GOVERNMENT ARTS COLLEGE, OOTY

DEPARTMENT OF MATHEMATICS

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JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

1.1: OVERVIEW

This project aims to develop a job application tracking system using the Salesforce platform. The system will enable recruiters to manage job postings, track applicants, and collaborate with hiring managers, while also providing a seamless experience for job seekers to apply for open positions and track their application status.
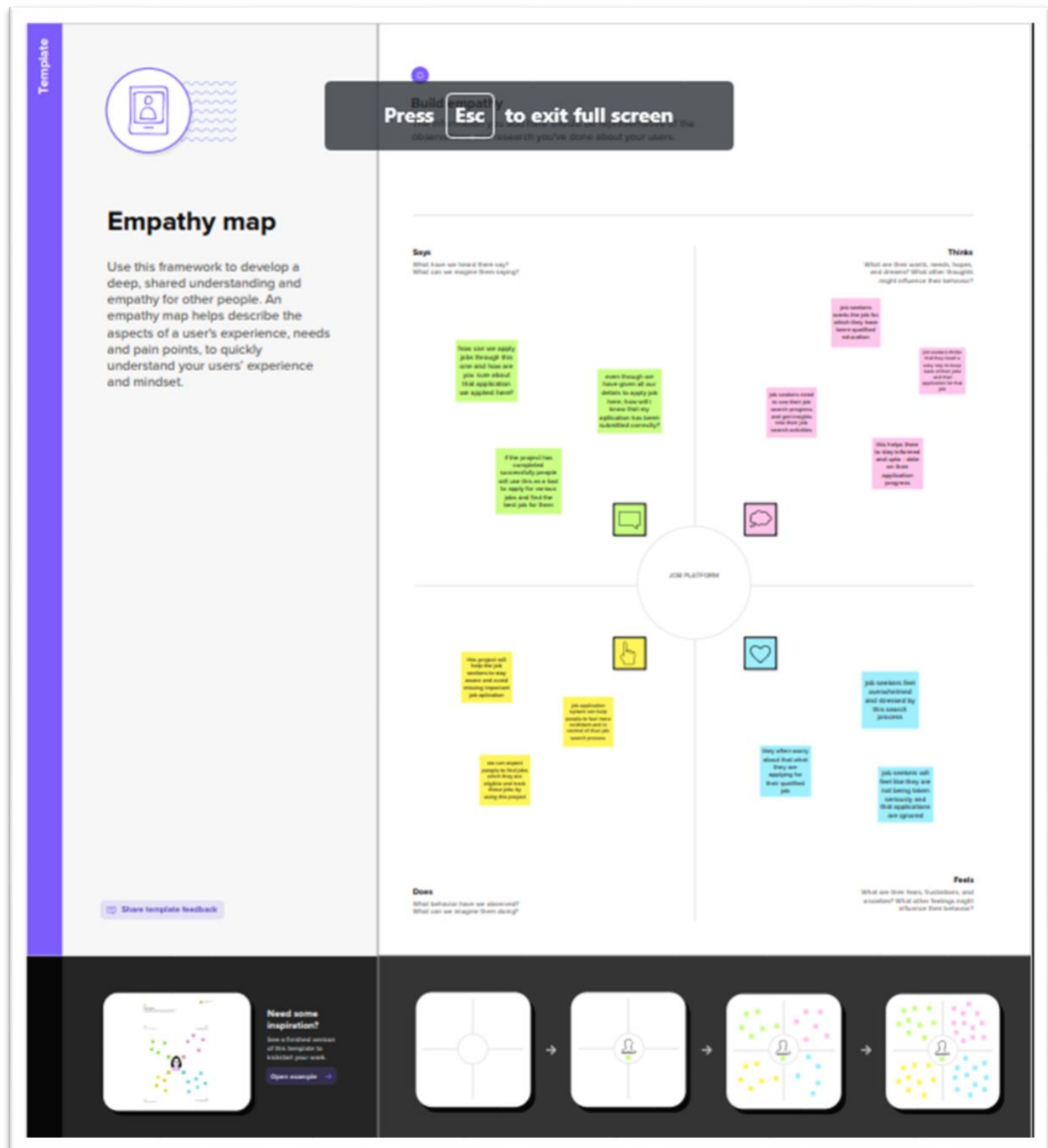
1.2 : PURPOSE

Job posting management: The system will enable recruiters to create and manage job postings, including job descriptions, qualifications, and other relevant details.

