Job application tracking system;

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1 Introduction :

Overview:

A job application tracking system is a software tool that helps recruiters and hiring managers to manage and streamline the recruitment process. It allows recruiters to track and manage job applications from various sources, such as job boards, career websites, social media, and referrals. The system automates the entire recruitment process, from posting job vacancies to screening resumes, scheduling interviews, and making job offers. The software also provides analytics and reporting features to help recruiters measure the effectiveness of their recruitment strategies and make data-driven decisions. Job application tracking systems are essential for companies that receive a high volume of job applications and need to manage them efficiently.

Purpose:

The purpose of a job application tracking system is to streamline the recruitment process by automating and managing various tasks related to hiring. The system helps recruiters to:

1. Manage job applications from various sources in one central location.
2. Screen resumes and applications efficiently using keyword search and filters.
3. Schedule interviews and communicate with candidates through the system.
4. Collaborate with hiring managers and team members on candidate evaluations and feedback.
5. Measure the effectiveness of recruitment strategies and identify areas for improvement.
6. Ensure compliance with hiring regulations and policies.

Overall, a job application tracking system improves the efficiency and effectiveness of the recruitment process, leading to better hiring decisions and a more successful workforce.

2 Problem Definition And Design Thinking

Empathy Map:

Build empathy

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

Job application tracking system

Says

What have we heard them say?
What can we magine them saying?

- In remote class it's hard to understand who just talked connect that voice to a face
- There was no technical limitation preventing us from cheating during tests
- How does other colleges solve this?

Thinks

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

- I think good
- I think is so bad
- I think is very good scheme
- The connection is very poor

Alagappa government arts college
Ashok Kumar
Ayyappan
Sumitha
Thaiyalnayaki

Does

What behavior have we observed?
What can we imagine them doing?

- Attend every
- Talks to a mentor for extra help
- Uses discord to communicate with team mates

Feels

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

- Worked about getting into the coures the wants to
- Miss social interaction when studying online
- Not innovative with technology

Ideation and brainstorming:

3 Result:

3.I Data model;

Object Name	Fields in the object	
Object 1	Field label	Data type
	Recruiter	Auto number
	Recruiter number	Auto number

Object 2	Recruiter	Text
	Job	Text area

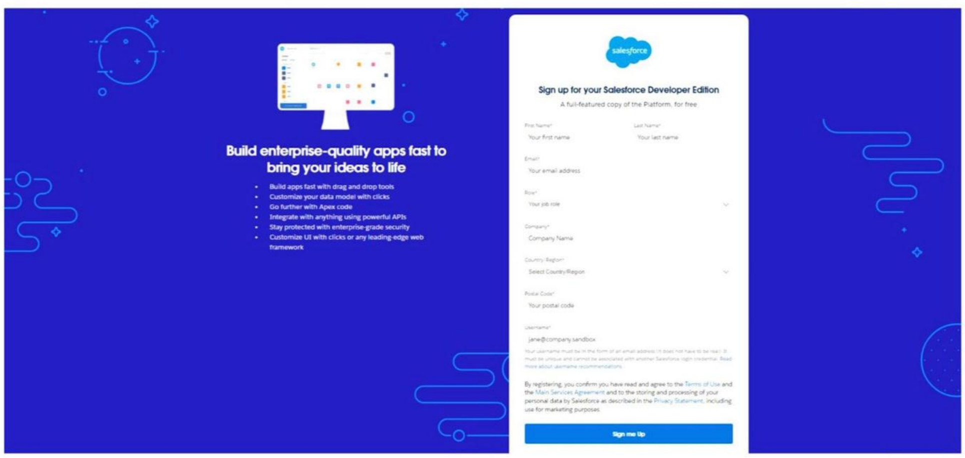
3.2 Activities and screenshots;

Activity1:

Creating a Salesforce Developer Org:

A Developer org has all the features and licenses you need to get started with Salesforce.

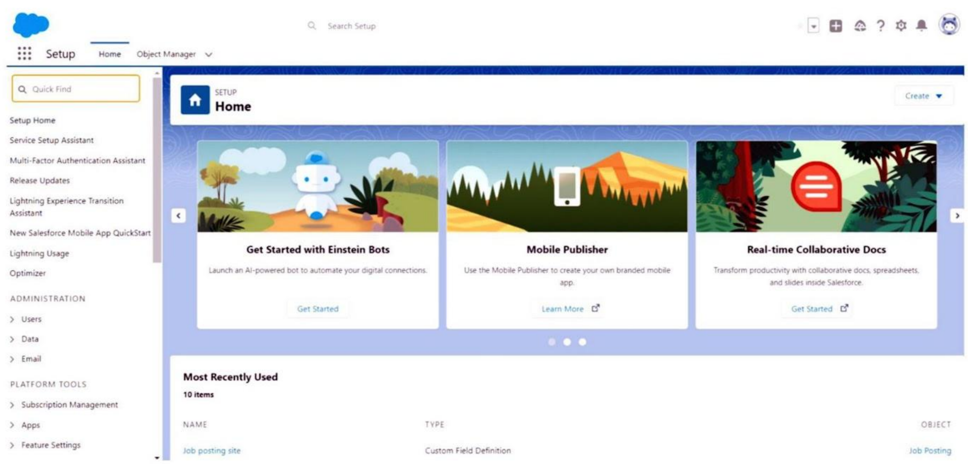
1. Search Developer.salesforce.com



2.Enter the following details like First name, last name, Email, Role, Company, Country/Region, Postal code, and Username must be unique.

3. Click sign me up, after a few min you will reserve a mail salesforce org and by using the verify account link you can create your new password.

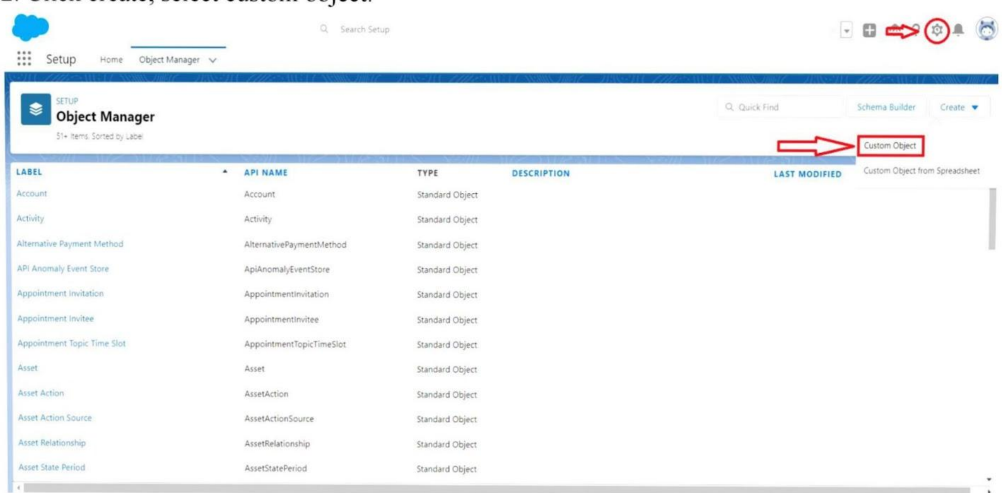
The setup page will appear as below.



