JOB APPLICATION
TRACKING SYSTEM
USING SALESFORCE

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INTRODUCTION

Overview

The applicant tracking system (ATS) makes it simple for recruiters and hiring managers to track job seekers through all stages of the hiring process, from the first application to the actual job offer. The applicant tracking system (ATS) compiles and evaluates resumes and job application materials. The information is then organised into a searchable database, which enables recruiters to easily find and classify possible candidates in accordance with a range of requirements and job specifications.

Purpose

- Centralizing candidate information
- Managing job postings
- Tracking application status
- Streamlining communication
- Improving collaboration

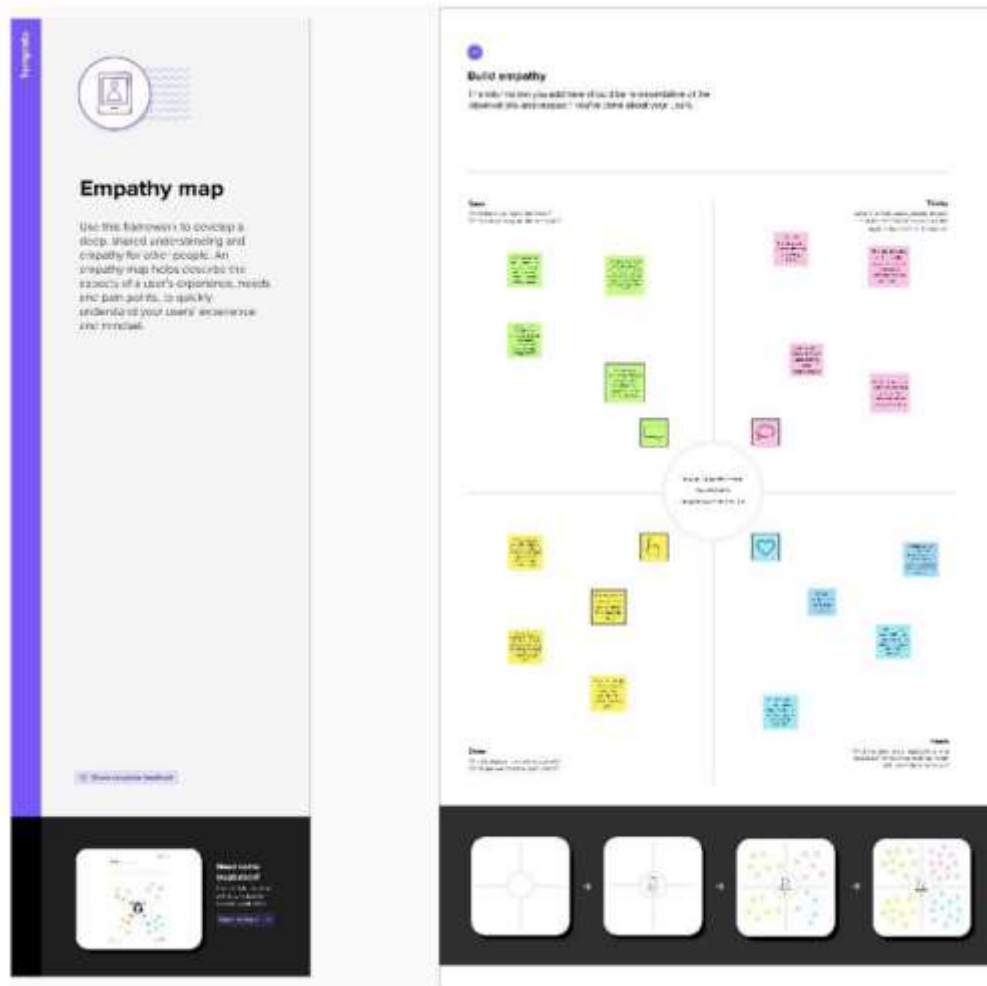# PROBLEM DEFINITION & DESIGN THINKING

Empathy Map

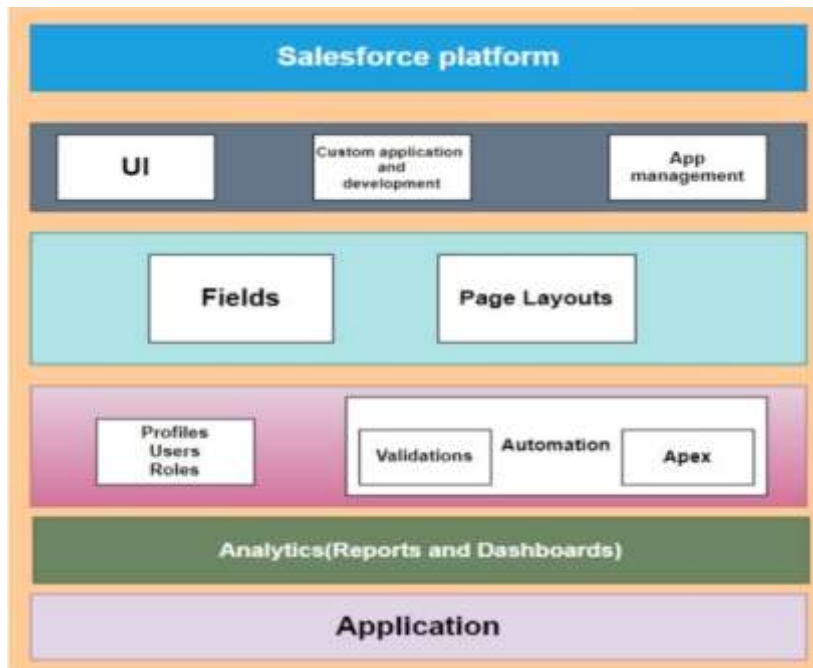Figure 1- Empathy map on Job Application Management done by Our Team

Ideation & Brainstorming Map

Figure 2 - Brainstorm map on Job Application Management done by Our Team

Preparation Data Modelling

TECHNICAL ARCHITECTURE:
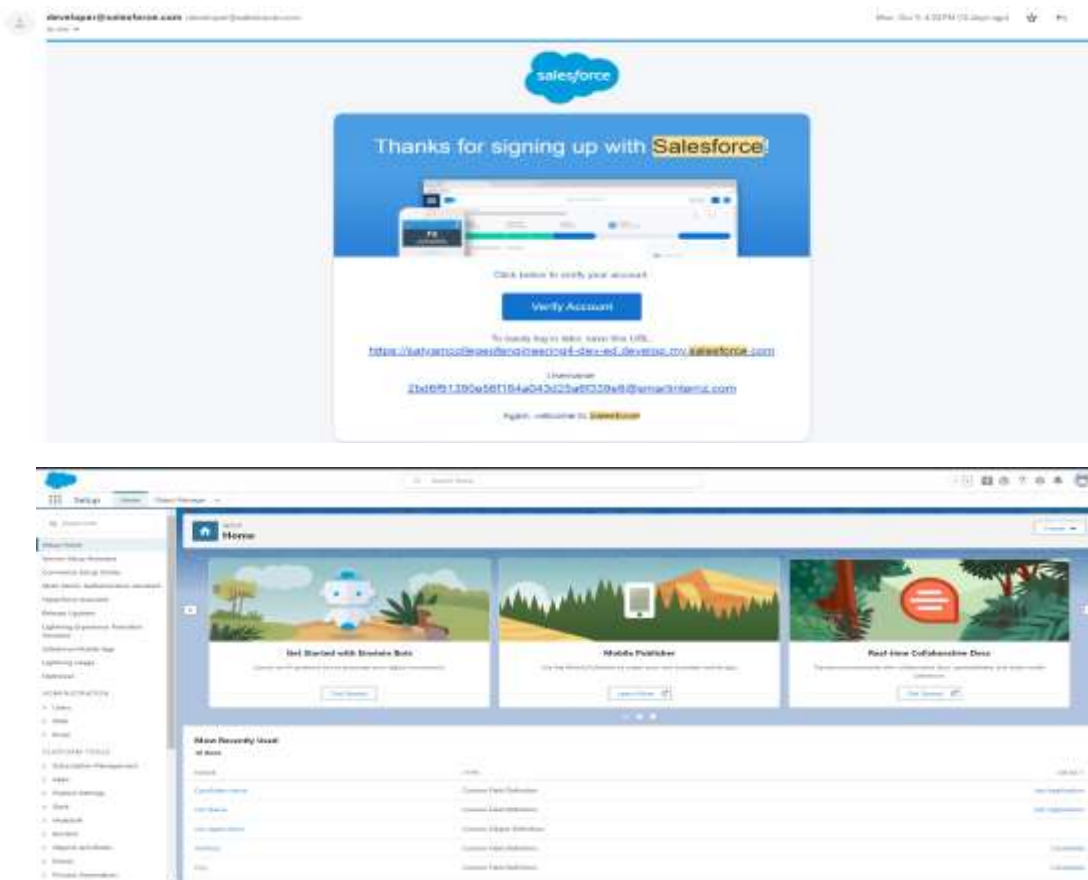

DATA MODEL:

