

PROJECT REPORT TEMPLATE

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

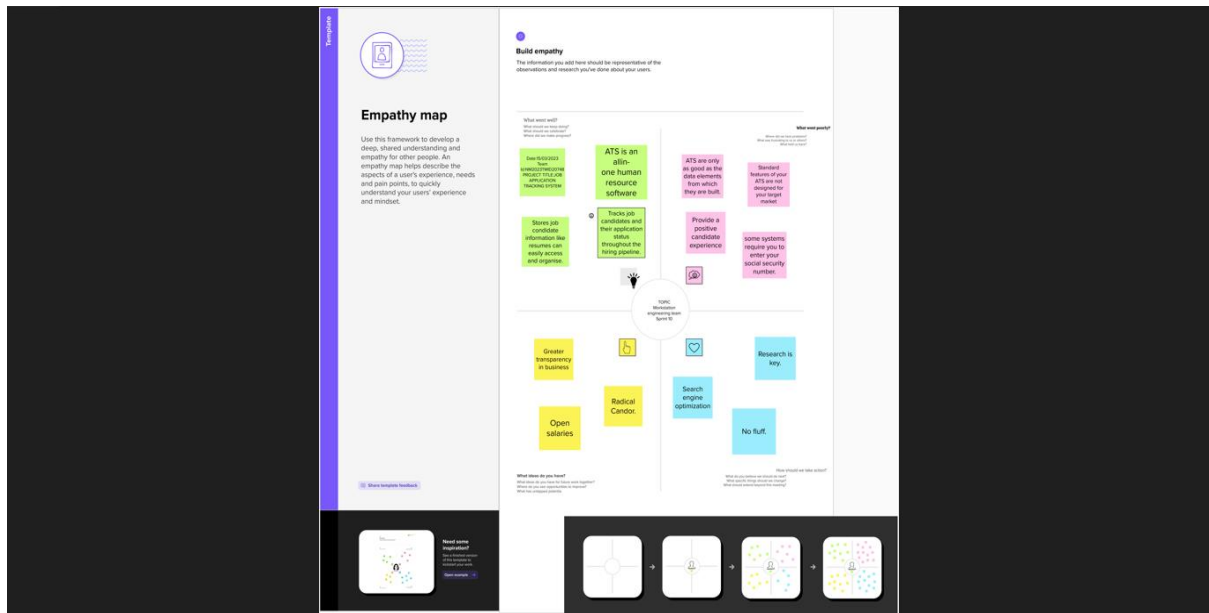
1.1 Overview

- 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 throughout the hiring pipeline.
- Weeds out unqualified candidates and recommends the best fit for 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 tasks such as manually screening applicants, reading resumes, scheduling interviews, and sending notifications and emails to job candidates and employees.

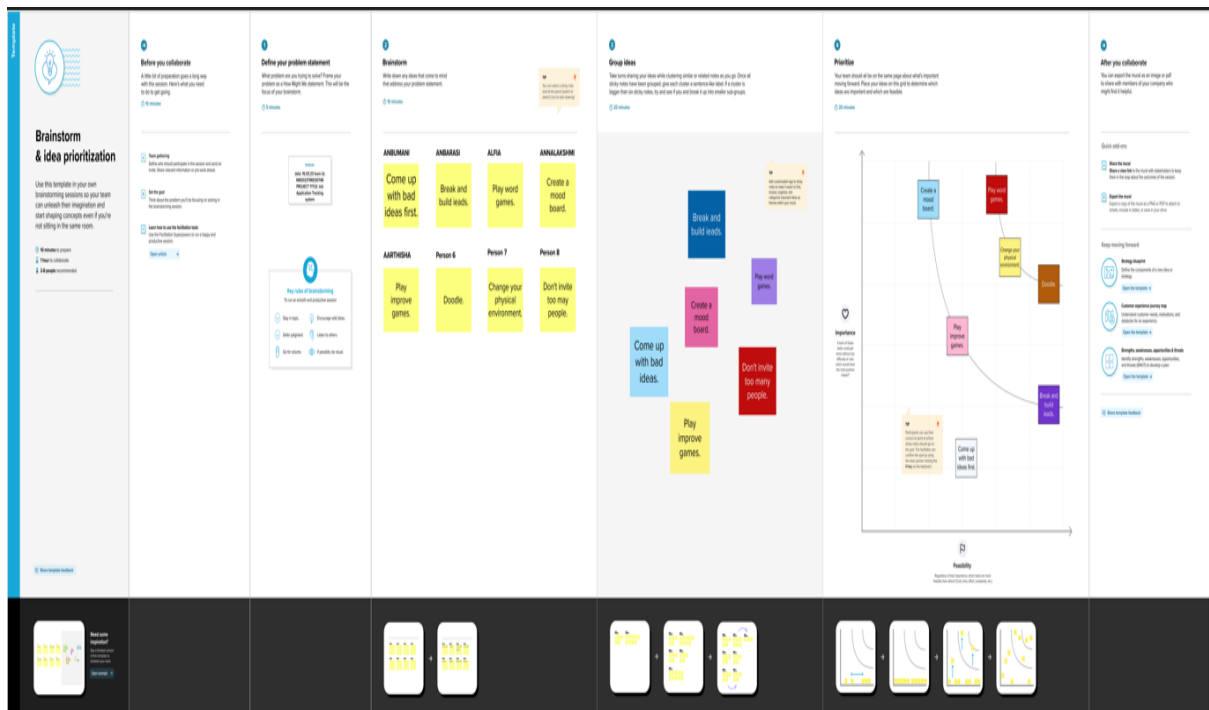
1.2 PURPOSE

- 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 that it has improved the quality of the candidates they hire.
- One of the most significant ATS benefits is organization; the system ensures that no follow – up email or interview appointment is forgotten and helps create a replicable routine around fulfilling hiring needs.
- Social networks are essential to the recruiting progress, an ATS will be more fully integrated with social media to identify top – end passive and active candidates while also helping organizations build a strong social brand.