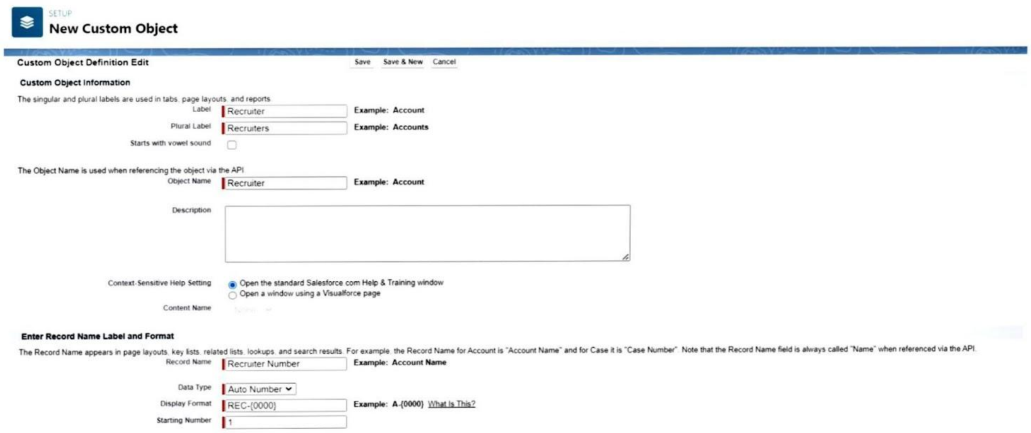
Create a custom object for Recruiter:

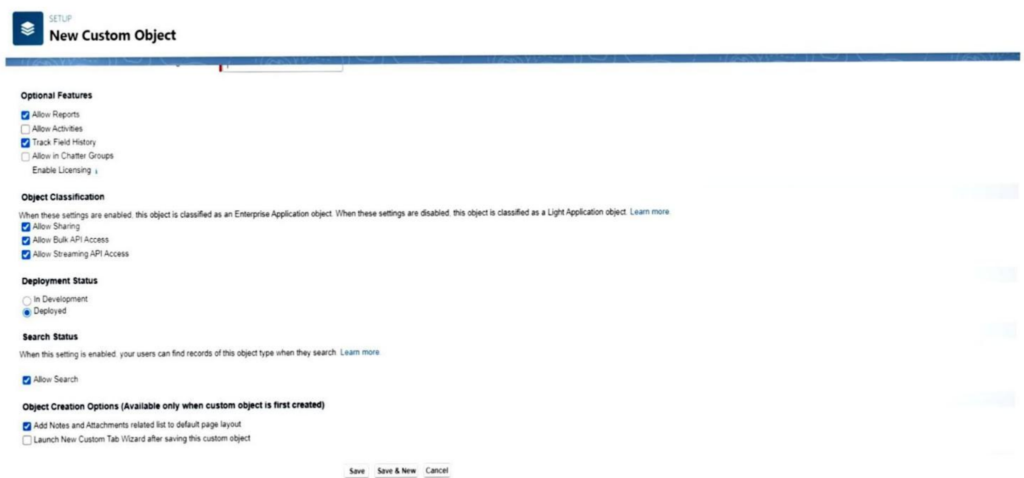
To create a custom object, follow these steps:

1. From setup click on object manager.
2. Click create, select custom object.



3. Fill in the label as " Recruiter ".
4. Fill in the plural label as " Recruiters".
5. Record name: " Recruiter Number"
6. Select the data type as "Auto Number".
7. Under display format enter "REC-{0000}".
8. Enter starting number as 1.
9. In the Optional Features section, select Allow Reports and Track Field History.
10. In the Deployment Status section, ensure Deployed is selected.
11. In the Search Status section, select Allow Search.
12. In the Object Creation Options section, select Add Notes and Attachments related list to default page layout.





13. Leave everything else as is, and click Save.

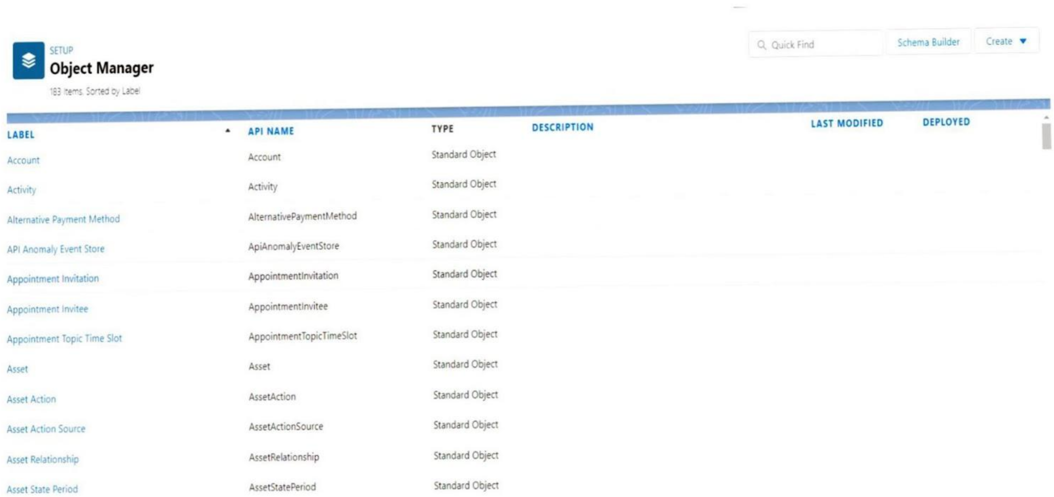
Activity 2:

1. Create a Jobs, Candidate, Job Application Object and Tab.
   Note :- Follow the steps from the above activity

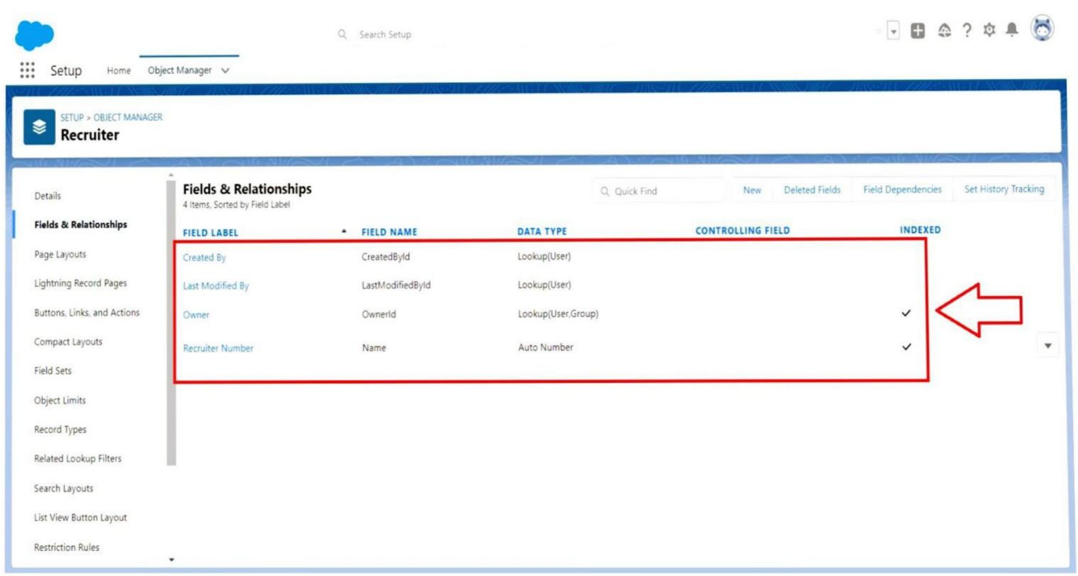
Activity 1:

Create the custom fields:

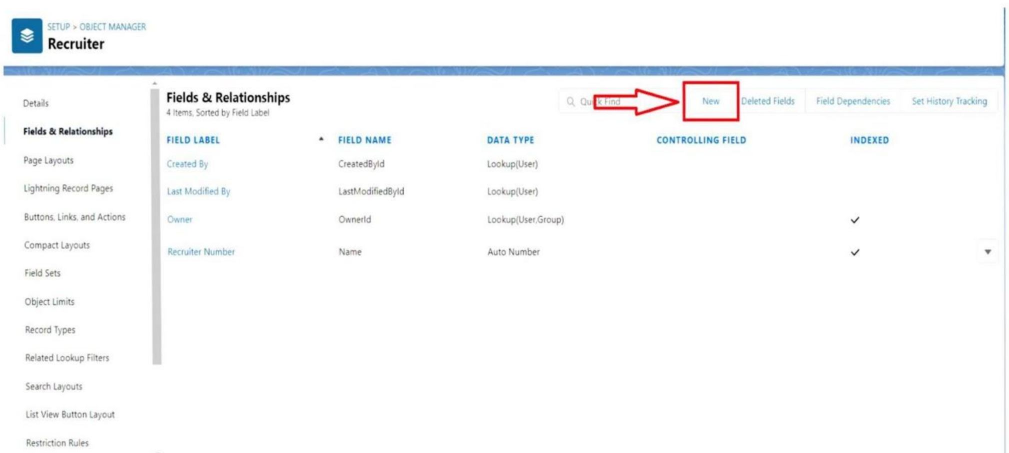
1.Click the object manager tab, Select the object for which you have to create the fields and relationships.



2.From the sidebar, click Fields & Relationships. Notice that there are already some fields there. Those are the standard fields.

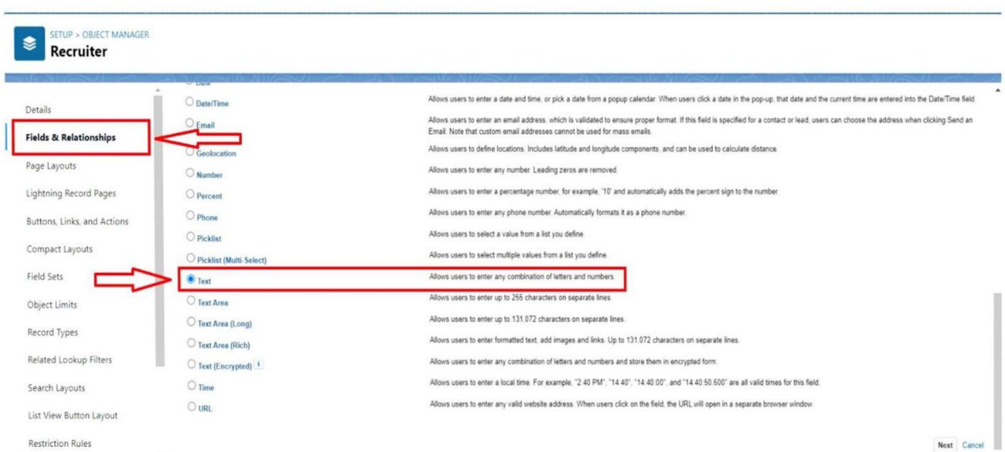


3. Click New to create a custom field. Tip: Before creating a new field, do a quick search to make sure a similar one doesn't already exist.



4. Click on the new to create a field.

5.Choose the data type as a Text, click next



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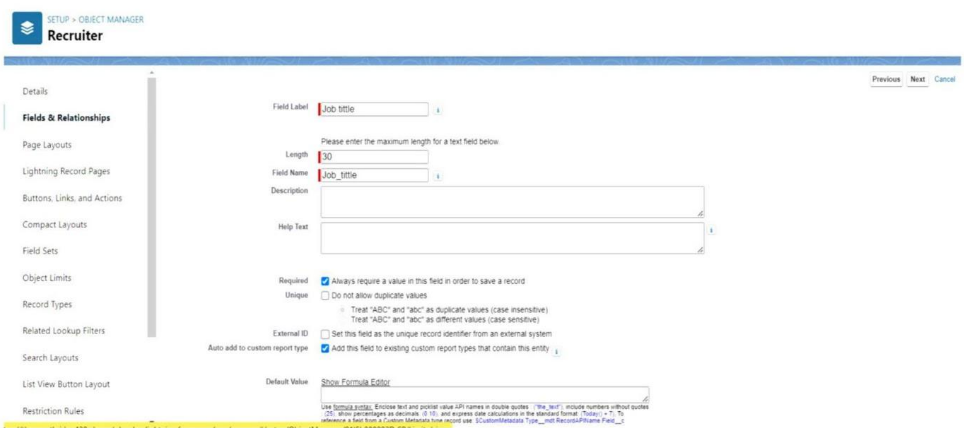
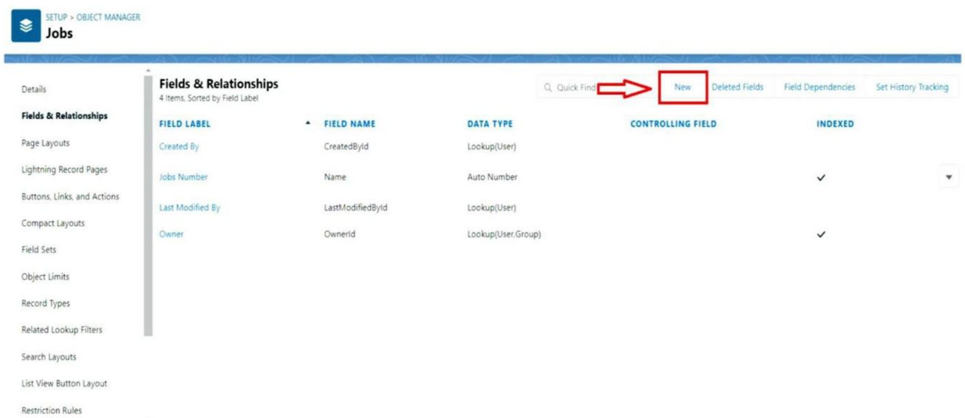
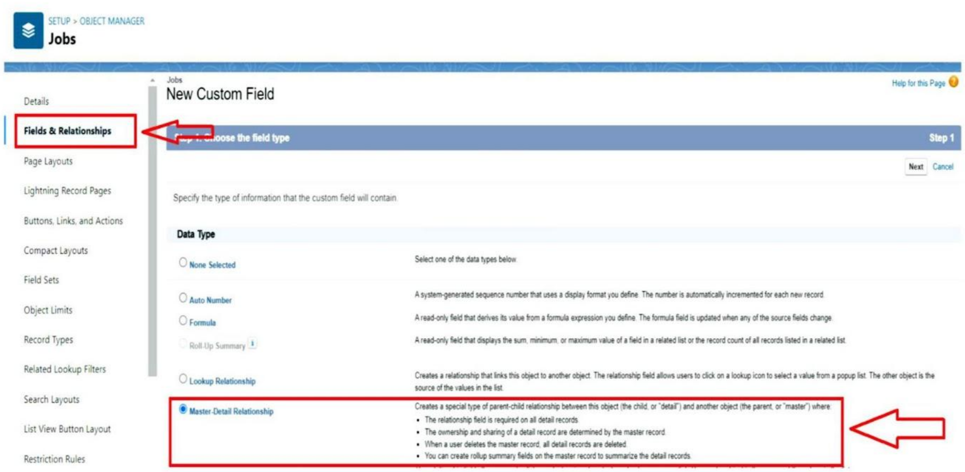
6.Enter field label, length and Name and click next