Object name	Fields in the Object	
Recruiter	**Field label**	**Data type**
	Job Title	Text
Job	**Field label**	**Data type**
	Job	Text
Candidate	**Field label**	**Data type**
	Candidate	Text
Job Application Object	**Field label**	**Data type**
	Job Application Object	Text

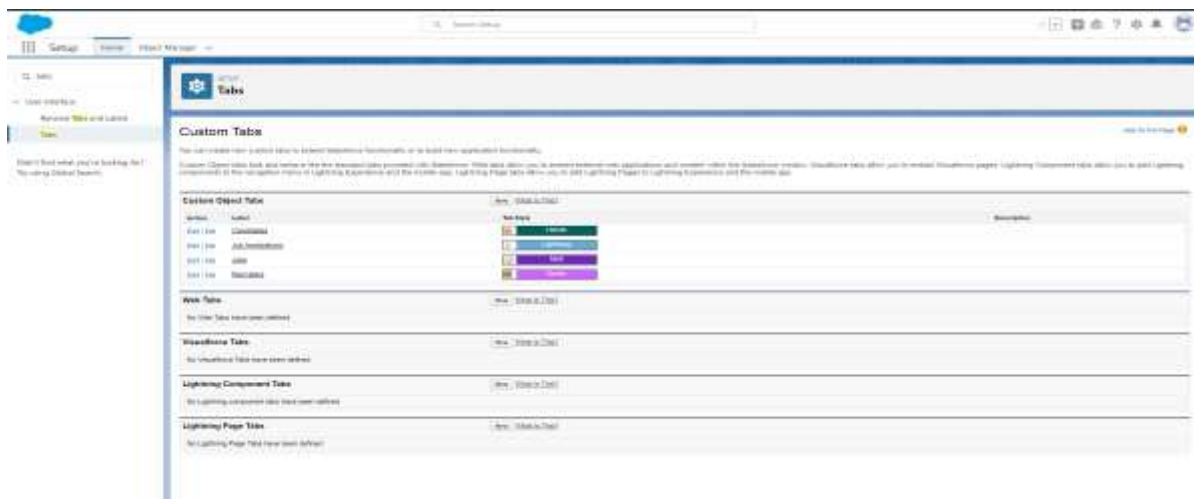**Activity & Screenshot**

1. Creating Developer Account

Developer Account is Created and Activated

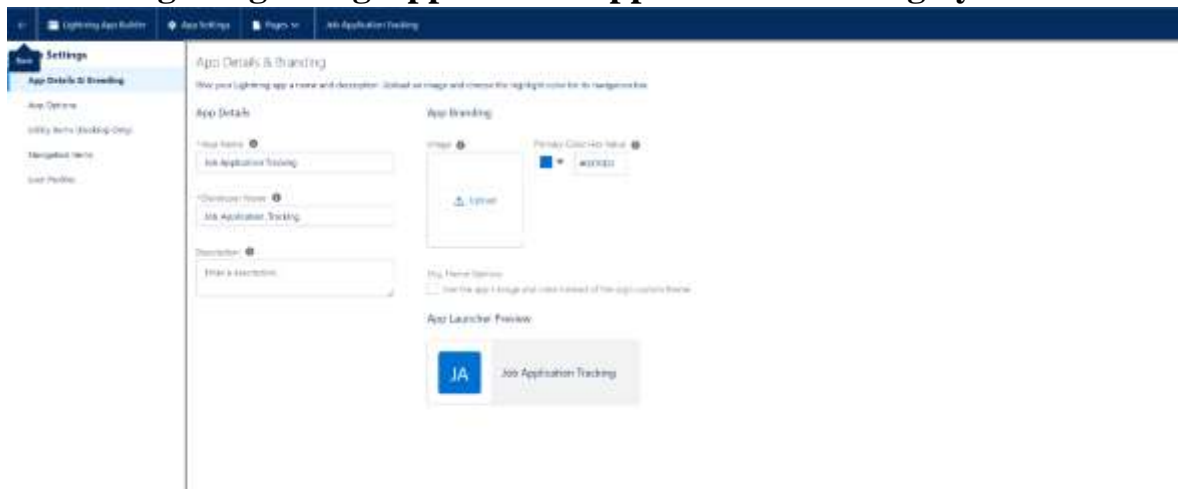## 2. Create a Custom Object for Recruiter, Jobs, Candidate, Job Application

3.Create Tabs for Custom Objects (Recruiter, Jobs, Candidate, Job Application)

4.Creating a Lightning App for Job Application Tracking System

5. Fields and Relationship for the following object (Recruiter, Jobs, Candidate, Job Application)

6.Creating a Custom Profile for the following

Recruiter profile

Clone Profile

Enter the name of the new profile.