Applicant tracking: The system will allow recruiters to track job applicants, including their application status, interview status, and other relevant details.
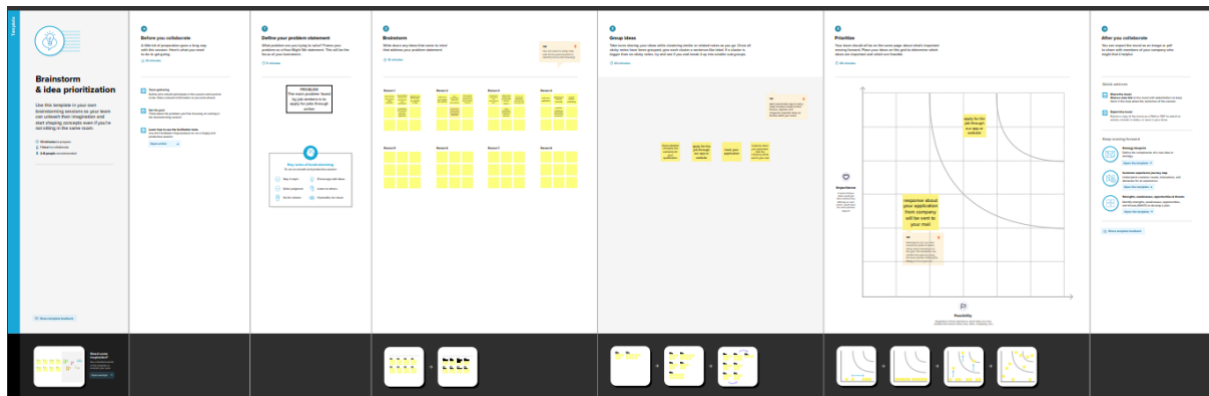
Collaboration: The system will facilitate collaboration between recruiters and hiring managers, enabling them to share candidate feedback and make informed hiring decisions.

Job seeker portal: The system will provide a user-friendly interface for job seekers to browse job openings, apply for positions, and track their application status.

Reporting and analytics: The system will offer reporting and analytics capabilities to help recruiters make data-driven decisions and optimize their hiring process.

2 PROBLEM DEFINITION & DESIGN THINKING

2.1: EMPATHY MAP

2.2 IDEATION & BRAINSTORMING MAP

3 RESULT

3.1 DATA MODEL

OBJECT	FIELDS IN THE OBJECT	
RECRUITER	**FIELD LABEL**	**DATA TYPE**
	JOB TITLE	TYPE
JOBS	**FIELD LABEL**	**DATA TYPE**
	RECRUITER	MASTER-DETAIL RELATIONSHIP
	LOCATION	TEXT
	DESCRIPTION	TEXT AREA

