

# JOB APPLICATION TRACKING SYSTEM

## **1.Introduction**

### 1.1 Overview

In our project job application tracking system that automates recruitment tracking my handling job applications and resume data electronically.

Many companies use an applicant tracking system due to the sheer volumes of interest they have in every position open in organization

In our project, a helps HR recruiters easily find the best candidates. It is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

A CRM application which helps the applicant to track the number of jobs he applied for and help to find the job posted by various recruiters find the best attributers in a smooth way and easily to track the job.

### 1.2 Purpose

The use of the project is recruiters to save time and stay organized and acts Assystem of record they make it easier for recruiters to keep tabs on the recruiting process. This process should be easy for candidates to navigate and use and should operate smoothly at the hiring manager's fingertips and provide seamless communication with candidates.

Hiring will appreciate a system that allows them to:

view all relevant data - including resumes- from inside the job application tracking system without having to download documents for starting external programs.

Easily open requisition, send interview invitations, schedule interviews, filters result, engage with and review candidates.

## **2. Problem definition & Design Thinking**

### **2.1 Empathy map**



## 2.2 Ideation & Brainstorming map screenshot

The screenshot shows a web browser window with a PDF document titled "Untitled\_2023-04-11\_12-57-13.p". The browser's address bar shows the file path: "C:/Users/SARATHYKASHIYA/Downloads/Untitled\_2023-04-11\_12-57-13.p". The PDF content is a "Brainstorm & idea prioritization" template, divided into six main sections:

- Brainstorm & idea prioritization:** Includes instructions on how to use the template and a list of participants (10 individuals in process, 1 team in existence, 2 people recommended).
- Before you collaborate:** A list of three steps: "Team gathering", "Brainstorm", and "Learn from the facilitator's role".
- Define your problem statement:** A section for defining the problem statement, with a "Key value of the understanding" box.
- Brainstorm:** A section for brainstorming ideas, featuring a grid of 10 numbered boxes (1-10) for individual brainstorming.
- Group ideas:** A section for grouping ideas, with a "Key value of the understanding" box.
- Prioritize:** A section for prioritizing ideas, featuring a 2x2 matrix with "Importance" on the y-axis and "Feasibility" on the x-axis. The matrix contains several yellow sticky notes with ideas like "easy integration", "employee referrals", "social media recruiting", "update your information online", "use relevant keywords", "include a skill section", and "keep your resume simple".

The bottom of the screen shows the Windows taskbar with the search bar, task view button, and several application icons. The system tray on the right shows the date and time as "ENG 6:58 PM 4/12/2023" and the weather as "38°C Sunny".



### 3.Result

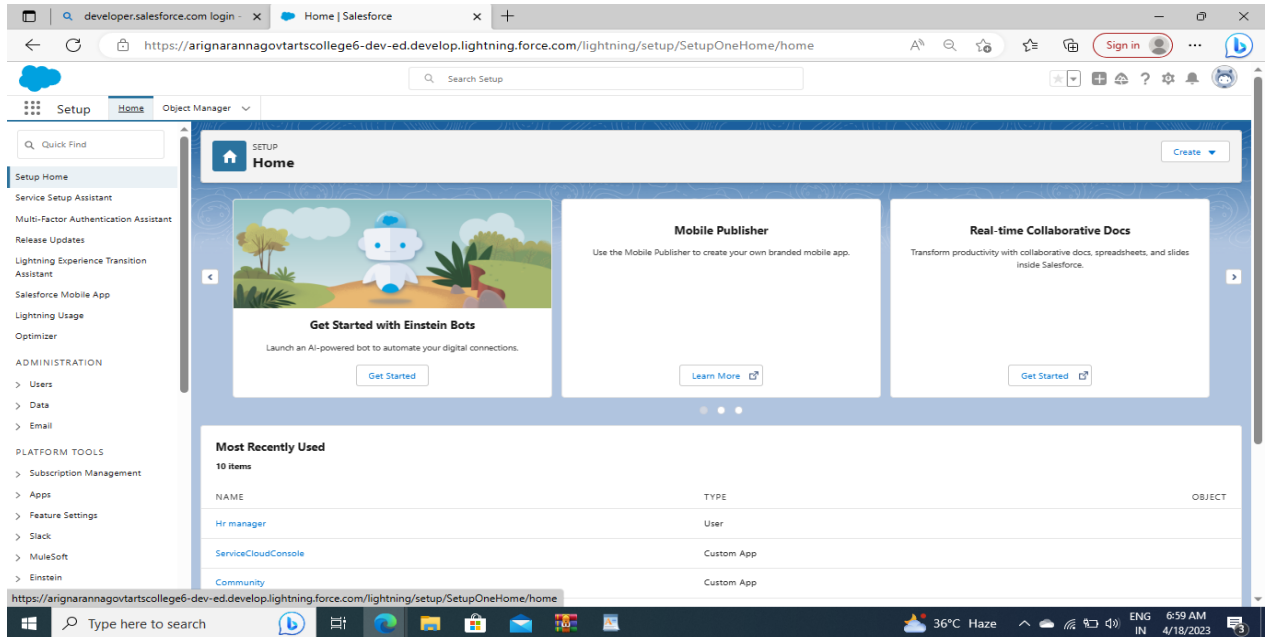
#### 3.1 Data Model:

