

# Project Report Temple

## Job Application Tracking System

### **INTRODUCTION:**

#### **Overview**

**Zoho Recruit's ATS system has been awarded the best applicant tracking software by leading review platforms. Schedule a demo today and see why top recruiting firms choose Zoho Recruit to streamline their hiring process.**

#### **Purpose**

**Recruiting the right talent for your organization is a challenge for any recruiter. Move the best candidate through the hiring process with Zoho Recruit's online applicant tracking system. Say goodbye to manually entering in your candidate database and automate your recruitment process. An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates they hire.**

#### **Problem Definition & Design Thinking**

#### **Empathy Map**

Untitled mural • Job Application

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Untitled mural

Retrospective

Use this framework to reflect on recent work. This simple structure is useful both alone and in groups.

Product School

Outline

- 1 Retrospective**  
Use this framework to reflect on recent work. This simple structure is useful both alone and in groups.
- 2 Reflect on the topic**  
Working silently and individually, have each person create a few sticky notes on all

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# Ideation & Brainstorming Map

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Untitled mural

Key rules of brainstorming

- Play to facts
- Encourage wild ideas
- Defer judgment
- Listen to others
- Go for volume
- Encourage the visual

milestone to determine which you've completed and any upcoming items to accomplish. You can also use a project tracking method to remain updated on the resources you've utilized to determine whether to supply more for yourself or your team.

Person 2

Every organization is unique, but each one thrives on attracting, hiring and maximizing top talent. Many businesses face major challenges at some point in the hiring or onboarding process. An ATS can offer a variety of capabilities that can help the organization find, hire and retain the

Person 3

In a competitive job market, recruiters and hiring managers look to leverage every potential advantage in the race for the best talent. As many organizations pivot to remote work, this need is even more critical. The competitive field has broadened. The barrier of geography has been removed, giving the best applications even more deserving consideration. Here are a few of the benefits.

Person 4

There is no one size fits all option when it comes to the costs associated with Applicant Tracking System, because the definition of "ATS" varies widely from just a simple back office tool to automate your hiring workflow, to an advanced system with a CRM database, recruitment marketing, social media job distribution, etc. The cost of an ATS is determined by a number of different factors including your specific requirements and the features you need desired. In order to make an informed decision, it's necessary to know how providers of ATS solutions price their services.

