# Project Report Template

1   INTRODUCTION

An applicant tracking system (ATS) is software that manages the recruiting and hiring process, including job postings and job applications. It organizes information about job seekers and makes it searchable. As its name implies, an ATS tracks candidates through the hiring process. It helps with interview scheduling, issues notifications and alerts, and sends automated emails to candidates and employees, such as recruiters and hiring managers.

But these systems are far more than organizers. An ATS is also used to cull applicants and recommend the top candidates. It may conduct a preliminary analysis of the applicants to find the best fits for a job. It may also look for keywords or use AI-type algorithms that run a deeper analysis of the job applicant. The goal is to speed HR's review of job applications and resumes.

2   Problem Definition & Design Thinking

2.1 Empathy Map:
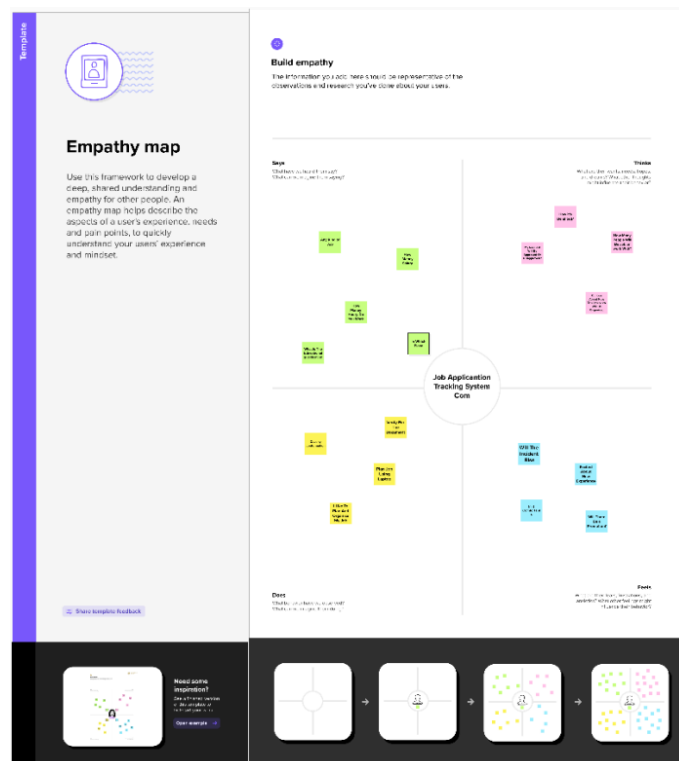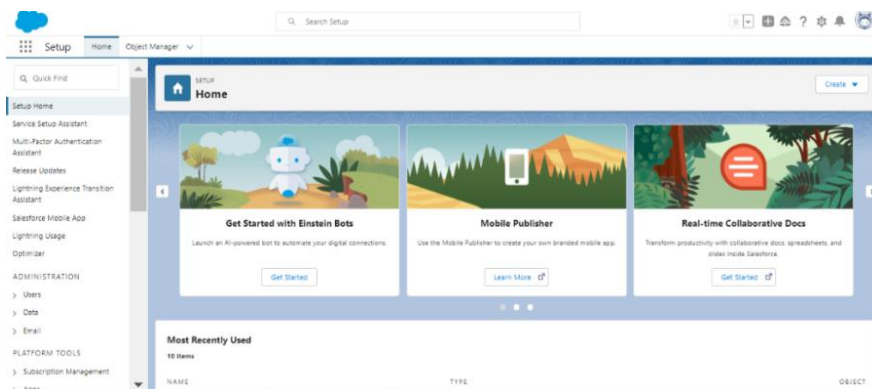
2.2 Ideation & Brainstorming Map:
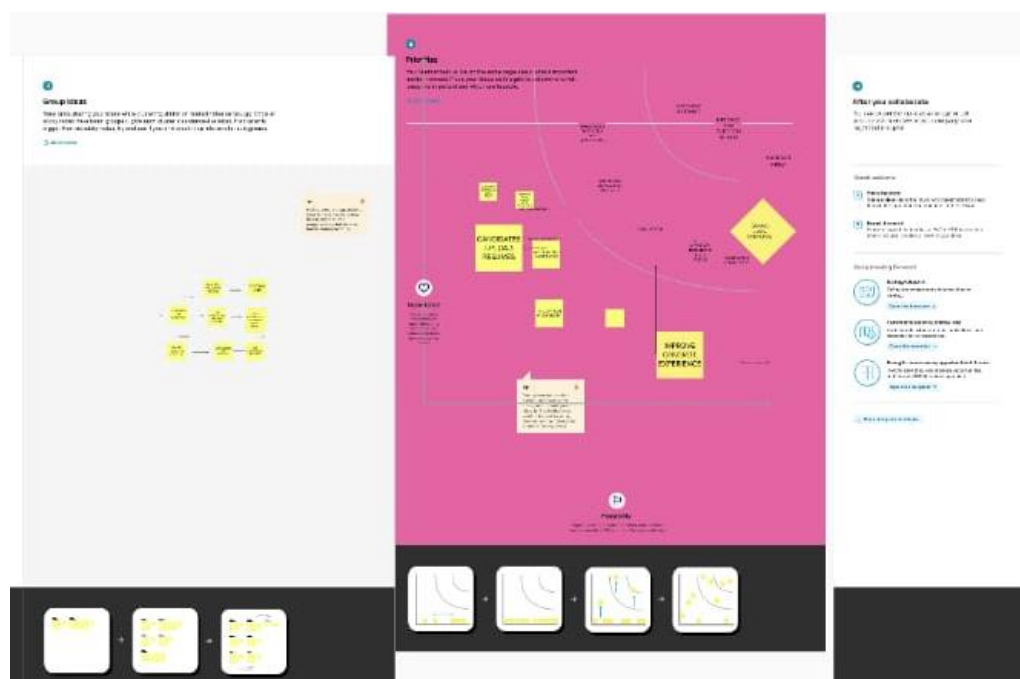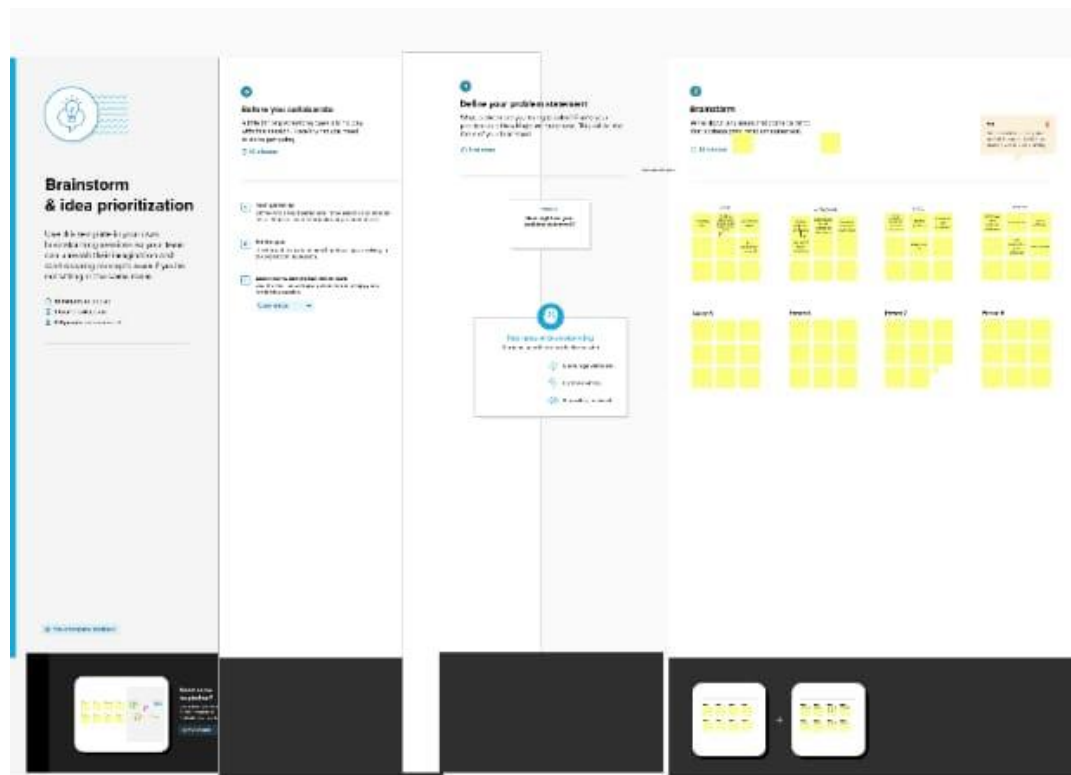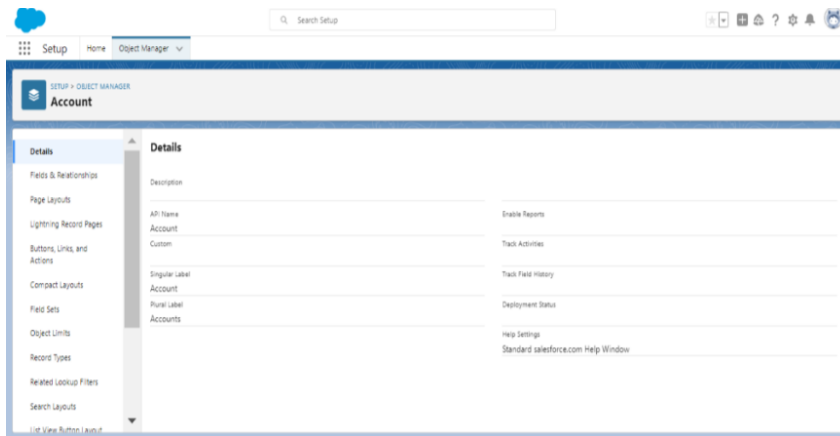
3   RESULT

