JOB APPLICATION TRACKING SYSTEM

PROJECT REPORT

1. INTRODUCTION

1.1 Overview

Our project is about how we recruit our employee through job application tracking system. An applicant tracking system (ATS) is **software for recruiters and employers to track candidates throughout the recruiting and hiring process**.

1.2 Purpose

An Application Tracking System 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. 78% of recruiters using an ATS report that it has improved the quality of the candidates they hire.

2. PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map

Build empathy

The information you add here should be representative of the observations and research you've done about your users.

Says
What have we heard them say?
What can we imagine them saying?

Thinks
What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?

Software for recruiters and employees to track candidates throughout the recruiting and hiring process.

Increase visibility into the hiring cycle for the entire recruiting team

Creates opportunities to automate manual processes

Simplify the recruitment process and to make it more effective and efficient.

It saves a lot of time compared to conventional application processing and hiring procedures.

Lets you upload your job openings on several platforms with a single click.

Gives complete access to all applications, presenting them on the same front.

Helps in making better and faster decisions.

Helps you to speed up candidate management and significantly reduce time-to-fill.

Increase opportunities for communication throughout the candidate journey.

Is it Mobile friendly ?

Is it customisible?

Finds out the most suitable platform to invest in through several personalized data collection techniques, making your tech stack scalable.

Will it source Candidate correctly ?

Always look for guarantees and ensure that all the interactions are protected by passwords.
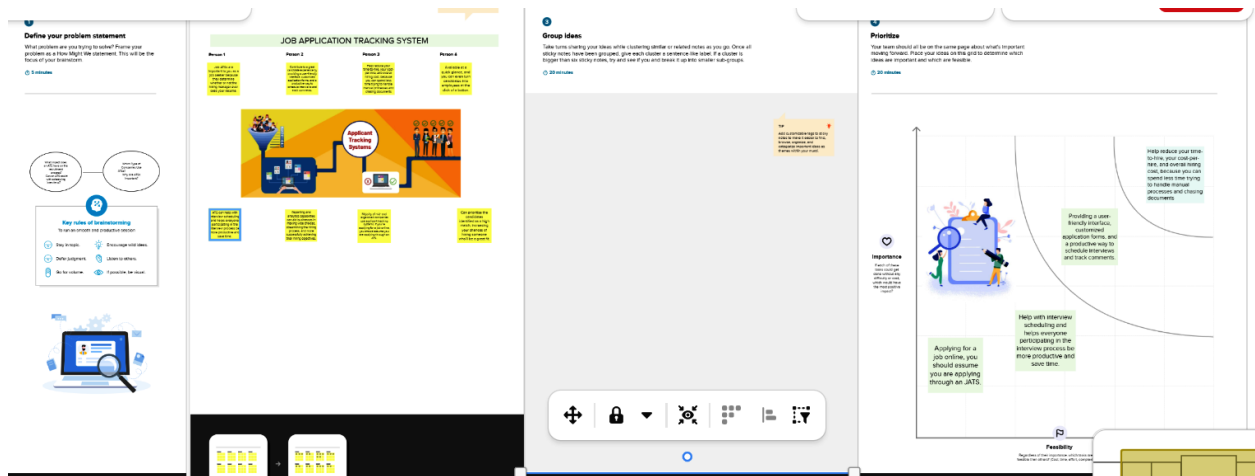
Managing and sheduling interviews

Does
What are their actions and behaviours? What can we imagine them doing?

