Smart Internz

Project Report Template

Recruiting assistance for the HR managers

1 INTRODUCTION

1.1 Overview

HR Recruiting Assistance

Recruiting assistance is a project designed to provide support to HR managers in the recruitment process. The project aims to use various tools and techniques to streamline and optimize the recruitment process, making it more efficient and effective. The ultimate goal is to help HR managers identify and hire the best candidates for the job, while minimizing the time and resources required for recruitment.

Some of the key features of the project may include:

Automated job postings: The project can use software tools to automatically post job vacancies on various job boards and social media platforms, making it easier for HR managers to reach a wider audience.

Candidate screening: The project can use AI-powered tools to screen resumes and identify the most suitable candidates for a given job. This can save HR managers time and effort, as they can focus on the most promising candidates.

Candidate engagement: The project can use chatbots and other communication tools to keep candidates engaged throughout the recruitment process. This can help to build a positive candidate experience and improve the chances of hiring the best candidates.

Data analytics: The project can use data analytics tools to track recruitment metrics such as time-to-hire, cost-per-hire, and applicant conversion rates. This can help HR managers to identify areas for improvement and optimize the recruitment process over time.

Overall, the recruiting assistance project can provide HR managers with the support they need to find the best candidates for their organization, while reducing the time and resources required for recruitment.

1.2 Purpose

The purpose of the recruiting assistance project is to help HR managers in the recruitment process by providing them with tools and techniques to streamline and optimize their hiring process. By automating some of the more time-consuming tasks, such as posting job vacancies and screening resumes, HR managers can focus their time and resources on identifying and hiring the best candidates for the job.

The project aims to improve the efficiency and effectiveness of the recruitment process by reducing the time-to-hire and the cost-per-hire, while also improving the quality of hires. By using AI-powered tools to screen resumes and engage with candidates, the project can identify the most promising candidates and provide them with a positive candidate experience. This can help to improve the overall reputation of the organization as an employer of choice.

In addition, the project can provide HR managers with data analytics tools to track recruitment metrics and identify areas for improvement. This can help to optimize the recruitment process over time and improve the ROI of recruitment efforts.

Overall, the purpose of the recruiting assistance project is to provide HR managers with the support they need to identify and hire the best candidates for their organization, while reducing the time, effort, and resources required for recruitment.

2 Problem Definition & Design Thinking 2.1 Empathy Map
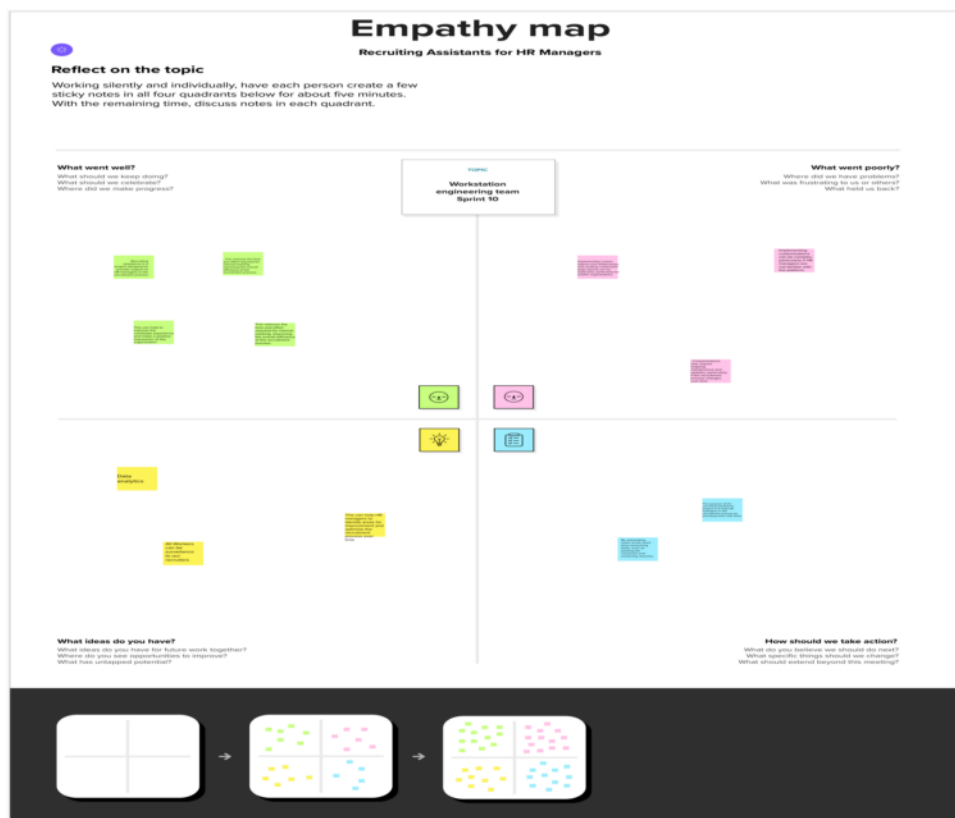
2.2 Ideation & Brainstorming Map

