

JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

1.1 OVERVIEW:

Sales force Platform is a cloud-based technology platform that enables businesses to build, integrate, and deploy custom applications and solutions that meet their specific needs. It is a comprehensive platform that provides tools and services for application development, data integration, mobile app development, and more. At its core, Sales force Platform is built on a multi-tenant architecture that allows multiple customers to share the same infrastructure and resources. This means that customers can benefit from economies of scale, as well as automatic updates and maintenance, without having to worry about hardware or software infrastructure.

It includes some activities and milestones. In first milestone we create a sales force developer org. A developer org has all the features and licenses you need to get started with sales force. In second milestone we create objects. Sales force objects are database tables that permit you to store data that is specific to an organization. It consists of fields (columns) and records (rows). In third milestone we create fields. Fields in sales force represents what the columns represent in relational database. It can store data values which are required for a particular object in a record. There are two types of fields in sales force standard fields, custom fields.

In milestone four we create tabs. In Sales force, 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. In milestone five we create profile. A profile is a group/collection of settings and permissions that define what a user can do in sales force. A profile controls “Object permissions, Field permissions, User permissions, Tab settings, App settings, Apex class access, Visual force 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.

In sixth milestone we create a user. A user is anyone who logs in to Sales force. Users are employees at your company, such as sales reps, managers, and IT specialists, who need

access to the company's records. Every user in Sales force has a user account. The user account identifies the user, and the user account settings determine Sharing rules help users to share records based on conditions. It is basically created for objects whose organization-wide defaults (OWD) are set to public read-only or private because sharing rules can only extend the access and not restrict it. Types of sharing rules, Owner-based Sharing Rules, Criteria-based Sharing Rules that features and records the user can access. In seventh milestone we create sharing rules.

In eighth milestone we create reports. A report is a list of records that meet the criteria you define. It's displayed in rows and columns, and can be filtered, grouped, or displayed in a graphical chart. Every report is stored in a folder. Folders can be public, hidden, or shared, and can be set to read-only or read/write.

1.2 PURPOSE:

Create a CRM Application which helps the applicant to track the No. of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track. To make the existing app more efficient for the Job application we create custom objects and relationships to store and access the data more efficient.

Salesforce is the world's #1 customer relationship management (CRM) platform. We help your marketing, sales, commerce, service and IT teams work as one from anywhere — so you can keep your customers happy everywhere.

Salesforce has started as a CRM (Customer Relationship Management) platform, but now it has extended its services in various fields, from Artificial Intelligence to the Internet of Things. Salesforce features covers all the aspects of a business such as Lead Management, Email Integration, Sales Collaboration, etc.

six advantages of CRM platforms that enable customer-centric experiences are:

A single view of the customer for cross-functional insight and reporting.

Dashboards that visually showcase data in action.

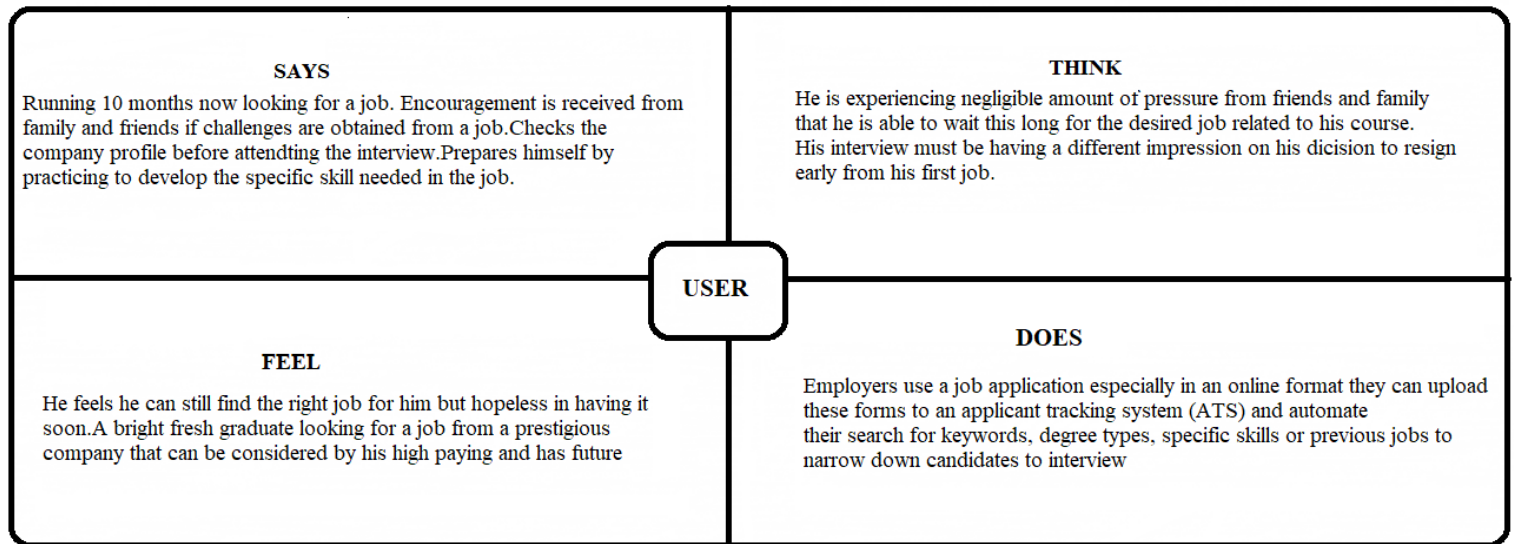
Customer-centric automation.