3.2 ACTIVITY & SCREENSHOTS:

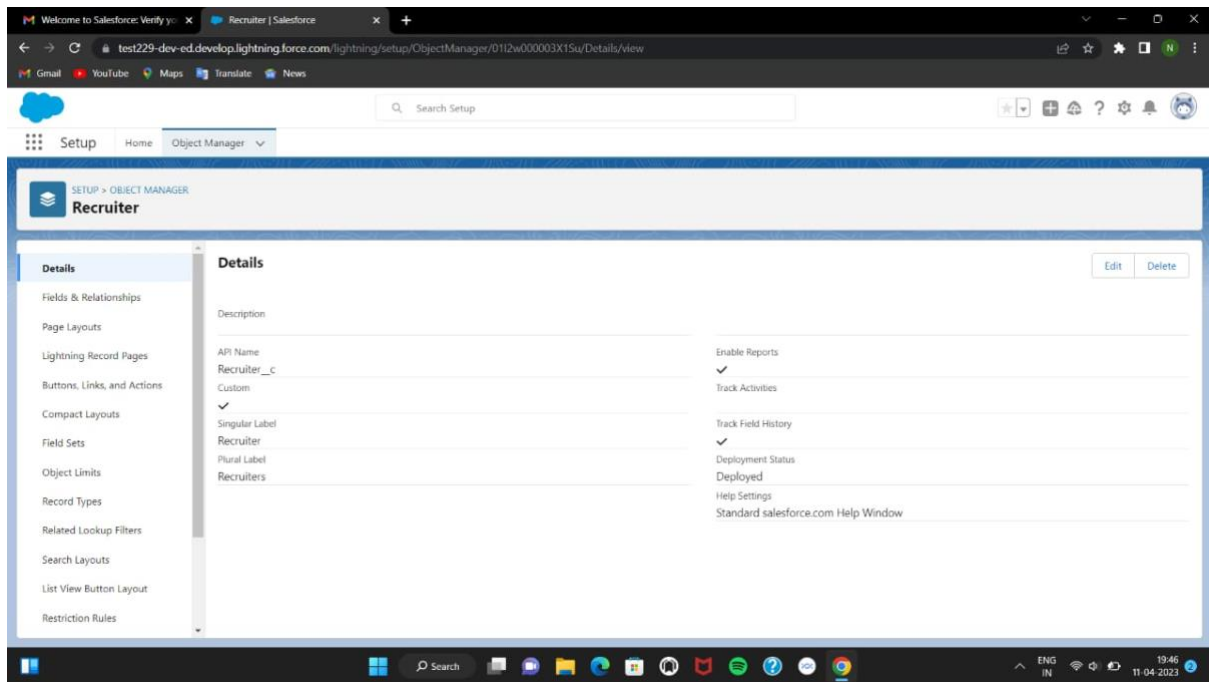**Milestone 1:** Creation of Developer Account

Description:

We had created a developer account and verified it for the salesforce project.
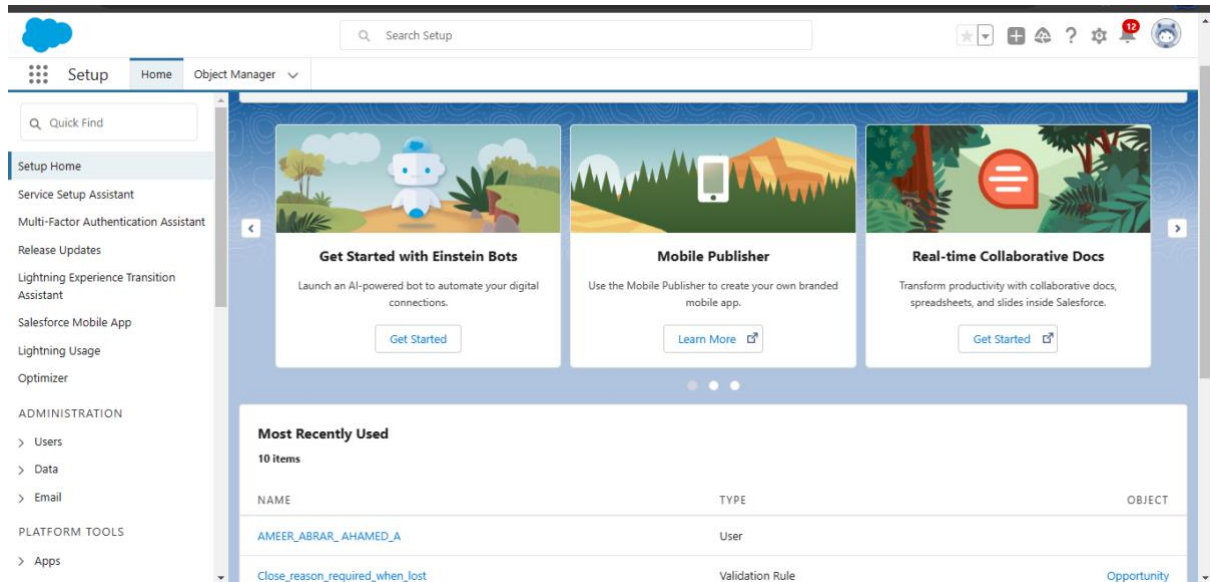
Milestone 2: Object
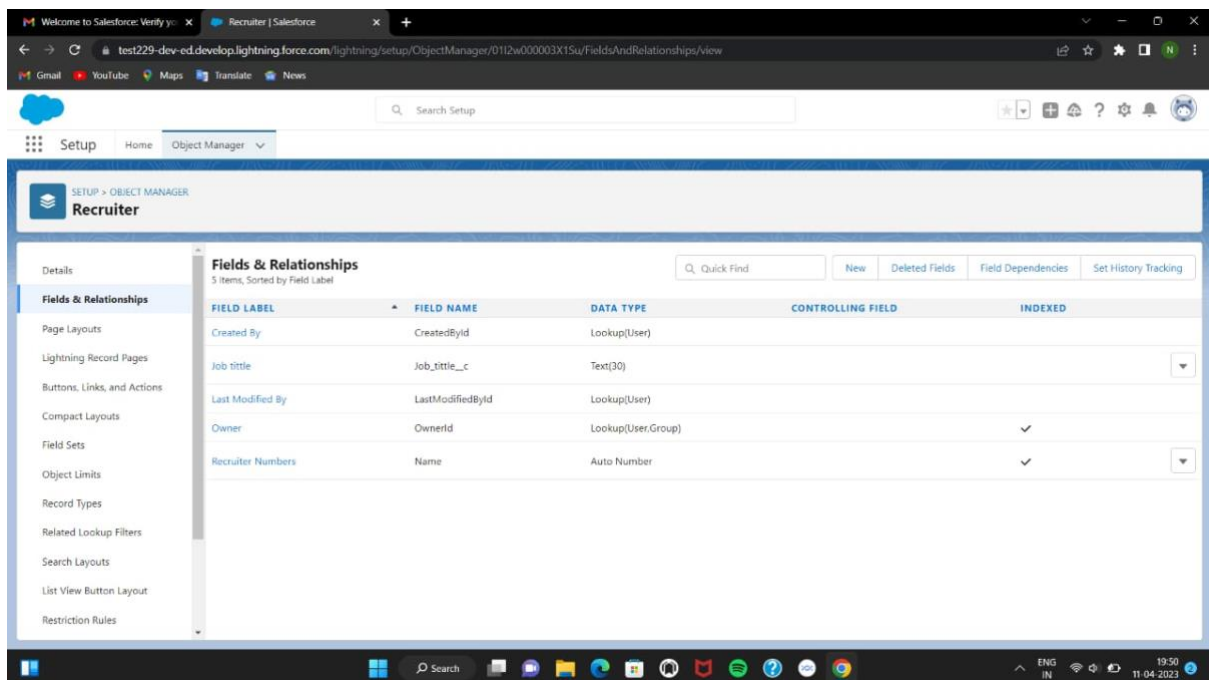
Description :

Created a custom object with a label named "recruiter" and "Jobs".

