1 INTRODUCTION:

1.1 Overview

❖ Recruiting in HR is the process of identifying and hiring employees for an organization.

❖ In this project, custom objects, relationships, page layouts are used to give the HR team easy access to data they need on an existing recruitment app

1.2 Purpose

❖ It helps to create a wide pool of qualified candidates from which one has to choose the most qualified individual for the job.

❖ This approach draws big groups of individuals and encourages them to apply for open opportunities in a company.
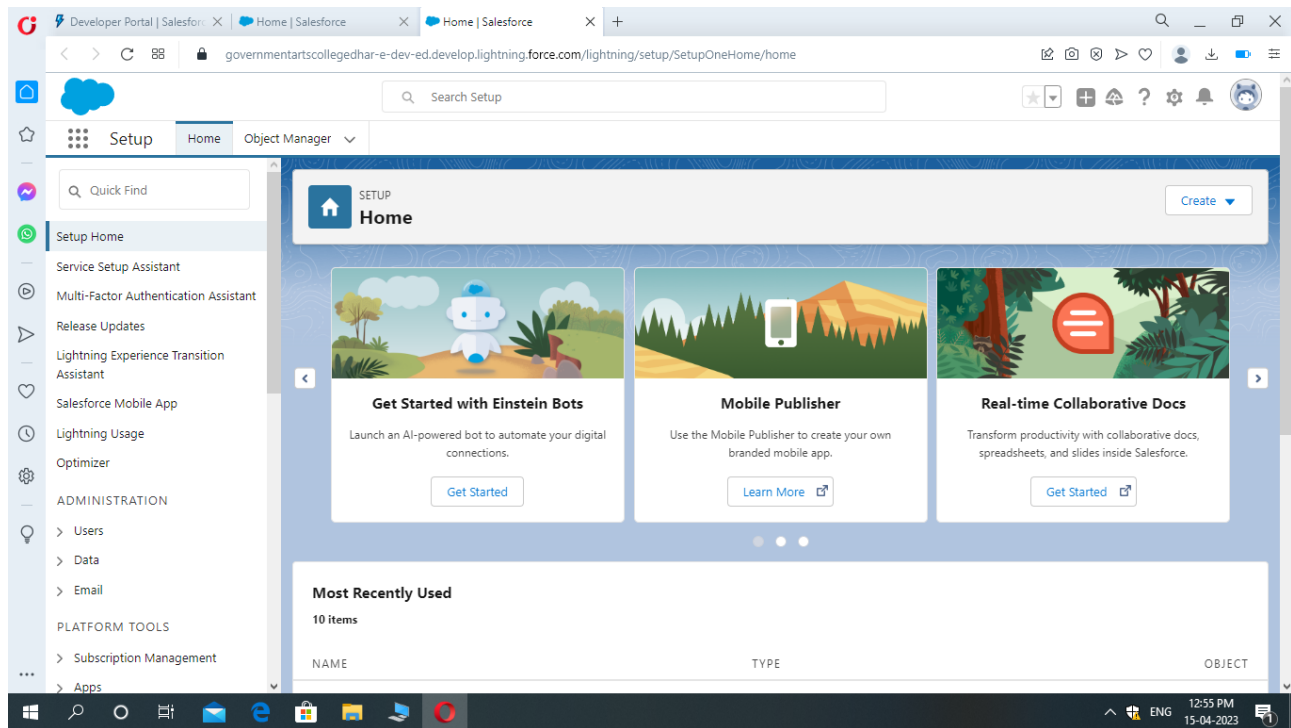
2 Problem Definition & Design Thinking:

2.1 Empathy Map

2.2 Ideation & Brainstorming Map

3 Results

3.1 Data Model:

Object name	Fields in the Object	
obj1: ATTENDEES	**Field label**	**Data type**
	NM2023TMID13067	Auto number
	6384877274	Phone
obj2: SPEAKER	Field label	Data type
	ASHWIN.V.S	Text Area
	vsashwin28092002	e-mail

3.2 Activity & Screenshot:

Milestone: 01 Creation of developer account

Milestone: 03 Object

SETUP
New Custom Object

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 ⌄ |

Optional Features

☑ Allow Reports
☐ Allow Activities
☑ Track Field History
☐ Allow in Chatter Groups
☐ Enable Licensing [i]

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

SETUP
New Custom Object

☐ Enable Licensing [i]