Proactive service.

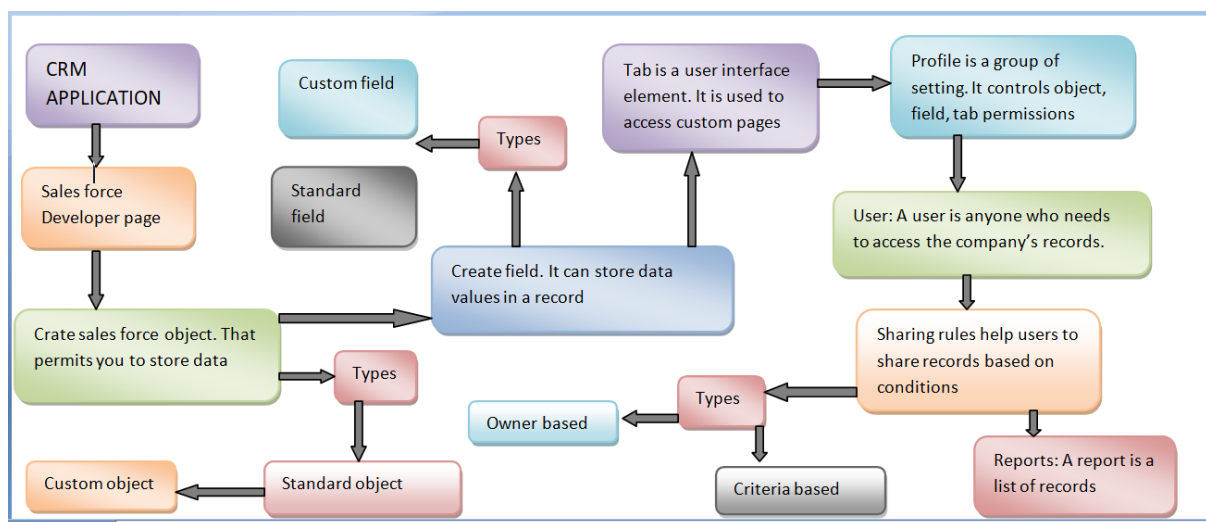
Optimized processes.

2. PROBLEM DEFINITION & DESIGN THINKING:

2.1 EMPATHY MAP:



2.2 IDEATION & BRAINSTORMING MAP:



3. RESULT

3.1 DATA MODEL:

Object name	Fields in the object							
Obj1 Recruiter	<table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Recruiter Number</td><td>Auto Number</td></tr><tr><td>Job Title</td><td>Text(30)</td></tr></table>		Field label	Data type	Recruiter Number	Auto Number	Job Title	Text(30)
Field label	Data type							
Recruiter Number	Auto Number							
Job Title	Text(30)							
Obj2 Jobs	<table><tr><th>Field label</th><th>Data type</th></tr><tr><td>Job Number</td><td>Auto Number</td></tr><tr><td>Description</td><td>Text Area(255)</td></tr></table>		Field label	Data type	Job Number	Auto Number	Description	Text Area(255)
Field label	Data type							
Job Number	Auto Number							
Description	Text Area(255)							
Obj3 candidate	<table><tr><th>Field label</th><th>Data Type</th></tr><tr><td>Candidate Number</td><td>Auto Number</td></tr></table>		Field label	Data Type	Candidate Number	Auto Number		
Field label	Data Type							
Candidate Number	Auto Number							
Obj4 Job Application	<table><tr><th>Field Label</th><th>Data Type</th></tr><tr><td>Job Application Object Number</td><td>Auto Number</td></tr></table>		Field Label	Data Type	Job Application Object Number	Auto Number		
Field Label	Data Type							
Job Application Object Number	Auto Number							
Obj5 Tab	<table><tr><th>Field Label</th><th>Data Type</th></tr><tr><td>Tab Number</td><td>Auto Number</td></tr></table>		Field Label	Data Type	Tab Number	Auto Number		
Field Label	Data Type							
Tab Number	Auto Number							

3.2 ACTIVITY & SCREENSHOT:

Milestone:2 Object

Activity 1: 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.

← → ↻ leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/new

Search Setup

Setup Home Object Manager

SETUP New Custom Object

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 Definition Edit

Save Save & New Cancel

Custom Object Information

Required Information

The singular and plural labels are used in tabs, page layouts, and reports.