Milestone 3: Fields

Description :

Created a custom field and created a Master – Detail Relationship

Milestone 4: Tabs

Description :

Created a tab for "Recruiters"
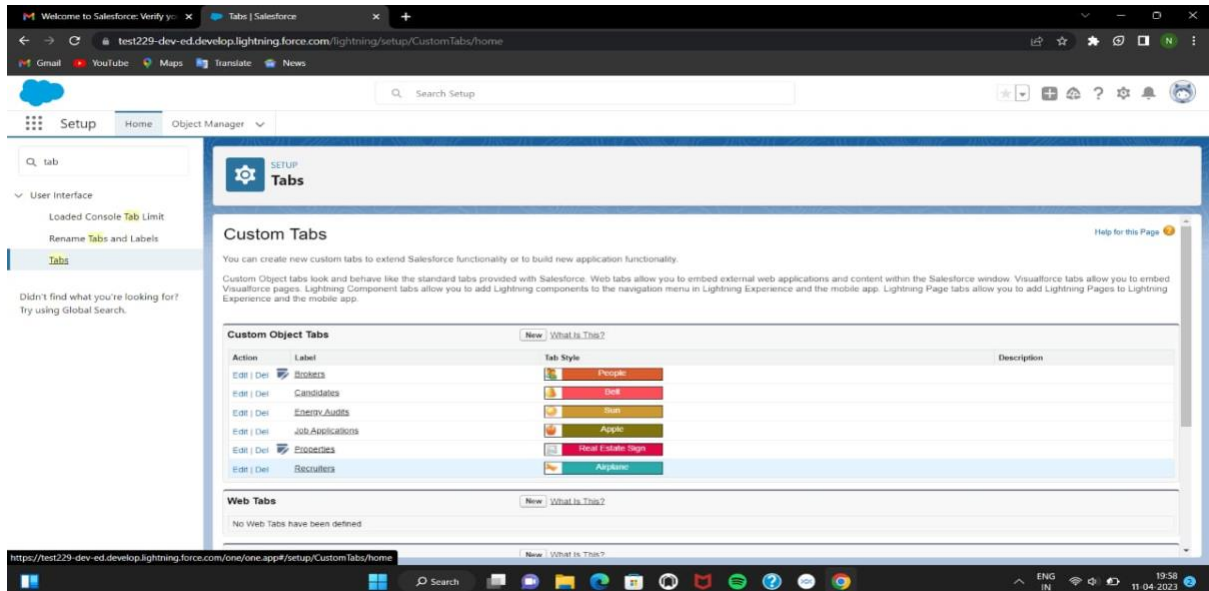
Milestone 5: Profile

Description :

Created a custom profile for "Recruiter"

Milestone 6: Users

Description :

Created a user for HR Manager and as "Ganesh Gelli".

Milestone 7: Sharing Rules

Description :