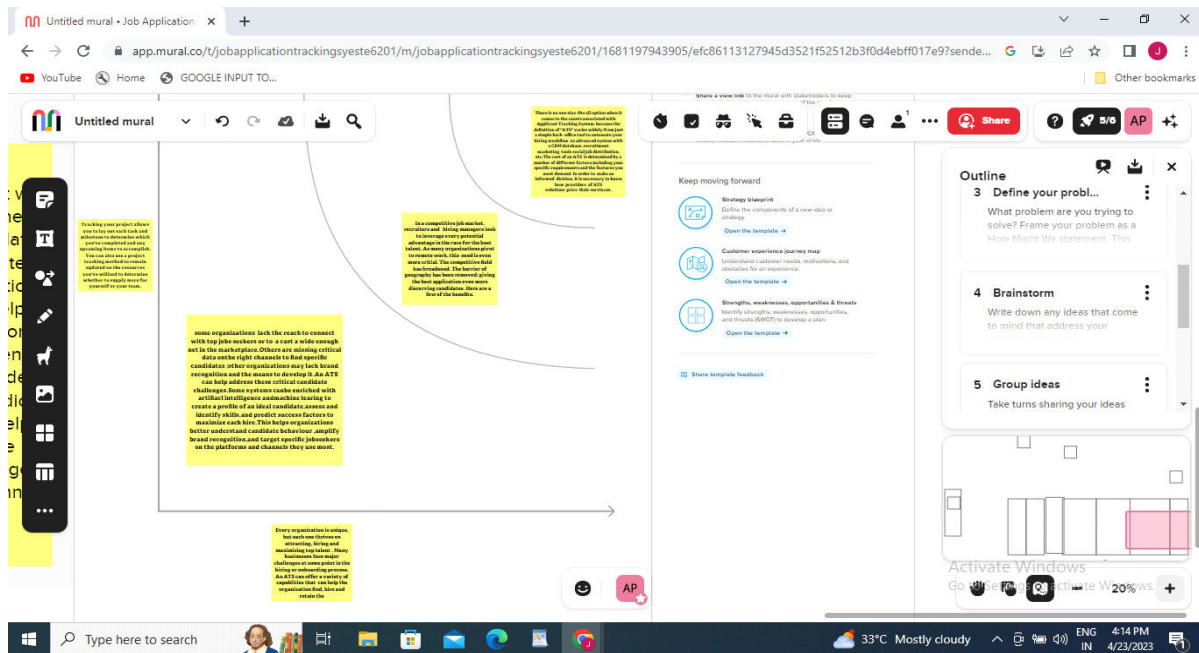
Outline

- 3 Define your problem...**  
What problem are you trying to solve? Frame your problem as a How Might We statement. This
- 4 Brainstorm**  
Write down any ideas that come to mind that address your
- 5 Group ideas**  
Take turns sharing your ideas

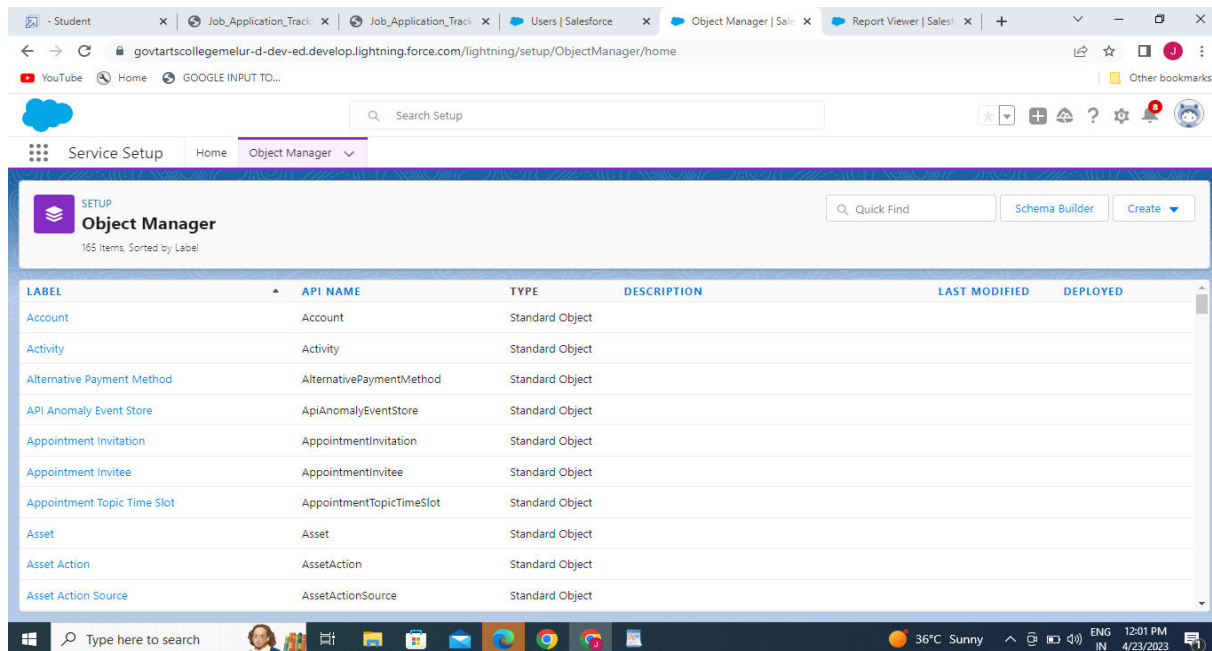
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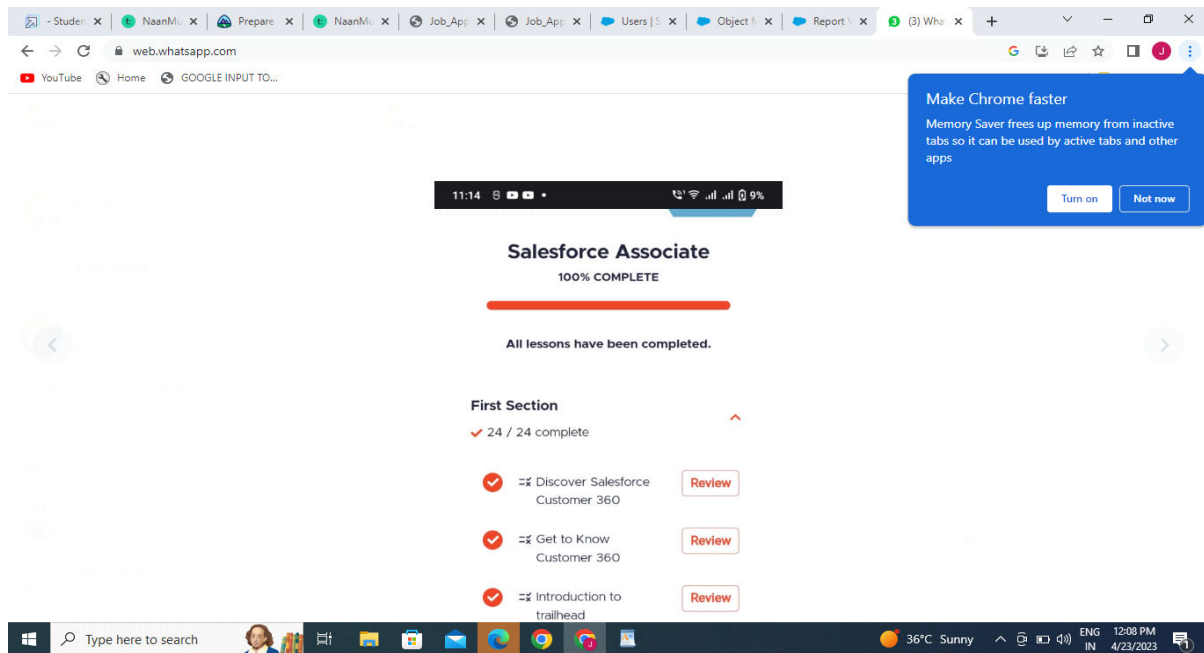
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## Activity and Screenshot