2.1 Empathy Map



2.2 Ideation & Brainstorming Map



3. RESULT

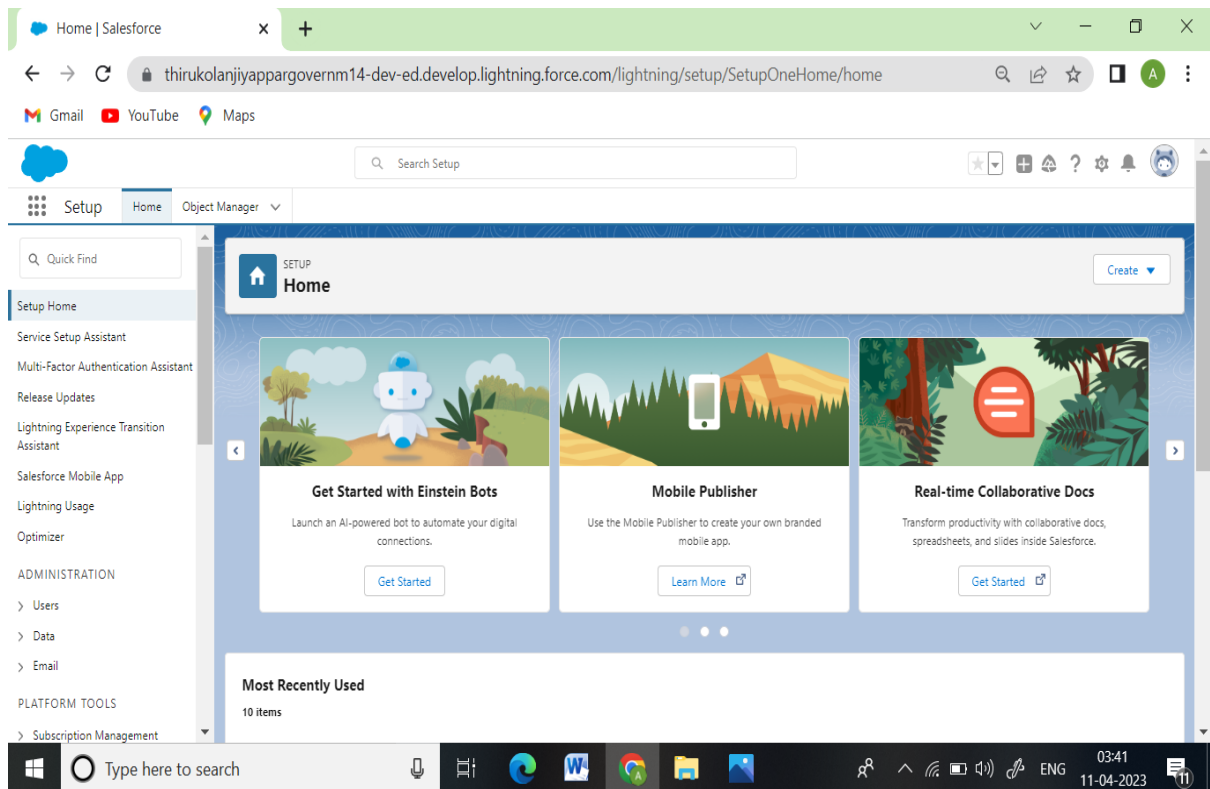
3.1 Data Model:

Object name	Fields in the Object	
Obj1	Field label	Data type
	Recruiter	Auto Number
Obj2	Field Label	Data type
	Job	Text
	Candidate	Text
	Job application	Text
	Tab	Text

