PROJECT REPORT TEMPLATE

JOB APPLICATION TRACKING SYSTEM

DATE
4/15/2023

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

❖ Project Description

Create a CRM Application which helps to the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way easily to track.

❖ PURPOSE

An application tracking system (ATS) is software for recruiters and employee to track candidates throughout the recruiting and hiring process.

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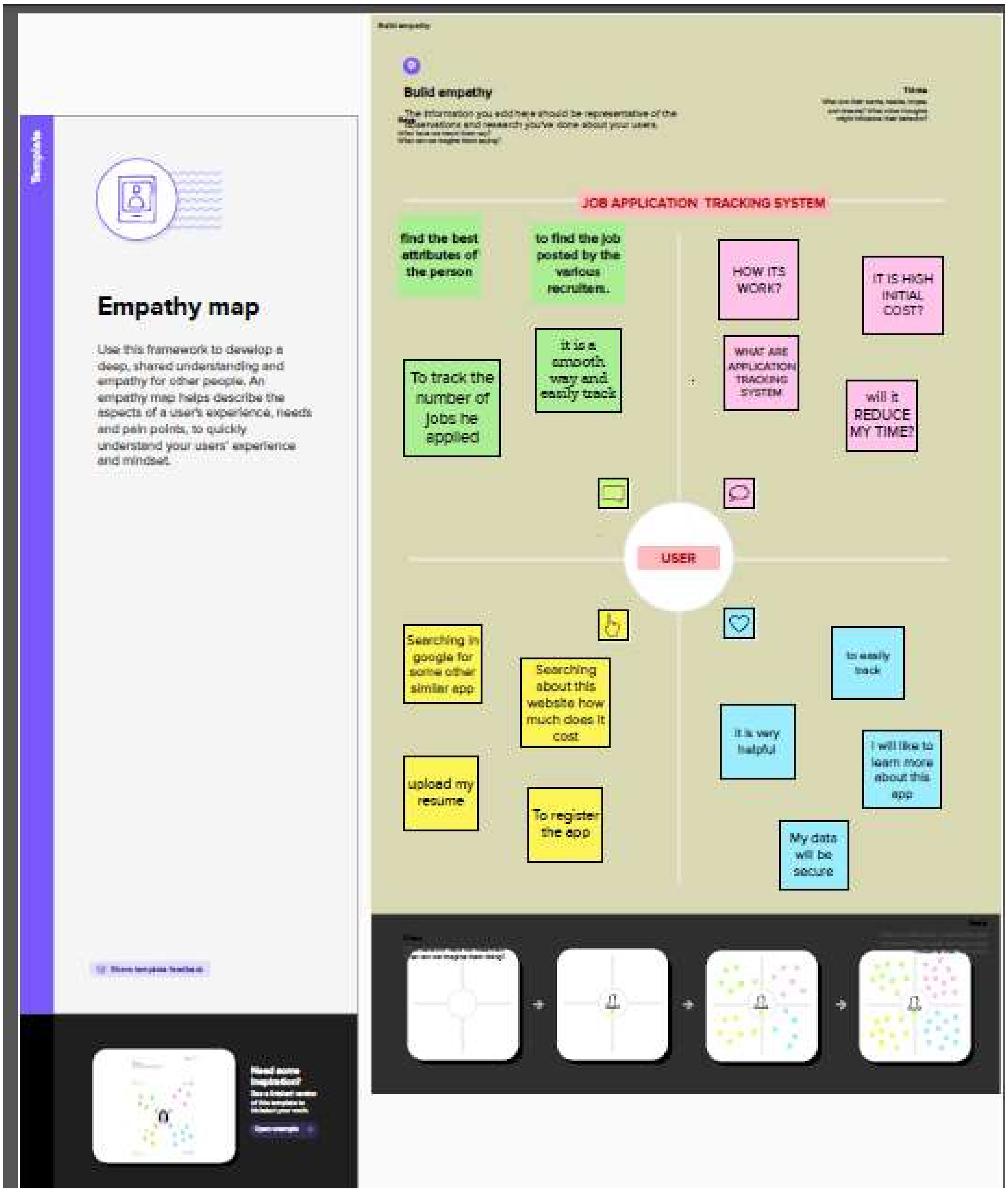
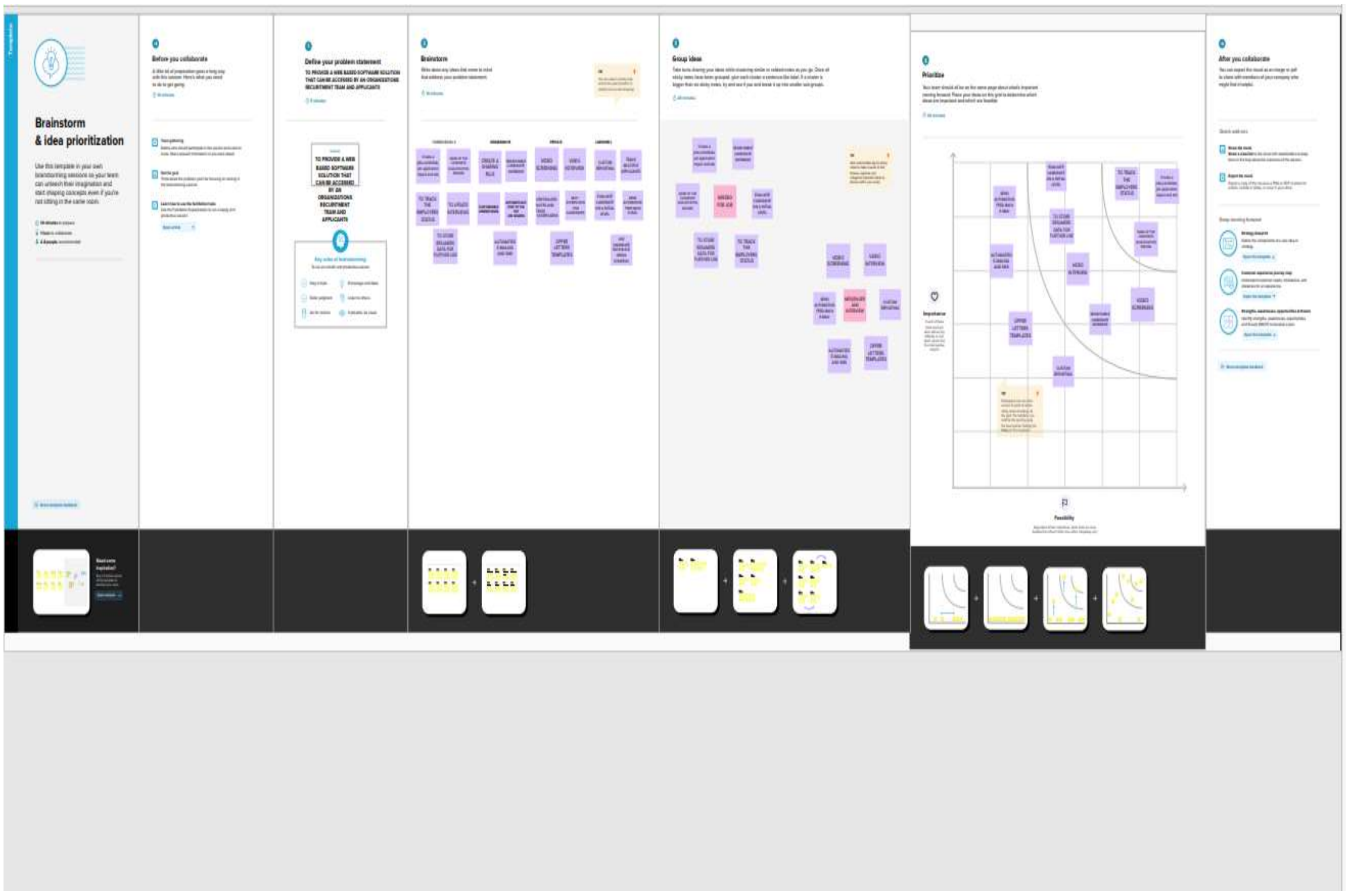
An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey.