Created a sharing rule to share the records of Job Application to HR Manager.
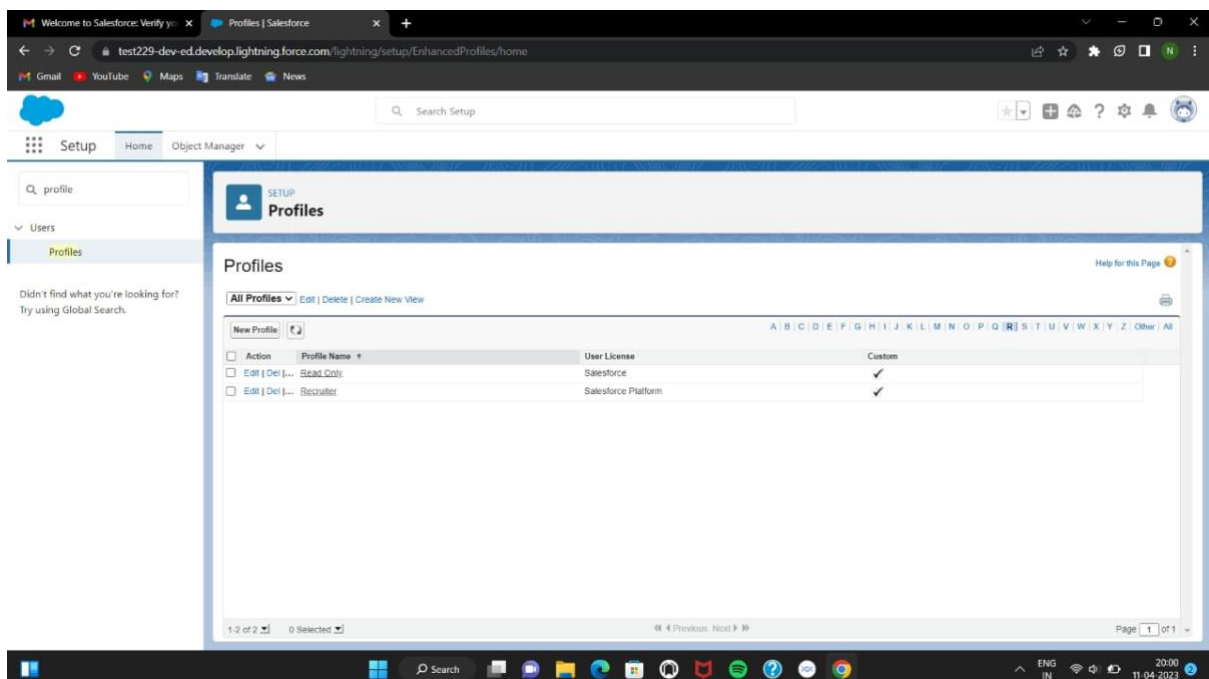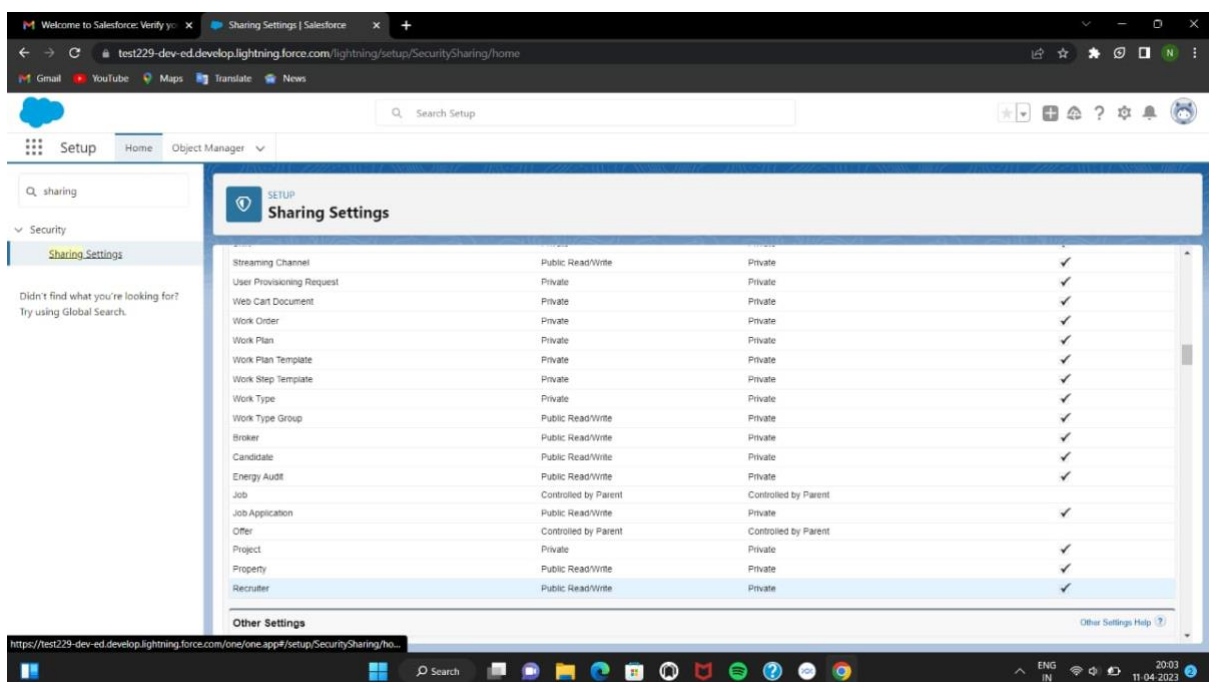
Milestone 8 : Reports

