Project Report Temple

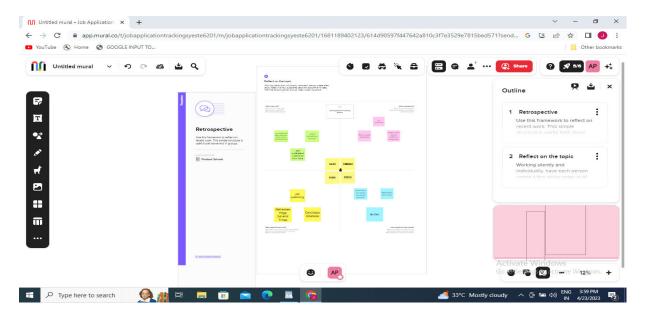# Job Application Tracking System

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 recruitiong firms choose Zoho Recruit to streamile their hiring process.
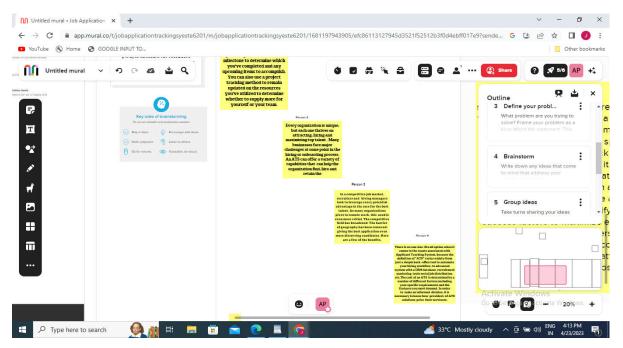
Purpose

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.
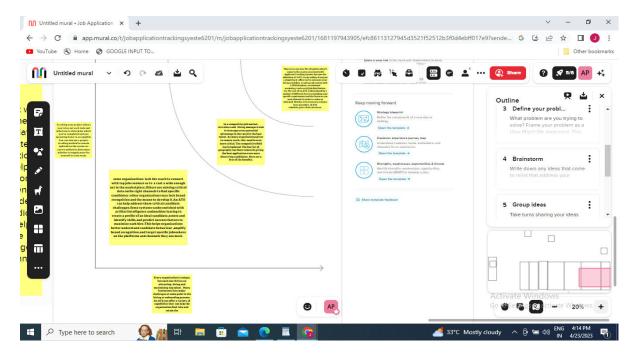
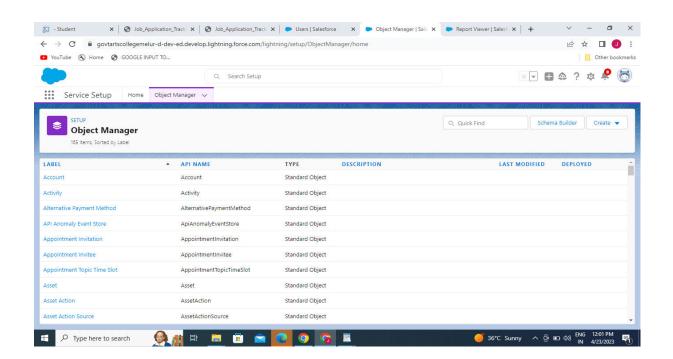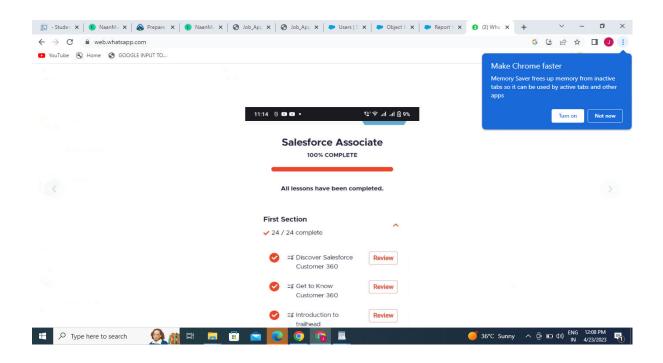## Problem Definition & Design Thinking

Empathy Map

Ideation & Brainstorming Map

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 Faser CV Screening

Facilitates Collacborative Hiring

Improves the Quality of Here

Speeds up the Recruitment cycle

BrBooses Employer and

Enhancse 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 thoughout 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 takes such as manually screening applicants,reading resumes, scheduling interview, and sending notifications and emails to job candidadates 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 atrributes,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 knowns 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 <u>survey report</u>   the majority of staffing   firms worldwide will opt for an Applicant Tracking System by the end of 2020 improve the overall talent acquisition effecacy, in this scope the future of ATS definitely looks bright.