2. PROBLEM DEFINITION AND DESIGN THINKING

EMPATHY MAP



IDEATION & BRAINSTORMING MAP



3. RESULT

DATA MODEL

<table>
<tr><td>Object name</td><td>Fields in the Object</td></tr>
<tr><td>Recruiter</td><td><table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Job title</td><td>Text</td></tr></table></td></tr>
<tr><td>Jobs</td><td><table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Description</td><td>Text area</td></tr><tr><td>Location</td><td>Text</td></tr></table></td></tr>
</table>

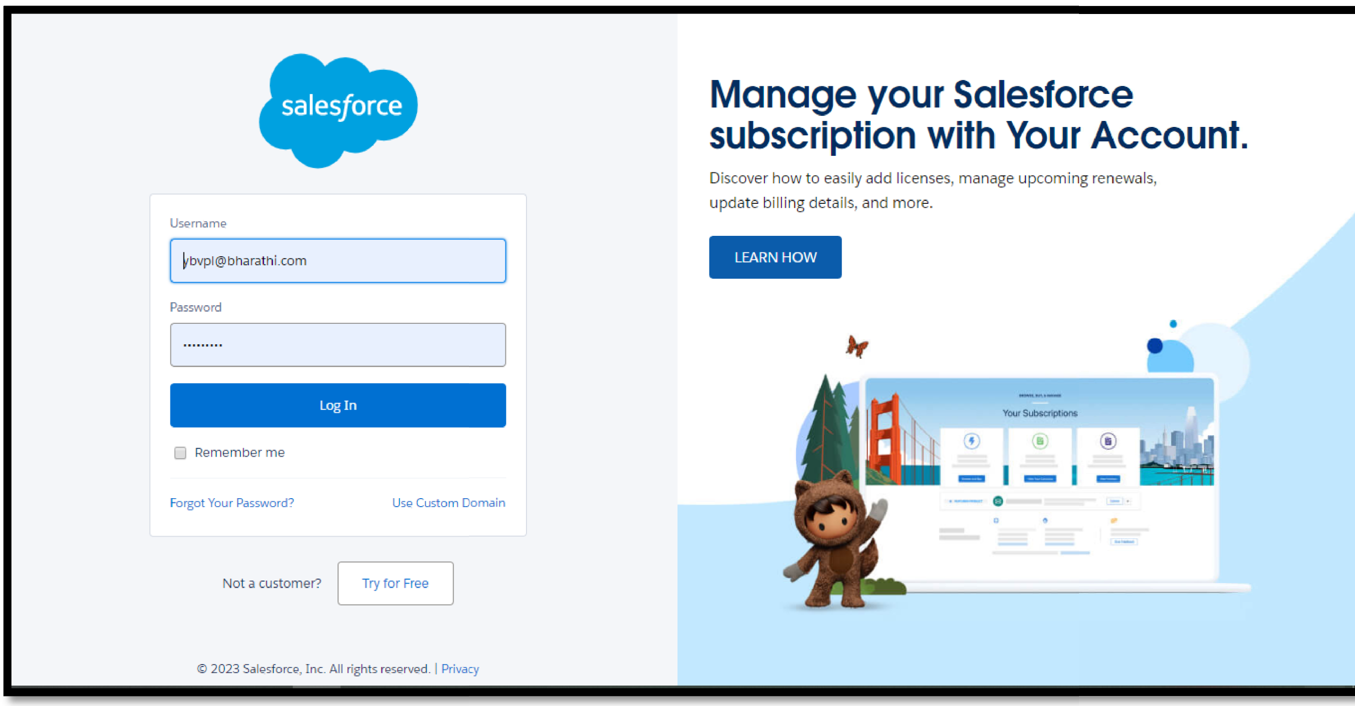
Activity &screenshot

Milestone 1 – Salesforce:

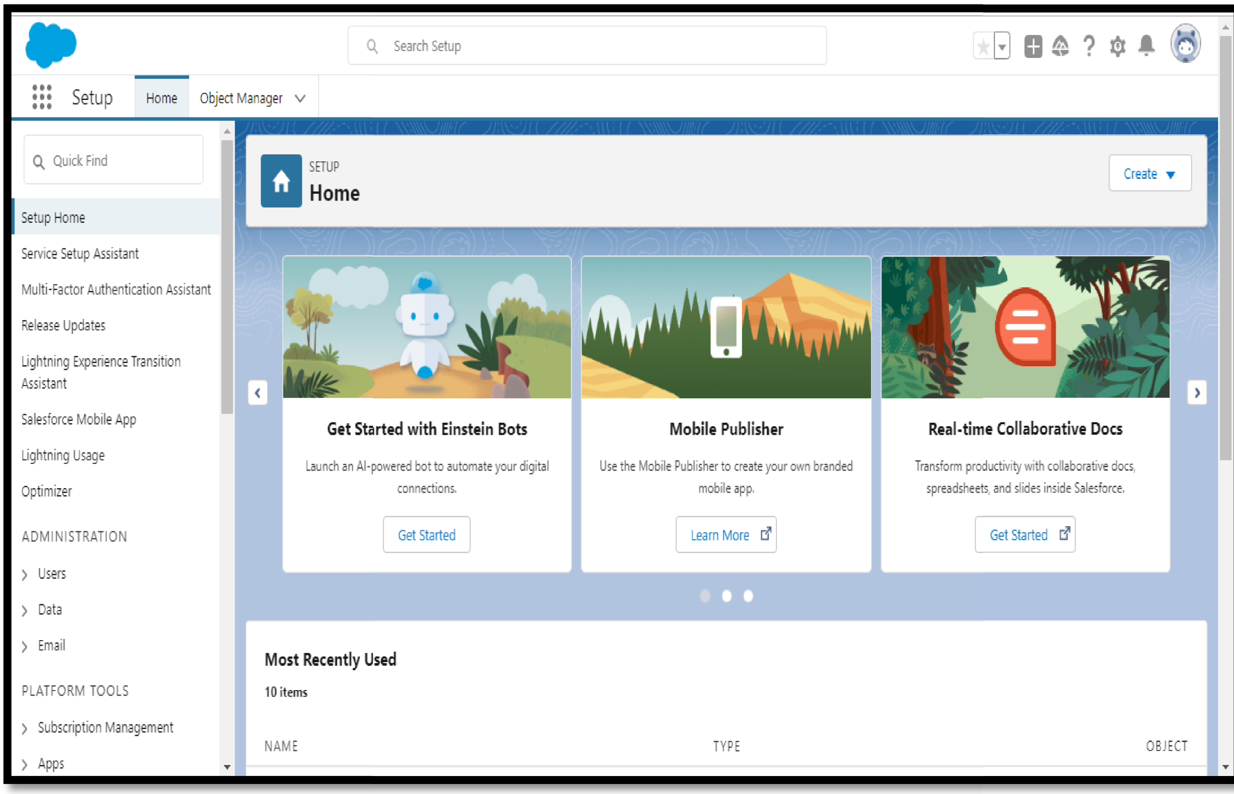
Activity 1:

Creating a Salesforce Developer Org:

- Create username and password
- By using username and password login into the salesforce org:



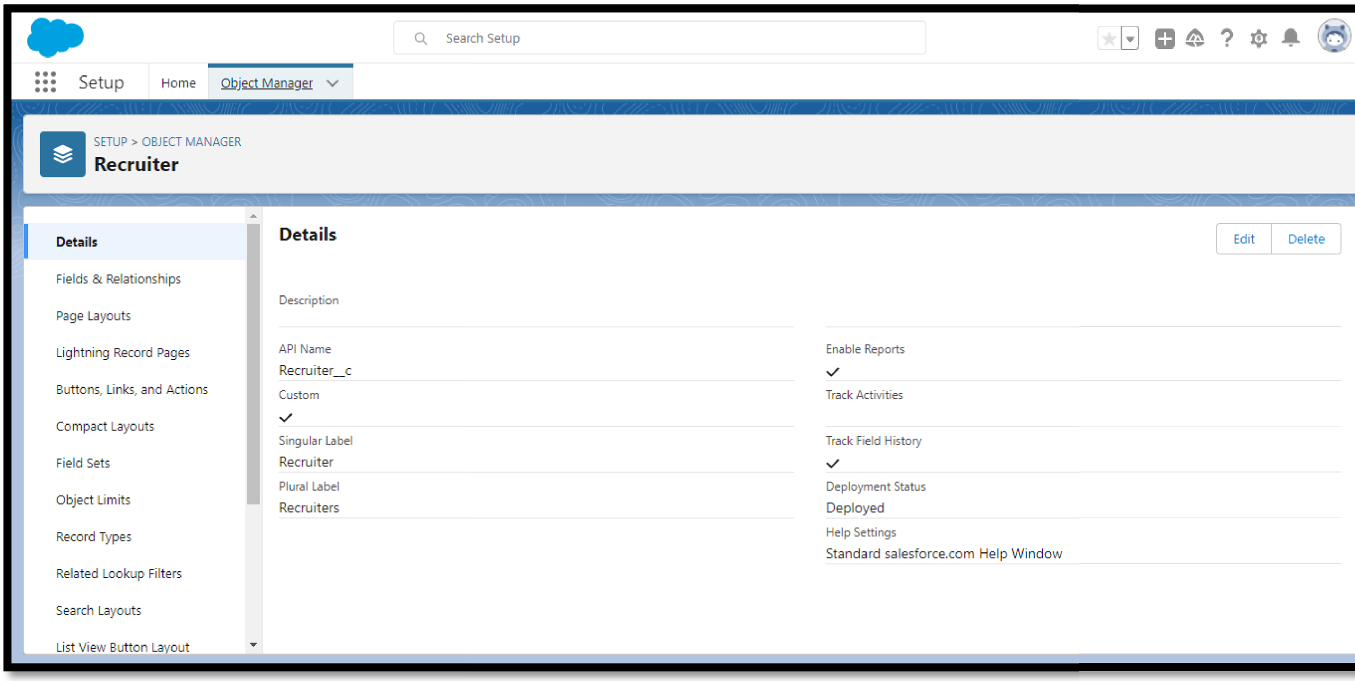
The setup page appear below


Search Setup
Setup
Home
Object Manager
Quick Find
Setup Home
Service Setup Assistant
Multi-Factor Authentication Assistant
Release Updates
Lightning Experience Transition Assistant
Salesforce Mobile App
Lightning Usage
Optimizer
ADMINISTRATION
Users
Data
Email
PLATFORM TOOLS
Subscription Management
Apps
SETUP
Home
Create
Get Started with Einstein Bots
Launch an AI-powered bot to automate your digital connections.
Get Started
Mobile Publisher
Use the Mobile Publisher to create your own branded mobile app.
Learn More
Real-time Collaborative Docs
Transform productivity with collaborative docs, spreadsheets, and slides inside Salesforce.
Get Started
Most Recently Used
10 items
NAME
TYPE
OBJECT