Paste the Ideation & brainstorming map screenshot
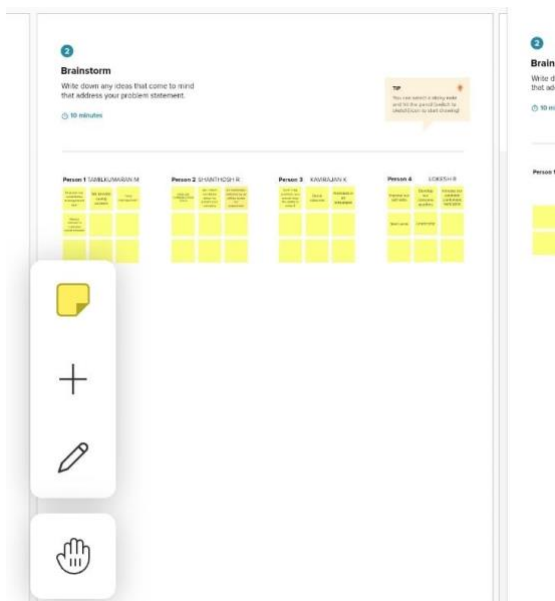
3   RESULT

3.1 Data Model:

Object name	Fields in the Object	
obj1 Job posting site	Field label	Data type
	Job posting url	Text
	Status	Text
obj2 Review	Field label	Data type
	Review	Auto number
	Discription	Auto number

3.2 Activity & Screenshot

2. Click create, select custom object.

New Custom Object (SETUP)

Custom Object Definition Edit   Save | Save & New | Cancel

Permissions for this object are disabled for all profiles by default. You can enable object permissions in permission sets or by editing custom profiles. Tell me more!   Don't show this message again

Custom Object Information   I = Required Information

The singular and plural labels are used in tabs, page layouts, and reports.
Label: Job posting site   Example: Account
Plural Label: Job Posting Sites   Example: Accounts
Starts with vowel sound: ☐

The Object Name is used when referencing the object via the API.
Object Name: Job_posting   Example: Account
Description:
Context Sensitive Help Setting: ● Open the standard Salesforce.com Help & Training window   ○ Open a window using a Visualforce page
Content Name: --None--

Enter Record Name Label and Format
The Record Name appears in page layouts, key lists, related lists, lookups, and search results. For example, the Record Name for Account is "Account Name" and for Case it is "Case Number". Note that the Record Name field is always called "Name" when referenced via the API.
Record Name: Site Name   Example: Account Name
Data Type: Text

New Custom Object (SETUP)

Optional Features
☑ Allow Reports
☐ Allow Activities
☑ Track Field History
☐ Allow in Chatter Groups
☐ Enable Licensing

Object Classification
When these settings are enabled, this object is classified as an Enterprise Application object. When these settings are disabled, this object is classified as a Light Application object. Learn more.
☑ Allow Sharing
☑ Allow Bulk API Access
☑ Allow Streaming API Access

Deployment Status   What is this?
○ In Development
● Deployed

Search Status
When this setting is enabled, your users can find records of this object type when they search. Learn more.
☑ Allow Search