Object Name	Field in the object	
CRM	Field label	Data type
	Marketing Recruiting	Use social media
Recruiting marketing		
	centralization	automation

## 3.2 Activity & screenshot

Milestone-1: Creation of developer org

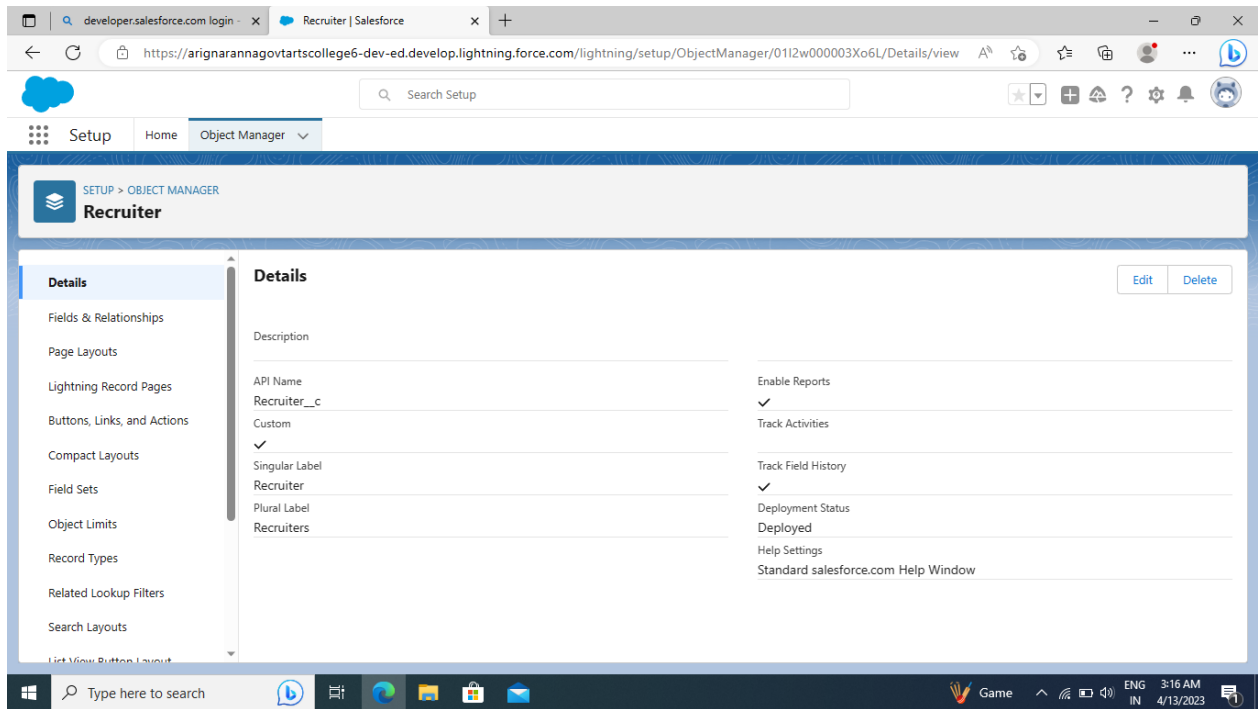
Activity-1: Creating Developer Account



Milestone-2: Objects:

Activity-1:

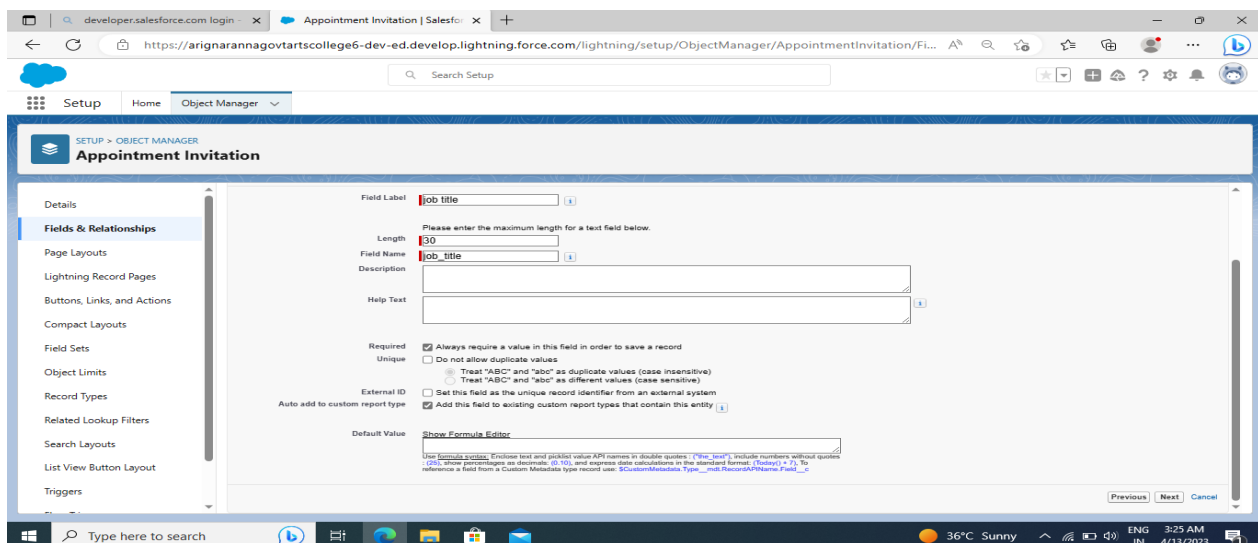
Create a custom object for Recruiter



### Milestone 3- felids:

#### Activity 1:

#### Create the custom fields:





## Activity 2:

### Creation of Master-detail relationship:

The screenshot shows the Salesforce Lightning Setup interface. The browser address bar displays the URL: `https://arignarannagovtartscollege6-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/AppointmentInvitation/Fi...`. The page title is "Appointment Invitation". The left sidebar contains a navigation menu with the following items: Details, Fields & Relationships (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, Search Layouts, List View Button Layout, and Triggers.