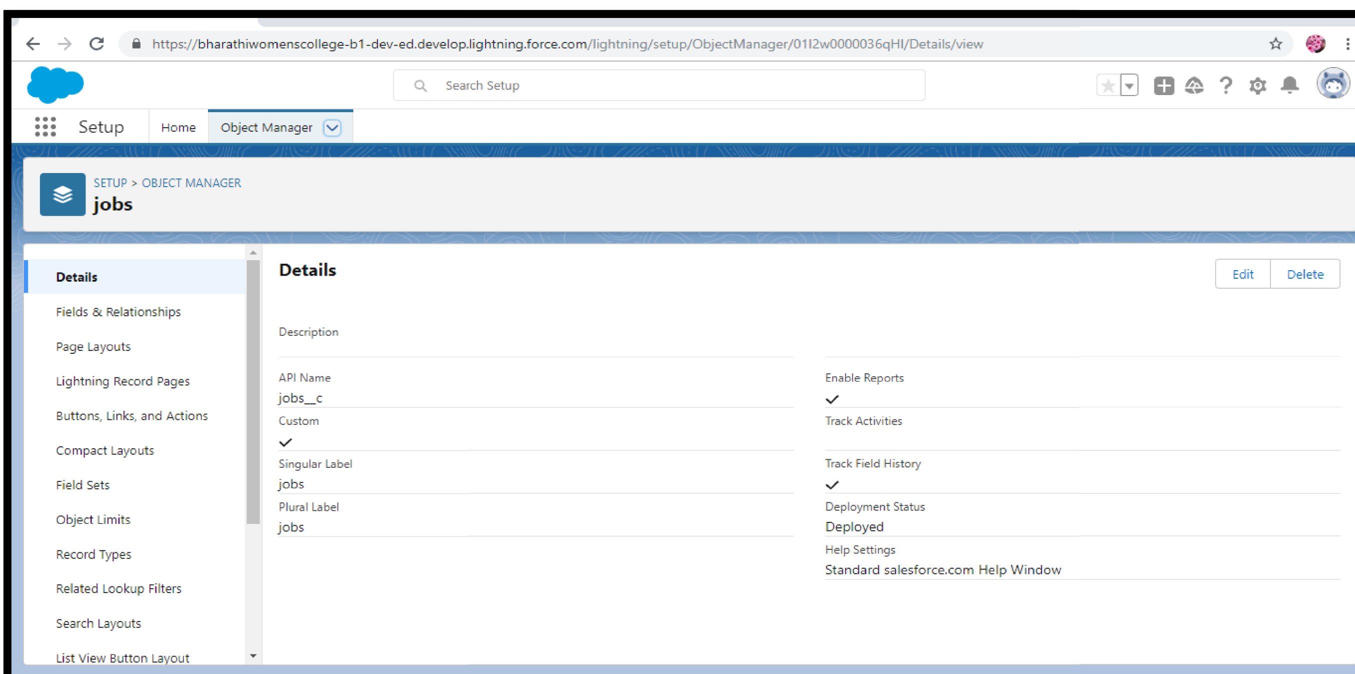
<u>MILESTONE 2 –OBJECT:</u>

ACTIVITY 1:

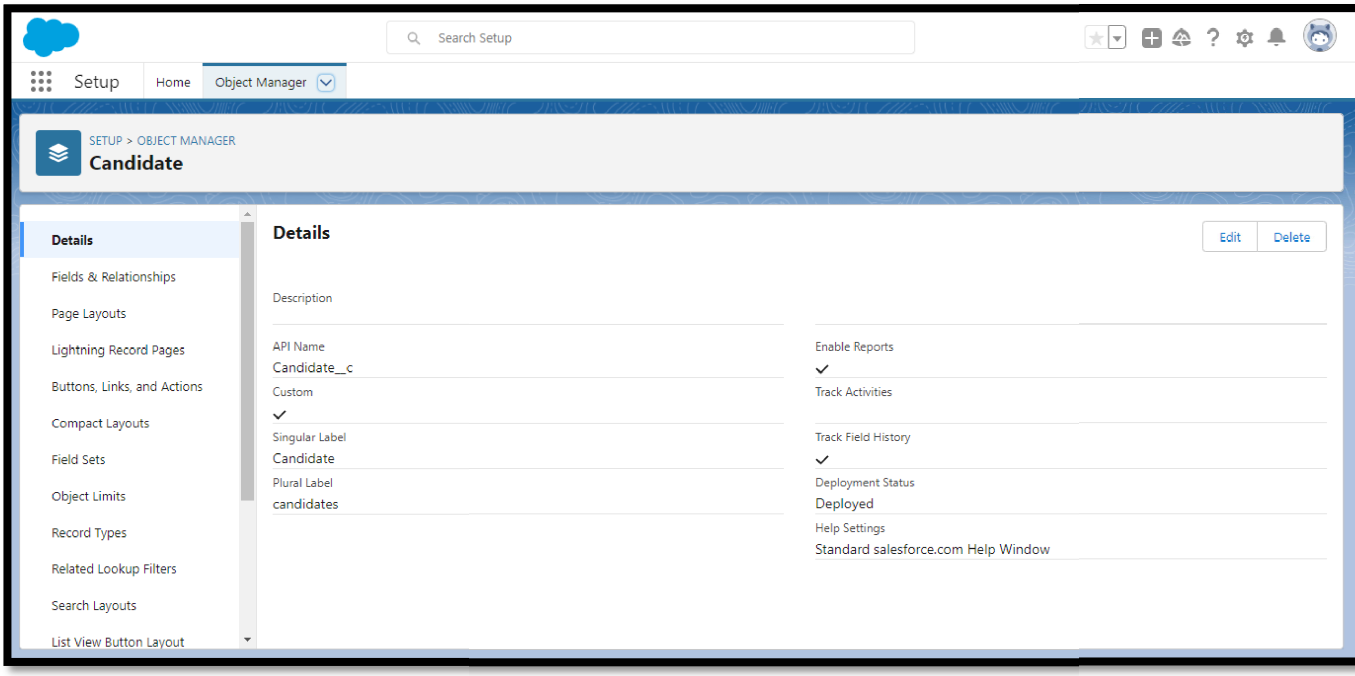
Create a custom object for recruiter



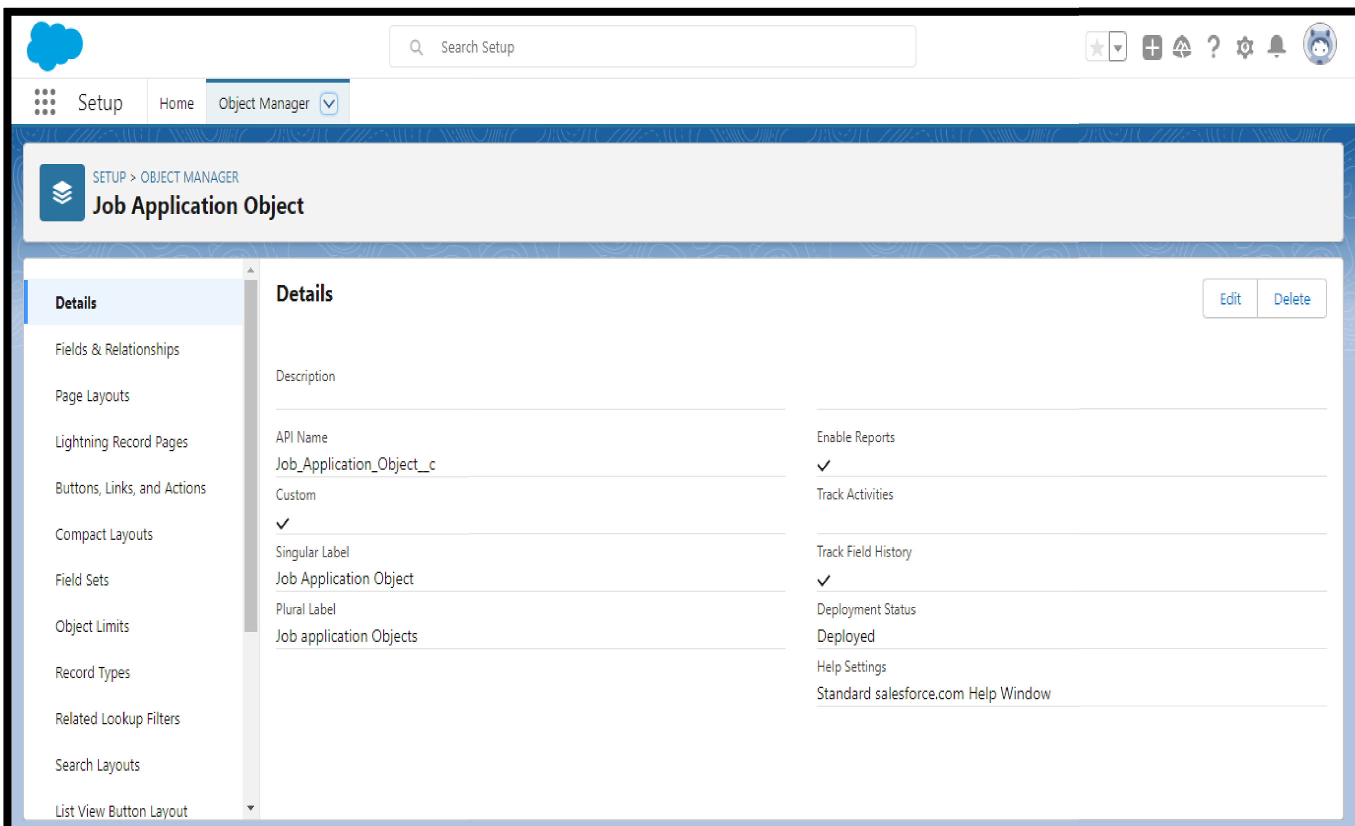
ACTIVITY 2: create custom object for job