Object Creation Options (Available only when custom object is first created)
☑ Add Notes and Attachments related list to default page layout
☑ Launch New Custom Tab Wizard after saving this custom object

Save | Save & New | Cancel

Job posting site (SETUP > OBJECT MANAGER)

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
Restriction Rules

Step 2. Enter the details   Step 2 of 4
Previous | Next | Cancel

Field Label: Job Posting Site URL
Field Name: Job_Posting_Site_URL
Description:
Help Text:
Required: ☑ Always require a value in this field in order to save a record
Auto add to custom report type: ☑ Add this field to existing custom report types that contain this entity
Default Value: Show Formula Editor

Use formula syntax: Enclose text and picklist value API names in double quotes ("this_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

Previous | Next | Cancel

Setup   Home   Object Manager ∨

SETUP
Object Manager
51+ items, Sorted by Label

Q Quick Find

LABEL	API NAME	TYPE	DESCRIPTION	L
Account	Account	Standard Object		
Activity	Activity	Standard Object		
Alternative Payment Method	AlternativePaymentMethod	Standard Object		
API Anomaly Event Store	ApiAnomalyEventStore	Standard Object		
Appointment Invitation	AppointmentInvitation	Standard Object		
Appointment Invitee	AppointmentInvitee	Standard Object		
Appointment Topic Time Slot	AppointmentTopicTimeSlot	Standard Object		
Asset	Asset	Standard Object		
Asset Action	AssetAction	Standard Object		
Asset Action Source	AssetActionSource	Standard Object		
Asset Relationship	AssetRelationship	Standard Object		
Asset State Period	AssetStatePeriod	Standard Object		

Q Search Setup

Setup   Home   Object Manager ∨

SETUP
New Custom Object

Custom Object Definition Edit   Save   Save & New   Cancel

Custom Object Information   I = Required Information

The singular and plural labels are used in tabs, page layouts, and reports.
Label   [Job posting]   Example: Account
Plural Label   [Job postings]   Example: Accounts
Starts with vowel sound   ☐

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Object Name   [Job_posting]   Example: Account

Description   [   ]

Context-Sensitive Help Setting   ● Open the standard Salesforce.com Help & Training window
                                 ○ Open a window using a Visualforce page
Content Name   --None-- ∨

Enter Record Name Label and Format

The Record Name appears in page layouts, key lists, related lists, lookups, and search results. For example, the Record Name for Account is "Account Name" and for Case it is "Case Number". Note that the Record Name field is always called "Name" when referenced via the API.
Record Name   [Job posting Number]   Example: Account Name
Data Type   [Auto Number ∨]
Display Format [JOBPOST-{0000}]   Example: A-{0000} What is This?
Starting Number [1]

Setup   Home   Object Manager ∨

SETUP
New Custom Object

Optional Features
☐ Allow Reports
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☐ Enable Licensing ℹ

