

# **RECRUITING ASSISTANT FOR HR MANAGERS**

## **INTROCUCTION**

### **1.1 OVERVIEW**

The Human Resource Manager will lead and direct the routine functions of the Human Resources (HR) department including hiring and interviewing staff, administering pay, benefits, and leave, and enforcing company policies and practices.

### **1.2 PURPOSE**

In modern business, many organizations are facing employees' turnover loss. In order to prosper in the competitive environment the retention of skillful employees is critical. This paper explores the influence of HR practices (recruiting and selection, induction, training and development, performance review and compensanstion management) on employees' retention by proposing a strategic model. The proposed model could be a best practice guide for both academics and managers to implement specific actions and manage talented workforce. Key words: human resource practices; employee retention; retention strategy JEL Classification.

## **2. PROBLEM DEFINITION & DESIGN THINING**

### **2.1 EMPATHY MAP**

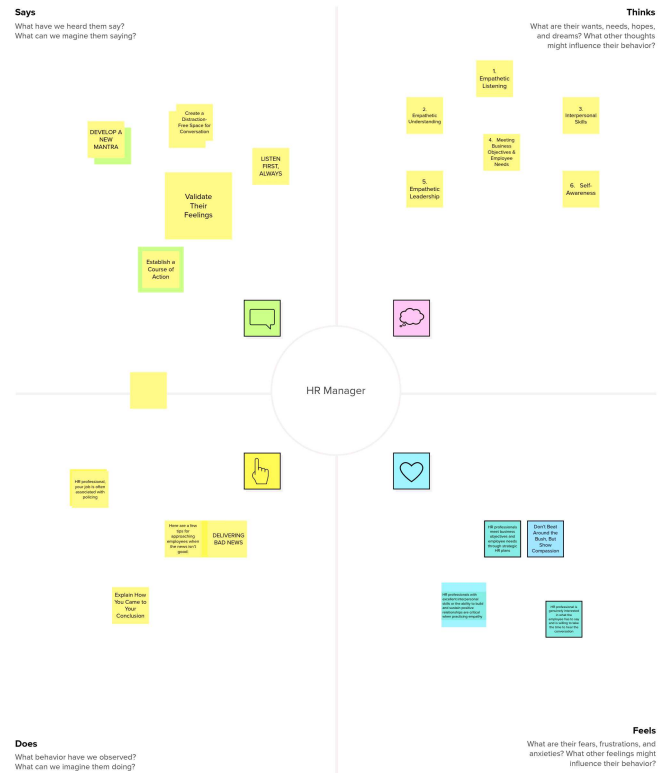
## Empathy map

Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs and pain points, to quickly understand your users' experience and mindset.

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### Build empathy

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



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### 3. RESULT

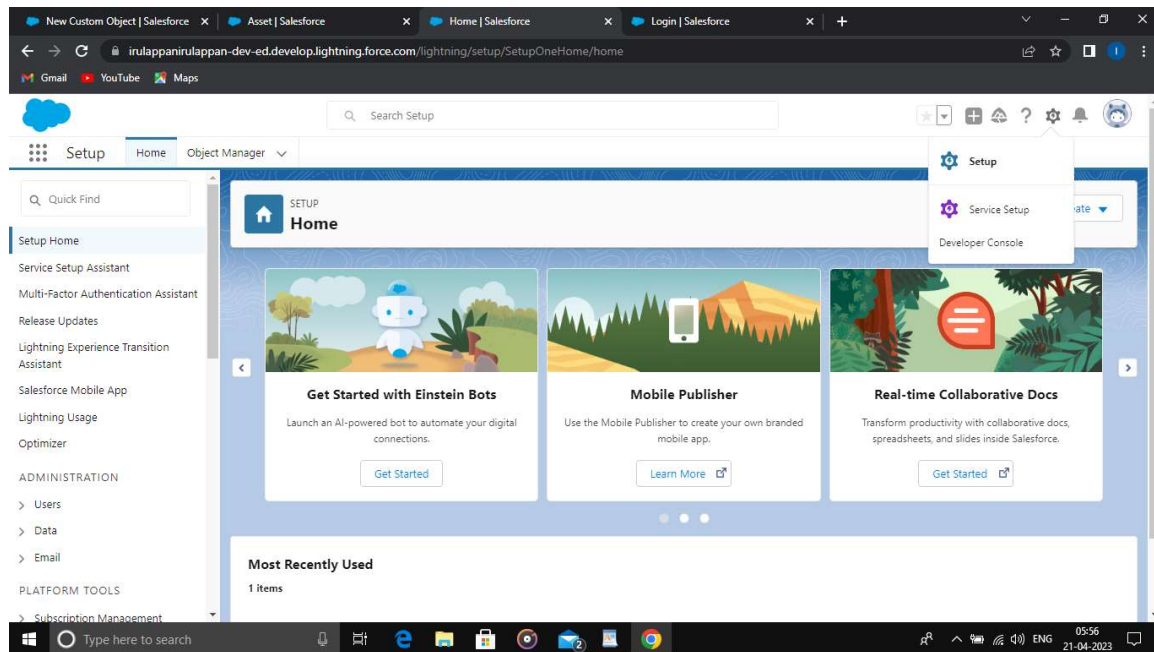
## 2.3 Data Model

Object name	Field label	Data tybe
Object Manager	Job Posting Site	Text
Review object	Review	Auto Number