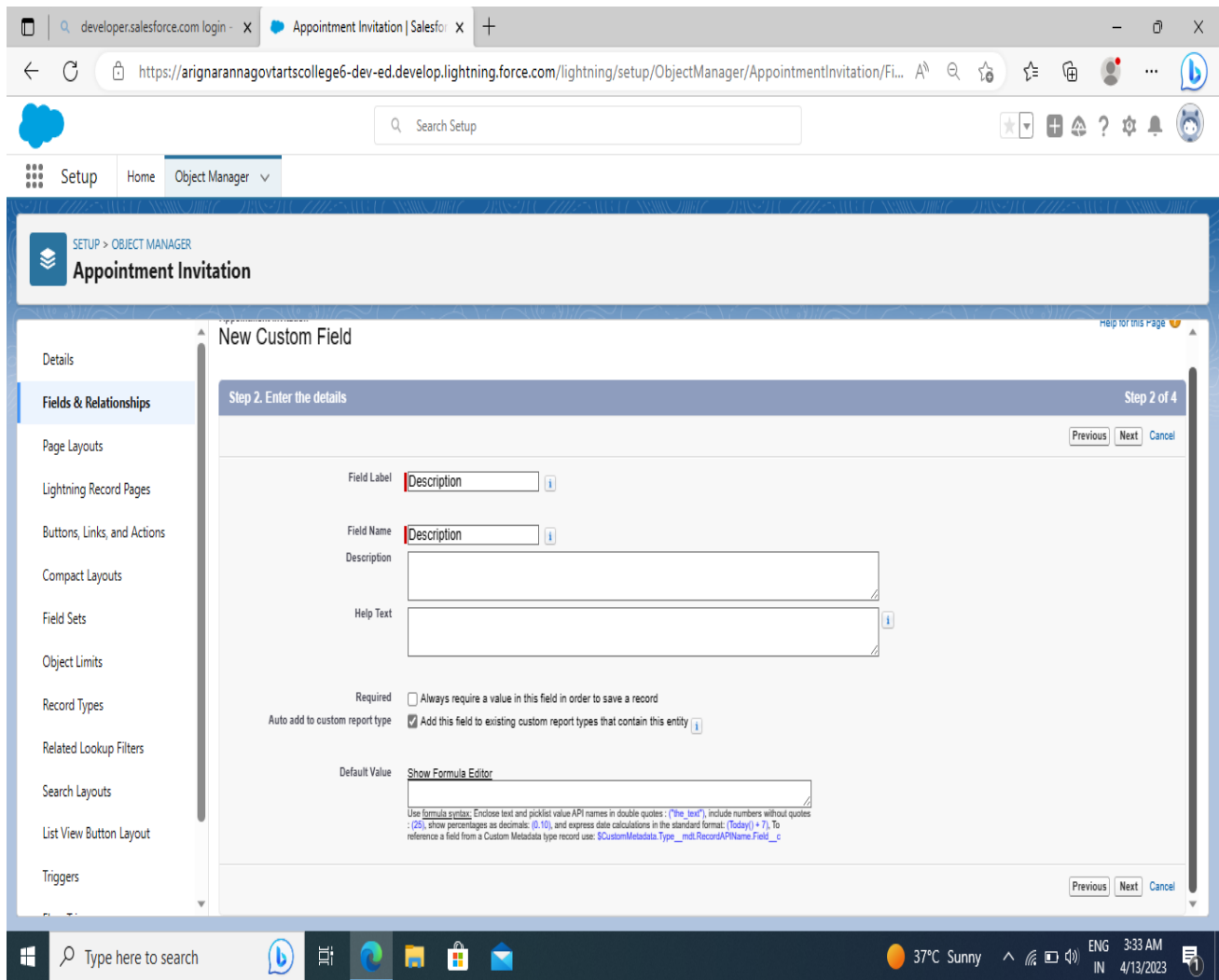
The main content area is titled "Appointment Invitation" and contains the following fields and options:

- Field Label:**
- Length:**  (Note: Please enter the maximum length for a text field below.)
- Field Name:**
- Description:**
- Help Text:**
- Required:** ☒ Always require a value in this field in order to save a record
- Unique:** ☐ Do not allow duplicate values
  - ☒ Treat "ABC" and "abc" as duplicate values (case insensitive)
  - ☐ Treat "ABC" and "abc" as different values (case sensitive)
- External ID:** ☐ Set this field as the unique record identifier from an external system
- Auto add to custom report type:** ☒ Add this field to existing custom report types that contain this entity
- Default Value:**   
Use [formula syntax](#). Enclose text and picklist value API names in double quotes: ("the text"). Include numbers without quotes: (25); show percentages as decimals: (0.10); and express date calculations in the standard format: (Today) + 7). To reference a field from a Custom Metadata type record use: \$CustomMetadata.Type\_\_mdt.RecordAPIName.Field\_\_c

At the bottom right of the form, there are three buttons: "Previous", "Next", and "Cancel".

## Activity 3:

### Create a new custom field:



#### Activity 4:

Create a new custom field:

developers.salesforce.com login - XAppointment Invitation | Salesforce | X

https://arignarannagovtartscollege6-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/AppointmentInvitation/Fi...

Search Setup

SetupHomeObject Manager

SETUP > OBJECT MANAGER

Appointment Invitation

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Search Layouts

List View Button Layout

Triggers

Field LabelLocation

Please enter the maximum length for a text field below.