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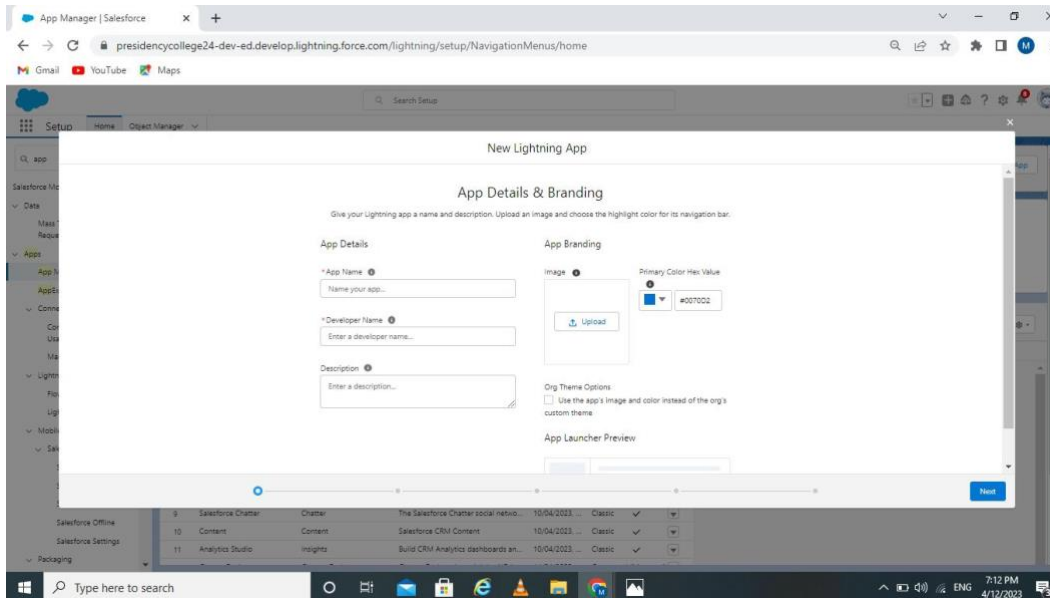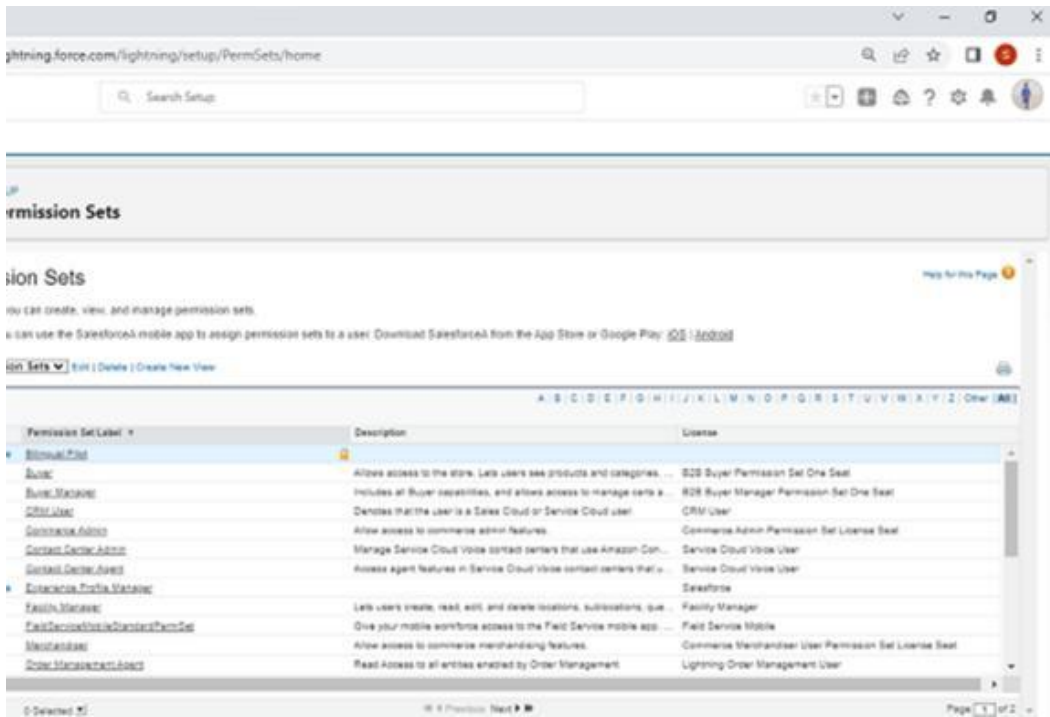☐ Add Notes and Attachments related list to default page layout
☐ Launch New Custom Tab Wizard after saving this custom object

Save   Save & New   Cancel

Trailhead Profile Public URL

TEAM LEADER - https://trailblazer.me/id/shanr54

Team Member 1 - https://trailblazer.me/id/tkumaran8

Team Member 2 - https://trailblazer.me/id/loker4

Team Member 3 – https://trailblazer.me/id/kavik61

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4. ADVANTAGES & DISADVANTAGE

HR Recruitment Customizations

Advantage and disadvantage of the project Recruiting assistance for the HR managers

In this project, we use custom objects, relationships, page layouts to give the H

R managers a more efficient and streamlined process for recruiting candidates.