Team Lead- <https://trailblazer.me/id/aayees22>

Team Member1-<https://trailblazer.me/id/aruna49>

Team Member 2-<https://trailblazer.me/id/anuma89>

Team Member 3-<https://trailblazer.me/id/archana54>

## **ADVANTAGES & DISADVANTAGE**

### **Advantage**

- Reduces time spent with administration**
- Provides Better and Faster CV Screening**
- Facilitates Collaborative Hiring**
- Improves the Quality of Hire**
- Speeds up the Recruitment cycle**
- Boosts Employer and**
- Enhances Candidate Experience**

### **DISADVANTAGE**

- **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. APPLICATION**

- Stores job candidate information like resumes, cover letters, references, and other recruitment and hiring data that HR teams can easily access and organize.
- Tracks job candidates and their application status throughout the hiring pipeline.
- Weeds out unqualified candidates and recommends the best fit a position based on the parameters set by HR.
- Only those on the shortlist are moved to the next stage of the hiring process.
- Automates time-consuming administrative tasks such as manually screening applicants, reading resumes, scheduling interview, and sending notifications and emails to job candidates and employees.

## **CONCLUSION**

- By using tracking model, you were able to configure your tracking system by editing necessary data files.
- You were then able to use the PRT UI to add, modify, move and delete items. <https://trailblazer.me/id/archana54>
- Using the Export and import programs, you were able to take a

snapshot of your snapshot while tracking was down.

- When tracking came back up, you were able import the new snapshot and continue tracking process.
- By using Basic Control Engine extensions, you were able to add, modify, and delete items, and to create decision control capabilities into our process.
- Using RCO and RCO UI you were able to modify item attributes, set points and automatically route items based on various scenarios.
- Congratulations.

## **FUTURE SCOPE**

The world is moving into automation and AI, and leads way to the new age Applicant Tracking System . Read further to understand what the future might be like for the ATS. The world knows that Applicant Tracking System made their way into the recruitment domain just a few years ago. Although ,previously,ATS solutions were implemented only by a few companies that could bear the heavy investment costs,now their use in the HR arena to a recently released survey report the majority of staffing firms worldwide will opt for an Applicant Tracking System by the end of 2020 improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.