3.2 ACTIVITY & SCREENSHOT

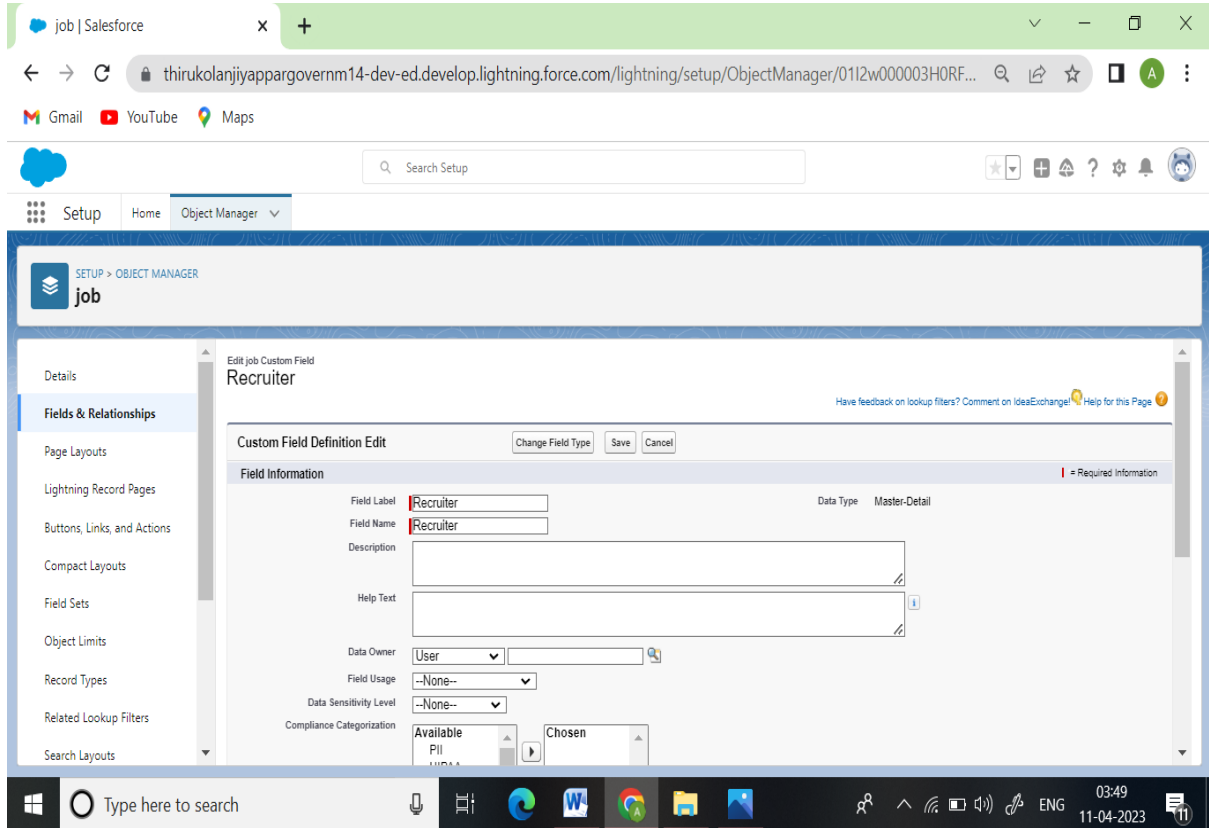
MILE STONE – 1 SALES FORCE

ACTIVITY - 1



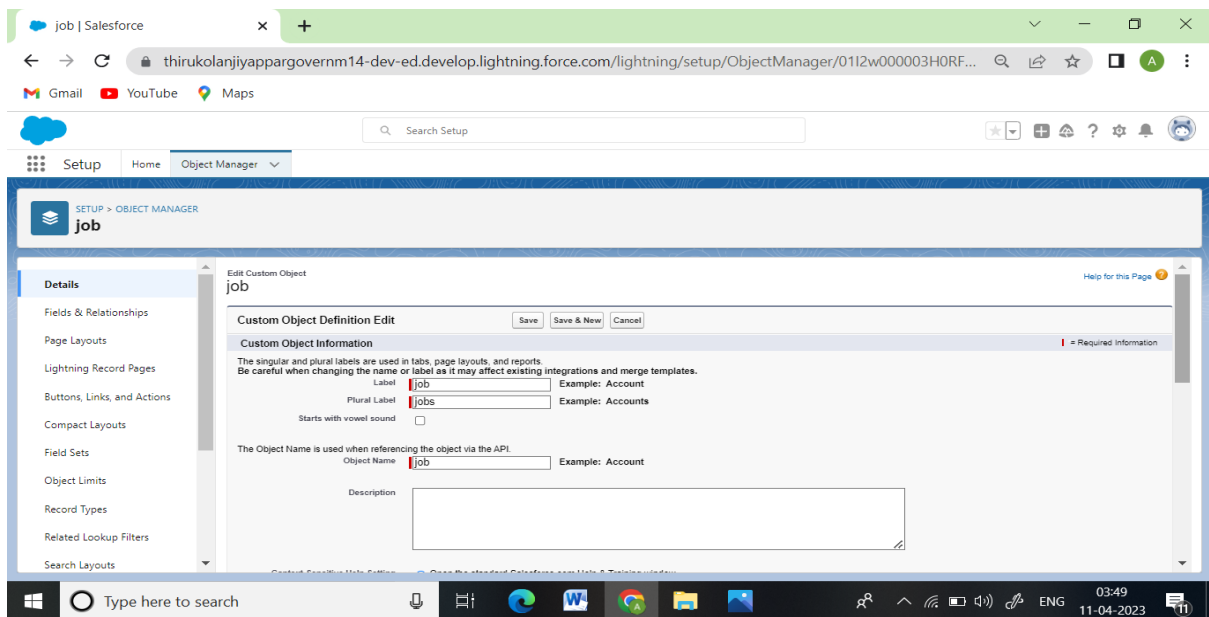
MILE STONE – 2 OBJECT

ACTIVITY – 1 Recruiter



The screenshot shows the Salesforce Setup interface. The left sidebar contains a navigation menu with options: Details, Fields & Relationships (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The main content area is titled "Edit job Custom Field Recruiter". Below this is the "Custom Field Definition Edit" form. The form includes fields for Field Label (Recruiter), Field Name (Recruiter), Description, Help Text, Data Owner (User), Field Usage (--None--), Data Sensitivity Level (--None--), and Compliance Categorization (Available, PII, etc.). The bottom of the screen shows the Windows taskbar with the search bar and various application icons.

ACTIVITY – 2 Job



The screenshot shows the Salesforce Setup interface. The left sidebar contains a navigation menu with options: Details (selected), Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The main content area is titled "Edit Custom Object job". Below this is the "Custom Object Definition Edit" form. The form includes fields for Label (job), Plural Label (jobs), Starts with vowel sound (checkbox), Object Name (job), and Description. The bottom of the screen shows the Windows taskbar with the search bar and various application icons.

Candidate

Candidate | Salesforce

thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H0SX...

Gmail YouTube Maps

Search Setup

Setup Home Object Manager

Candidate

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

Edit Custom Object
Candidate

Custom Object Definition Edit

Save Save & New Cancel

Custom Object Information

The singular and plural labels are used in tabs, page layouts, and reports. Be careful when changing the name or label as it may affect existing integrations and merge templates.

Label **Candidate** Example: Account

Plural Label **Candidates** Example: Accounts

Starts with vowel sound ☐

The Object Name is used when referencing the object via the API.

Object Name **Candidate** Example: Account

Description

Type here to search

ENG 03:50 11-04-2023

Tab

Tab | Salesforce

thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H1dD...

Gmail YouTube Maps

Search Setup

Setup Home Object Manager

Tab

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

Edit Custom Object
Tab

Custom Object Definition Edit

Save Save & New Cancel

Custom Object Information

The singular and plural labels are used in tabs, page layouts, and reports. Be careful when changing the name or label as it may affect existing integrations and merge templates.