Fields	1. Job Posting Site URL	URL
	2. Status	URL
	3. Technical site	Text
	4. Description	Text
Left Fields	1. Status	URL
	2. Technical site	Text
	3. Description	Text Area
Junction Object	Job posting	Auto Numbet
Custom Object	Job posting site	Master-detail
Object manager	Postion	Master-detail

## 2.4 Activity Screenshots

### Home page of sales force Account



### Object Manager

Browser: New Custom Object | Salesforce | inulappanirulappan-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/new

Setup Home Object Manager

### SETUP New Custom Object

Help for this Page

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

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

## Object Review

Browser: New Custom Object | Salesforce | inulappanirulappan-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/new

Setup Home Object Manager

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Object Name  Example: Account

Description

Screenshot of the Salesforce Setup page for the 'Asset' object, showing the 'Fields & Relationships' section. The page displays a list of fields and their descriptions, including Email, Geolocation, Number, Percent, Phone, Picklist, Picklist (Multi-Select), Text, Text Area, Text Area (Long), Text Area (Rich), Text (Encrypted), Time, and URL.

Fields & Relationships

- ☐ 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 "14:40:50.000" 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.

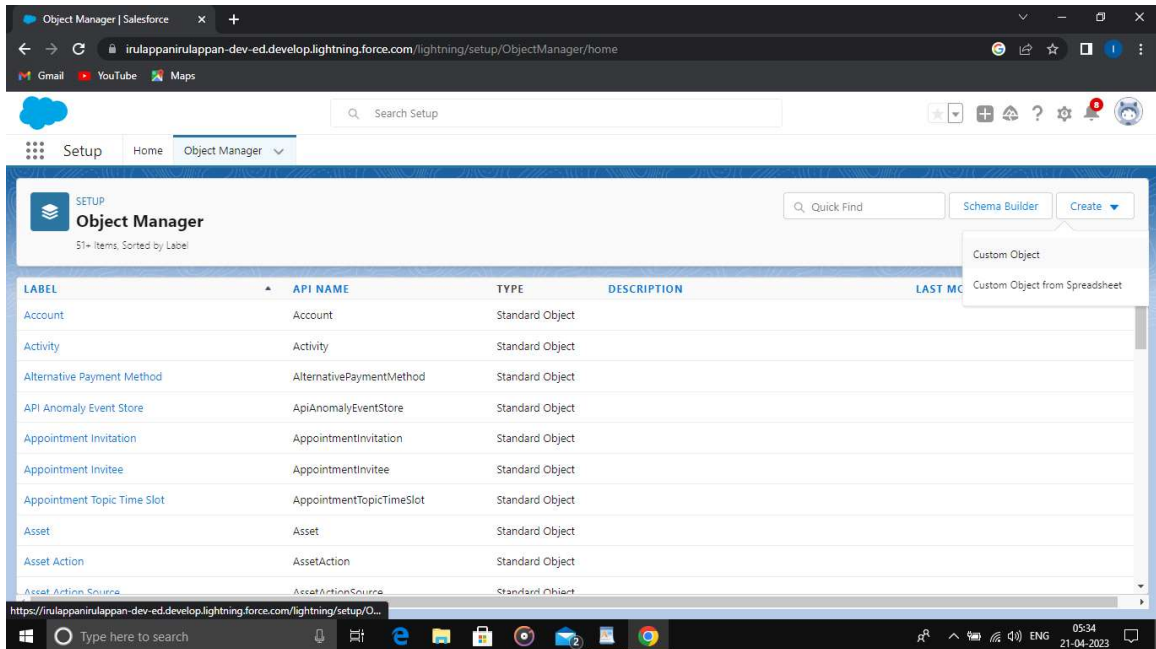
## Job posting site

Screenshot of the Salesforce Setup page for the 'Asset' object, showing the 'Fields & Relationships' section. The page displays a list of fields and their data types, including Account, Address, Asset Level, Asset Name, Asset Owner, Asset Provided By, Asset Serviced By, Competitor Asset, and Consequence Of Failure.

