potential candidates.

5.      Time-Consuming Process: Candidates may need to spend more time filling out qualified applicant information because most digital systems necessitate uploading resumes and cover letters, which can take a long time to complete.

6.      Depersonalization: Even if the candidate's resume checks all the necessary boxes, hiring managers may miss the nuances of a candidate's application due to

the limitations of an Applicant Tracking System. Such limitations might lead to the depersonalization of the hiring process.

7.      Recruitment Bias: Applicant Tracking Systems may weaken the value of an organization's employer brand by creating statistical screening barriers that can foster hiring biases, especially when programmed to exclude candidates that do not fit a particular profile.

8.      Expensive Investment: Acquiring and routinely upgrading an Applicant Tracking System can be expensive, particularly for small businesses, and can limits their ability to evaluate potential hires based on talent and overall qualifications.

## 4. APPLICATIONS

The areas where this solution can be applied

## 5. CONCLUSION

A Job Application Tracking System is a beneficial tool for both job seekers and employers. Job seekers can easily track the status of their submitted applications, while employers can efficiently manage and organize the hiring process. The system eliminates the need for manual tracking and increases the chances of a successful hiring process. With the rise of remote work, a Job Application Tracking System is even more essential in ensuring a smooth recruitment process for both parties. As technology continues to evolve, we can expect more advanced and user-friendly software solutions to emerge.

## 7.FUTURE SCOPE

1.     AI and Automation: With the advancement of technology, the job application tracking system can leverage artificial intelligence and automation to streamline the recruitment process. This can help in reducing the workload of recruiters, scheduling interviews, and screening resumes.

2.     Data-driven Recruitment: Job application tracking system can help in identifying the key areas where candidates are dropping out of the recruitment process. This can enable recruiters to optimize their recruitment process and improve candidate engagement.

3.     Improved Candidate Experience: The job application tracking system can help in providing a seamless candidate experience by keeping them updated about the status of their job application. This can help in improving the employer brand and attracting top talent.

4.     Talent Analytics: By analyzing the data from the job application tracking system, recruiters can gain insights into the recruitment process, such as time-to-hire, cost-

per-hire, and candidate sourcing channels. This can help in making data-driven decisions and improving the recruitment process.

5.    Integration with HRIS: Job application tracking system can integrate with the HR information system to provide a seamless flow of data between recruitment and HR functions. This can help in improving the overall HR process and reduce data inconsistencies.

In conclusion, the job application tracking system has a bright future as it can help in improving the recruitment process and enhancing the candidate experience.

With the integration of technology and data analytics, the system can become a strategic tool for recruitment and talent management.

### 3    APPENDIX

A. Source Code

Attach the code for the solution built.

Teamleader  https;//trailblazer.me/id/__vdevan14

Team member 1; https;//trailblazer.me/id/vetrr

Team member 2 ; https;//trailblazer.me/id/anbam5

Team member3 ; https;//trailblazer.me/id/aammuda