Label **Tab** Example: Account

Plural Label **Tabs** Example: Accounts

Starts with vowel sound ☐

The Object Name is used when referencing the object via the API.

Object Name **Tab** Example: Account

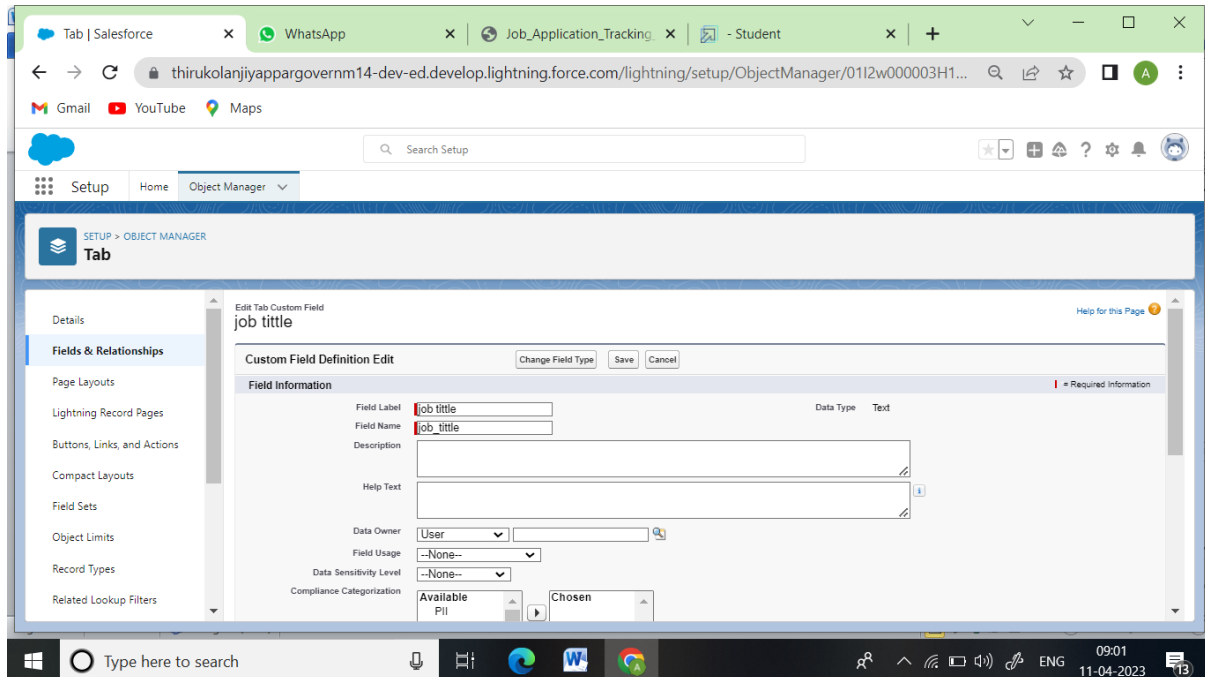
Description

Type here to search

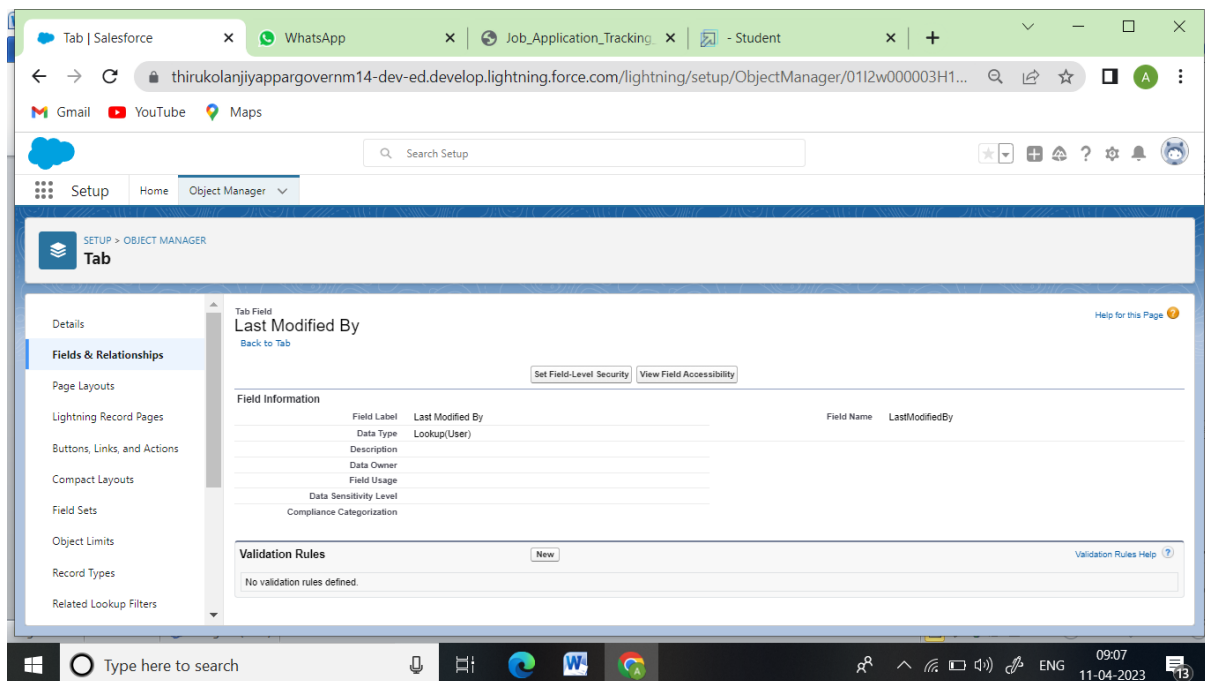
ENG 03:51 11-04-2023

MILESTONE 3 – FIELDS:

Activity 1: Create the custom fields



Activity 2:



Activity 3:

The screenshot shows the Salesforce Object Manager interface. The browser tabs include 'Tab | Salesforce', 'WhatsApp', 'Job_Application_Tracking', and '- Student'. The URL is 'thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H1...'. The left sidebar shows the 'Setup' menu with 'Object Manager' selected. The main content area is titled 'Edit Tab Field Owner' and includes a 'Back to Tab' link. The 'Field Definition Edit' section has 'Save' and 'Cancel' buttons. The 'Field Information' section displays the following details:

Field Label	Owner	Data Type	Lookup(User.Group)
Field Name	Owner		
Data Owner	User		
Field Usage	--None--		
Data Sensitivity Level	--None--		
Compliance Categorization	Available: PII, HIPAA, GDPR, PCI		Chosen:
Description			

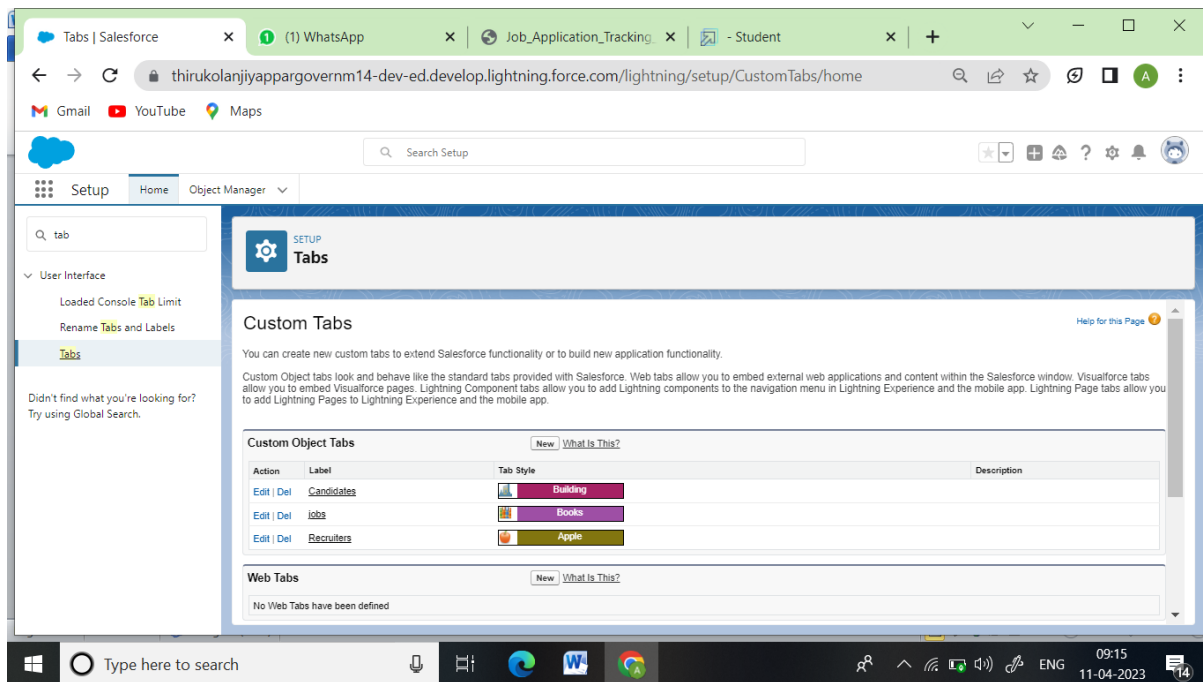
Activity 4:

The screenshot shows the Salesforce Object Manager interface. The browser tabs include 'Tab | Salesforce', 'WhatsApp', 'Job_Application_Tracking', and '- Student'. The URL is 'thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H1...'. The left sidebar shows the 'Setup' menu with 'Object Manager' selected. The main content area is titled 'Tab Field Tab Name' and includes a 'Back to Tab' link. The 'Field Information' section displays the following details:

Field Label	Tab Name	Field Name	Name
Data Type	Text(80)		
Description			
Data Owner			
Field Usage			
Data Sensitivity Level			
Compliance Categorization			

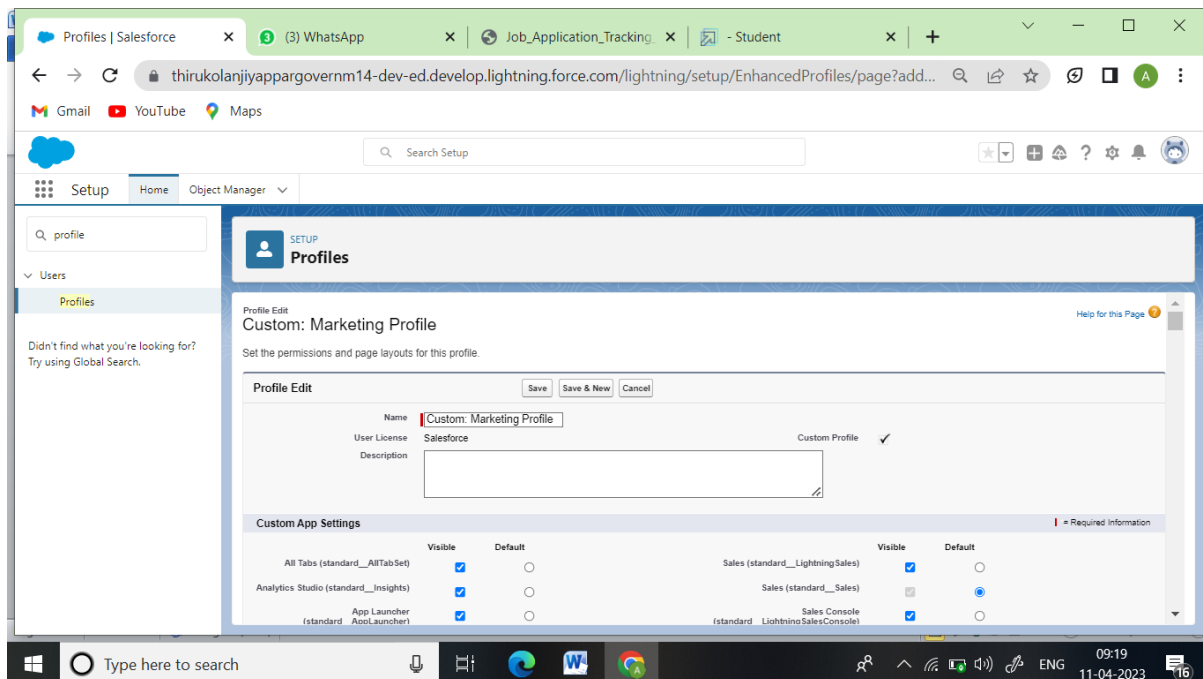
The 'Validation Rules' section shows 'No validation rules defined.' and a 'New' button. A 'Validation Rules Help' link is also present.