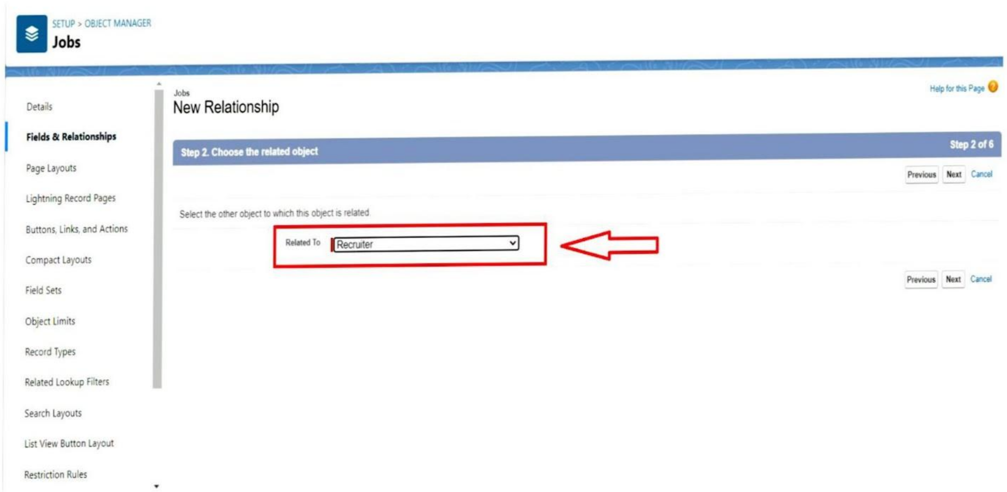
7.Select the profiles to which you want to grant edit access to this field via field-level security. The field will be hidden from all profiles if you do not add it to field-level security. Click next
8.Select the page layouts that should include this field.
9.Click save.



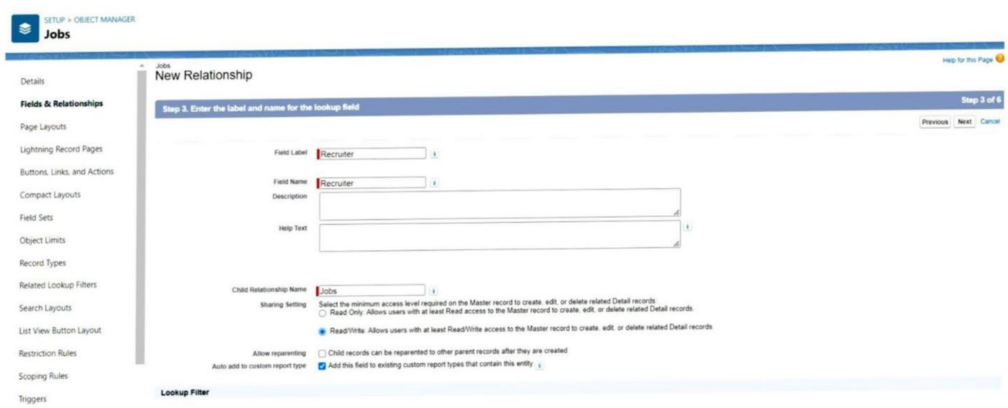
4. Choose Master-detail Relationship and click Next



5. Choose the related object and select that object.



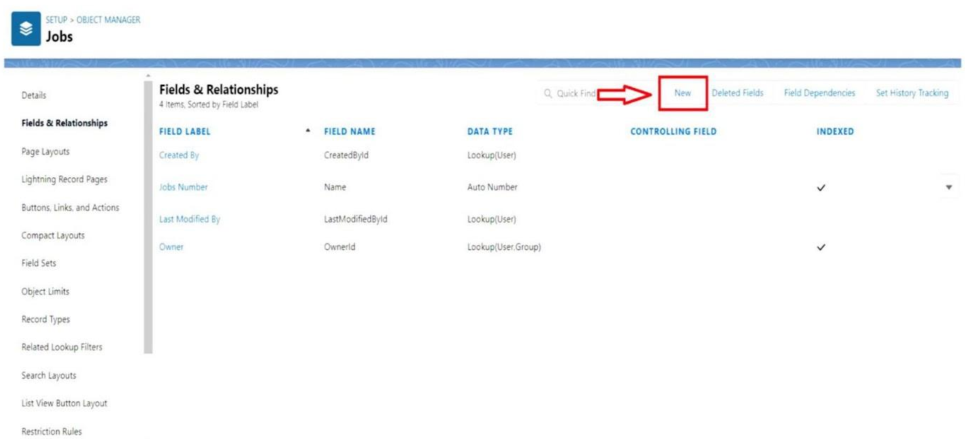
6. Enter the label and name for the lookup field



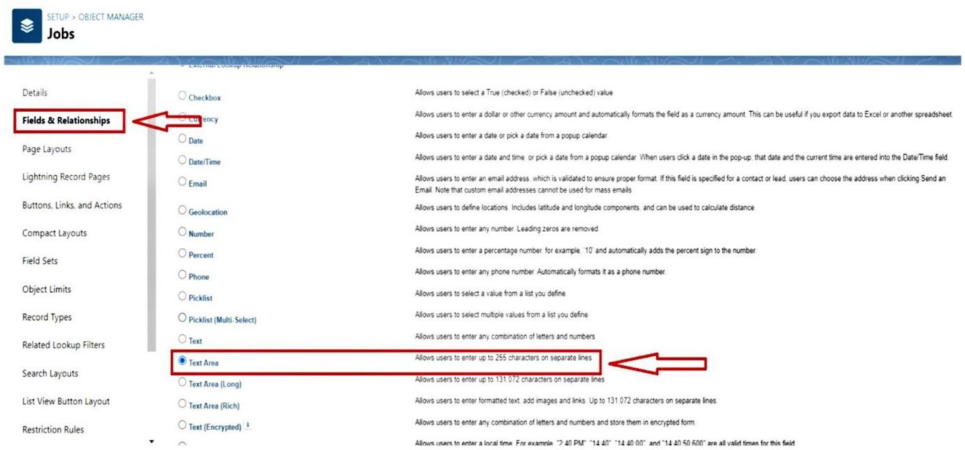
7. Click Next, Next, and Save

Create a new custom field:

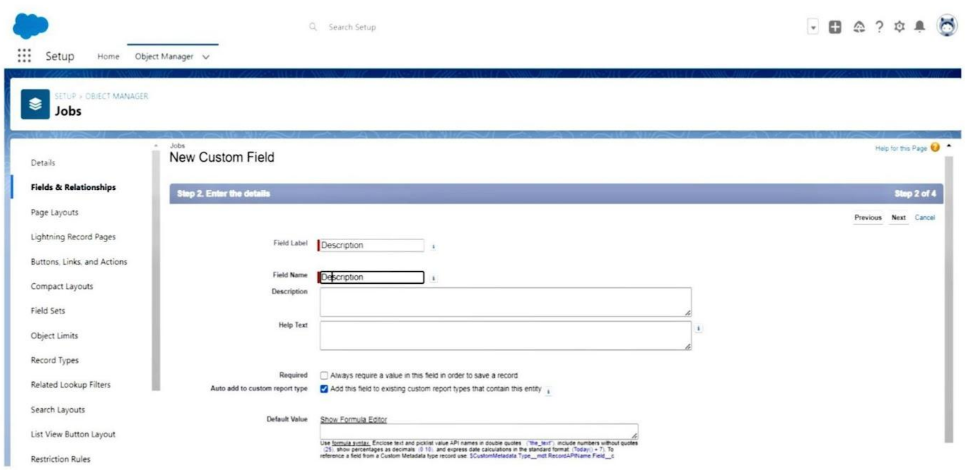
1. From Setup, go to Object Manager
2. On the sidebar, click Fields & Relationships.
3. Click New.



4. Choose the data type Text Area click next



5. Enter the Field Label and field name click next

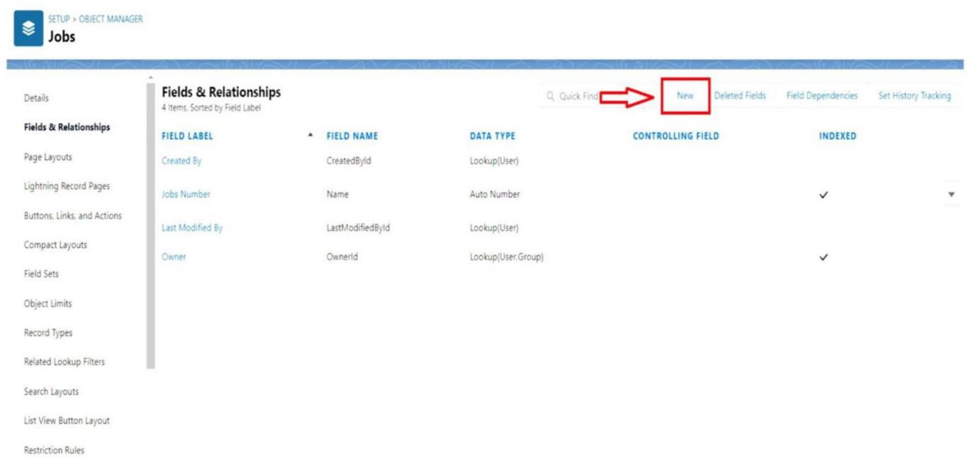


6. Click next and save.

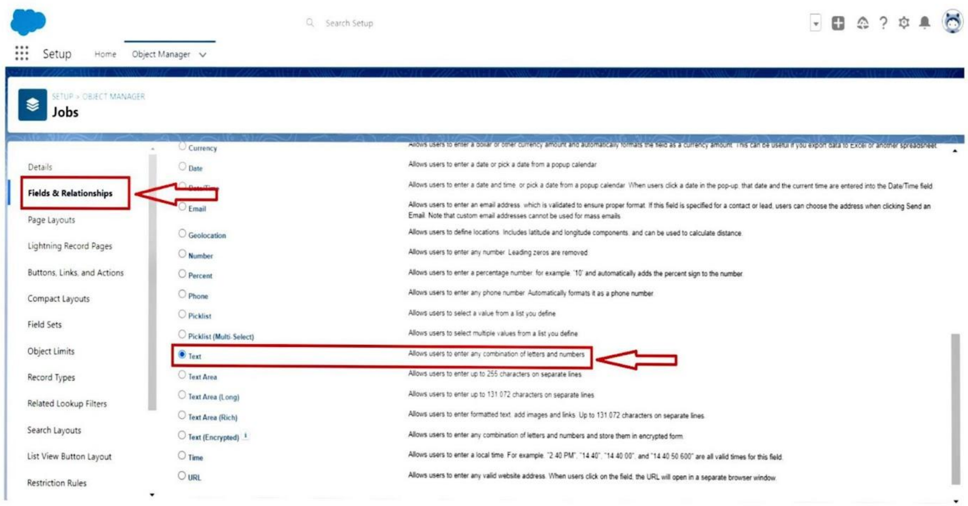
Activity 4:

Create a new custom field:

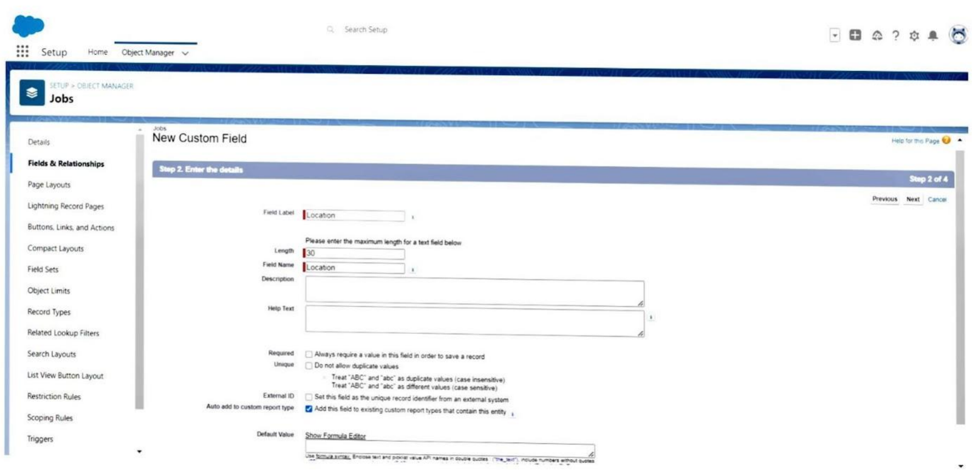
1. From Setup, go to Object Manager
2. On the sidebar, click Fields & Relationships.
3. Click New.