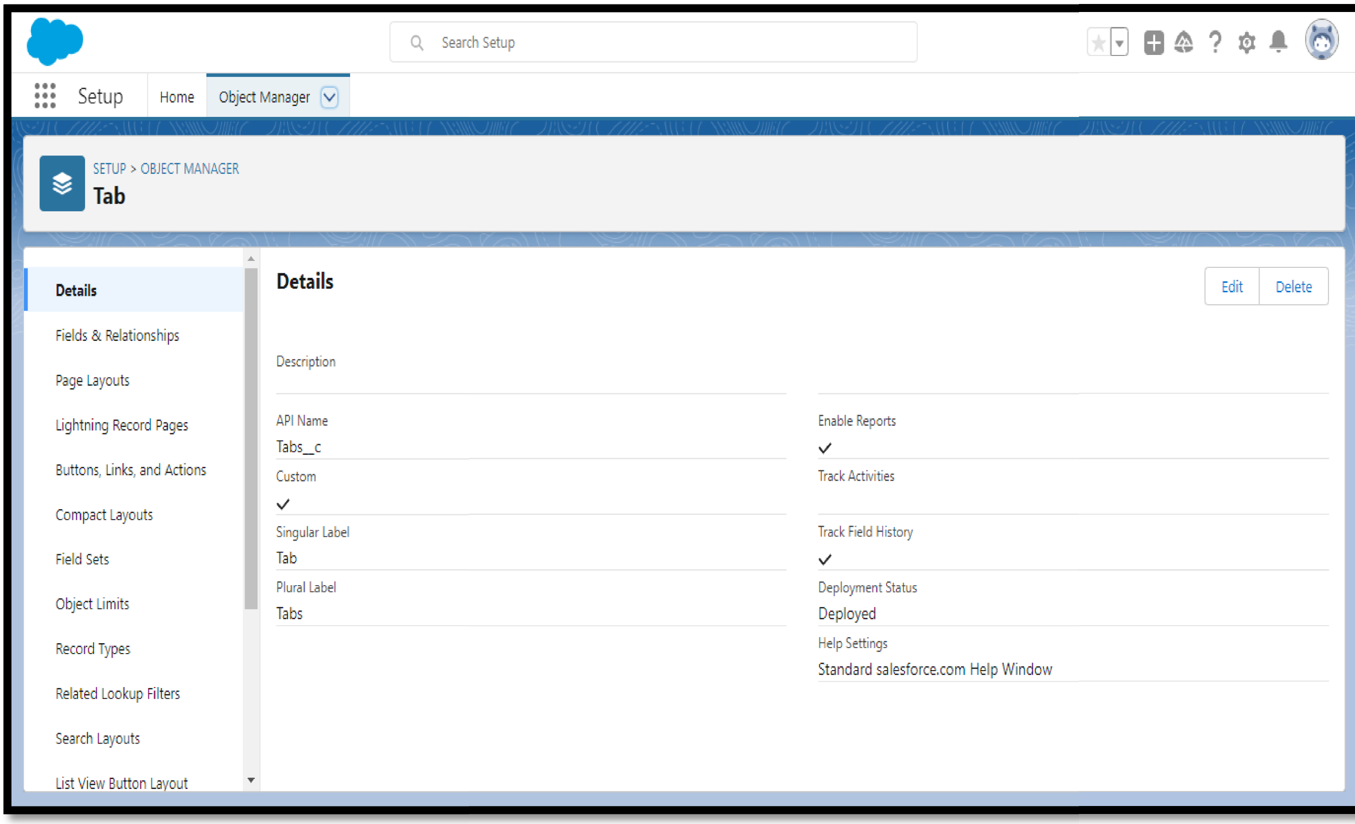
Create a custom object for Candidate



Create a custom object for Job Application

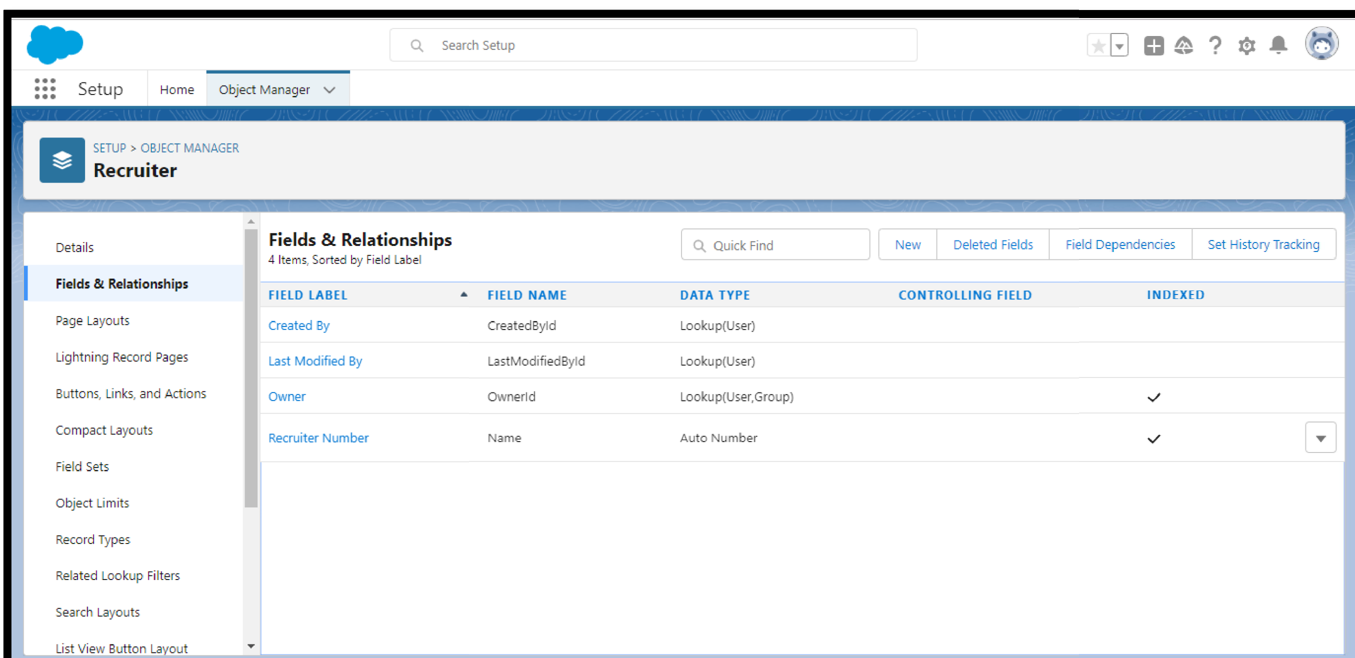


Create a custom object for tabs



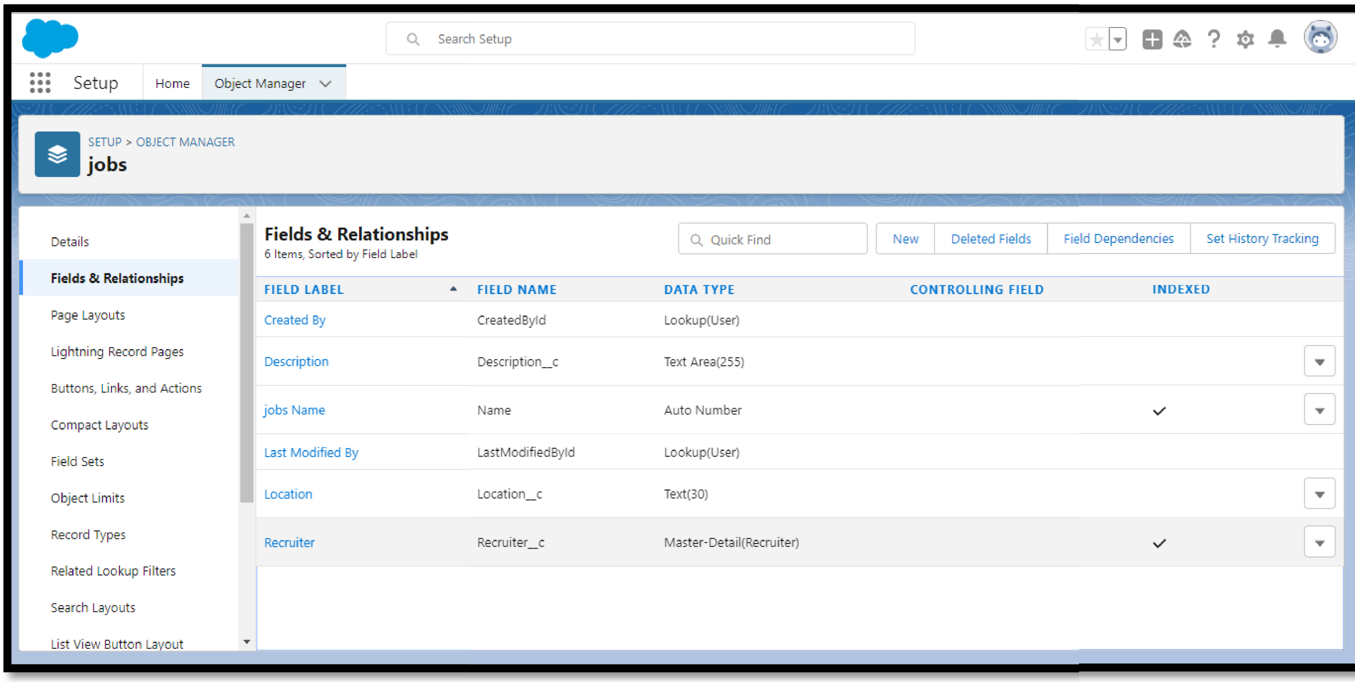
MILESTONE 3 – Fields:

ACTIVITY 1:



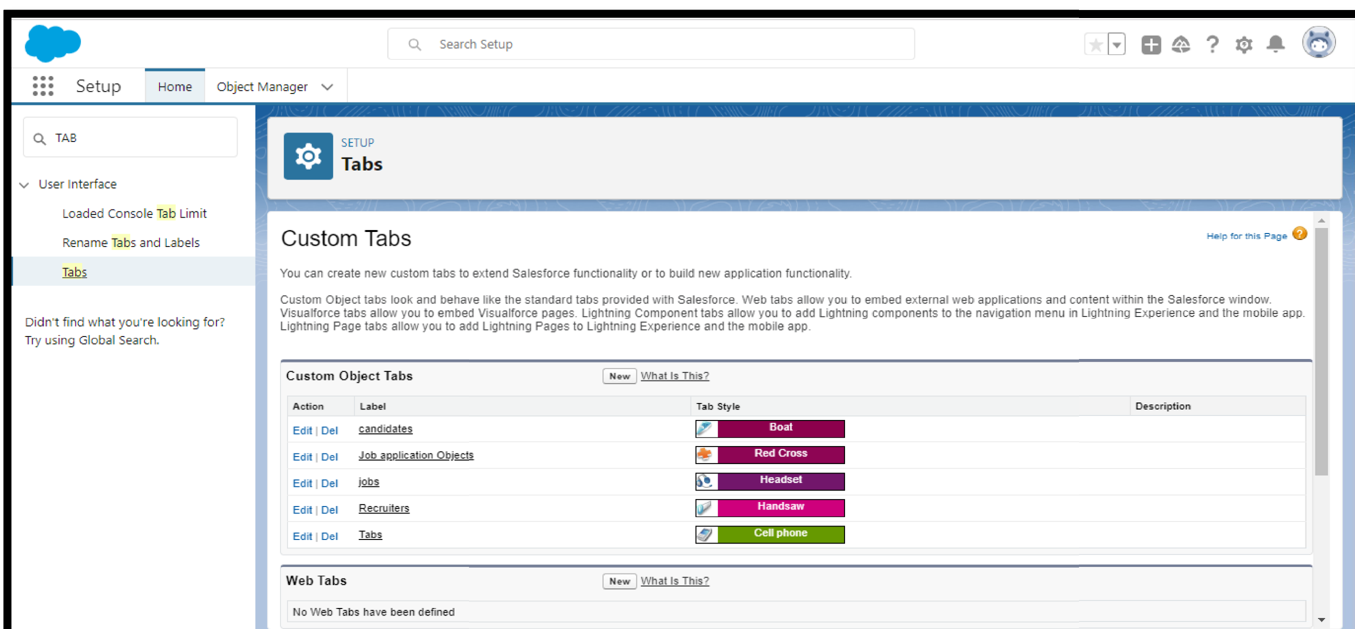
ACTIVITY 2:

Creation of Master-detail relationship



MILESTONE 4-TAB:

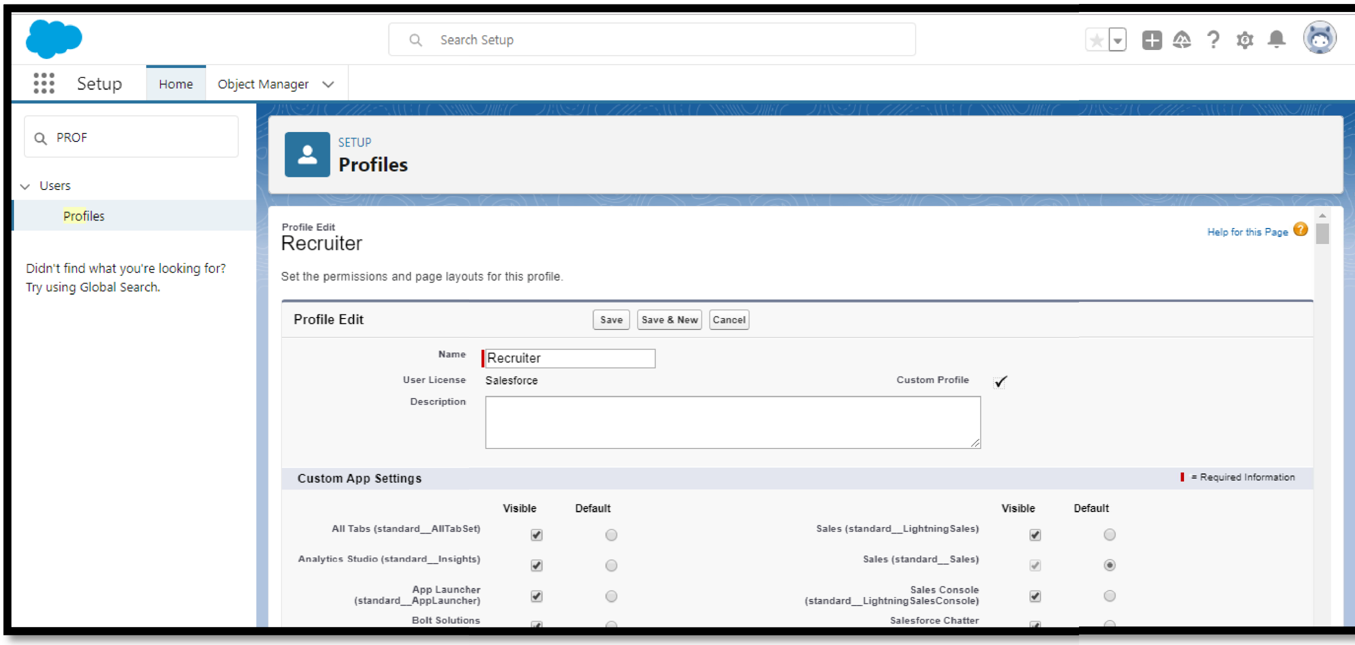
ACTIVITY 1: TAB



MILESTONE 5-Profile

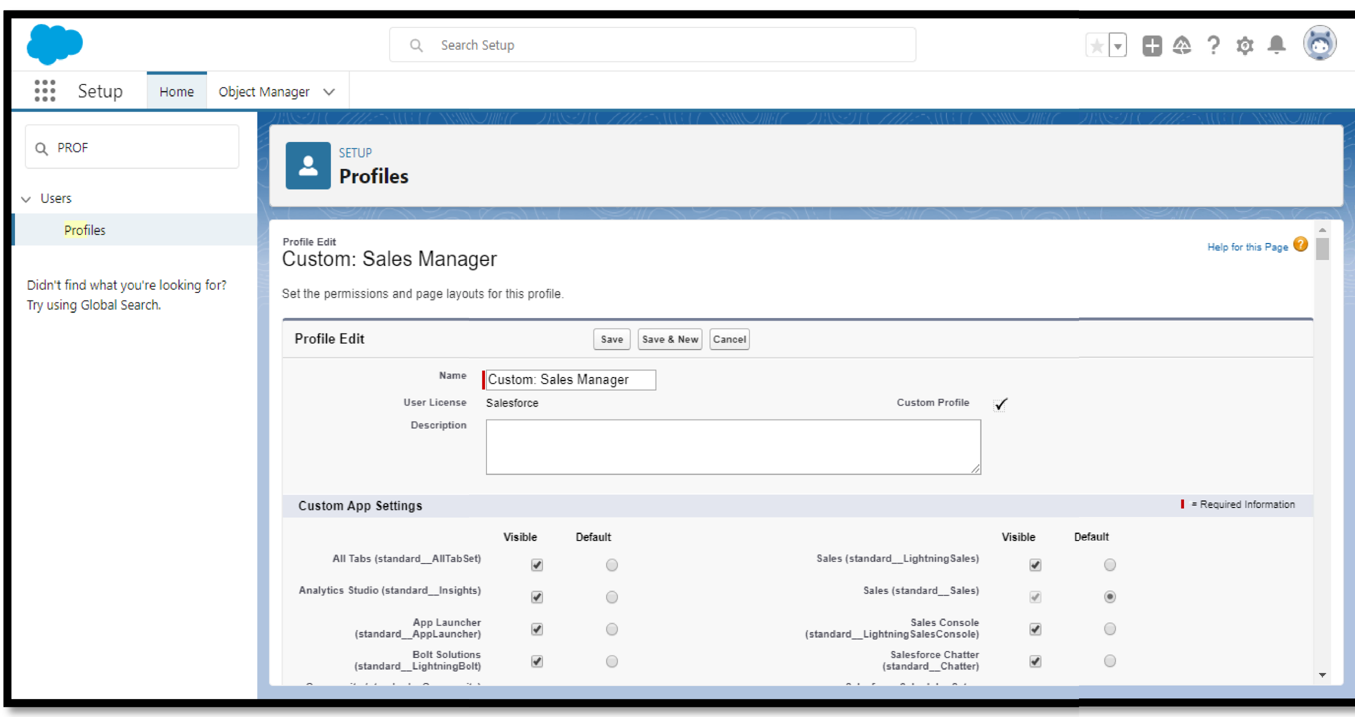
Activity 1:

Profile name -Recruiter



Activity 2:

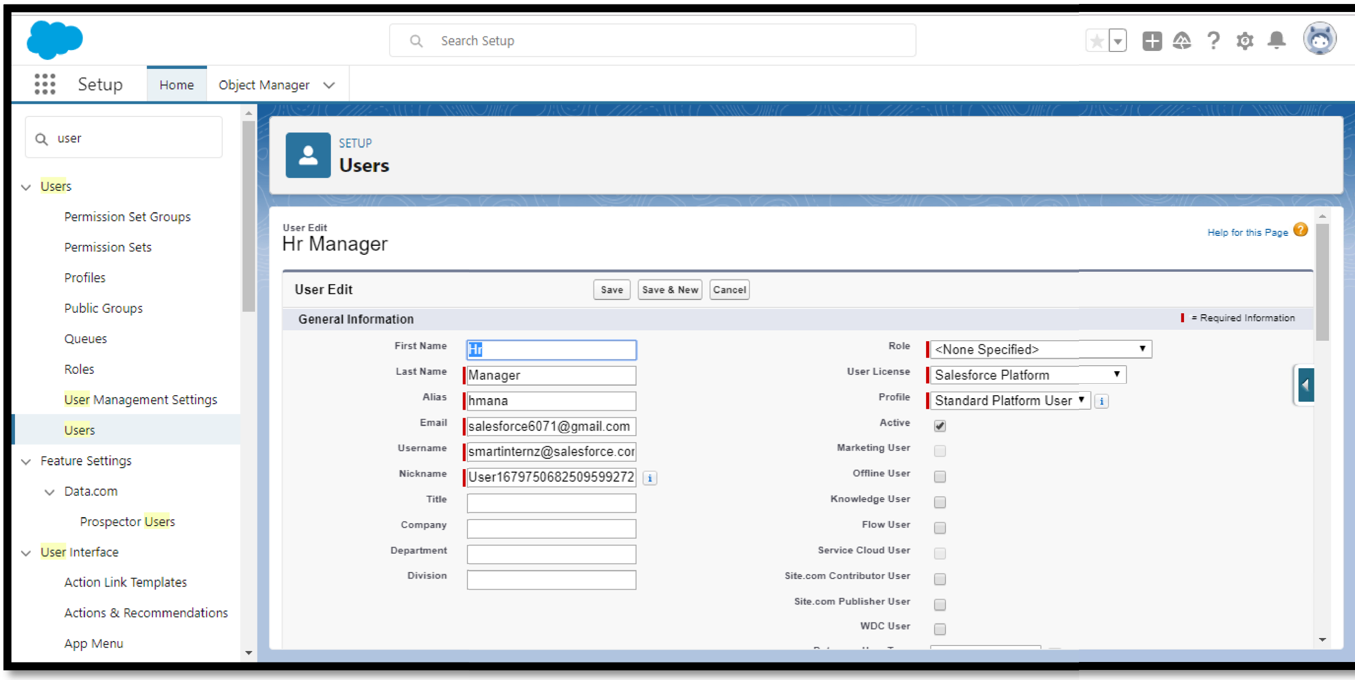
Create a profile with the profile name as “sales manager”



MILESTONE 6-USER

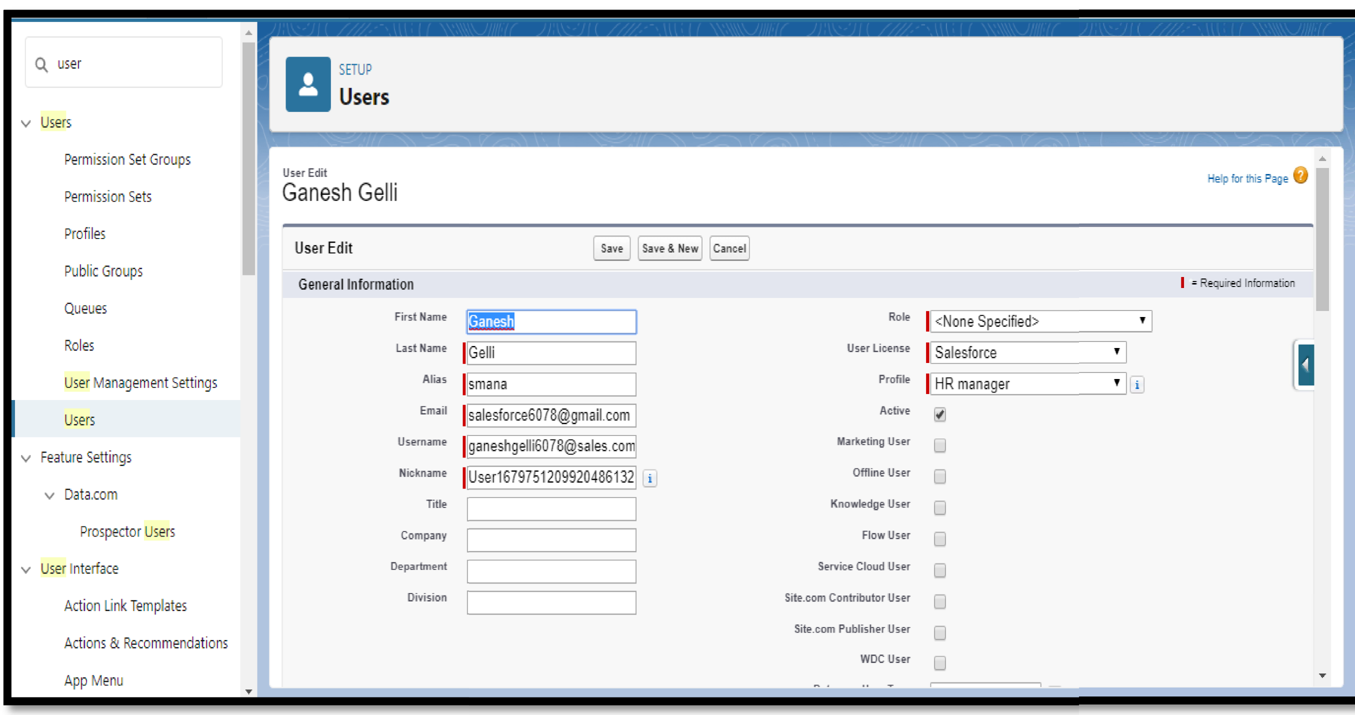
Activity 1:

To create a user:



Activity 2:

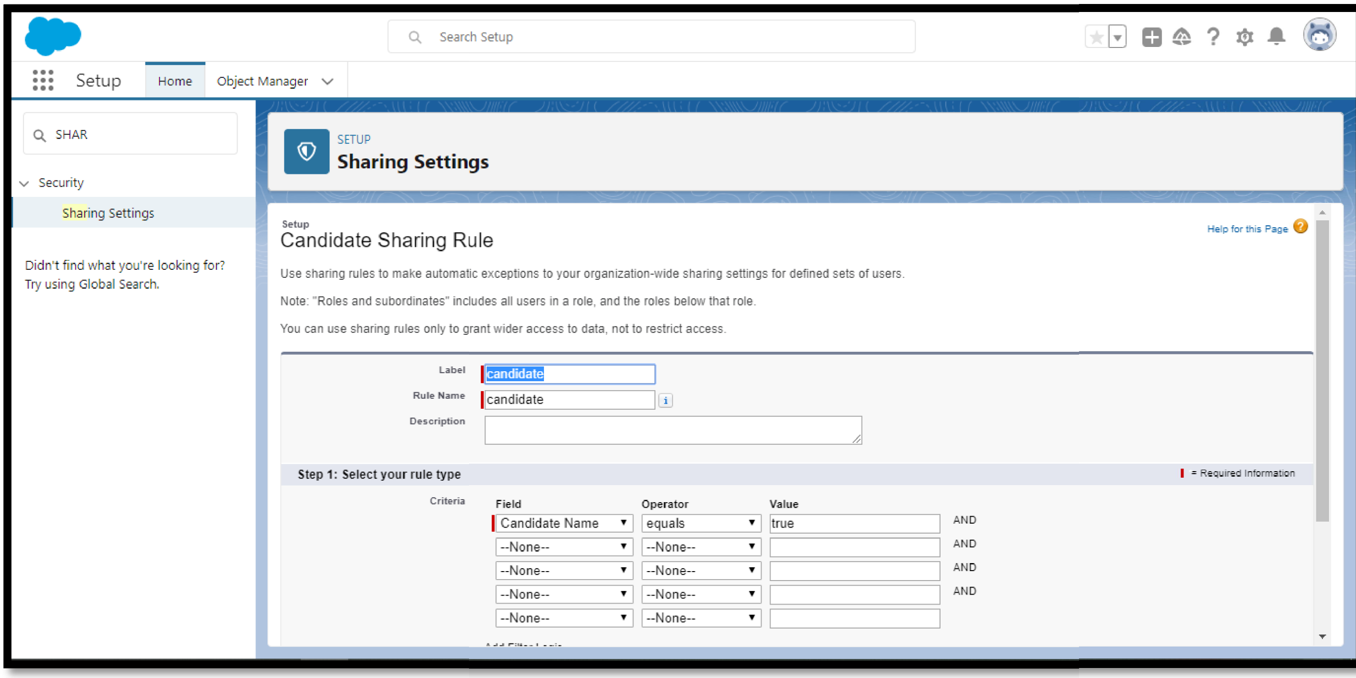
Create a User with username as "Ganesh Gelli"