MILESTONE 4: TAB



MILESTONE : 5 PROFILE

Activity - 1



Activity -2

The screenshot shows the Salesforce Setup interface for editing a profile. The browser tabs include 'Profiles | Salesforce', '(3) WhatsApp', 'Job_Application_Tracking', and '- Student'. The URL is 'thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/page?add...'. The left sidebar shows 'Setup' > 'Profiles'. The main content area is titled 'Profile Edit: Custom: Sales Profile' and includes a 'Profile Edit' section with fields for Name, User License, and Description. Below this is the 'Custom App Settings' table.

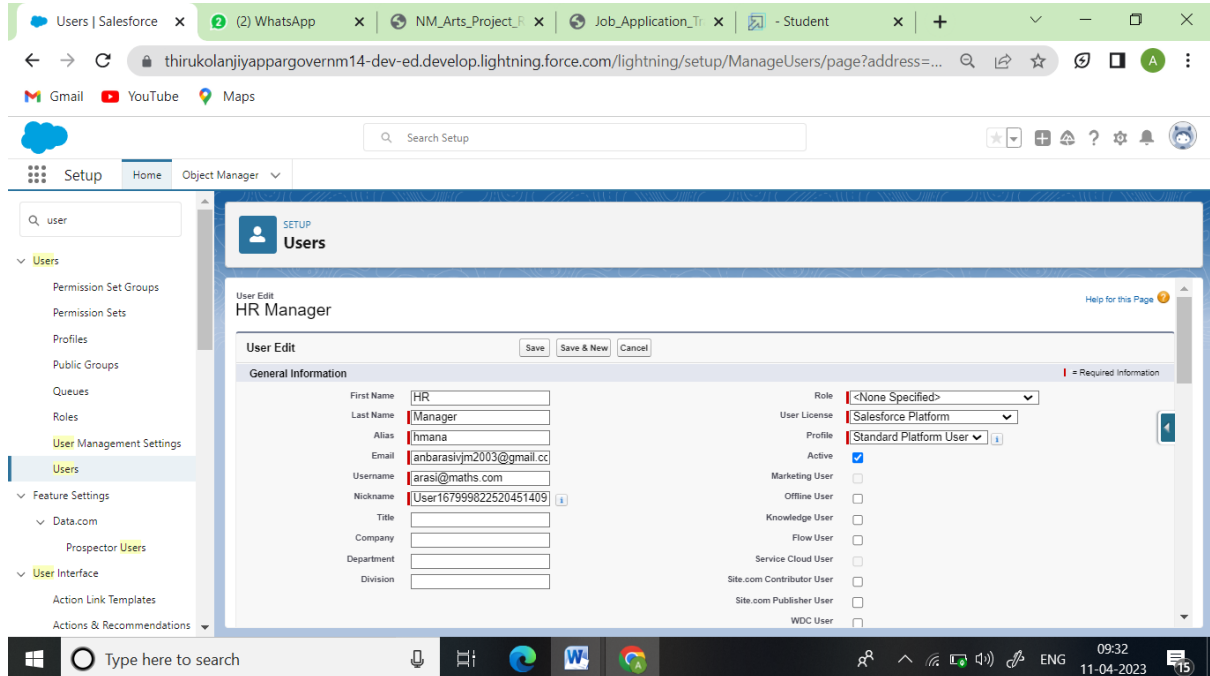
	Visible	Default		Visible	Default
All Tabs (standard__AllTabSet)	<input checked="" type="checkbox"/>	<input type="radio"/>	Sales (standard__LightningSales)	<input checked="" type="checkbox"/>	<input type="radio"/>
Analytics Studio (standard__Insights)	<input checked="" type="checkbox"/>	<input type="radio"/>	Sales (standard__Sales)	<input type="checkbox"/>	<input checked="" type="radio"/>
App Launcher (standard__AppLauncher)	<input checked="" type="checkbox"/>	<input type="radio"/>	Sales Console (standard__LightningSalesConsole)	<input checked="" type="checkbox"/>	<input type="radio"/>

The screenshot shows the Salesforce Setup interface for editing a profile. The browser tabs include 'Profiles | Salesforce', '(3) WhatsApp', 'Job_Application_Tracking', and '- Student'. The URL is 'thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/page?add...'. The left sidebar shows 'Setup' > 'Profiles'. The main content area is titled 'Profile Edit: Custom: Support Profile' and includes a 'Profile Edit' section with fields for Name, User License, and Description. Below this is the 'Custom App Settings' table.

