1   **INTRODUCTION**

1.1 Overview

In this project, we use custom objects, relationships, page layouts to give the HR team easy

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
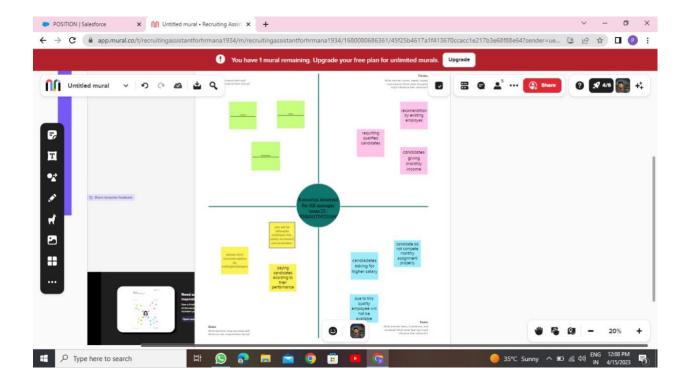
The org to get metadata that acts as existing data in the recruitment app
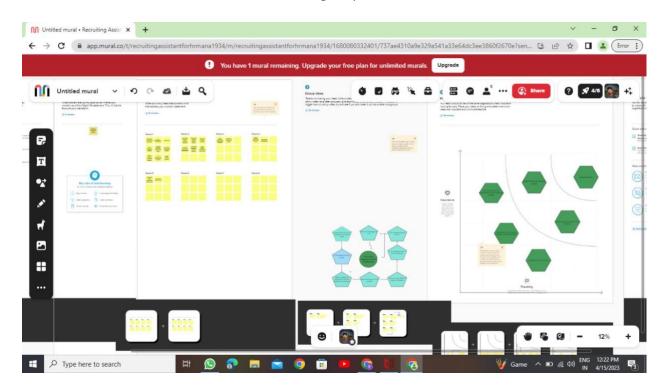
1.2 **Purpose**

A Recruitment Management System (RMS) is a set of tools designed to automate and manage your organization's recruiting and staffing operations. From posting your jobs to keeping applicants connected and engaged throughout, Zoho Recruit's RMS lets you manage your entire recruiting process.

2   **Problem Definition & Design Thinking**

2.1 Empathy Map
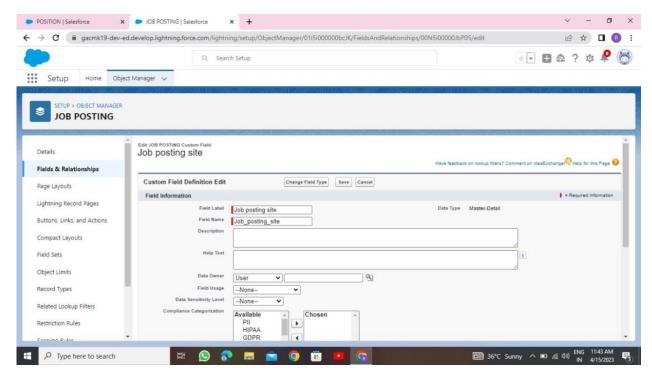
2.2 Ideation & Brainstorming Map

3   RESULT

3.1 Data Model:

Object name	Fields in the Object

obj1	Field label	Data type
JOB POSTING SITE	Job posting	Text

obj2	Field label	Data type
Review	Review	Auto Number

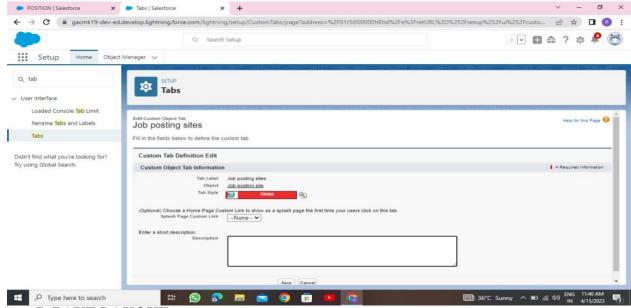## 3.2 Activity & Screenshot

Milestone 3: OBJECT

REVIEW:

Milestone 4: TABS

Milestone 7: PAYE LAYOUT

4   **Trailhead Profile Public URL**

Team Lead - https://trailblazer.me/id/vijms1
Team Member 1 –
https://trailblazer.me/id/jagag11

Team Member 2 -
https://trailblazer
.me/id/pdesigns3
Team Member 3
https://trailblazer
.me/id/vvasanth3
1**4**

5   ADVANTAGES & DISADVANTAGE

Advantages:

Better candidates. Social reach is very important in today's era of recruitment. …
ATS system. An applicant tracking system can help you streamline updates. …
Automated recruitment. …
Improves communication. …
Smooth onboarding. …
Employee retention. …
Recruit on the go.

Disadvantages:

Recruitment May Stagnate the Company's Culture. The recruitment process saves lots of time, energy, and resources for the organization but also has some drawbacks. …
Increases Training Costs of the New Applicants. …
Recruitment Agencies have Limited Choices. …
May Leads to Workplace Hostility.

6   APPLICATIONS

The goal of recruitment is to create a wide pool of qualified candidates from which one has to choose the most qualified individual for the job. This approach draws big groups of individuals and encourages them to apply for open opportunities in a company.

7   CONCLUSION

A recruitment system, often also known as a Recruitment Management System or RMS, for short, is a multi-functional software tool used by HR professionals to automate the tasks involved in sourcing, attracting, and communicating with job candidates..

8   FUTURE SCOPE

Craft clear and attractive job ads.
Boost your candidate sourcing.
Build talent pipelines.
Improve your recruitment efficiency.

Evaluate candidates effectively.