3.1 Data Model:

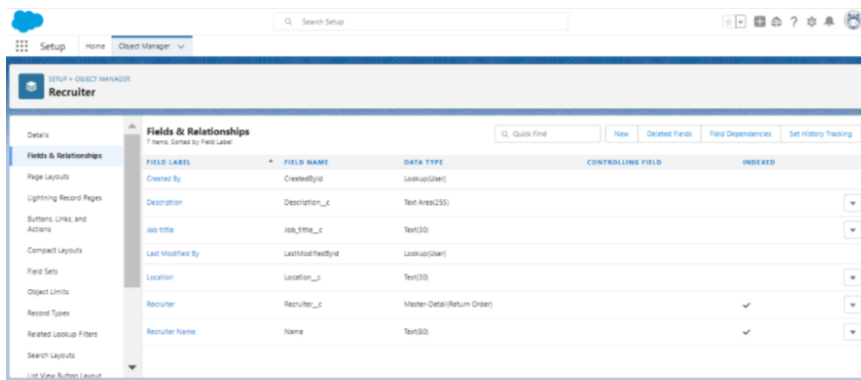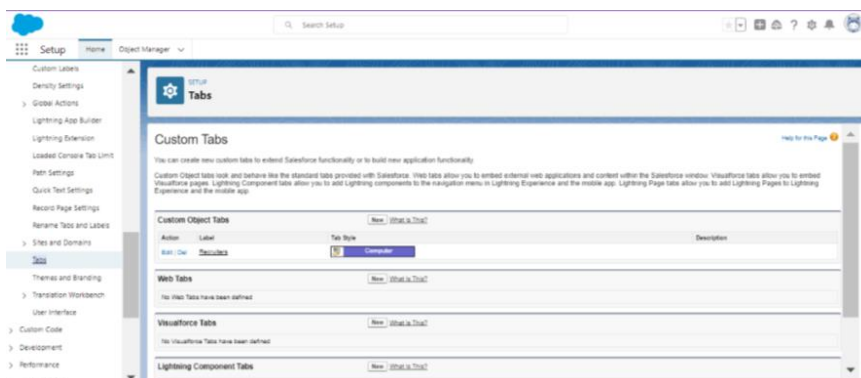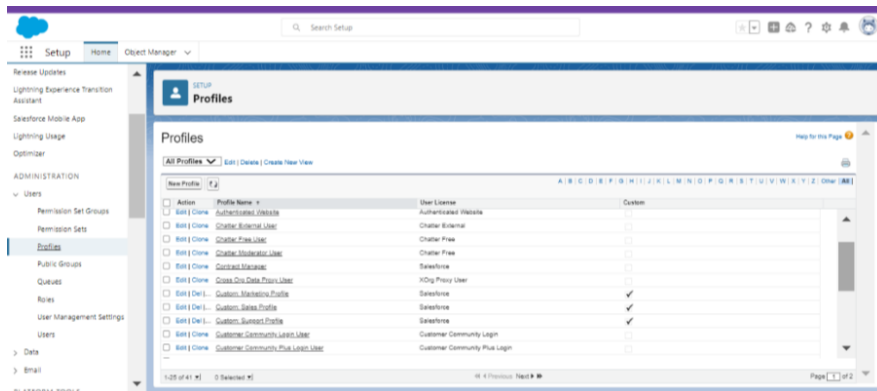| Object name	Fields in the Object		
Standard Objects:		Field label	Data type
		Recruiter	Job
		Candidate	Job
Custom Objects:		Field label	Data type
		Job Application	Job
		Tob	Job