	Visible	Default		Visible	Default
All Tabs (standard__AllTabSet)	<input checked="" type="checkbox"/>	<input type="radio"/>	Sales (standard__LightningSales)	<input checked="" type="checkbox"/>	<input type="radio"/>
Analytics Studio (standard__Insights)	<input checked="" type="checkbox"/>	<input type="radio"/>	Sales (standard__Sales)	<input type="checkbox"/>	<input checked="" type="radio"/>
App Launcher (standard__AppLauncher)	<input checked="" type="checkbox"/>	<input type="radio"/>	Sales Console (standard__LightningSalesConsole)	<input checked="" type="checkbox"/>	<input type="radio"/>

MILESTONE – 6 USER

Activity - 1



The screenshot shows the Salesforce 'User Edit' page for a user named 'HR Manager'. The page is titled 'User Edit' and includes a 'Save' button. The 'General Information' section contains the following fields:

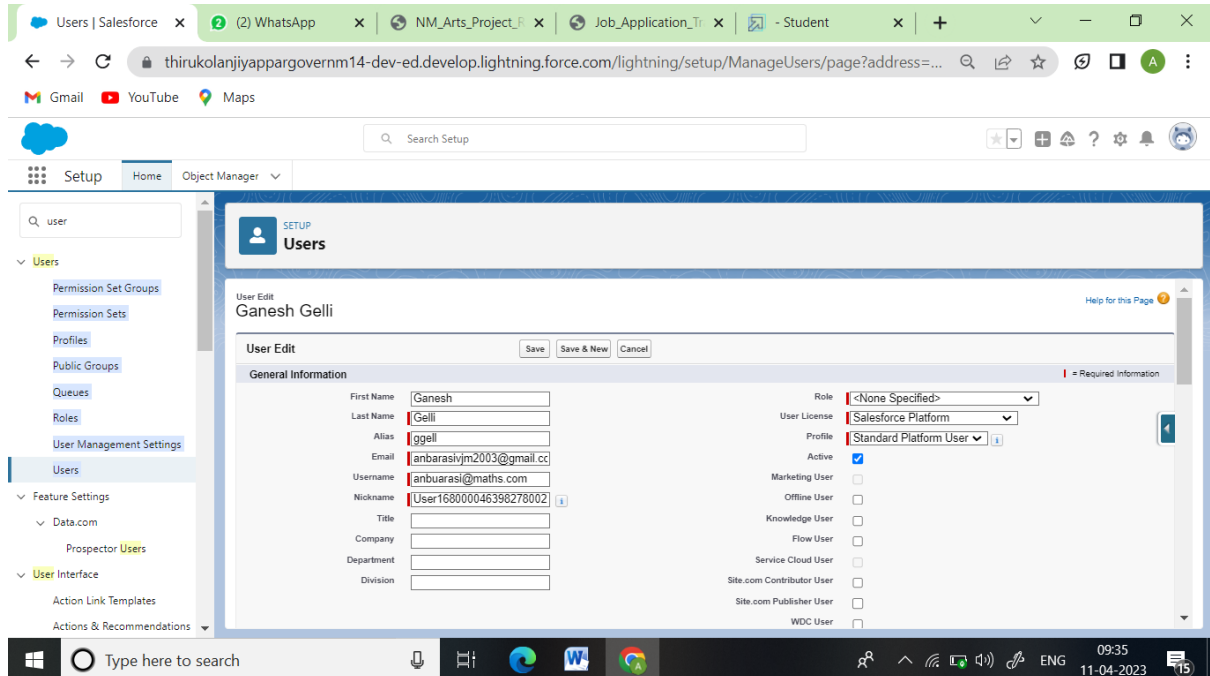
- First Name: HR
- Last Name: Manager
- Alias: hmana
- Email: anbarasivjm2003@gmail.cc
- Username: arasi@maths.com
- Nickname: User167999822520451409
- Title:
- Company:
- Department:
- Division:

The 'Role' section includes:

- Role: <None Specified>
- User License: Salesforce Platform
- Profile: Standard Platform User
- Active: ☒
- Marketing User: ☐
- Offline User: ☐
- Knowledge User: ☐
- Flow User: ☐
- Service Cloud User: ☐
- Site.com Contributor User: ☐
- Site.com Publisher User: ☐
- WDC User: ☐

The left sidebar shows the 'Setup' menu with 'Users' selected. The bottom taskbar shows the Windows search bar and various application icons.

Activity – 2



The screenshot shows the Salesforce 'User Edit' page for a user named 'Ganesh Gelli'. The page is titled 'User Edit' and includes a 'Save' button. The 'General Information' section contains the following fields:

- First Name: Ganesh
- Last Name: Gelli
- Alias: ggelli
- Email: anbarasivjm2003@gmail.cc
- Username: anbarasi@maths.com
- Nickname: User168000046398278002
- Title:
- Company:
- Department:
- Division:

The 'Role' section includes:

- Role: <None Specified>
- User License: Salesforce Platform
- Profile: Standard Platform User
- Active: ☒
- Marketing User: ☐
- Offline User: ☐
- Knowledge User: ☐
- Flow User: ☐
- Service Cloud User: ☐
- Site.com Contributor User: ☐
- Site.com Publisher User: ☐
- WDC User: ☐

The left sidebar shows the 'Setup' menu with 'Users' selected. The bottom taskbar shows the Windows search bar and various application icons.

MILESTONE – 7 SHARING RULES

Activity - 1

The screenshot shows the Salesforce Lightning Setup interface. The browser tabs include 'Sharing Settings', '(2) WhatsApp', 'NM_Arts_Project_R', 'Job_Application_Tr', and '- Student'. The address bar shows the URL: `thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/SecuritySharing/page?address...`. The left sidebar shows the 'Setup' menu with 'Home' and 'Object Manager' options. The main content area is titled 'Sharing Settings' and 'Candidate Sharing Rule'. It includes a 'Setup' section with a 'Candidate Sharing Rule' and a 'Description' field. Below this, there is a 'Step 1: Select your rule type' section with a table of criteria.

