

# JOB APPLICATION TRACKING SYSTEM

## 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.

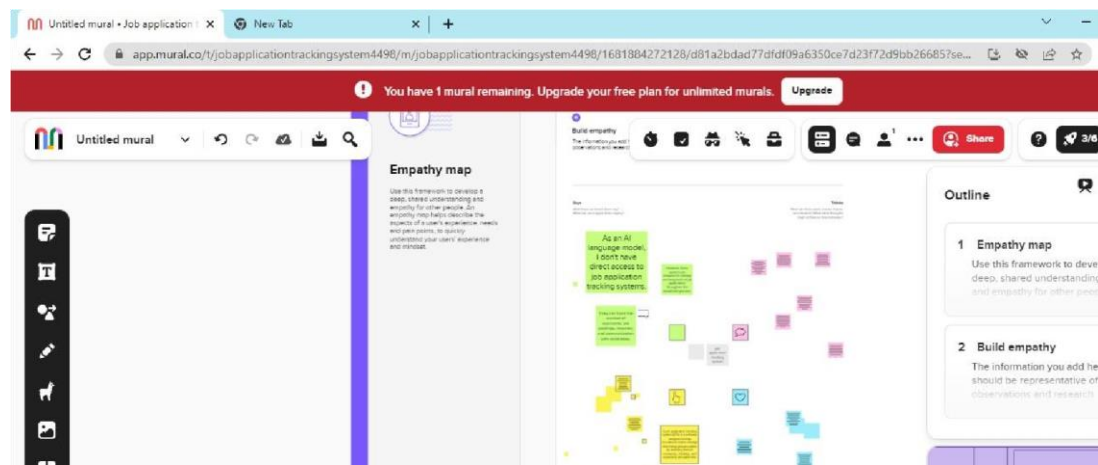
### Purpose of the project;

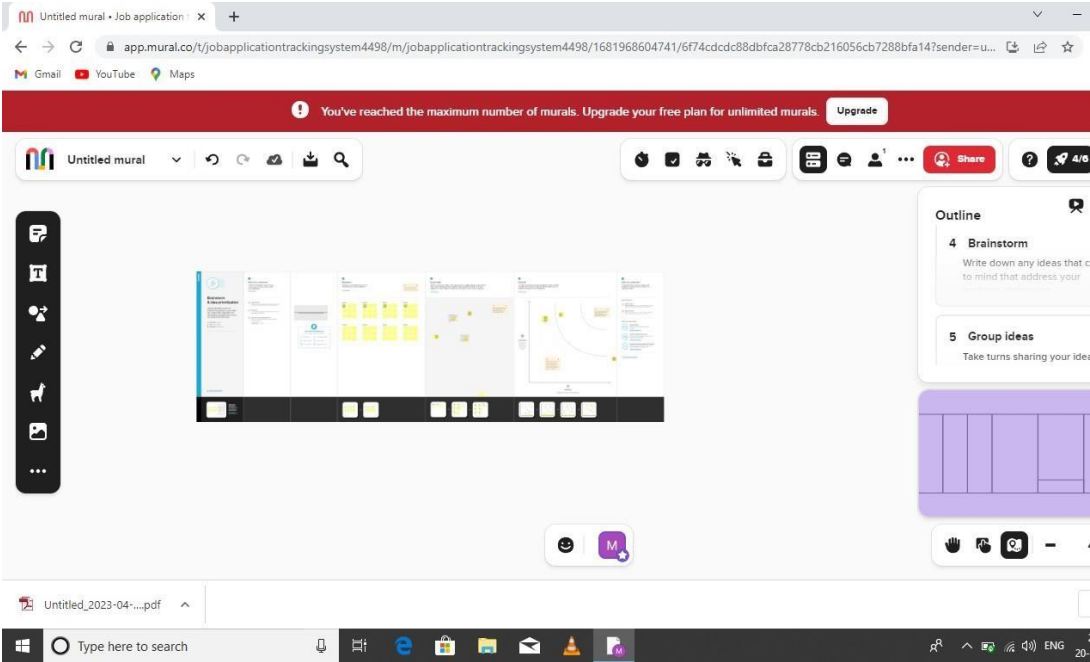
The purpose of a Job Application Tracking System is to help employers manage the hiring process by organizing and tracking all job applications and resumes in a centralized location. This system allows recruiters to easily search and filter through applications, quickly identify qualified candidates, 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