Label Example: Account

Plural Label Example: Accounts

Starts with vowel sound ☐

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

Object Name Example: Account

Description

Context-Sensitive Help Setting [Open the standard Salesforce.com Help & Training window](#)

← → ↻ leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/new

Search Setup

Setup Home Object Manager

SETUP New Custom Object

Context-Sensitive Help Setting ☒ Open the standard Salesforce.com Help & Training window
☐ Open a window using a Visualforce page

Content Name

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 Example: Account Name

Data Type

Display Format Example: A-{0000} [What Is This?](#)

Starting Number

Optional Features

☒ Allow Reports

☐ Allow Activities

☒ Track Field History

☐ Allow in Chatter Groups

☐ Enable Licensing [i](#)

leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/new

Setup Home Object Manager

SETUP New Custom Object

☐ 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

leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H8pD/Details/view

Setup Home Object Manager

SETUP > OBJECT MANAGER Recruiter

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

Details [Edit](#) [Delete](#)

Description

API Name
Recruiter__c

Custom
✓

Singular Label
Recruiter

Plural Label
Recruiters

Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

Activity 2:

1. Create a Jobs, Candidate, Job Application Object and Tab.

← → ↻ leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003HB53/edit?address=%2F0112w000003HB53%2Fe%3FretURL%3D%... Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Jobs

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
Jobs

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 Example: Account

Plural Label Example: Accounts

Starts with vowel sound ☐

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

Object Name Example: Account

Description

Context-Sensitive Help Setting ☒ Open the standard Salesforce.com Help & Training window ☐ Open a window using a Visualforce page

← → ↻ leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003HB53/edit?address=%2F0112w000003HB53%2Fe%3FretURL%3D%... Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Jobs

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

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 Example: Account Name

Data Type

Display Format 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

Deployment Status [What is this?](#)

← → ↻ leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003HB53/edit?address=%2F0112w000003HB53%2Fe%3FretURL%3D%... Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Jobs

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

☒ Allow Reports
☐ Allow Activities
☒ Track Field History
☐ Allow in Chatter Groups
☐ Enable Licensing [1](#)

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

← → ↻ leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003HB53/Details/view Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Jobs

Details Edit Delete

Description

API Name
Jobs__c

Custom
✓

Singular Label
Jobs

Plural Label
Jobs

Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

← → ↻ 🔒 leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H8EM/Details/view

🔍 Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Candidate

Details Edit Delete

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Search Layouts

Details

Description

API Name
Candidate__c

Custom
✓

Singular Label
Candidate

Plural Label
Candidates

Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

!javascriptvoid(0):

← → ↻ 🔒 leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003HBVQ/Details/view

🔍 Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Job Application Object

Details Edit Delete

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Search Layouts

Details

Description

API Name
Job_Application_Object__c

Custom
✓

Singular Label
Job Application Object

Plural Label
Job Application Objects

Enable Reports
✓

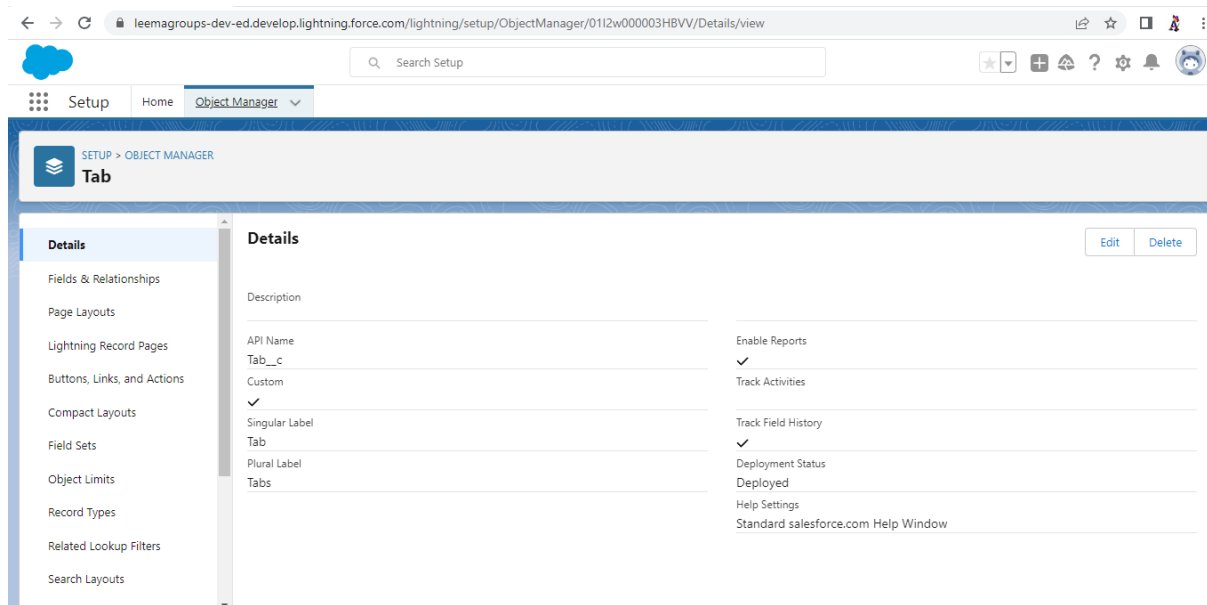
Track Activities

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

!javascriptvoid(0):



Milestone 3- Fields:

Activity 1: Create 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
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.

leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H8pD/FieldsAndRelationships/new

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Recruiter

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

Enter into the Date/Time field.

☐ Email
Allows users to enter an email address, which is validated to ensure proper format. If this field is specified for a contact or lead, users can choose the address when clicking Send an Email. Note that custom email addresses cannot be used for mass emails.

☐ Geolocation
Allows users to define locations. Includes latitude and longitude components, and can be used to calculate distance.

☐ Number
Allows users to enter any number. Leading zeros are removed.

☐ Percent
Allows users to enter a percentage number, for example, '10' and automatically adds the percent sign to the number.