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

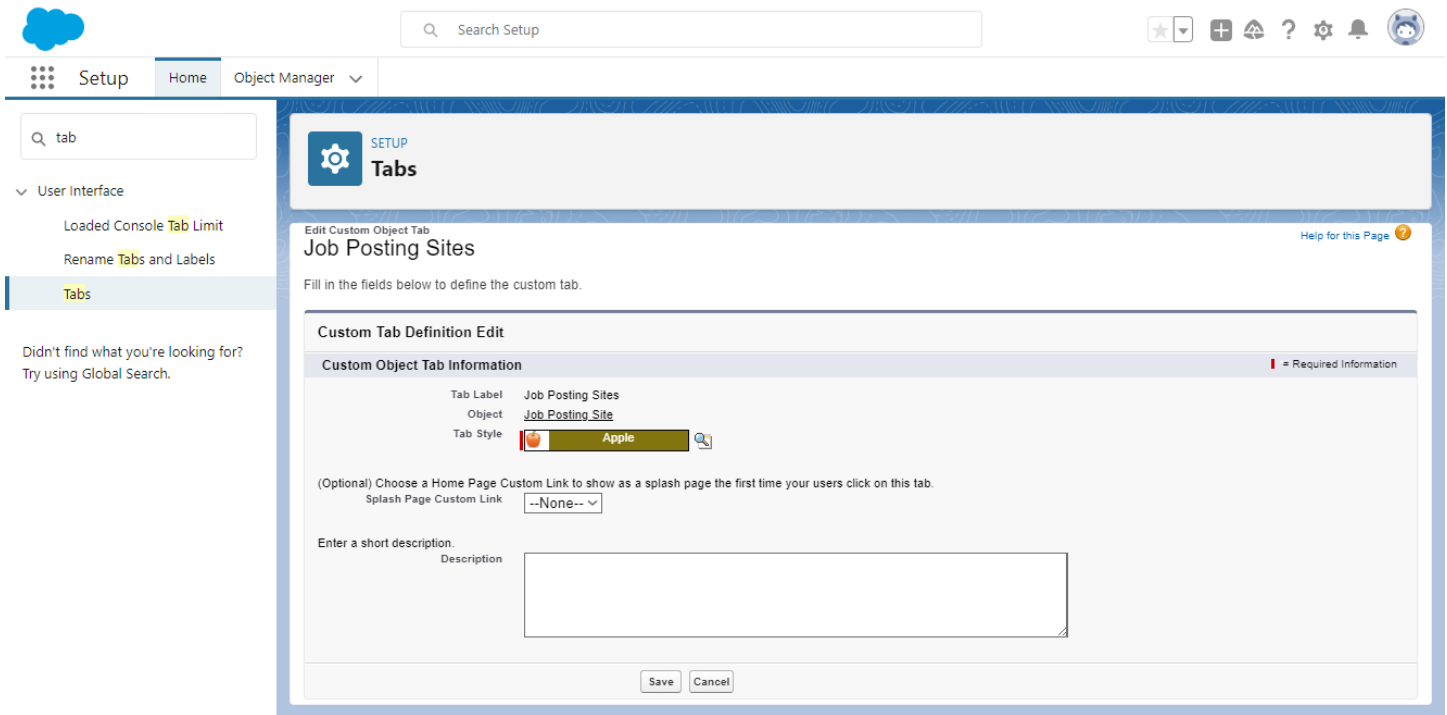**Object Creation Options (Available only when custom object is first created)**

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

Save   Save & New   Cancel

Milestone: 04 Tabs

Search Setup

Setup | Home | Object Manager

tab

User Interface
- Loaded Console Tab Limit
- Rename Tabs and Labels
- **Tabs**

Didn't find what you're looking for?
Try using Global Search.

SETUP
Tabs

Edit Custom Object Tab
Job Posting Sites   Help for this Page ?

Fill in the fields below to define the custom tab.