4. Choose the data type Text click next



5. Enter the Field Label and field name click next



6. Click next and save.

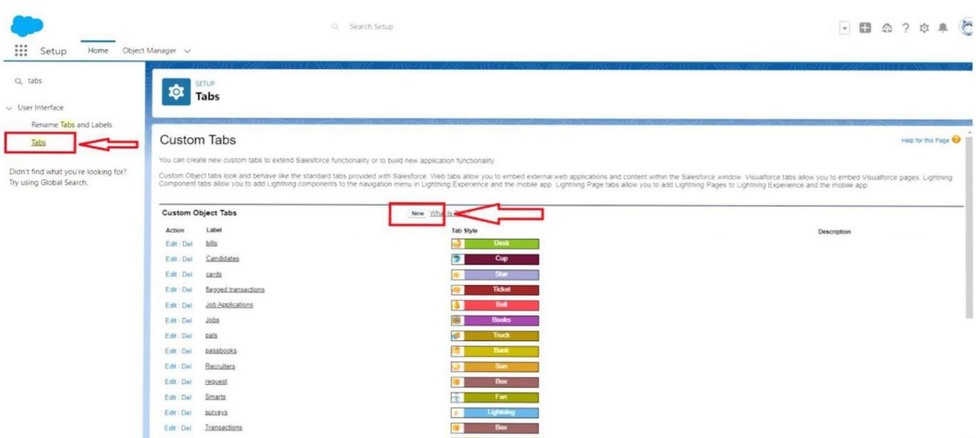
Milestone 4-Tab:

What is Tab?
In Salesforce, a tab is a user interface element that allows users to navigate to different sections of the platform, such as Accounts, Contacts, Leads, and Opportunities. Tabs can also be used to access custom objects and custom pages. They are typically located at the top of the screen and can be customized to fit the needs of the organization.

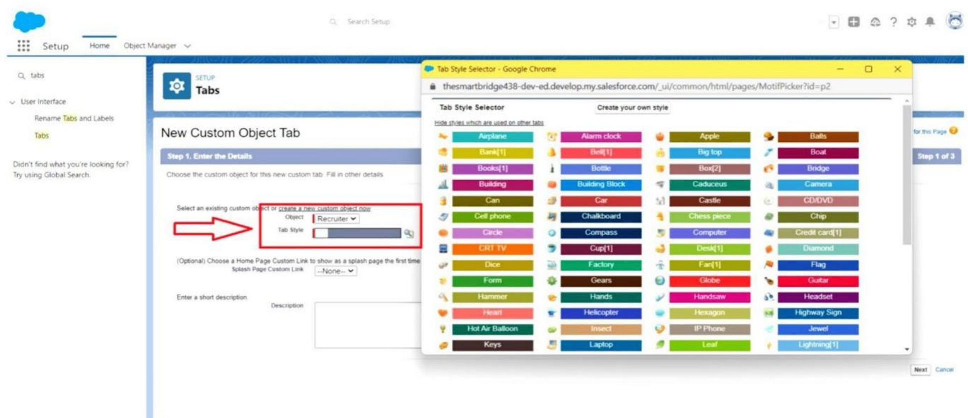
Activity 1 :

Create a tab :

1. Click setup
2. Search tab in Quick box then, select tab
3. Click New custom object tab section



4. Select the created object Recruiter and tab style for the new custom tab.



5. Select the profiles that visible in the tab
6. Click on custom apps to make visible.
7. Click save.

<u>Milestone 5- Profile:</u>

What is a profile?

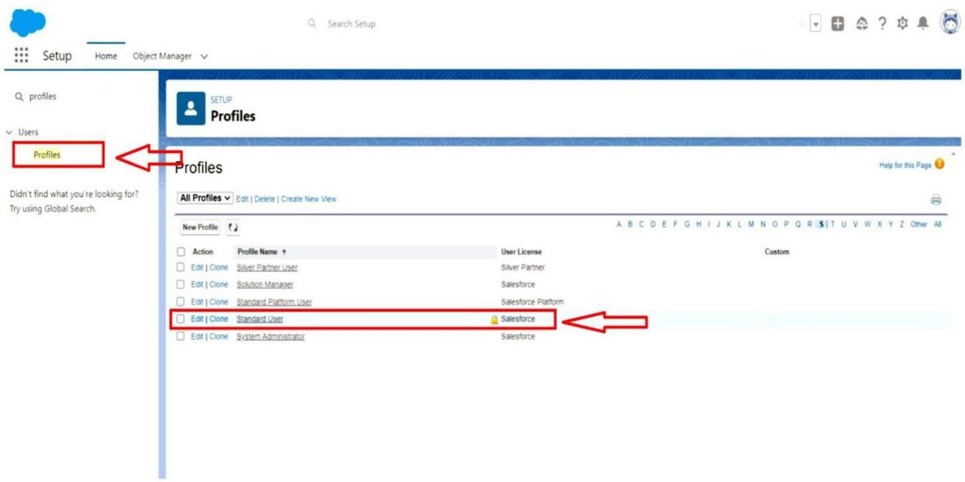
A profile is a group/collection of settings and permissions that define what a user can do in salesforce. A profile controls "Object permissions, Field permissions, User permissions, Tab settings, App settings, Apex class access, Visualforce page access, Page layouts, Record Types, Login hours & Login IP ranges.

A profile can be assigned to many users, but user can be assigned single profile at a time.

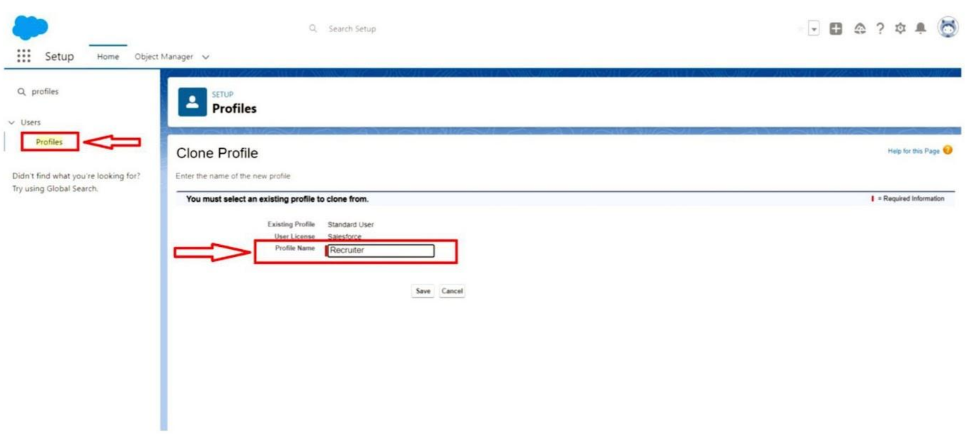
Activity 1:

Create a custom profile :