☐ Phone
Allows users to enter any phone number. Automatically formats it as a phone number.

☐ Picklist
Allows users to select a value from a list you define.

☐ Picklist (Multi-Select)
Allows users to select multiple values from a list you define.

☒ Text
Allows users to enter any combination of letters and numbers.

☐ Text Area
Allows users to enter up to 255 characters on separate lines.

☐ Text Area (Long)
Allows users to enter up to 131,072 characters on separate lines.

☐ Text Area (Rich)
Allows users to enter formatted text, add images and links. Up to 131,072 characters on separate lines.

☐ Text (Encrypted) ⓘ
Allows users to enter any combination of letters and numbers and store them in encrypted form.

☐ Time
Allows users to enter a local time. For example, "2:40 PM", "14:40", "14:40:00", and "14:40:50.800" are all valid times for this field.

☐ URL
Allows users to enter any valid website address. When users click on the field, the URL will open in a separate browser window.

leemagroups-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003H8pD/FieldsAndRelationships/new

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Recruiter

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

Previous Next Cancel

Field Label ⓘ

Please enter the maximum length for a text field below.

Length

Field Name ⓘ

Description

Help Text ⓘ

Required ☒ Always require a value in this field in order to save a record

Unique ☐ Do not allow duplicate values

☐ Treat "ABC" and "abc" as duplicate values (case insensitive)

☐ Treat "ABC" and "abc" as different values (case sensitive)

External ID ☐ Set this field as the unique record identifier from an external system

Auto add to custom report type ☒ Add this field to existing custom report types that contain this entity ⓘ

Default Value

The screenshot shows the Salesforce Setup interface. The breadcrumb trail is **Setup > OBJECT MANAGER**. The page title is **Recruiter**. The left sidebar contains a menu with the following items: Details, **Fields & Relationships** (selected), Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, Search Layouts, and List View, Button Layout. The main content area is titled **Fields & Relationships** and shows 5 items, sorted by Field Label. At the top right of the main area are buttons for **New**, **Deleted Fields**, **Field Dependencies**, and **Set History Tracking**. Below the buttons is a table with the following data:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User, Group)		✓
Recruiter Number	Name	Auto Number		✓

Activity 2: Creation of Master-detail relationship:

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

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Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER
Jobs

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

☐ Auto Number
A system-generated sequence number that uses a display format you define. The number is automatically incremented for each new record.

☐ Formula
A read-only field that derives its value from a formula expression you define. The formula field is updated when any of the source fields change.

☐ Roll-Up Summary ¹
A read-only field that displays the sum, minimum, or maximum value of a field in a related list or the record count of all records listed in a related list.

☐ Lookup Relationship
Creates a relationship that links this object to another object. The relationship field allows users to click on a lookup icon to select a value from a popup list. The other object is the source of the values in the list.

☒ Master-Detail Relationship
Creates a special type of parent-child relationship between this object (the child, or "detail") and another object (the parent, or "master") where:

- The relationship field is required on all detail records.
- The ownership and sharing of a detail record are determined by the master record.
- When a user deletes the master record, all detail records are deleted.
- You can create rollup summary fields on the master record to summarize the detail records.

The relationship field allows users to click on a lookup icon to select a value from a popup list. The master object is the source of the values in the list.

☐ External Lookup Relationship
Creates a relationship that links this object to an external object whose data is stored outside the Salesforce org.

☐ Checkbox
Allows users to select a True (checked) or False (unchecked) value.

☐ Currency
Allows users to enter a dollar or other currency amount and automatically formats the field as a currency amount. This can be useful if you export data to Excel or another spreadsheet.

☐ Date
Allows users to enter a date or pick a date from a popup calendar.

☐ Date/Time
Allows users to enter a date and time, or pick a date from a popup calendar. When users click a date in the pop-up, that date and the current time are entered into the Date/Time field.

☐ Email
Allows users to enter an email address, which is validated to ensure proper format. If this field is specified for a contact or lead, users can choose the address when clicking Send an Email. Note that custom email addresses cannot be used for mass emails.