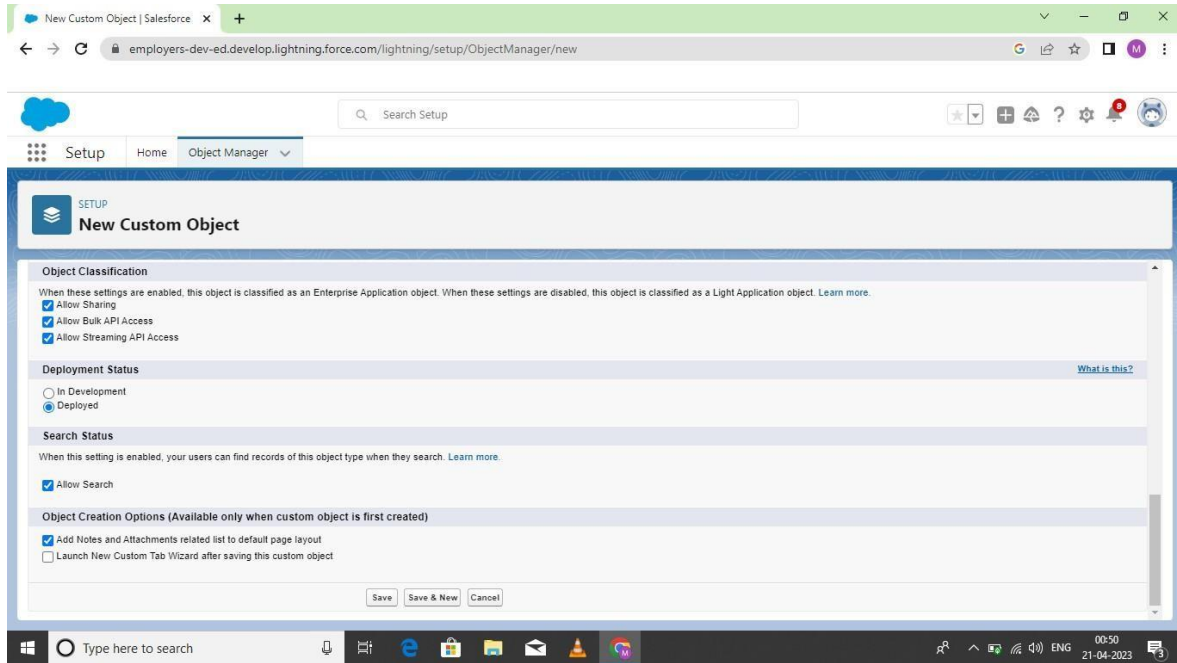
## 2.RESULT

Custom Object;