1. From setup , enter profiles in Quick Find box
2. Select profiles.
3. Click clone.



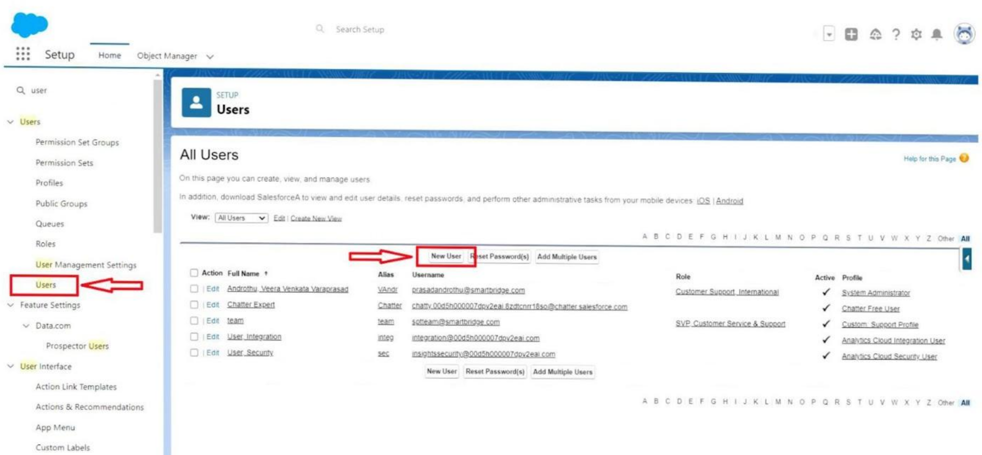
4. For Profile, enter Recruiter.



5. Click save.

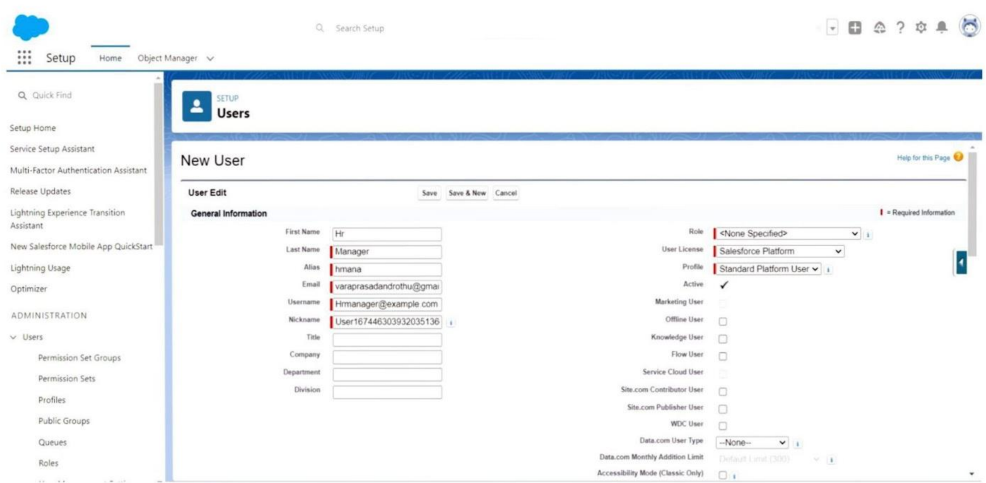
To Create a user:

1. From Setup, enter Users in the Quick Find box, then select Users.
2. Click New User.



3. Enter First name as Hr and last name as Manager.
4. Enter the user's name and email address and a unique username in the form of an email address. By default, the username is the same as the email address.

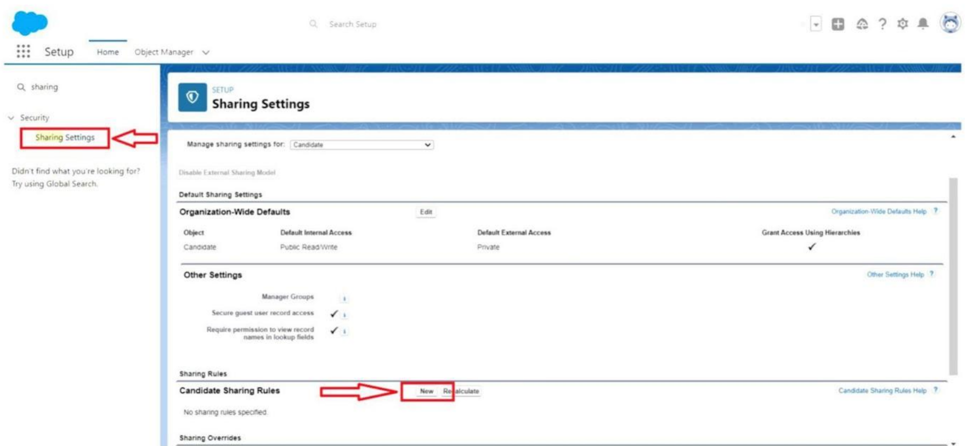
5. Then create a new role Hr Manager.
6. Select user License as Standard Platform User.
7. Select profile.



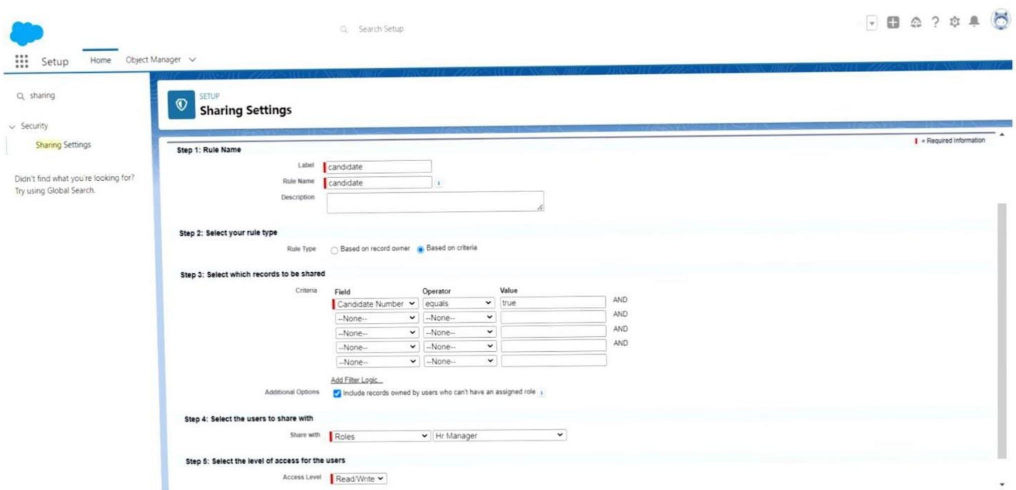
8. Click save

Create a sharing rule

1) Go to Sharing Settings, which can be found under the Quick Find section.
2) Scroll down and find the candidate object where a sharing rule needs to be added, and then click on New to create a new sharing rule.



3) Add the label of the sharing rule you want to make.
4) Select your rule type based on the criteria.
5) Select the field can join immediately check field from the candidate object.
6) Select the operator as equal and value is true.
7) And in selecting the users to share with the section select roles and in that select Hr Manager.
8) And in the section of select the level of access for the users give the access Read/Write.



9) And save the rule.