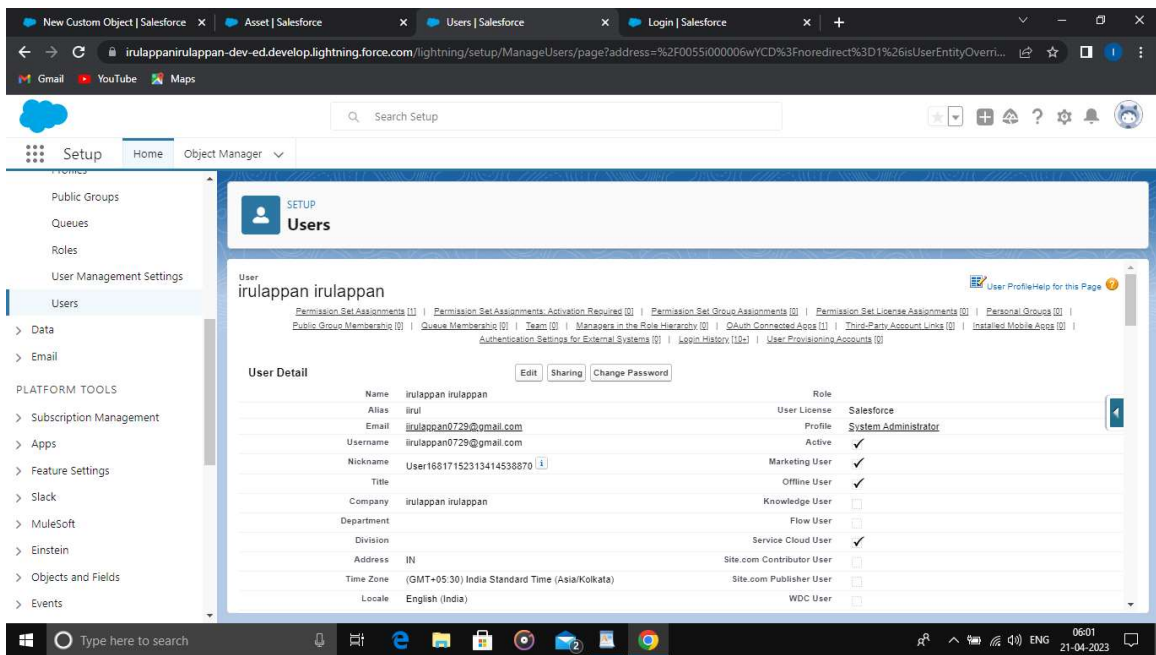
Fields & Relationships

39+ Items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Account	Accountid	Lookup(Account)		✓
Address	Address	Address		
Asset Level	AssetLevel	Number(9, 0)		
Asset Name	Name	Text(255)		✓
Asset Owner	Ownerid	Lookup(User)		✓
Asset Provided By	AssetProvidedByid	Lookup(Account)		✓
Asset Serviced By	AssetServicedById	Lookup(Account)		✓
Competitor Asset	IsCompetitorProduct	Checkbox		
Consequence Of Failure	ConsequenceOfFailure	Picklist		



## User



## 4. Tralihead Profile Public URL

Team leader - <https://trailblazer.me/id/iirulappan>

Team member 1 - <https://trailblazer.me/id/mpriya208>

Team member 2 - <https://trailblazer.me/id/mthuvangal>

Team member 3 -<https://trailblazer.me/id/ssharmi52>

## 5. Advantages & Disadvantages

Advantages	Disadvantages
Human Resource Management(HRM) helps in estimating the right number of people required for carrying out the necessary activities of an organization. It analyses different work positions within a business for identifying the skill sets needed for such positions. Proper information regarding job designations helps in acquiring the right peoples.	Human Resource Management systems require huge costs for installation within the business origination. Owners need to give proper training to its workers for setting up and running these systems. Small business can't afford to run these systems within their operations.
It enables business in hiring skilled and qualified workforce by creating a large pool of competent peoples. Human Resource Management conducts whole recruitment process of an organization in accordance with the requirements of job positions.	Human Resource Management lacks universal approval academic base due to its recent origin. There is no uniformity in its terms and different people characterize the term in a distinct way. Organizations are renaming their workforce department as HRM which may not yield real results. It requires changes at a fundamental level in approaches, mentality and philosophy of management.
It handle disputes and resolves all queries of workforce from time to time. Human Resource Management leads to smooth functioning of an organization by redressing all problems of employees in a better manner.	Another major limitation is inability to predict the external events and behavior of peoples. HRM needs a full support of all working people and top management in an organization for its successful implementation. In absence of proper support from top management, it may not yield expected results.

## 6. APPLICATION

- A. Set up
- B. sales
- C. Service

D. Trailhead

E. Github

## **CONCLUSION:**

In today world, the Human Resource Management plays a very significant role in the daily life. On the one hand, the Soft and Hard Human Resource Management influence on the business and lets them development rapidly. It can improve employee's motivation in a business and pay attention to company's policy and law respectively, which can increase the efficiency of company and get higher profits. On the other hand, trade unions help the employee to achieve negotiation successfully in the early time; it means the employee can negotiate a better wages and a good working condition. However, at the present, the employment law gradually becomes the focus in the world, because it has more restrictive and more favorable to protecting employee's benefit. In the future, the Human Resources Management will continue to play its role in each business.

## **8. Future scope**

Motivate and retain the most qualified talent by directing the administrative functions of the HR department.

Ensuring that the administration, coordination, and evaluation of human resources plans and programs are realized.

Developing and administering the human resources plans and procedures related to company requirements.

Plan, organize, and control the activities and actions of the HR department.

Contribute to the development of HR department goals, objectives, and systems.

Implement and revise a company's compensation program.