Description :

    Created a report using object Jobs, Candidate and Job Application.
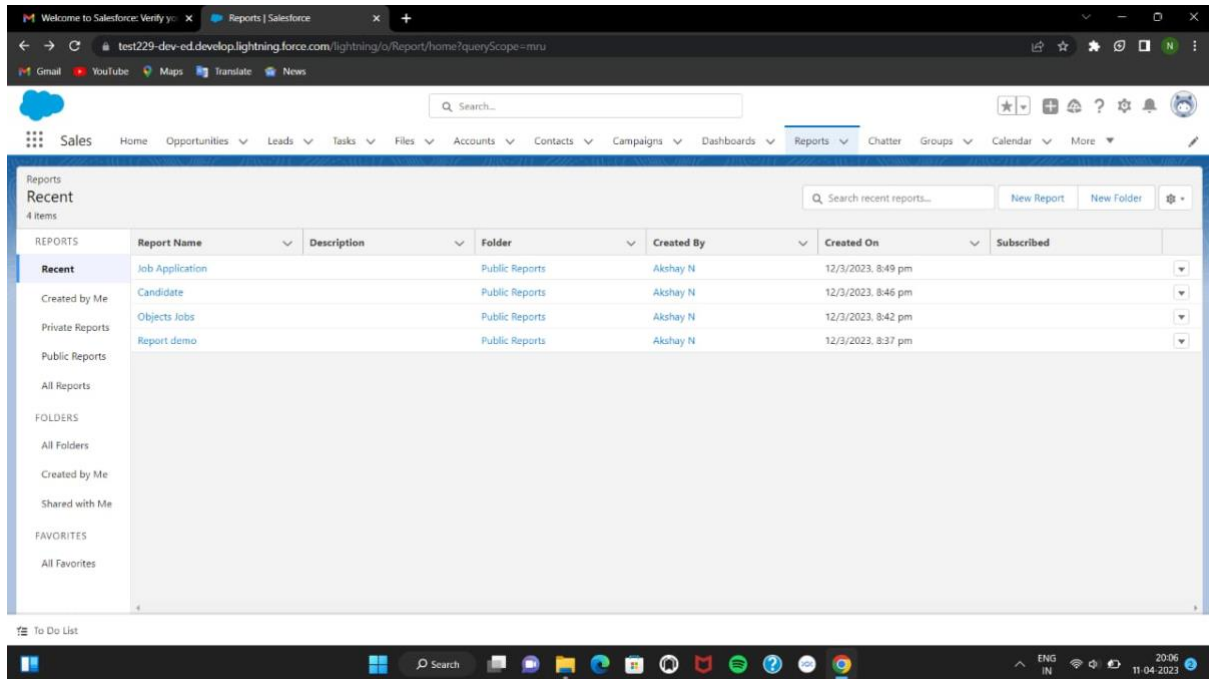

4. TRAILHEAD PROFILE PUBLIC URL:

Team Lead(Ameer Abrar Ahamed): https://trailblazer.me/id/aahameda

Team Member 1(Akshay): https://trailblazer.me/id/nastb

Team Member 2(Anushya): https://trailblazer.me/id/aravichandran25

Team Member 3(Akshaya): https://trailblazer.me/id/arajan99

5 .1 ADVANTAGES OF THE JOB APPLICATION TRACKING SYSTEM USING SALESFORCE PROJECT:

Improved Efficiency: The project will help recruiters and hiring managers to track job applications and manage candidate information more efficiently. The system will streamline the hiring process and eliminate manual tasks.

Centralized Data: The project will provide a centralized database for job postings, candidate information, and application status. This will enable recruiters and hiring managers to have real-time access to data and make informed decisions.

Customizable: Salesforce is a highly customizable platform, and the project can be tailored to the specific needs of the organization. The system can be modified and adapted as the business requirements change.