Length30

Field NameLocation

Description

Help Text

Required☐ Always require a value in this field in order to save a record

Unique☐ Do not allow duplicate values

☒ Treat "ABC" and "abc" as duplicate values (case insensitive)

☐ Treat "ABC" and "abc" as different values (case sensitive)

External ID☐ Set this field as the unique record identifier from an external system

Auto add to custom report type☒ Add this field to existing custom report types that contain this entity

Default ValueShow Formula Editor

Use formula syntax. Enclose text and picklist value API names in double quotes ("the\_text"), include numbers without quotes (25), show percentages as decimal (0.10), and express date calculations in the standard format: Today() + 7). To reference a field from a Custom Metadata type record use: \$CustomMetadata.Type\_\_mdt.RecordAPIName.Field\_\_c

PreviousNextCancel

Type here to search

Game

ENG IN

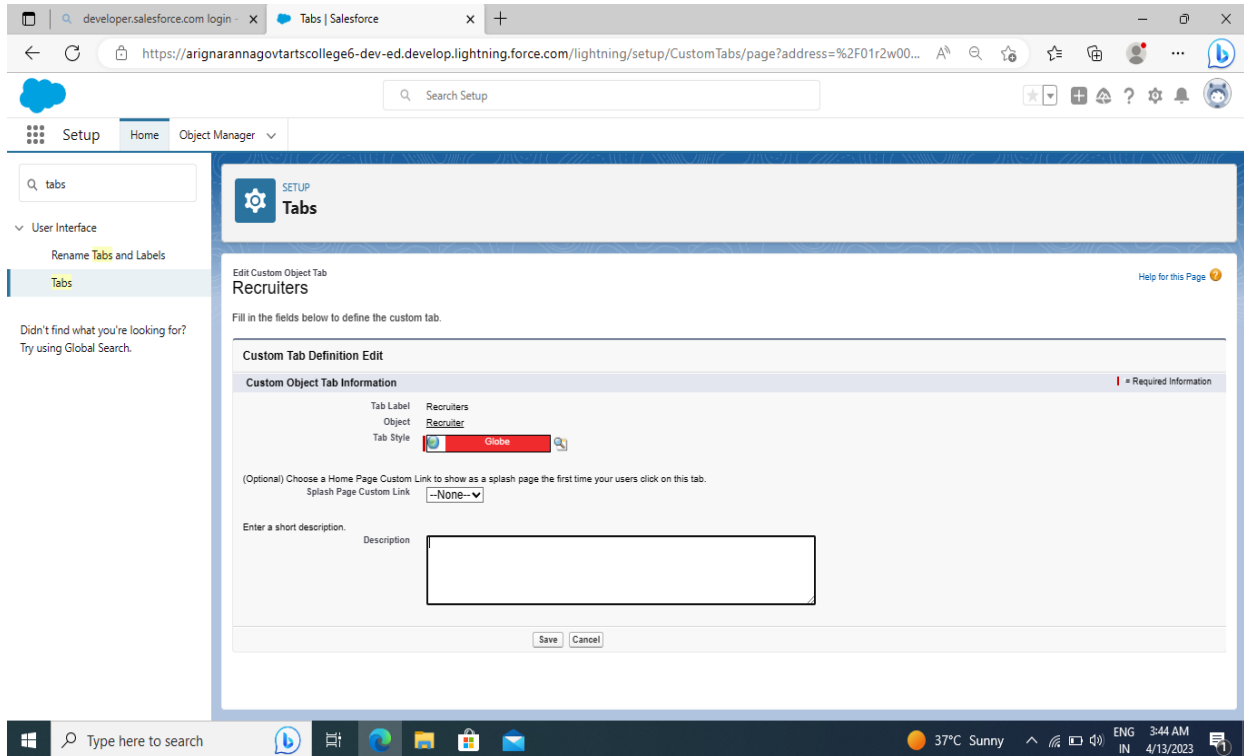
3:35 AM

4/13/2023

## Milestone 5-Profile

### Activity 1:

Create a custom profile:



## Milestone 6-User

### Activity 1:

To create a user:

developer.salesforce.com login - x Users | Salesforce x +

https://arignarannagovtartscollege6-dev-ed.develop.lightning.force.com/lightning/setup/ManageUsers/page?address=%2F005%2F... Search Setup