SETUP > OBJECT MANAGER
Jobs

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

Jobs
New Relationship

Help for this Page

Step 2. Choose the related object

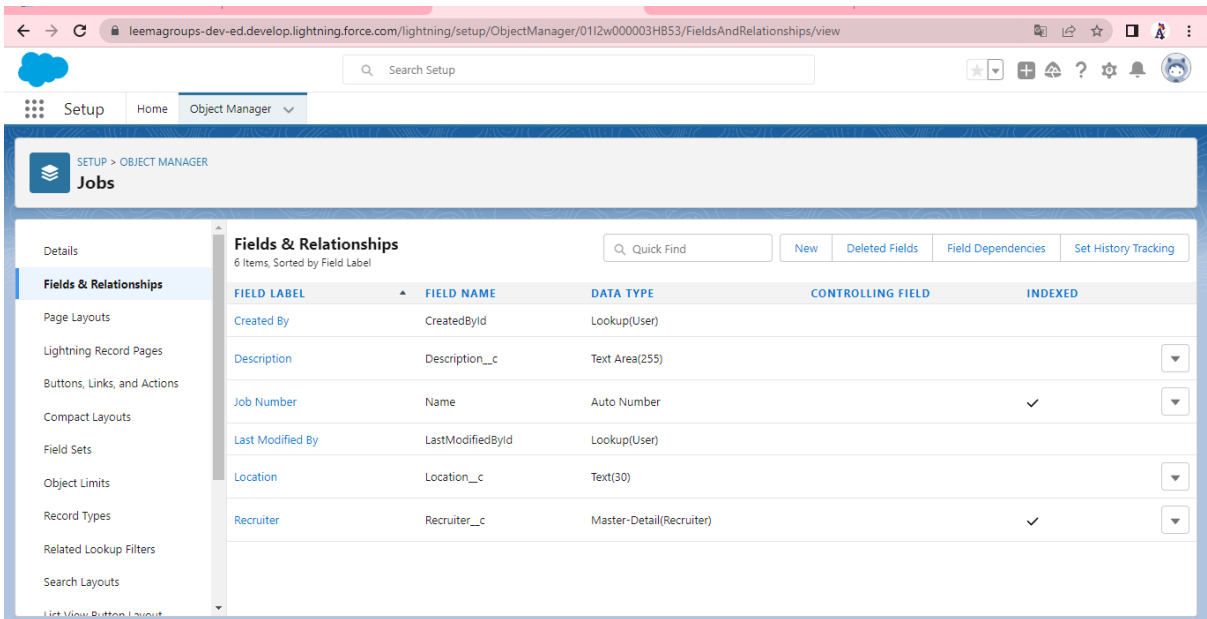
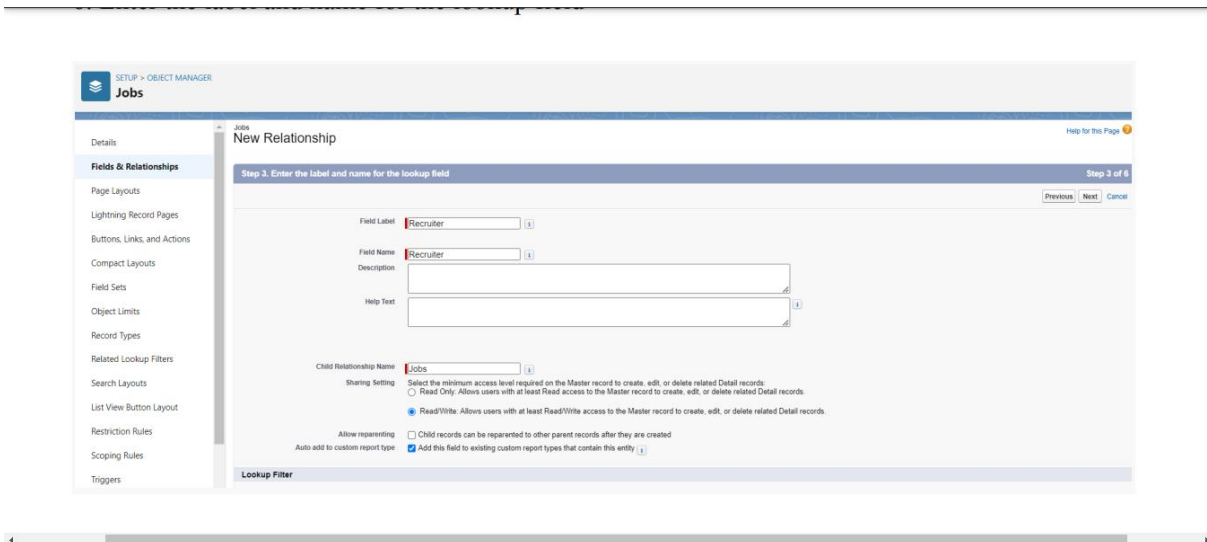
Step 2 of 6

Previous Next Cancel

Select the other object to which this object is related.

Related To Recruiter

Previous Next Cancel

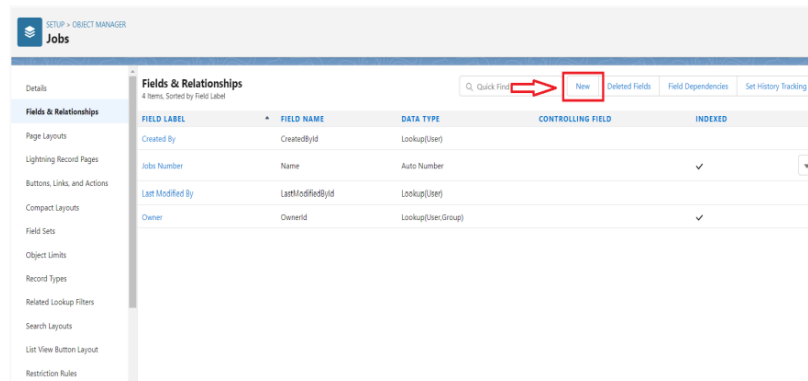


Activity 3 : Create a new custom field:

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

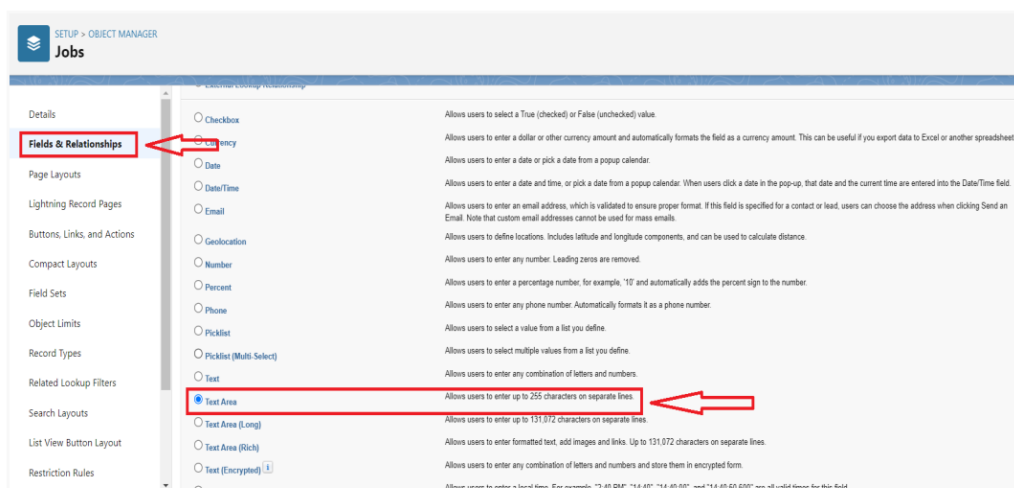
6. Click next and save.



Fields & Relationships

4 items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Jobs Number	Name	Auto Number		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User/Group)		✓



Fields & Relationships

Text Area

Allows users to enter up to 255 characters on separate lines.

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Setup Home Object Manager

SETUP > OBJECT MANAGER
Jobs

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

Fields & Relationships
6 Items, Sorted by Field Label

Quick Find New Deleted Fields Field Dependencies Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Number	Name	Auto Number		✓
Last Modified By	LastModifiedById	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

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.

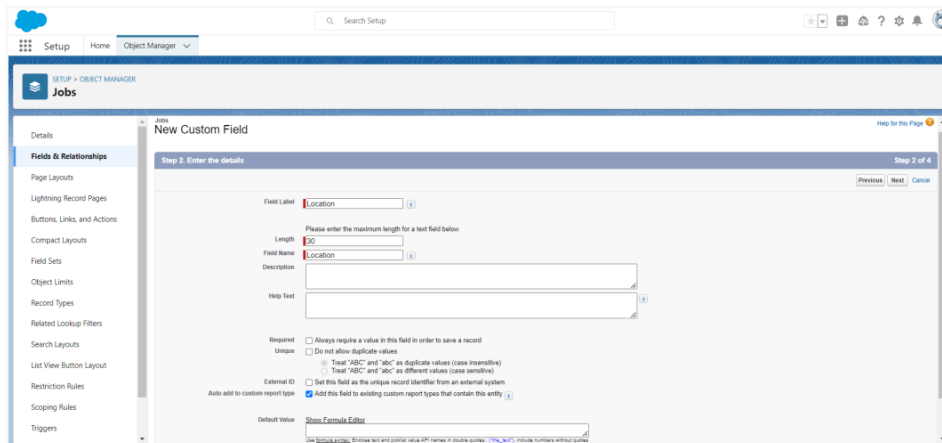
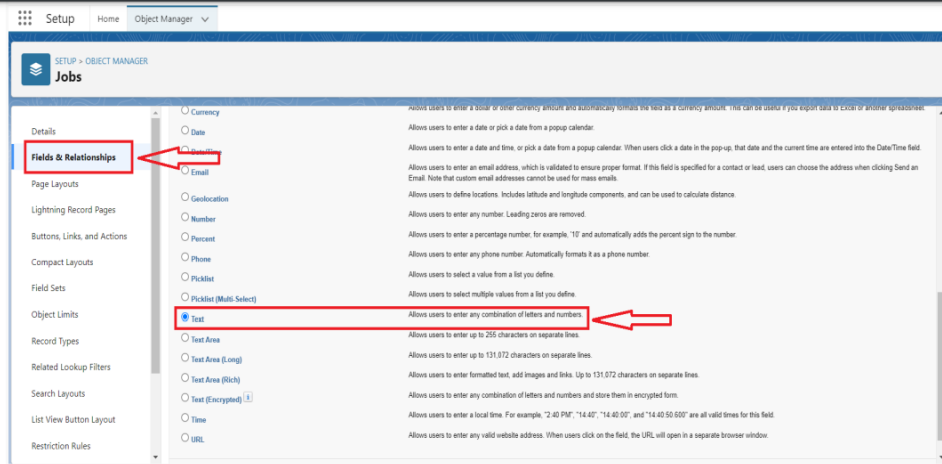
SETUP > OBJECT MANAGER
Jobs

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

Fields & Relationships
4 Items, Sorted by Field Label

Quick Find New Deleted Fields Field Dependencies Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job Number	Name	Auto Number		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓



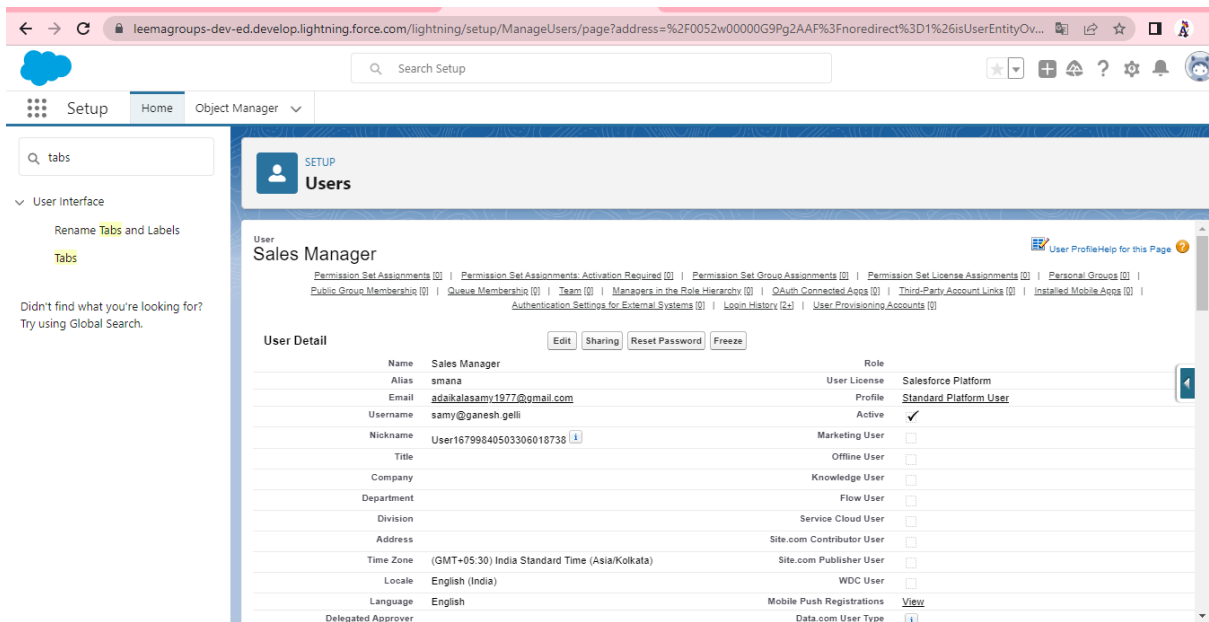
The screenshot shows the Salesforce Setup interface. The breadcrumb trail is 'Setup > OBJECT MANAGER'. The left sidebar shows the 'Jobs' object selected. The main content area is titled 'Fields & Relationships' and shows a list of 6 fields, sorted by Field Label. The fields are:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Number	Name	Auto Number		✓
Last Modified By	LastModifiedById	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

Milestone 6: user

Activity 1: 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

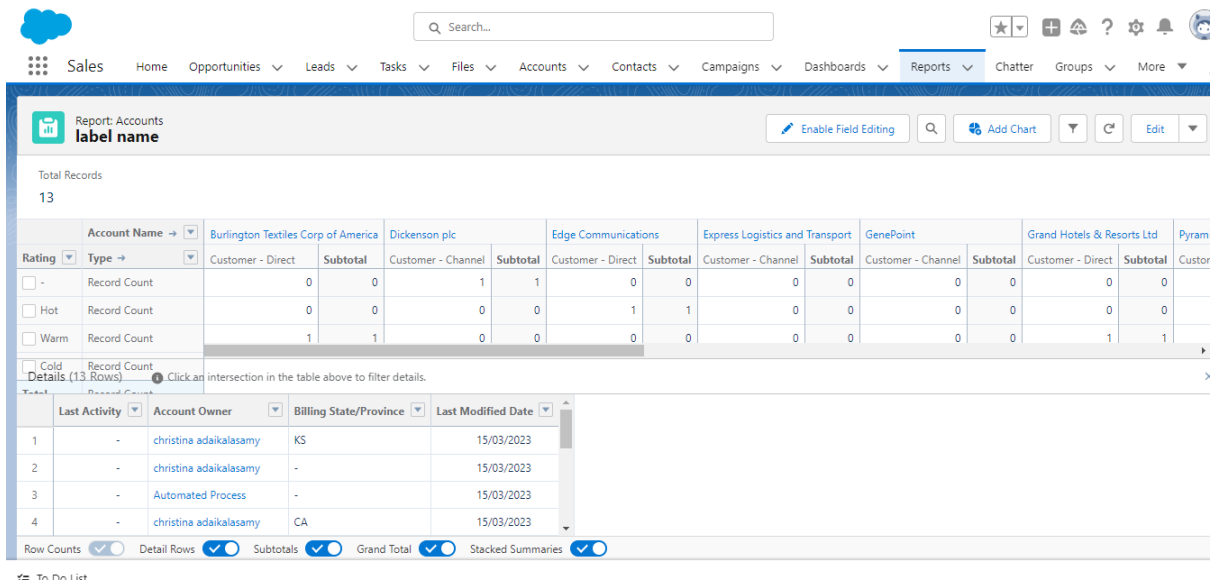


Milestone 8:report

Activity 1: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.



The image shows a Salesforce report titled "Report: Accounts label name". The report displays a table with columns for Account Name, Rating, Type, and various subtotals. The table is filtered to show 13 records. The report is displayed in a table format with a summary row at the bottom.