Feels
What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

2.2 Ideation & Brainstorming Map

3. RESULTS

3.1 Data Model:

Object Name	Fields in the Object	
Object 1	Field Label	Data type
	Recruiter	Auto Number
	Recruiter Number	Auto Number

	Field Label	Data type
Object 2	Recruiter	Text
	Job	Text Area

3.2 Activity & Screenshot

NAME	TYPE	OBJECT
Job Application Tracking System	Custom Field Definition	Recruiter
Valliammai A	User	
Hr Manager	User	
Recruiter	Profile	
Hr Manager	User	
Recruiters	Custom Tab Definition	Recruiter
Recruiter	Custom Field Definition	Recruiter
Recruiter	Custom Object Definition	
Location	Custom Field Definition	Recruiter
Description	Custom Field Definition	Recruiter

4. TRAILHEAD PROFILE PUBLIC URL

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

Team Member 1 -   https://trailblazer.me/id/hustle2610

Team Member 2 - https://trailblazer.me/id/trailvalli02k2003

 Team Member 3 - https://trailblazer.me/id/trailkalai03kk2002

5. ADVANTAGES & DISADVANTAGE

5.1 Advantages

- ✓ **Reduces time spent on admin tasks.**
- ✓ **Resume and CV screening.**
- ✓ **Speeds up the recruitment cycle.**
- ✓ **Improves the quality of hire.**
- ✓ **Enhances reporting and compliance.**

5.2 Disadvantages

- ➢ **Could filter out good candidates.**
- ➢ **Communications can be less personalized.**

6. APPLICATIONS

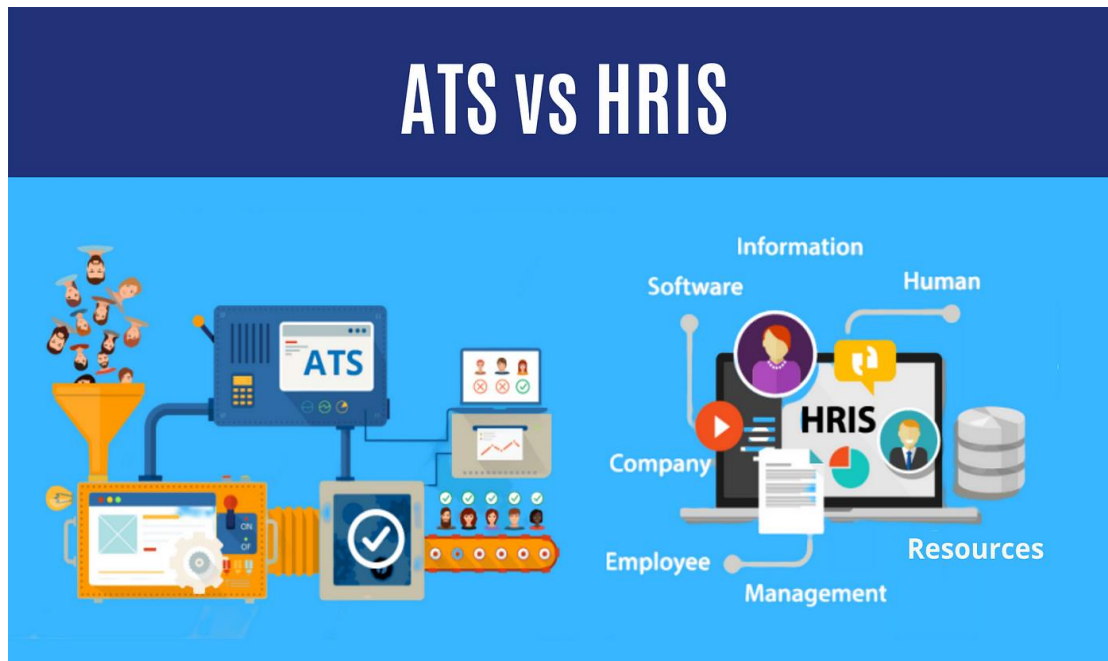**The top industries which are using ATS for their recruitment process are:**

- ❖ Saas
- ❖ Tech
- ❖ Software companies
- ❖ Marketing
- ❖ Restaurants
- ❖ Staff agencies

7. CONCLUSION

A good Application Tracking System will give recruiters and hiring managers a better overview of all candidates and resumes, thanks to pipeline overviews and resume parsing.

8. FUTURE SCOPE

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. **78% of recruiters using an ATS report that it has improved the quality of the candidates they hire**.