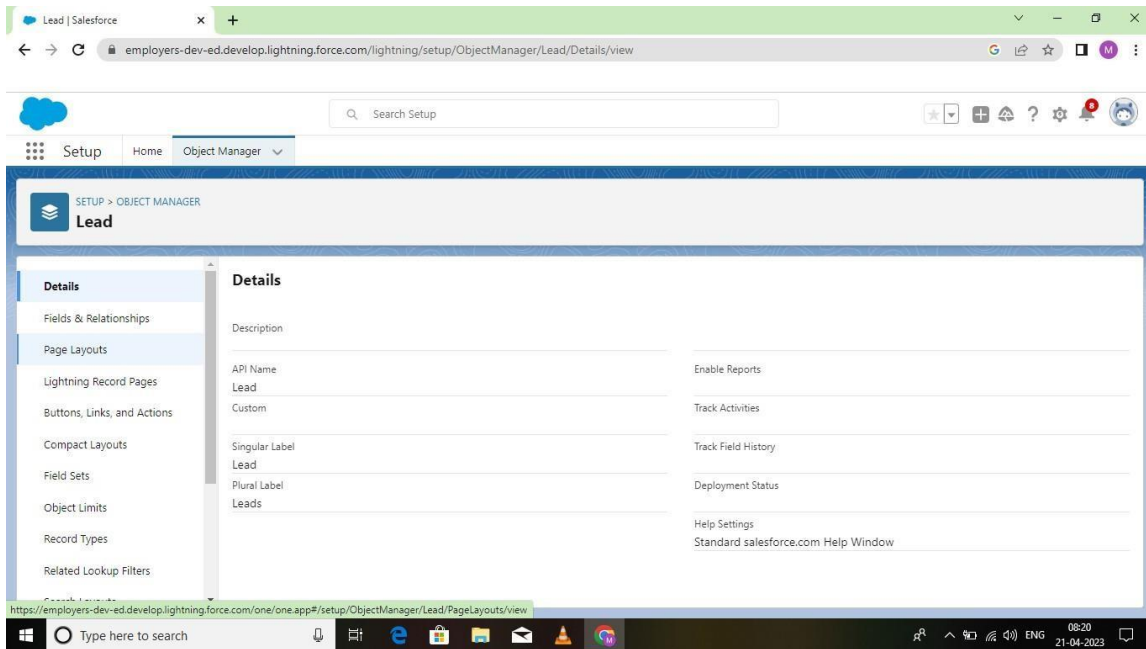
The screenshot shows the 'New Custom Object' configuration page in Salesforce. The browser address bar indicates the URL: `employers-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/new`. The page title is 'New Custom Object' under the 'SETUP' menu. The configuration is divided into several sections:

- Object Classification:** Includes a note about Enterprise vs. Light Application objects. Three checkboxes are checked: 'Allow Sharing', 'Allow Bulk API Access', and 'Allow Streaming API Access'.
- Deployment Status:** Two radio buttons are present: 'In Development' (unselected) and 'Deployed' (selected). A 'What is this?' link is available.
- Search Status:** A note explains that enabling search allows users to find records. The 'Allow Search' checkbox is checked.
- Object Creation Options (Available only when custom object is first created):** Includes two checkboxes: 'Add Notes and Attachments related list to default page layout' (checked) and 'Launch New Custom Tab Wizard after saving this custom object' (unchecked).

At the bottom of the form are three buttons: 'Save', 'Save & New', and 'Cancel'. The Windows taskbar at the bottom shows the date as 21-04-2023 and the time as 00:50.



Lead;



Lead | Salesforce

employers-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/Lead/FieldsAndRelationships/view

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

Lead

Details

Fields & Relationships

28+ Items, Sorted by Field Label

Quick Find

New Deleted Fields Field Dependencies Set History Tracking Map Lead Fields

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Address	Address	Address		
Annual Revenue	AnnualRevenue	Currency(18, 0)		
Clean Status	CleanStatus	Picklist		✓
Company	Company	Text(255)		✓
Company D-U-N-S Number	CompanyDunsNumber	Text(9)		
Created By	CreatedById	Lookup(User)		
Current Generator(s)	CurrentGenerators_c	Text(100)		
D&B Company	DandBCompanyId	Lookup(D&B Company)		✓

Type here to search

08:21 21-04-2023

Tabs;

Tabs | Salesforce

employers-dev-ed.develop.lightning.force.com/lightning/setup/CustomTabs/home

Search Setup

Setup Home Object Manager

Tab

User Interface

Loaded Console Tab Limit

Rename Tabs and Labels

Tabs

Didn't find what you're looking for? Try using Global Search.

SETUP

Tabs

Custom Tabs

You can create new custom tabs to extend Salesforce functionality or to build new application functionality.

Custom Object tabs look and behave like the standard tabs provided with Salesforce. Web tabs allow you to embed external web applications and content within the Salesforce window. Visualforce tabs allow you to embed Visualforce pages. Lightning Component tabs allow you to add Lightning components to the navigation menu in Lightning Experience and the mobile app. Lightning Page tabs allow you to add Lightning Pages to Lightning Experience and the mobile app.

Custom Object Tabs

New What Is This?

Action	Label	Tab Style	Description
Edit   Del	Recruiters	Star	

Web Tabs

New What Is This?

No Web Tabs have been defined

Visualforce Tabs

New What Is This?