Analytics: The system will provide analytics on job postings, candidate profiles, and application status. This will help recruiters and hiring managers to identify areas of improvement and optimize the hiring process.

5.2 DISADVANTAGES OF THE JOB APPLICATION TRACKING SYSTEM USING SALESFORCE PROJECT:

Cost: Salesforce is a commercial platform, and organizations will need to pay for licenses, support, and maintenance. This can be a significant cost for small businesses or startups.

Learning Curve: Salesforce is a complex platform, and it can take time for users to learn how to use the system effectively. Training and support may be required to ensure that users are comfortable with the platform.

Integration: The project will require integration with email and calendar systems to streamline communication and scheduling. This can be challenging and may require additional technical resources.

Data Security: The project will involve the storage and management of sensitive candidate information. Organizations will need to ensure that the data is secure and compliant with data protection regulations.

 Overall, the advantages of the Job Application Tracking System using Salesforce project outweigh the disadvantages. The project can help organizations to improve their hiring process, increase efficiency, and make informed decisions. However, organizations will need to consider the cost, learning curve, integration, and data security implications before implementing the system.

APPLICATIONS:

A project job application tracking system in Salesforce can be a powerful tool for organizations that receive a large number of job applications and need an efficient way to manage the hiring process. Here is an example of how such a system could be implemented in Salesforce:

Create a custom object for job applications: This object will contain fields such as candidate name, position applied for, resume/CV, cover letter, and status (e.g., new, in review, interviewed, hired, rejected).

Customize the page layout for the job application object: This will allow you to easily view and update candidate information and statuses.

Set up automation rules: Salesforce's process builder and workflow rules can be used to automate certain actions based on the status of a job application. For example, when a job application is marked as "new," an email can be automatically sent to the hiring manager to alert them of the new candidate.

Create reports and dashboards: Salesforce's reporting and dashboard features can be used to track key metrics such as the number of applications received, the number of candidates in each stage of the hiring process, and the time it takes to fill a position.

Integrate with other systems: Salesforce can be integrated with other HR systems such as applicant tracking systems (ATS) and human resources information systems (HRIS) to streamline the hiring process even further.

Overall, a job application tracking system in Salesforce can help organizations to streamline their hiring process, reduce manual tasks, and gain insights into their recruitment efforts.

CONCLUSION:

The Salesforce-based job application tracking system will provide a comprehensive solution for recruiters and job seekers to streamline their hiring and application processes. With its userfriendly interface, collaboration features, and reporting capabilities, the system will help recruiters make informed hiring decisions and improve their recruitment strategy, while also providing a positive experience for job seekers.

FUTURE SCOPE:

There is a lot of future scope for the Job Application Tracking System using Salesforce project. Here are some possible future enhancements:

AI/ML Integration: The system can be enhanced with artificial intelligence and machine learning capabilities to automate and optimize the hiring process. For

example, the system can use natural language processing to analyze resumes and identify the best candidates for a job.

Social Media Integration: The system can be integrated with social media platforms to source candidates and engage with them directly. For example, recruiters can use social media to advertise job openings and communicate with candidates.

Mobile App: A mobile app can be developed to allow recruiters and hiring managers to access the system on-the-go. This can increase productivity and streamline the hiring process.

Interview Scheduling: The system can be enhanced with interview scheduling capabilities to automate the scheduling process. For example, the system can send automatic reminders to candidates and hiring managers and synchronize with their calendars.

Video Interviewing: The system can be integrated with video conferencing platforms to enable remote video interviews. This can save time and reduce costs associated with in-person interviews.

Applicant Tracking System Integration: The system can be integrated with external applicant tracking systems to provide a seamless experience for recruiters and hiring managers. This can allow organizations to leverage the best features of both systems.

Overall, the Job Application Tracking System using Salesforce project has a lot of future scope for enhancements and improvements. As technology continues to evolve, there will be many opportunities to optimize and automate the hiring process.

Thank You