MILESTONE 7-Sharing rules

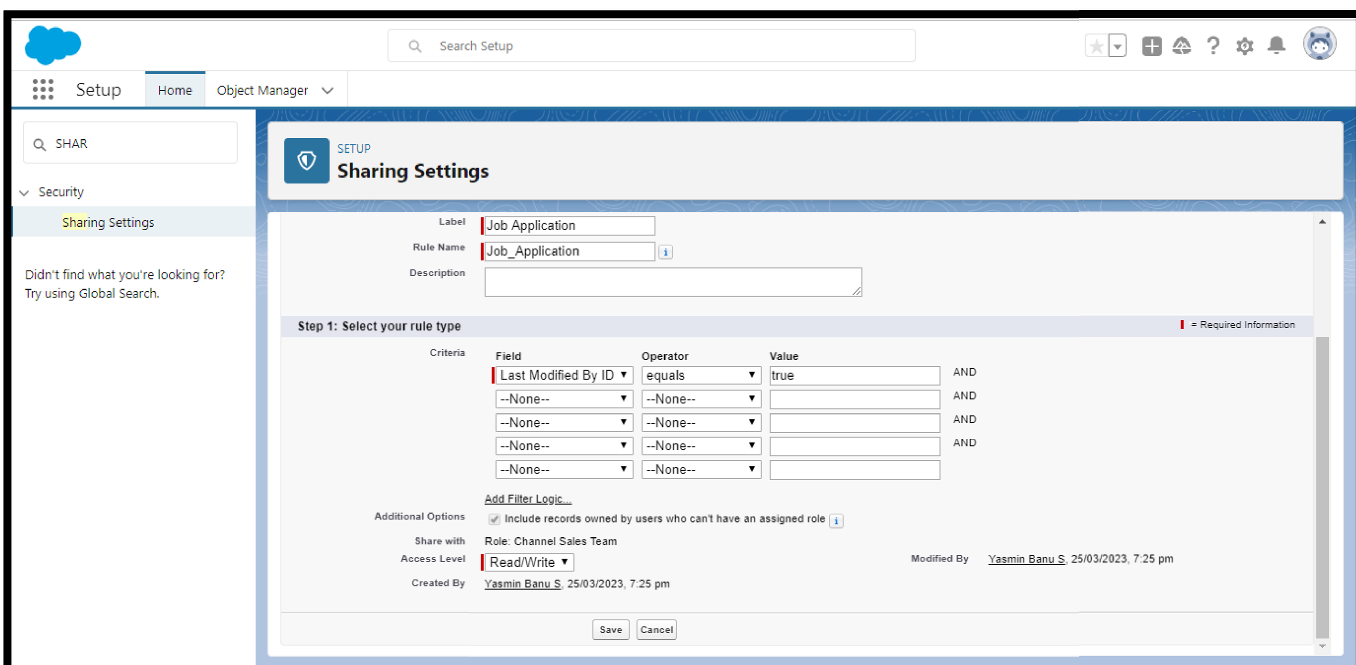
Activity 1:

Create a sharing rule



ACTIVITY 2:

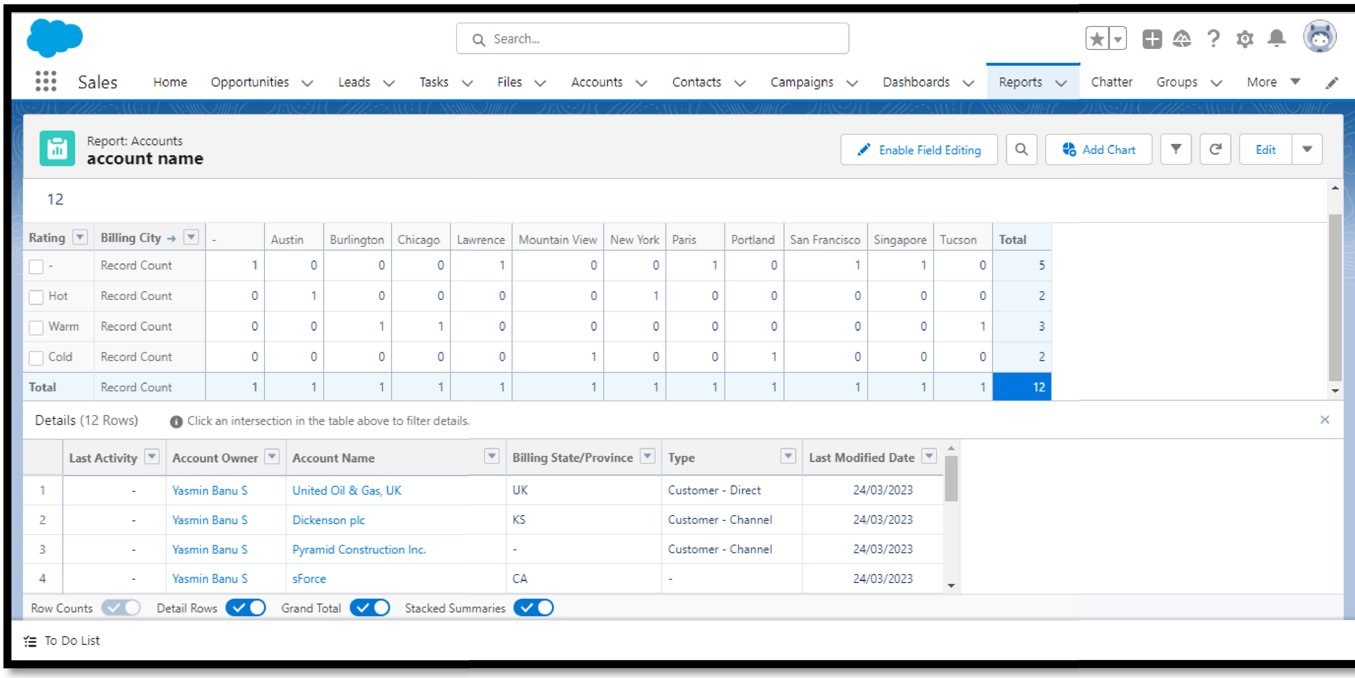
Create a sharing Rule to share the records of job application to HR Manager



<u>MILESTONE 8-Reports</u>

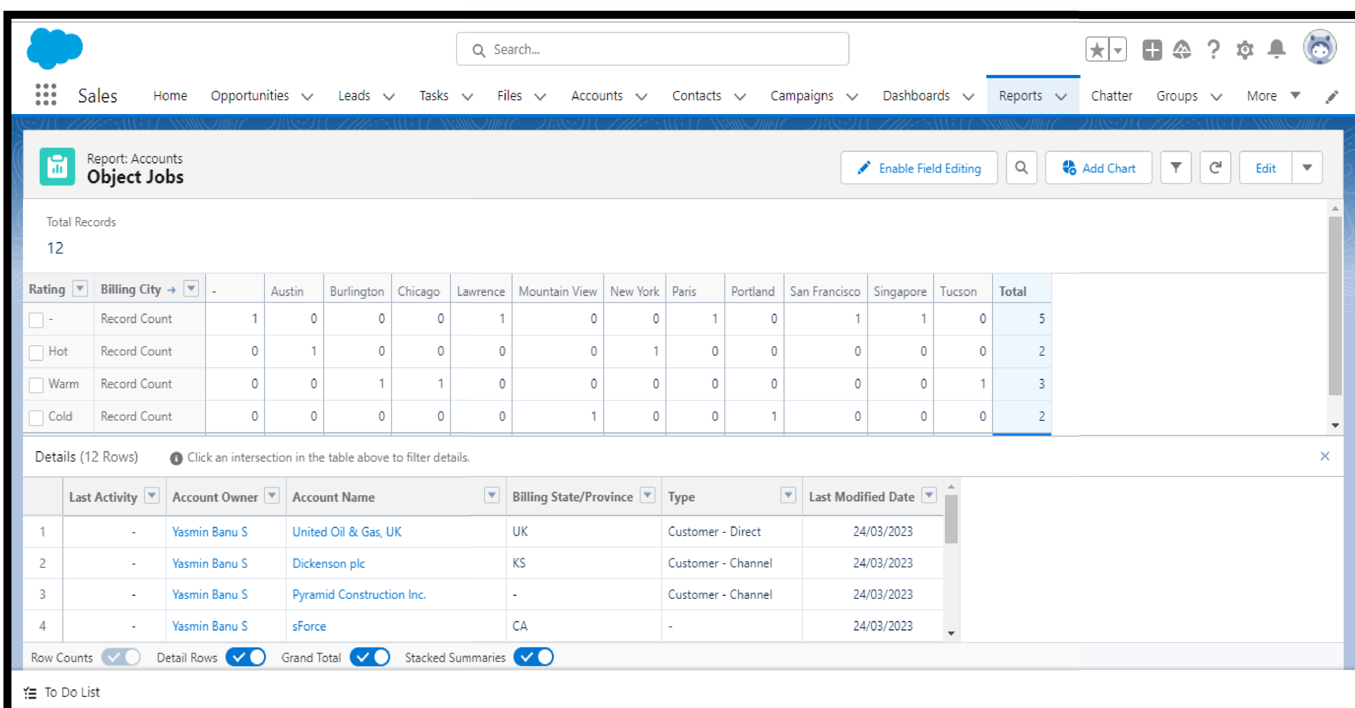
Activity 1:

Create a report:

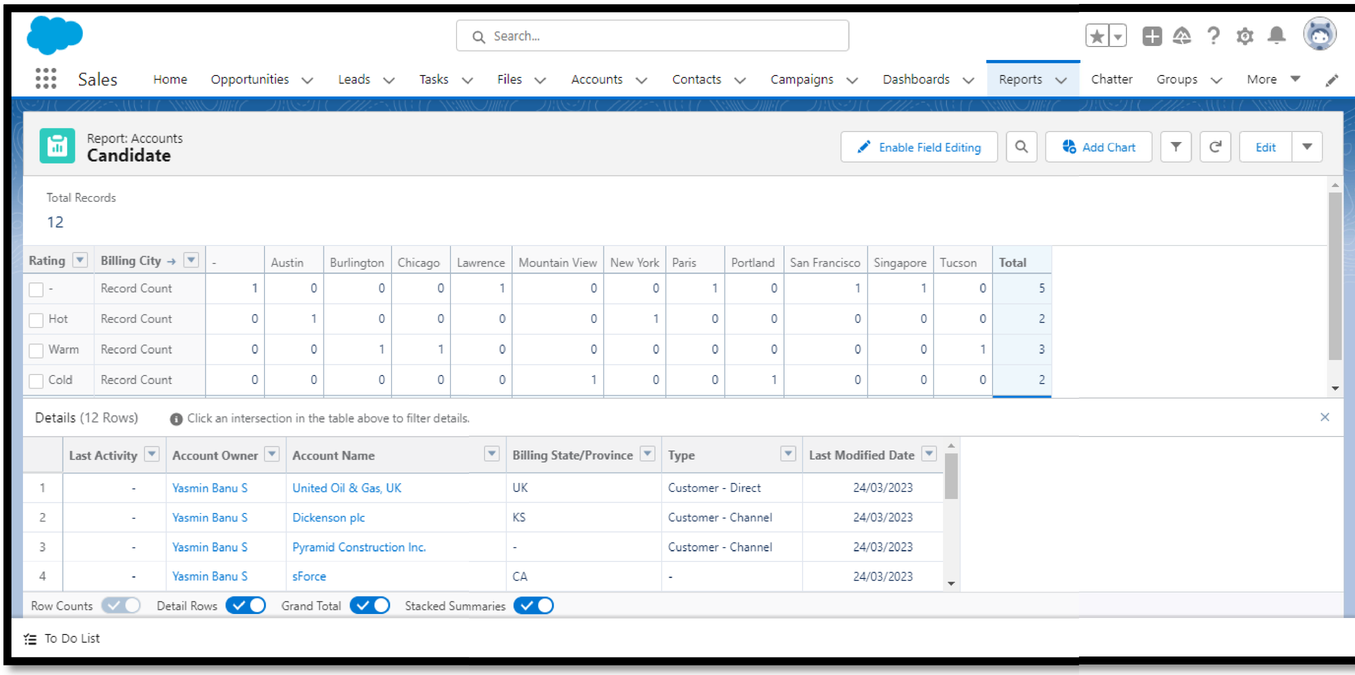


Activity 2:

Create a report for object Jobs



Create a report for candidate

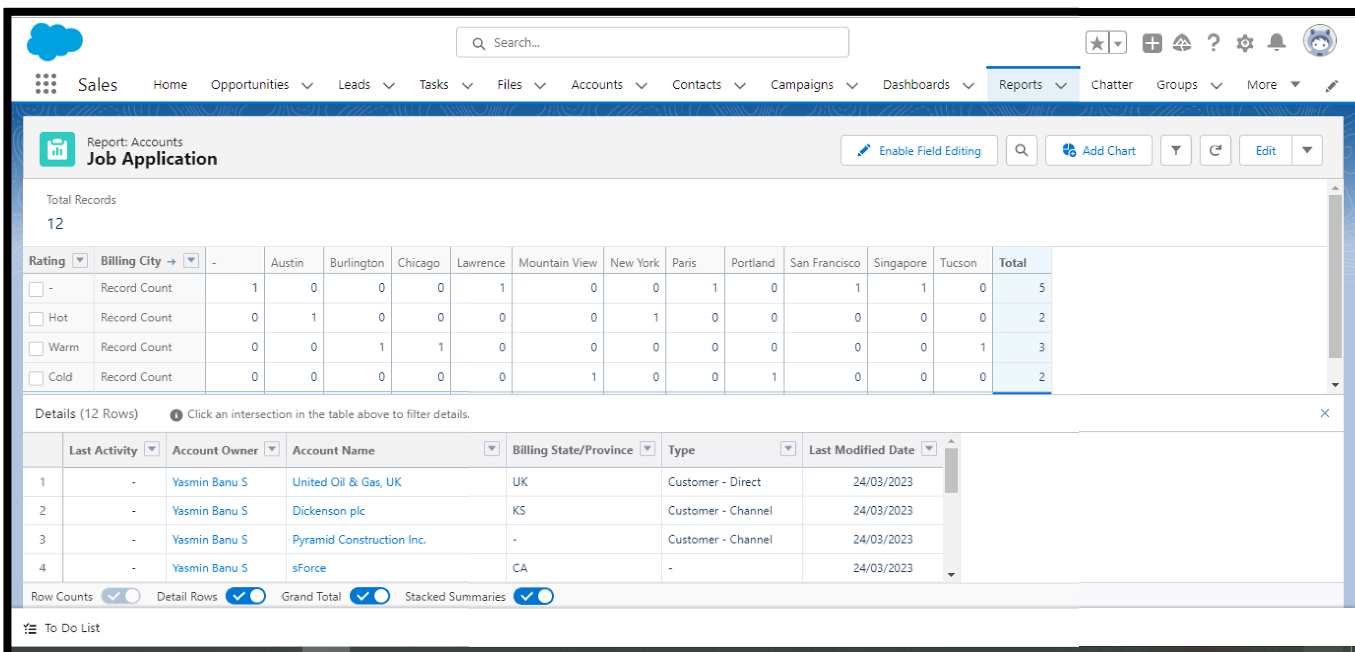


Rating	Billing City →	-	Austin	Burlington	Chicago	Lawrence	Mountain View	New York	Paris	Portland	San Francisco	Singapore	Tucson	Total
-	Record Count	1	0	0	0	1	0	0	1	0	1	1	0	5
Hot	Record Count	0	1	0	0	0	0	1	0	0	0	0	0	2
Warm	Record Count	0	0	1	1	0	0	0	0	0	0	0	1	3
Cold	Record Count	0	0	0	0	0	1	0	0	1	0	0	0	2

Details (12 Rows) Click an intersection in the table above to filter details.

	Last Activity	Account Owner	Account Name	Billing State/Province	Type	Last Modified Date
1	-	Yasmin Banu S	United Oil & Gas, UK	UK	Customer - Direct	24/03/2023
2	-	Yasmin Banu S	Dickenson plc	KS	Customer - Channel	24/03/2023
3	-	Yasmin Banu S	Pyramid Construction Inc.	-	Customer - Channel	24/03/2023
4	-	Yasmin Banu S	sForce	CA	-	24/03/2023

Create a report for job application



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4	-	Yasmin Banu S	sForce	CA	-	24/03/2023

4. Trailhead profile public URL

Team leader - YASMIN BANU.S -https://trailblazer.me/id/ybanus

Team Member 1 - VINNARASI **.M** - https://trailblazer.me/id/pvinnarasim

Team Member 2 -

Team Member 3 -

Video link-

5. ADVANTAGES & DISADVANTAGES

Advantages

- With recruiters receiving 100s of resumes per role, even scanning can take a lot of time. ATS software can be utilized to review applications and filter out candidates that don't meet the minimum requirements of the role.
- Reduces time spent on admin tasks.
- Automated dashboards provide management with a good view of recruiting performance.
- Having a streamlined recruiting workflow and messaging can enhance the candidate experience can make a great first impression as you're trying to attract top-notch talent.
- Easy job posting
- Applicant Tracking Systems have become more user-friendly

Disadvantages

- A Disadvantage of ATS is missing qualified applicants due to wrong keyword selection .
- Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.
- An Applicant Tracking System Disadvantage is that they are open to manipulation.

6. Applications

Recruiters and employee to track candidates throughout the recruiting and hiring process.

the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way easily to track.

7. CONCLUSION

In an age where the recruiting world is witnessing rapid technological innovations, it would not be wrong to say that the new generations of application tracking system powered by Artificial Intelligence (AI) have emerged as an essential tool for the present-day recruiters looking to drive innovative hiring results. Besides making it simpler for hiring managers to track prospective applicants and precisely match resumes with vacant posts for determining the best fit for the job role, ATS solutions can also work wonders for nurturing recruitment campaigns. Above all, make sure that you pick out the most up-to-date recruitment software for your organization so as to get rid of serious manual inefficacies and expedite the entire talent acquisition process in a minute.

8. Future scope

Applicant Tracking System for recruiters is a very effective hiring solution that most of the successful recruiters utilize. Because without it, there is a good chance that your process of moving applicants through different stages can become very difficult.

Thank you