Custom Tab Definition Edit

Custom Object Tab Information   I = Required Information

Tab Label   Job Posting Sites
Object   Job Posting Site
Tab Style   [Apple] 🔍

(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.
Splash Page Custom Link   --None-- ▾
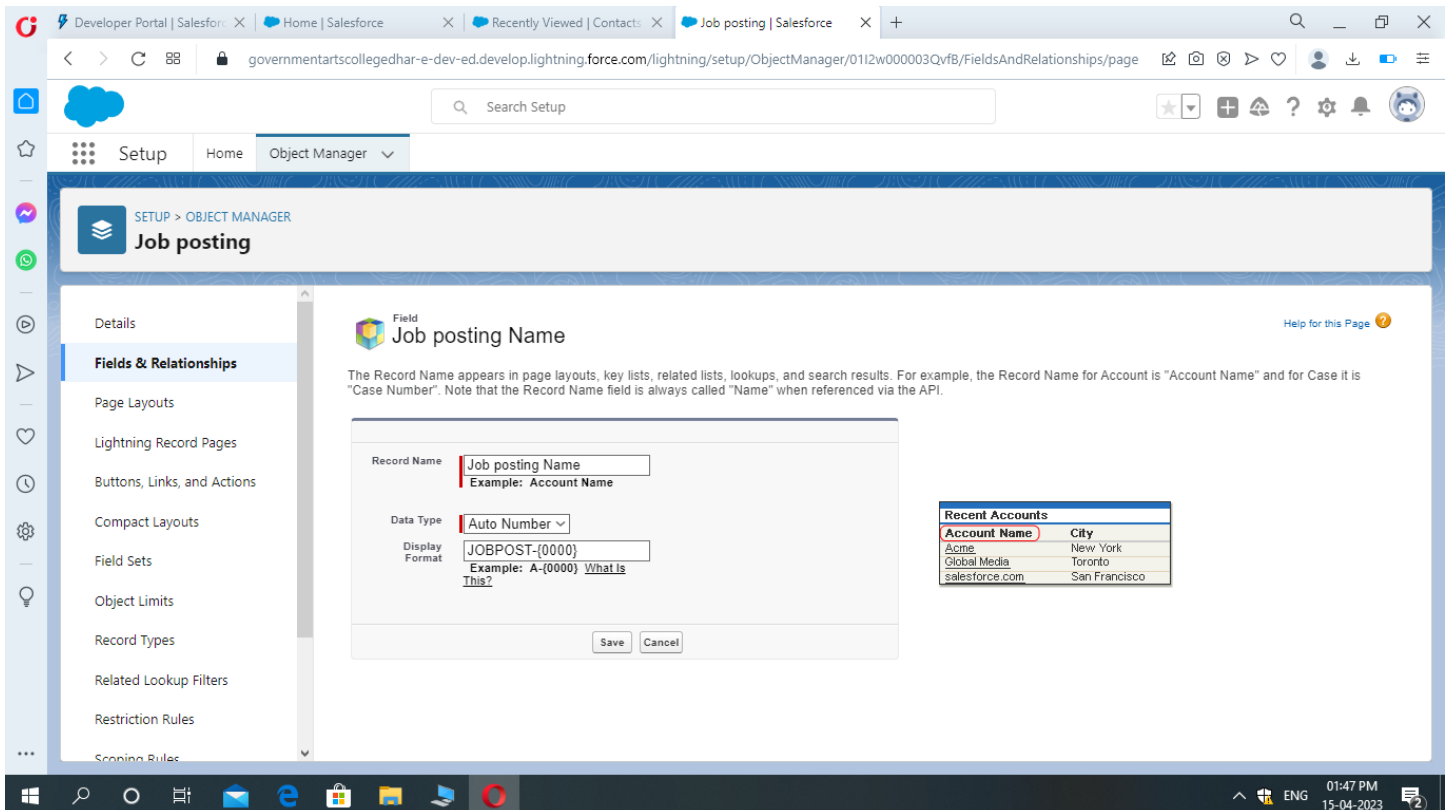
Enter a short description.
Description   [   ]

Save   Cancel

Milestone: 06 Fields

Developer Portal | Salesforc ✕ | Home | Salesforce ✕ | Recently Viewed | Contacts ✕ | Job posting | Salesforce ✕ | +

governmentartscollegedhar-e-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/01I2w000003QvfB/FieldsAndRelationships/page

Search Setup

Setup | Home | Object Manager

SETUP > OBJECT MANAGER
Job posting

- Details
- **Fields & Relationships**
- Page Layouts
- Lightning Record Pages
- Buttons, Links, and Actions
- Compact Layouts
- Field Sets
- Object Limits
- Record Types
- Related Lookup Filters
- Restriction Rules
- Scoping Rules

Field
Job posting Name   Help for this Page ?

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 Name]
              Example: Account Name

Data Type   [Auto Number ▾]
Display   [JOBPOST-{0000}]
Format   Example: A-{0000} What Is This?

Save   Cancel

Recent Accounts
Account Name	City
Acme	New York
Global Media	Toronto
salesforce.com	San Francisco

ENG 01:47 PM 15-04-2023

Milestone: 07 Junction Object

SETUP > OBJECT MANAGER
Job posting

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Scoping Rules

Edit Custom Object
Job posting

Help for this Page ⑦

Custom Object Definition Edit   Save   Save & New   Cancel

Custom Object Information   ▌ = Required 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 | Job posting | Example: Account
Plural Label | Job postings | 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

---

SETUP > OBJECT MANAGER
Job posting

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Scoping Rules

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 Name | Example: Account Name
Data Type | Auto Number ⌄
Display Format | JOBPOST-{0000} | Example: A-{0000} What Is This?