Setup Home Object Manager

user

Users

- Permission Set Groups
- Permission Sets
- Profiles
- Public Groups
- Queues
- Roles
- User Management Settings
- Users

Feature Settings

- Data.com
  - Prospector Users

User Interface

- Action Link Templates
- Actions & Recommendations
- App Menu
- Custom Labels
- Density Settings

## SETUP Users

### New User

Help for this Page

User Edit Save Save & New Cancel

General Information Required Information

First Name	Hr	Role	<None Specified>
Last Name	manager	User License	Salesforce Platform
Alias	humana	Profile	Standard Platform User
Email	shalini4069@gmail.com	Active	<input checked="" type="checkbox"/>
Username	shalini4069@gmail.com	Marketing User	<input type="checkbox"/>
Nickname	User168138294796027640	Offline User	<input type="checkbox"/>
Title		Knowledge User	<input type="checkbox"/>
Company		Flow User	<input type="checkbox"/>
Department		Service Cloud User	<input type="checkbox"/>
Division		Site.com Contributor User	<input type="checkbox"/>
		Site.com Publisher User	<input type="checkbox"/>
		WDC User	<input type="checkbox"/>
		Data.com User Type	--None--
		Data.com Monthly Addition Limit	Default Limit (300)
		Accessibility Mode (Classic Only)	<input type="checkbox"/>
		High-Contrast Palette on Charts	<input type="checkbox"/>

36°C Sunny 3:51 AM 4/13/2023

## Milestone 7-Sharing Rules

### Activity 1:

#### Create a sharing rule

The screenshot displays the Salesforce Setup interface for creating a sharing rule. The page is titled "Sharing Settings" and is part of the "Setup" menu. The left sidebar shows the "Security" section with "Sharing Settings" selected. The main content area is divided into five steps:

- Step 1: Rule Name**
  - Label: candidate
  - Rule Name: candidate
  - Description: (empty)
- Step 2: Select your rule type**
  - Rule Type: ☒ Based on criteria
- Step 3: Select which records to be shared**
  - Criteria:

Field	Operator	Value	
customer Name	equals	true	AND
-None--	-None--		AND
-None--	-None--		AND
-None--	-None--		AND
  - Additional Options:
    - ☒ Include records owned by users who can't have an assigned role
- Step 4: Select the users to share with**
  - Share with: Roles | CEO
- Step 5: Select the level of access for the users**
  - Access Level: Read/Write

At the bottom of the form, there are "Save" and "Cancel" buttons. The browser's address bar shows the URL: <https://arignarannagovtartscollege6-dev-ed.develop.lightning.force.com/lightning/setup/SecuritySharing/page?address=%2Fsetup...>. The Windows taskbar at the bottom shows the time as 3:57 AM on 4/13/2023, with a temperature of 36°C and a sunny weather forecast.

## Activity 2:

The screenshot displays the Salesforce Setup interface. The left sidebar shows the navigation menu with 'Users' selected. The main content area is titled 'Users' and shows the configuration for a user named 'Hr manager'. The user's email is 'shalini4068@gmail.com' and their username is 'shalini4068@gmail.com'. The user is active and has the role of 'Salesforce Platform'. The user's profile is 'Standard Platform User'. The user's nickname is 'User16813829479602764068'. The user's address is 'India' and their time zone is '(GMT+05:30) India Standard Time (Asia/Kolkata)'. The user's locale is 'English (India)' and their language is 'English'. The user's delegated approver is 'Manager'. The user's receive approval request emails are 'Only if I am an approver'. The user's federation ID is 'Federation ID'. The user's role is 'Salesforce Platform' and their user license is 'Salesforce Platform'. The user's profile is 'Standard Platform User' and their active status is 'Active'. The user's marketing user checkbox is checked. The user's offline user checkbox is unchecked. The user's knowledge user checkbox is unchecked. The user's flow user checkbox is unchecked. The user's service cloud user checkbox is unchecked. The user's site.com contributor user checkbox is unchecked. The user's site.com publisher user checkbox is unchecked. The user's WDC user checkbox is unchecked. The user's mobile push registrations checkbox is checked. The user's data.com user type is 'View'. The user's accessibility mode (classic only) checkbox is unchecked. The user's debug mode checkbox is unchecked. The user's high-contrast palette on charts checkbox is unchecked.