3.2 Activity:

Milestone 1

Milestone 2

Milestone 3

Milestone 4

Milestone 5

Milestone 6
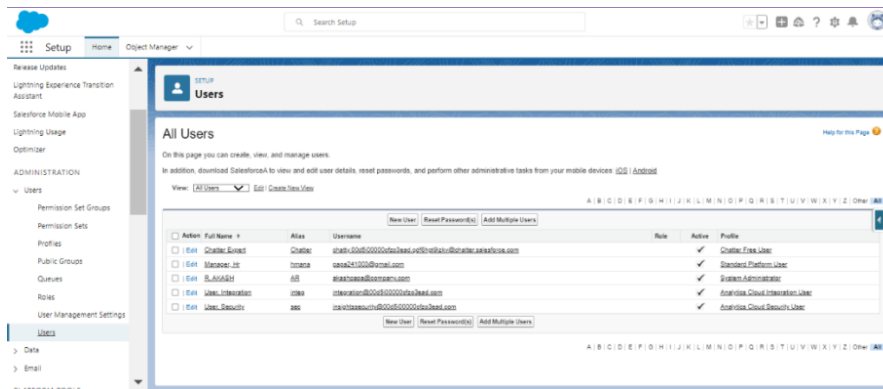
Milestone 7
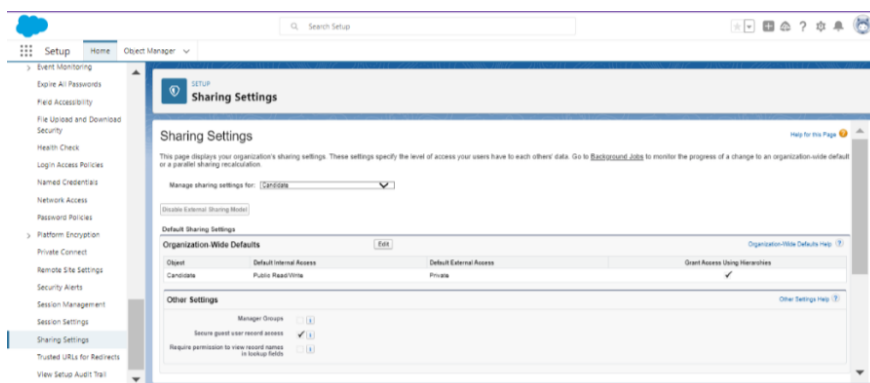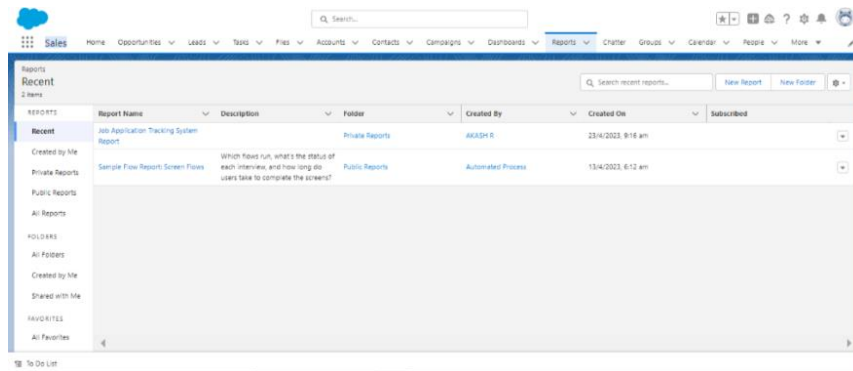
4 Trailhead Profile Public URL