You must select an existing profile to clone from.

Existing Profile: Standard User
User License: Salesforce
Profile Name: Recruiter

Save   Cancel

Sales Manager

Clone Profile

Enter the name of the new profile.

You must select an existing profile to clone from.

Existing Profile: Standard User
User License: Salesforce
Profile Name: Sales Manager

Save   Cancel

7.Creating Roles

HR Manager

Role Edit
New Role

Role Edit

Label: HR Manager
Role Name: HR_Manager
This role reports to: CEO
Role Name as displayed on reports:

Save   Save & New   Cancel

8. Creating user

New User

User Edit   Save   Save & New   Cancel

General Information

First Name: HR
Last Name: Manager
Alias: hmana
Email: ideopsofyo222@gmail.com
Username: hrmanager2222@gmail.com
Nickname: User16975194712337245E
Title:

Role: HR Manager
User License: Salesforce
Profile: Recruiter
Active: ✓
Marketing User: ☐
Offline User: ☐
Knowledge User: ☐

New User

User Edit   Save   Save & New   Cancel

General Information

First Name: Ganesh
Last Name: Gelli
Alias: ggeli
Email: ideopsofyo222@gmail.com
Username: ianeshGelli222@gmail.com
Nickname: User16975200377283013I

Role: <None Specified>
User License: Salesforce
Profile: Sales Manager
Active: ✓
Marketing User: ☐
Offline User: ☐

9. Creating Sharing Setting (OWD).

Job Application Sharing Rule

Use sharing rules to make automatic exceptions to your organization-wide sharing settings for defined sets of users.

Note: "Roles and subordinates" includes all users in a role, and the roles below that role.

You can use sharing rules only to grant wider access to data, not to restrict access.

Candidate Sharing Rule

Use sharing rules to make automatic exceptions to your organization-wide sharing settings for defined sets of users.

Note: "Roles and subordinates" includes all users in a role, and the roles below that role.

You can use sharing rules only to grant wider access to data, not to restrict access.

User Adoption

10. Reports and DashBoard
Reports:

Report Type Name	Category	
Recruiters with Jobs	Standard	▼
Job Applications	Standard	▼
Job Applications with Candidate name	Standard	▼
Job Applications with (Job Name	Standard	▼

Details ✕

Job Applications with Candidate...
Standard Report Type

Start Report ▼

ⓘ Details   ≣ Fields (29)

Dashbord:

New Dashboard

*Name

Job application wtih candidate name

Description

Folder

Public   Select Folder

Cancel   Create

job application wtih candidate name

2

View Report (job application wtih candidate name)

TRAILHEAD PROFILE PUBLIC URL

TEAM HEAD - https://www.salesforce.com/trailblazer/vigneshrtbblumzv7dyu
TEAM MEM 1 - https://www.salesforce.com/trailblazer/jeroneanit
TEAM MEM 2 – https://www.salesforce.com/trailblazer/devit0d3t1g690ta0
TEAM MEM 3 –

ADVANTAGES & DISADVANTAGES

Advantages

Job application forms play a significant role in the selection process of job candidates. They help employers identify an applicant's background, education and employment history. Knowing the advantages and disadvantages of these forms can help you make an informed decision if you're a recruiter or interviewer.

Disadvantages

Reduced Speed - It's likely that a web app will operate at a slightly slower speed than one hosted on a server locally. Browser Support - Unfortunately, we don't all use the same browser. This means during development you'll need to ensure your app is supported across a variety of browsers.

APPLICATIONS

An application for employment is a standard business document that is prepared with questions deemed relevant by employers. It is used to determine the best candidate to fill a specific role within the company. Most companies provide such forms to anyone upon request, at which point it becomes the responsibility of the applicant to complete the form and return it to the employer for consideration. The completed and returned document notifies the company of the applicant's availability and desire to be employed as well as their qualifications and background so that a determination can be made as to the candidate's suitability to the position

CONCLUSION

• Effective application letter encourages employer to read your resume.

• A typical interview has three phases; screening, selection, and final stage.

• Employers are looking for employees who are well- matched with others and have qualifications needed for the position.

• Job interview has three main components Warm up Stage, question and answer stage, and closing stage.