Search Setup

Setup Home Object Manager

user

Users

Permission Set Groups

Permission Sets

Profiles

Public Groups

Queues

Roles

User Management Settings

Users

Feature Settings

Data.com

Prospector Users

User Interface

Action Link Templates

Actions & Recommendations

App Menu

Custom Labels

Density Settings

SETUP Users

User Hr manager

Permission Set Assignments | Permission Set Assignments: Activation Required | Permission Set Group Assignments | Permission Set License Assignments | Personal Groups | Public Group Membership | Queue Membership | Team | Managers in the Role Hierarchy | OAuth Connected Apps | Third-Party Account Links | Installed Mobile Apps | Authentication Settings for External Systems | Login History | User Provisioning Accounts

User Detail

Edit Sharing Reset Password Freeze

Name	Hr manager	Role	Salesforce Platform
Alias	humana	User License	Salesforce Platform
Email	shalini4068@gmail.com	Profile	Standard Platform User
Username	shalini4068@gmail.com	Active	<input checked="" type="checkbox"/>
Nickname	User16813829479602764068	Marketing User	<input checked="" type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address	India	Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	<input type="checkbox"/>
Locale	English (India)	WDC User	<input type="checkbox"/>
Language	English	Mobile Push Registrations	<input checked="" type="checkbox"/>
Delegated Approver	Manager	Data.com User Type	View
Manager		Accessibility Mode (Classic Only)	<input type="checkbox"/>
Receive Approval Request Emails	Only if I am an approver	Debug Mode	<input type="checkbox"/>
Federation ID		High-Contrast Palette on Charts	<input type="checkbox"/>

36°C Sunny 3:54 AM IN 4/13/2023

## Milestone 8- Report

### Activity 1:

Create a report:



**REPORT**  
New Accounts Report / Accounts

Previewing a limited number of records. Run the report to see everything.

Update Preview Automatically

Rating	Billing City	San Francisco	Austin	Burlington	Chicago	New York	Singapore	Tucson	Lawrence	Mountain View	Paris	Portland	Subtotal	Total
Hot	Record Count	1	1	2	1	0	0	0	2	0	1	0	2	6
Warm	Record Count	0	0	0	0	1	0	1	0	0	0	0	0	2
Cold	Record Count	0	0	0	0	1	1	0	0	0	0	0	0	3
<b>Total</b>	Record Count	1	1	2	1	1	1	1	1	1	1	1	4	13

**Details (13 Rows)** Click an intersection in the table above to filter details.

	Last Activity	Account Owner	Billing State/Province	Last Modified Date
1	- Automated Process	-	-	10/03/2023
2	- Shalini A	CA	CA	10/03/2023
3	- Shalini A	UK	UK	10/03/2023
4	- Shalini A	Singapore	Singapore	10/03/2023
5	- Shalini A	KS	KS	10/03/2023
6	- Shalini A	-	-	10/03/2023
7	- Shalini A	TX	TX	10/03/2023

Row Counts: ☐ Detail Rows: ☒ Subtotals: ☒ Grand Total: ☒ Stacked Summaries: ☒ Conditional Formatting: ☐

#### 4.Trailhead profile public URL:

Team leader-<https://trailblazer.me/id/amutp2>

Team member 1-<https://trailblazer.me/id/ssrikanth64>

Team member 2-<https://trailblazer.me/id/shala99>

#### 5.Advantages & Disadvantages

Advantages:

- Accessibility from the outside the physical office location.
- the workforce, much like job seeker, become increasing mobile. This rings especially true for telecommuters and hiring managers who regularly travel between multiple office locations. the ability to access the Job applicant Tracking system from outside the physical office location is a value-added service worth further investigation
- if a recruiter were to scan a resume manually, he/she would have looked for keywords in the same manner too. A job application tracking system makes this process faster with added functionalities, saving time and money with fewer margins of error

- there's no doubt in the fact that a Job Application tracking software can track down the most qualified candidates for an open role. It makes your first step towards hiring much easier.

- Job Application Tracking system have in-built resume parsing features that pull out important information from a candidate's CV and lay it out for recruiters to take note of.