No Visualforce Tabs have been defined

Type here to search

08:23 21-04-2023

Profile;

Salesforce Setup: Profiles

Search Setup

Setup Home Object Manager

Profile

Users Profiles

Didn't find what you're looking for? Try using Global Search.

Profiles

All Profiles Edit Delete Create New View

New Profile

Action	Profile Name	User License	Custom
<input type="checkbox"/> Edit   Clone	Analytics Cloud Integration User	Analytics Cloud Integration User	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Analytics Cloud Security User	Analytics Cloud Integration User	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Authenticated Website	Authenticated Website	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Authenticated Website	Authenticated Website	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Chatter External User	Chatter External	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Chatter Free User	Chatter Free	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Chatter Moderator User	Chatter Free	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Contract Manager	Salesforce	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Cross Org Data Proxy User	XOrg Proxy User	<input type="checkbox"/>
<input type="checkbox"/> Edit   Clone	Custom Marketing Profile	Salesforce	<input type="checkbox"/>

1-25 of 40 0 Selected

Previous Next

Page 1 of 2

Users;

Salesforce Setup: Users

Search Setup

Setup Home Object Manager

user

Users

Permission Set Groups  
Permission Sets  
Profiles  
Public Groups  
Queues  
Roles  
User Management Settings  
Users

Feature Settings  
Data.com  
Prospector Users  
User Interface  
Action Link Templates

Users

All Users

On this page you can create, view, and manage users.  
In addition, download SalesforceA to view and edit user details, reset passwords, and perform other administrative tasks from your mobile devices: iOS | Android

View: All Users Edit Create New View

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Export	Chatter	chatter.00d500000bzydzae0.nbbzd5kij@chatter.salesforce.com		<input checked="" type="checkbox"/>	Chatter Free User
<input type="checkbox"/> Edit	Manager Itr	hmana	tamimamalar@gmail.com		<input checked="" type="checkbox"/>	Standard Platform User
<input type="checkbox"/> Edit	Tamizhmalarm M	MTami	tamimamalar@gmail.com		<input checked="" type="checkbox"/>	System Administrator
<input type="checkbox"/> Edit	User Integration	inte0	integration@00d500000bzydzae0.com		<input checked="" type="checkbox"/>	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User Security	sec	insightsecurity@00d500000bzydzae0.com		<input checked="" type="checkbox"/>	Analytics Cloud Security User

New User Reset Password(s) Add Multiple Users

Sharing settings;

Sharing Settings | Salesforce

employers-dev-ed.develop.lightning.force.com/lightning/setup/SecuritySharing/home

Setup Home Object Manager

Search Setup

shar

Security

Sharing Settings

Didn't find what you're looking for? Try using Global Search.

SETUP

### Sharing Settings

This page displays your organization's sharing settings. These settings specify the level of access your users have to each others' data. Go to [Background Jobs](#) to monitor the progress of a change to an organization-wide default or a parallel sharing recalculation.

Manage sharing settings for: All Objects

Disable External Sharing Model

Default Sharing Settings

Organization-Wide Defaults

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
Lead	Public Read/Write/Transfer	Private	✓
Account and Contract	Public Read/Write	Private	✓
Contact	Controlled by Parent	Controlled by Parent	✓
Order	Controlled by Parent	Controlled by Parent	✓
Asset	Controlled by Parent	Controlled by Parent	✓
Opportunity	Public Read/Write	Private	✓
Case	Public Read/Write/Transfer	Private	✓
Campaign	Public Full Access	Private	✓

Organization-Wide Defaults Help

## Reports;

Reports | Salesforce

employers-dev-ed.develop.lightning.force.com/lightning/o/Report/home?queryScope=mru

Search...

Sales Home Opportunities Leads Tasks Files Accounts Contacts Campaigns Dashboards Reports Chatter Guidance Center More

### Reports

Recent

1 item

Search recent reports... New Report New Folder

Report Name	Description	Folder	Created By	Created On	Subscribed
New Accounts Report		Private Reports	M Tamizhmalar	12/4/2023, 11:14 am	

REPORTS

Recent

Created by Me

Private Reports

Public Reports

All Reports

FOLDERS

All Folders

Created by Me

Shared with Me

FAVORITES

To Do List

## 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 limit 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](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>