Criteria	Field	Operator	Value	
	Candidate Name	equals	true	AND
	--None--	--None--		AND
	--None--	--None--		AND
	--None--	--None--		AND
	--None--	--None--		AND

Activity – 2

The screenshot shows the Salesforce Lightning Setup interface. The browser tabs include 'Sharing Settings', '(2) WhatsApp', 'NM_Arts_Project_R', 'Job_Application_Tr', and '- Student'. The address bar shows the URL: `thirukolanjiyappargovernm14-dev-ed.develop.lightning.force.com/lightning/setup/SecuritySharing/page?address...`. The left sidebar shows the 'Setup' menu with 'Home' and 'Object Manager' options. The main content area is titled 'Sharing Settings' and 'Job Application Sharing Rule'. It includes a 'Setup' section with a 'Job Application Sharing Rule' and a 'Description' field. Below this, there is a 'Step 1: Select your rule type' section with a table of criteria.

Criteria	Field	Operator	Value	
	Job Application Name	equals	true	AND
	--None--	--None--		AND
	--None--	--None--		AND
	--None--	--None--		AND
	--None--	--None--		AND

MILESTONE – 8 REPORTS

Activity – 1

Report: Accounts
Label Name

Total Records: 13

Rating	Account Name	Billing City	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal	Subtotal
-	Record Count	Burlington	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Hot	Record Count		0	0	0	0	1	1	0	0	0	0	0	0	0	0
Warm	Record Count		1	1	0	0	0	0	0	0	0	0	1	1	0	0
Cold	Record Count		0	0	0	0	0	0	1	1	1	1	0	0	0	0
Total	Record Count		1	1	1	1	1	1	1	1	1	1	1	1	1	1

Row Counts ☒ Detail Rows ☐ Subtotals ☒ Grand Total ☒ Stacked Summaries ☒

Activity – 2 Job

REPORT
New Jobs Report

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

job: ID job: job Name Total

No records returned. Try editing report filters.

Details (0 Rows) Click an intersection in the table above to filter details.

job: Owner Name

Row Counts ☒ Detail Rows ☒ Grand Total ☒ Stacked Summaries ☒

4. Trailhead Profile Public URL

Team Lead: A.ANBUMANI

<https://trailblazer.me/id/anbu384>

Team Member 1: S.ANBARASI

<https://trailblazer.me/id/anbas4>

Team Member 2: A.ALFIYA

<https://trailblazer.me/id/aallahs>

Team Member 3: R.ANNALAKSHMI

<https://trailblazer.me/id/annar120>

Team Member 4: R.ARTHISHA

<https://trailblazer.me/id/akanagarai6>

5. ADVANTAGES & DISADVANTAGE

5.1. ADVANTAGES

1. Time and cost-saving: ATS can significantly reduce the time and cost associated with recruiting.
2. Improved candidate experience: With an ATS, candidates can apply online, receive immediate acknowledgment, and track their application's progress.
3. Streamlined recruiting: An ATS helps recruiters manage the recruiting process more efficiently, reducing the administrative burden of tracking candidates, scheduling interviews, and managing communications.
4. Data-driven decisions: With an ATS, recruiters can access recruitment metrics and reports, enabling them to make data-driven decisions and optimize the recruitment process.

5.2. DIS ADVANTAGE

1. Keyword-based screening
2. Reduced personalization
3. Technical issues
4. Incompatibility with some candidates

6. APPLICATIONS

- 1) Job Posting: The ability to create and post job openings to multiple job boards and social media platforms.
- 2) Resume Parsing: The ability to extract relevant information from resumes and store it in a database.
- 3) Candidate Management: The ability to manage candidate information and track their progress through the recruitment process.
- 4) Communication Management: The ability to communicate with candidates and schedule interviews.
- 5) Reporting and Analytics: The ability to generate reports and analytics on recruitment metrics such as time-to-hire, cost-per-hire, and source of hire.
- 6) Compliance: The ability to comply with various laws and regulations related to hiring practices, such as the Equal Employment Opportunity Commission (EEOC) guidelines.

7. CONCLUSION

In conclusion, ATS (Applicant Tracking System) applications are software tools that automate many of the manual tasks involved in recruiting.

The future scope of ATS looks promising, with advancements in AI and machine learning, candidate relationship management, integrated recruiting, mobile optimization, and data security.

Overall, ATS applications are an essential tool for recruiters and organizations that want to improve their recruitment process's efficiency and effectiveness. Recruiters need to understand both the advantages and limitations of ATS applications to make informed decisions about whether they are suitable for their recruitment needs.

8. FUTURE SCOPE

- **AI and Machine Learning:** ATS will increasingly use AI and machine learning to improve resume screening, candidate matching, and decision-making. These technologies will help recruiters identify the most qualified candidates, predict the likelihood of a candidate accepting an offer, and analyse candidate data to optimize recruitment strategies.
- **Candidate Relationship Management:** ATS applications will evolve to focus more on candidate relationship management, providing recruiters with tools to engage candidates and build long-term relationships with them.
- **Integrated Recruiting:** ATS will integrate with other recruitment tools and platforms, such as video interviewing, candidate assessment, and onboarding systems, to provide a comprehensive recruitment solution.
- **Mobile Optimization:** With the rise of mobile technology, ATS applications will become more mobile-friendly, allowing candidates to apply and communicate with recruiters using their mobile devices.
- **Data Security:** With increasing concerns around data privacy and security, ATS will need to focus on data security and compliance, ensuring that candidate data is protected and meets regulatory requirements.

Overall, the future of ATS applications looks promising, with advancements in AI and machine learning, candidate relationship management, integrated recruiting, mobile optimization, and data security. As the recruitment industry continues to evolve, ATS applications will play a critical role in helping recruiters attract and retain the best talent