Team Lead - https://trailblazer.me/id/rakash8825

Team Member 1 - https://trailblazer.me/id/ajithkumar8342

Team Member 2 - https://trailblazer.me/id/murali54

Team Member 3 - https://trailblazer.me/id/mani5062

5 ADVANTAGES & DISADVANTAGE

Advantages:

Wealth of Data:

In addition to selecting the right job applicants, an ATS can collect data to improve the overall recruiting process. It can keep track of the best sources of applicants and track the time it takes to complete the placement

process. This way, you can analyze your time commitments and see if your valuable time could be invested in another task.

Customizable Screening:

This may be the biggest advantage of Applicant Tracking Systems. If you have five positions to fill, the ATS can easily sort through the candidates that are right for each spot. This would be much more dicult and time-consuming if you were looking through a stack of resumes and trying to narrow down which candidate would be right for each role by hand. In the same way, an ATS may red-flag a candidate who may seem ideal on the surface but has a drawback that should lead to their removal from consideration.

Disadvantages:

Only Focuses on Data/Analytical Information:

Candidates that could be a great fit for particular job openings might be overlooked if recruiters rely solely on ATS to parse through resumes for certain keywords. Even though a candidate might be right for the job, they may be unable to make that case by typing into a computer with a limited number of characters in each application field.

Do the Pros Outweigh the Cons?

While there are some disadvantages to Applicant Tracking Systems, particularly when recruiters rely solely on the tools for narrowing down applicants, the advantages that it can add to the recruitment process overwhelmingly outweigh these. ATS helps recruiters find more qualified candidates and make better placements, quicker than ever.

6   APPLICATIONS

Job Approval Application

This document covers the following topics:

- ➢ About the Sample Application
- ➢ Prerequisites

- ➢ Installing the Sample Application
- ➢ Defining the Use of an External Web Browser
- ➢ Starting the Sample Application
- ➢ Logging in as an Employee for Requesting a Job
- ➢ Entering a Job Request with Salary and Location Information
- ➢ Adding Additional Education to Your Job Request
- ➢ Logging in as a Hr Manager for Approving Job Requests
- ➢ Approving a Job Reques

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 Applicant Tracking Systems 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

- ➢ ATS Will Begin to Look and Act More Like Social Network.
- ➢ Applicant Tracking Systems have become more user-friendly.
- ➢ There is a rise in AI-based Applicant Tracking System.
- ➢ Applicant Tracking Software now have deep integration capabilities.
- ➢ There is a rise of cloud-based ATS solutions.
- ➢ ATS Will Turn Rejected Talents into Future Hires Analytics.
- ➢ Better Candidate Screening.
- ➢ Candidate Pool Available.
- ➢ An ATS Now Has Deep Integration Capabilities.
- ➢ Rise of Cloud-Based Job Applicant Tracking.
- ➢ It Turns Rejected Candidates Into Future Hires Analytics.
- ➢ Enhanced Candidate Experience.