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

SETUP > OBJECT MANAGER
Job posting

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Scoping Rules

☐ 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

[Save] [Save & New] [Cancel]

Milestone: 08 Validation Rules

SETUP > OBJECT MANAGER
Supplier

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Scoping Rules

Supplier Validation Rule

Help for this Page ❓

Define a validation rule by specifying an error condition and a corresponding error message. The error condition is written as a Boolean formula expression that returns true or false. When the formula expression returns true, the save will be aborted and the error message will be displayed. The user can correct the error and try again.

Validation Rule Edit   [Save] [Save & New] [Cancel]

Rule Name   [Phone_number_Validation_rule]

Active   ☑

Description [Phone number should not be more than or less than 10 digits]

┌─ Quick Tips ──────────┐
│ • Operators & Functions │
└───────────────────────┘

Error Condition Formula   ▌ = Required Information

Example: [Discount_Percent__c>0.30]   More Examples...
Display an error if Discount is more than 30%
If this formula expression is **true**, display the text defined in the Error Message area

[Insert Field] [Insert Operator ▽]

CreatedBy.IsActive

Functions
[-- All Function Categories -- ▽]
ABS
ACOS
ADDMONTHS
AND
ASCII
ASIN

Milestone: 09 Profile

Milestone: 10 User

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

SETUP
Users

Data.com User Type	--None--
Data.com Monthly Addition Limit	300
Accessibility Mode (Classic Only)	☐
High-Contrast Palette on Charts	☐
Load Lightning Pages While Scrolling	☑
Debug Mode	☐
Send Apex Warning Emails	☐
Make Setup My Default Landing Page	☑
Quick Access Menu	☑
Development Mode	☐
Show View State in Development Mode	☐
Cache Diagnostics	☐
Salesforce CRM Content User	☑
Receive Salesforce CRM Content Email Alerts	☑
Receive Salesforce CRM Content Alerts as Daily Digest	☑
Allow Forecasting	☑

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

SETUP
Users

Call Center	
Phone	
Extension	
Fax	
Mobile	+91 9344625606
Email Encoding	Unicode (UTF-8)
Employee Number	
Start of day	6:00 am
End of day	11:00 pm
Individual	

Mailing Address

Street	
City	
Zip/Postal Code	
State/Province	
Country	IN

Milestone: 11 Permission set

Milestone: 12 Reports

4 Trailhead Profile Public URL:

   Team Lead - https://trailblazer.me/id/vashwin1

   Team Member 1 - https://trailblazer.me/id/perarasan27

   Team Member 2 - https://trailblazer.me/id/avinashavi13

   Team Member 3 - https://trailblazer.me/id/sdharshan2

5 ADVANTAGES & DISADVANTAGES:

 Advantages:

   1) Provides Higher Quality Candidates.

   2) Ensures Faster Hiring.

   3) Helps Hire Applicants with Specialist Knowledge.

   4) Promotes Business Growth and Innovation.

   5) Enable an organization to hire the most well-suited candidates from the job market to fill unique and specific roles within their business.

 Disadvantages:

   1) Recruitment May Stagnate the Company*s Culture

   2) Increases Training Costs of the New Applicants

   3) Recruitment Agencies have limited choices

   4) May Leads to Workplace Hostility

6 APPLICATIONS:

   1) Identifying the Hiring Needs.

   2) Preparing the Job Description.

   3) Screening and Short listing.

   4) Interviewing.

   5) Evaluation and Offer of Employment.

   6) Introduction and Induction of the New Employee.

   7) Talent Search.

   8) Enables Effective Communication.

7 CONCLUSION:

- ❖ Recruitment is necessary for any organization as it brings new employees with new ideas and challenges the existing workforce with an old mind-set.
- ❖ Recruitment has to make more robust as it provides jobs to millions of people and indirectly contributes to developing individuals and nations.

8 FUTURE SCOPE:

- ➢ It Include applicant tracking systems for managing job postings and applications, and customer relationship management-type functions to keep applications connected and engaged.
- ➢ Many of these tasks are automated.
- ➢ This is responsible for designing and implementing recruitment plans for the organization.
- ➢ There will be a need for specialists in areas of data analysis, benefits creation, remote work development, and strategy building, etc.