Activity 2:

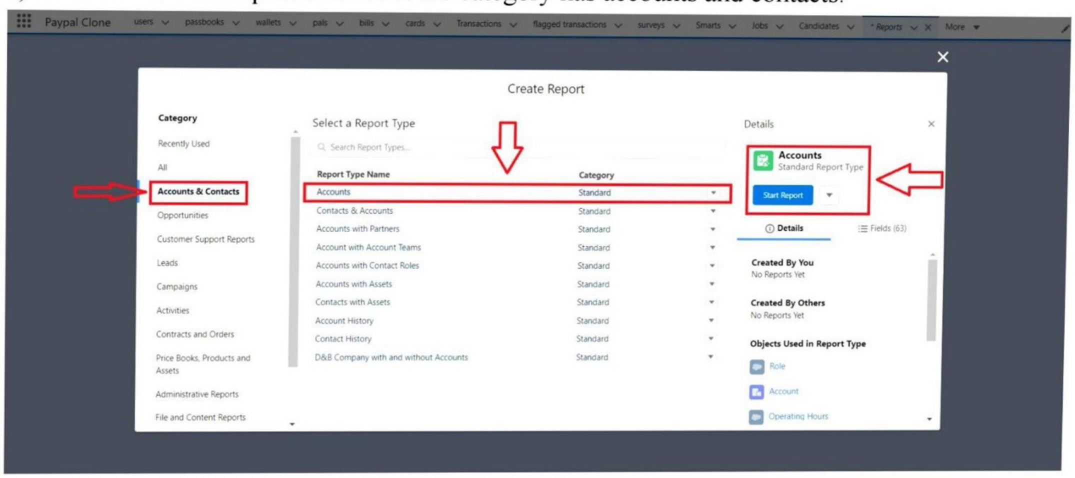
Create a Sharing Rule to Share the records of Job Application to Hr Manager with the Access of Read/Write.

Follow the steps from above Activity.

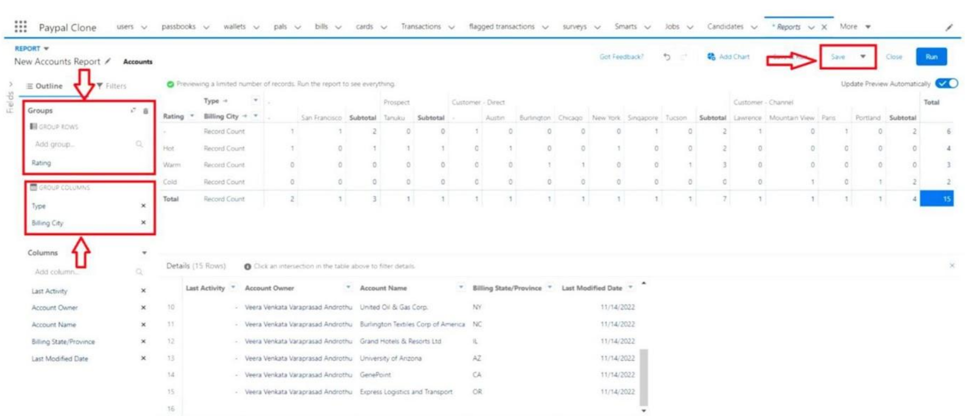
Create a report:

Create a report that displays rating of the account and which has type and account name.

1) Click on app launcher search for reports.
2) Click on the new report and select the category has accounts and contacts.



3) And the report type has accounts.
4) In the details section select the option start report.
5) In the filter pane select All accounts to show me.
6) And All time is created.
7) In the outline pane, group rows select Rating and in group columns select Account Name.
8) In the columns section add Type and Billing city.



9) Save the report by giving label name and save the folder as a public folder and save the report.

Activity 2:

Create a Report using the Objects Jobs, Candidate and Job Application.
Follow the steps from above Activity.

4 Trailhead profile public url:

Teamleader-http://trailblazer.me/id/akumar8144
Teammember1-https://trailblazer.me/id/tjayaraman1
Teammember2-https://trailblazer.me/id/sumitha123
Teammember3-http://trailblazer.me/Id/aymar6

5 Advantages and Disadvantage :

Advantages:

1. Streamlined recruitment process: A job application tracking system (ATS) automates the recruitment process and makes it more efficient. It eliminates the need for manual data entry and reduces the risk of errors.

2. Better candidate management: With an ATS, recruiters can easily manage and track candidate applications, resumes, and other important information. This helps them to quickly identify qualified candidates and move them through the recruitment process.

3. Improved communication: An ATS allows recruiters to communicate with candidates more effectively by sending automated emails and notifications. This ensures that candidates are kept informed about the status of their application.

4. Improved compliance: An ATS can help companies comply with equal employment opportunity (EEO) regulations by providing a standardized process for screening and selecting candidates.

Disadvantages:

1. Cost: Implementing an ATS can be expensive, especially for small businesses. The cost includes purchasing the software, training staff, and ongoing maintenance.

2. Complexity: An ATS can be complex to set up and use, which can be a challenge for recruiters who are not tech-savvy.

3. Limited customization: Many ATS systems have limited customization options, which can make it difficult to tailor the recruitment process to the needs of the company.

4. Over-reliance on technology: An ATS can make recruiters overly reliant on technology, which can lead to a lack of personal interaction with candidates. This can be a disadvantage for companies that value human interaction in the recruitment process.

6 Applications:

1. Recruitment: An ATS is primarily used for recruitment purposes, as it helps streamline the hiring process and manage candidate applications.

2. Talent management: An ATS can also be used for talent management, as it allows recruiters to keep track of employee data such as performance reviews, training records, and career development plans.

3. Compliance: An ATS can help companies comply with EEO regulations by providing a standardized process for screening and selecting candidates.

4. Reporting: An ATS can generate reports on various recruitment metrics such as time-to-hire, cost-per-hire, and applicant sources. This data can be used to improve the recruitment process and make informed decisions.

5. Candidate experience: An ATS can also be used to improve the candidate experience by providing automated communication and personalized feedback throughout the recruitment process.

7 conclusion :

An ATS is a valuable tool for any organization looking to streamline their recruitment process, manage employee data, comply with regulations, generate reports, and improve the candidate experience. By using an ATS, companies can save time and resources while making data-driven decisions that lead to better hires and improved talent management.

8 Future scope:

The future scope of ATS is promising, as the recruitment industry continues to evolve and adapt to new technologies and trends. Some potential developments in the ATS space include:

1. Integration with AI and automation: ATS systems may incorporate more artificial intelligence and automation capabilities, such as chatbots or predictive analytics, to streamline the hiring process even further.

2. Improved candidate experience: ATS providers may focus on enhancing the candidate experience by offering more personalized interactions, mobile-friendly interfaces, and faster response times.

3. Enhanced data analytics: ATS systems may continue to evolve their reporting and analytics capabilities, providing more detailed insights into recruitment metrics and trends.

4. Integration with social media: ATS providers may integrate with social media platforms, allowing recruiters to source candidates from a wider pool of talent and engage with them through social channels.

Overall, the future of ATS is likely to be shaped by a continued focus on efficiency, data-driven decision-making, and improving the candidate experience. As technology advances and the recruitment landscape changes, ATS providers will need to stay ahead of the curve to remain competitive and provide value to their clients.