### **Disadvantages:**

- A disadvantage of this project is missing qualified applicant due to wrong keyword selection.
- Automation elimination of resumes that software cannot recognize and interpret is another of this project

- A job applicant tracking system disadvantage that that they are open to manipulation.

- misread resumes in PDF format.

- The inability to read most, if not all, graphics.

incorrectly categorized data from resumes that were created in an unusual format.

### **6.Applications**

- streamlines recruiting
- posts jobs on multiple job boards.
- saves time by automating mundane tasks.
- builds your brand
- managing talent database
- promotes easy collaboration among the recruiting teams.
- helps find the right candidates that don't fit the role well.
- centralizes candidate management and document tracking.
- reduces cost per hire.
- Generates key recruiting insights.

## **7. Conclusion**

The Applicant Tracking System for recruiters is a very effective hiring solution that most of the successful recruiters utilize.

Because without it, there is a good chance that your process of moving applicants through different stages can become very difficult.

This tool is very important for optimizing the hiring process with the help of artificial intelligence and technology.

As we move forward, the Job application tracking system tools are evolving and making the monotonous tasks easy.

## **8.Future scope**

### Modern Applicant Tracking System

The recruitment-technology domain has added new aspects and innovative features, making ATS the core of the recruitment industry. It has embraced multiple processes of accessing and distributing in genres like social networking via WhatsApp and video conferencing. Given all these developments and innovations, it has become extremely easy for an HR leader to stay up to date.

Let's have a sneak peek at the improvements that ATS has brought in recent years that have reached the next level of excellence and automation

### Features of job application tracking system

#### Job application tracking system Will Begin to Look and Act More Like Social Network

For a long time, ATS was stuck in the “call” with the client phase, representing candidates as little more than names and tokens of information. Now, however, the ATS is entering it. Liked and other social media phase, ATS will begin to look and act more Like a Social Network.

As more and more people rail against the ATS's overemphasis on keywords and are finding ways to present fuller pictures of candidates as human beings. Soon enough, a candidate's presence in an ATS will be more like a portfolio than a traditional ATS database. Candidates will be able to upload their photos, and of course, explain their experiences and qualifications in much more detail.

Applicant Tracking Systems have become more user-friendly

It is a known fact that Applicant Tracking Systems have now become more user-friendly, and recruiters do not have to undergo any specific training course to make effective use of them. Modern-day ATS solutions feature a highly effective user interface along with simple-to-use control buttons to ensure that HR professionals can easily create efficient workflows and keep a constant check on the hiring process without any difficulty.

There is a rise in AI-based Applicant Tracking System

HR professionals worldwide have begun harnessing the power of AI-powered Applicant Tracking Software to optimize the efficiency of their recruitment process. Unlike previously, ATS software-driven by AI is making it easier for recruiters to navigate tasks like live interview scheduling, Feedback mechanism, and enabling them to give better job recommendations, thereby giving a noteworthy boost to their hiring endeavors. This way modern-day HR managers can easily source exceptionally skilled passive job candidates, fill vacant positions faster, and significantly remove bias from the hiring process.

Applicant Tracking Software now have deep integration capabilities

Nowadays, the majority of ATS solutions come packed with excellent deep integration capabilities to ensure better functionality around the clock. The best part about an integrated ATS solution is that it reduces the total amount of time spent onboarding new workers and gives deeper insights to human resources personnel that they can use to make improvements in the hiring process. Integration prepares the way for continuous recruiting workflows and helps human resources professionals to remove bottlenecks from the talent acquisition process for producing favorable business outcomes at the earliest possible time.

There is a rise of cloud based ATS solutions

There was a time when ATS solutions were installed on the company's system and accessibility was limited only to a couple of users. But with the rise of modern-day technologies in the hiring landscape, most Applicant Tracking Systems are now based in the Cloud. Since the software is hosted virtually, this paves the path for improved flexibility as the solution can be accessed from any location in the globe if you have a steady internet connection.

ATS Will Turn Rejected Talents into Future Hires Analytics

The problem with this setup is that there is an assumption that a candidate who isn't right at this moment won't be right later down the line. Many recruiters are already challenging this supposition by nurturing talent pools, which serve as pre-filled talent pipelines. By maintaining relationships with high-quality candidates in the long term, recruiters can more easily find the best talent when positions open in the future.