Rating	Type	Account Name	Customer - Direct	Subtotal	Customer - Channel	Subtotal	Customer - Direct	Subtotal	Customer - Channel	Subtotal	Customer - Direct	Subtotal	Customer - Channel	Subtotal	Customer - Direct	Subtotal
-	Record Count		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	0	1	1	1
Cold	Record Count															

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

4. TRAILHEAD PROFILE PUBLIC URL

Team lead – <https://trailblazer.me/id/cadai16>

Team Member 1 – <https://trailblazer.me/id/susri42>

Team Member 2 – <https://trailblazer.me/id/mmageshwari4>

Team Member 3 – <https://trailblazer.me/id/thavc>

5. ADVANTAGES:

1. Streamlines recruiting

Growing businesses often end up recruiting for multiple positions at the same time. The process can become chaotic very quickly in the absence of a good applicant tracking system. An ATS enables you to manage your entire hiring process, from start to finish, on a single platform, so you don't waste time juggling between multiple spreadsheets and tools to gather basic information.

2. Posts jobs on multiple job boards

Companies end up spending huge parts of their hiring budget on paid subscriptions to job boards like LinkedIn, Indeed, Monster, etc to make sure that they attract the best candidates. While it is easy to find better candidates through these popular job boards, it can become

time-consuming and expensive to juggle multiple job boards—and the worst part is, that there's no tangible data that can tell you where your best candidates are coming from.

3. Saves time by automating mundane tasks

Applicant tracking system advantages include enabling you to focus more on tasks that truly require your attention rather than spending manual resources on routine, mundane tasks.

Good ATS can save almost 50% of your time by automating these routine tasks. In doing so, your processes get more efficient and faster. With your applicant tracking system, you can automatically screen resumes and reject candidates based on custom requirements, and even automatically schedule online assessments and background checks—this ensures that your conditions are met precisely, and each stage is executed without delays and bottlenecks.

4. Builds your brand

Whether you end up hiring a candidate or not, it's crucial to make sure that they have a good experience while interacting with your organization in any manner. By using an ATS, you can ensure that your candidates are in the know about each stage of their interview process—and transparency + communication are two of the most important factors for building a good brand reputation. Good ATS can help you automatically notify candidates as they move through different stages of the interview process—you can notify candidates about their selection or rejection, reasons, and feedback, without keeping them waiting and guessing. This makes sure that even the candidates you reject leave with a positive impression of your brand.

Sales force pros

- Incredibly powerful CRM platform
- You can add/remove features to suit your needs
- As the most popular CRM platform, it's easy to find sales reps who know how to use the software.
- **DISADVANTAGE:**

1. A Disadvantage of ATS is missing qualified applicants due to wrong keyword selection

Owing to its automated nature, ATS can undermine its own potential and make companies miss out on highly qualified applicants. The majority of the Applicant Tracking systems make use of artificial intelligence (AI) and have algorithms that search for certain predefined keywords within candidate applications so as to categorize them accordingly. Therefore, Applicant Tracking Systems pose the risk of rejecting highly qualified candidates just because they did not include certain keywords in their job application.

2. Automatic elimination of resumes that algorithm cannot recognize and interpret is another drawback of ATS

All the resumes that have an atypical format are usually eliminated since the ATS cannot recognize and interpret them. Applicant tracking systems can straightforwardly reject exceptionally qualified candidates due to technical mishaps or just because their resumes are differently formatted. There are some Applicant Tracking Systems that are not familiar with common fonts like Times New Roman etc. Hence, an ATS can also eliminate applications created using fonts that are not recognized by the system. This way, companies can end up losing on several well-qualified candidates.

3. An Applicant Tracking System Disadvantage is that they are prone to manipulation

It is a known fact that an ATS, just like any other tool, is open to manipulation. Candidates who are well-versed with the filtering technology of the Applicant Tracking Systems can misuse the same and take advantage of the recruitment procedure. Irrespective of whether the candidate is qualified or not, he/she can simply stuff a resume with the right set of keywords to get selected. Such manipulation of the ATS can be extremely detrimental for businesses and deserving candidates

Salesforce cons

- Expensive
- You have to pay for add-ons to get the most out of the software
- Configuration and setup is complex and time-consuming

- Cluttered interface makes navigation and simple tasks unnecessarily complex
- The learning curve never seems to end
- Customer support has a poor reputation

.6. APPLICATIONS:

Most large corporations use some form of applicant tracking systems. Jobscan research found that over 98.8% of Fortune 500 companies use ATS while a Kelly OCG survey estimated that 66% of large companies and 35% of small organizations rely on recruitment software. And these numbers continue to grow. If you're applying to a large organization, you'll most likely face an ATS. If you're applying through *any* online form, you're applying through an ATS. Even job sites like Indeed and LinkedIn have their own built-in ATS.

7. CONCLUSION:

As a result, various ATS applications are developed and built on Salesforce to serve the wide range of demands of human resources (HR) customers. ATS stands for the applicant tracking system, which is increasingly becoming a pivotal component of the business and is used by recruiters to hire prospective talents. 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.

8. FUTURE SCOPE:

There's no question that artificial intelligence (AI) is rapidly changing the world of recruitment. Already, AI-powered applicant tracking systems (ATS) are screening resumes, identifying potential candidates, and even conducting initial interviews. As AI continues to evolve, it's likely that ATS software will become even more sophisticated. In the future, these systems are expected to be more fully integrated with social media platforms like LinkedIn. This will enable them to identify both active and passive candidates who are a good match for open positions. Additionally, AI-powered chatbots could be used to answer questions and provide information about the application process.