Advantages:

Improved efficiency: By using custom objects and relationships, HR managers can easily track and manage candidate applications, resumes, and other relevant information. This reduces the time and effort required for manual tracking, improving the overall efficiency of the recruitment process.

Better candidate selection: With a streamlined recruitment process, HR managers can quickly identify the most suitable candidates for a particular job opening. This can lead to better hiring decisions, resulting in a more productive and effective workforce.

Enhanced candidate experience: By using page layouts and other customizations, the recruitment process can be made more user-friendly and engaging for candidates. This can help to improve the candidate experience and make a positive impression of the organization.

Disadvantages:

Cost: Implementing custom objects and relationships, and creating customized page layouts can be expensive, particularly for smaller organizations. This cost may not be justifiable if the organization is not recruiting frequently or has a small HR team.

Complexity: Implementing customizations can be complex, particularly if HR managers are not familiar with the platform. This can result in delays or errors during the recruitment process, leading to frustration for both candidates and HR managers.

Maintenance: Customizations may require ongoing maintenance and updates, particularly if the recruitment process changes over time. This can add to the workload of HR managers and may require additional training and support.

4   APPLICATIONS

The project "Recruiting Assistance for HR Managers" can be applied in any organization that is actively involved in hiring new employees. The project aims to streamline and automate the recruitment process, making it more efficient and effective for HR managers.

Here are some scenarios where this project could be useful:

Large organizations with frequent hiring needs: Large organizations with multiple departments and high employee turnover rates may benefit from this project as it can help to manage a large volume of resumes and applications.

Small organizations with limited HR resources: Small organizations may not have a dedicated HR team or may have limited HR resources. This project can help to automate and streamline the recruitment process, reducing the workload of HR managers.

Organizations with complex recruitment processes: Some organizations may have complex recruitment processes that require multiple stages and assessments. The project can help to track and manage the different stages of the recruitment process, ensuring that candidates are evaluated consistently and efficiently.

Organizations with a focus on candidate experience: The project can help to improve the candidate experience by providing a user-friendly and engaging application process. This can help to create a positive impression of the organization and attract high-quality candidates.

Overall, the project can benefit any organization that is looking to improve its recruitment process, reduce the workload of HR managers, and attract high-quality candidates.

6 CONCLUSION

Conclusion of the above project

In conclusion, the project "Recruiting Assistance for HR Managers" aims to streamline and automate the recruitment process using custom objects, relationships, and page layouts. The project has several advantages, including improved efficiency, better candidate selection, and enhanced candidate experience.

However, there are also some potential disadvantages, such as cost, complexity, and maintenance. These factors should be considered before implementing the project, particularly for smaller organizations with limited resources.

Overall, the project can benefit any organization that is looking to improve its recruitment process and attract high-quality candidates. By automating and streamlining the recruitment process, HR managers can focus on other important tasks, such as candidate evaluation and onboarding. The project can also help to create a positive impression of the organization and improve the candidate experience, leading to better hiring decisions and a more productive **workforce**

8. FUTURE SCOPE

Future scope of above project

The project "Recruiting Assistance for HR Managers" has a lot of potential for future development and expansion. Here are some possible future scopes of the project:

Artificial Intelligence (AI) integration: AI can be used to automate and improve various aspects of the recruitment process, such as resume screening, candidate matching, and scheduling interviews. Integrating AI with the project can further streamline the recruitment process, reducing the workload of HR managers.

Mobile application development: Developing a mobile application for the project can help to improve accessibility and convenience for candidates and HR managers. This can also improve the candidate experience by allowing candidates to apply for jobs and track their application status on the go.

Social media integration: Integrating the project with social media platforms can help to reach a wider pool of candidates and improve the employer brand. Social media can also be used to promote job openings and engage with candidates throughout the recruitment process.

Analytics and reporting: Developing analytics and reporting features can help HR managers to track and analyze recruitment data, such as time-to-hire, cost-per-hire, and applicant demographics. This can provide valuable insights for improving the recruitment process and making data-driven decisions.

Overall, the project has a lot of potential for future development and expansion. By integrating new technologies and features, the project can further improve the efficiency and effectiveness of the recruitment process, making it more convenient for candidates and HR managers alike

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