

RECRUITING ASSISTANT FOR HR MANAGES

Project Report Template

1. INTRODUCTION:

1.1. overview:

Job application tracking system organizes information about job seekers and makes it searchable. As its name implies, an ATS tracks candidates through the hiring process. It helps with interview scheduling, issues notifications and alerts, and sends automated emails to candidates and employees, such as recruiters and hiring managers.

Applicant tracking systems work by scanning your submitted resume and cover letter to find keywords that match the job posting. They also store submitted resumes in a database for hiring managers and human resources professionals to look through later on.

First, candidates have come to expect companies to provide a positive candidate experience and user-friendly application process, which most applicant tracking systems provide. Second, for the employees involved in the recruitment process, such as recruiters, hiring managers and approvers, an ATS automates and streamlines the hiring process. Finally, an ATS provides a repository of data for future reference.

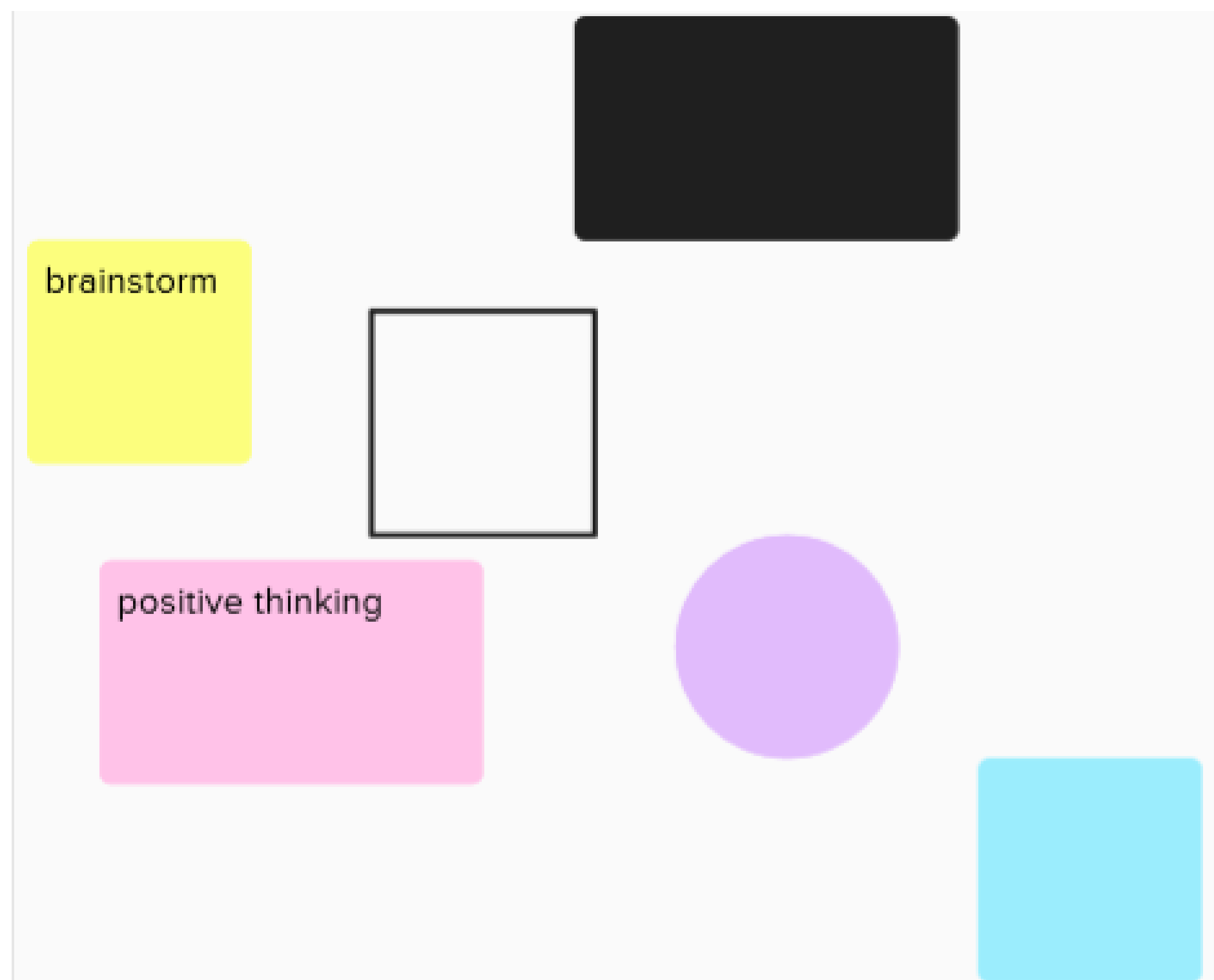
1.2 PURPOSE:

An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an

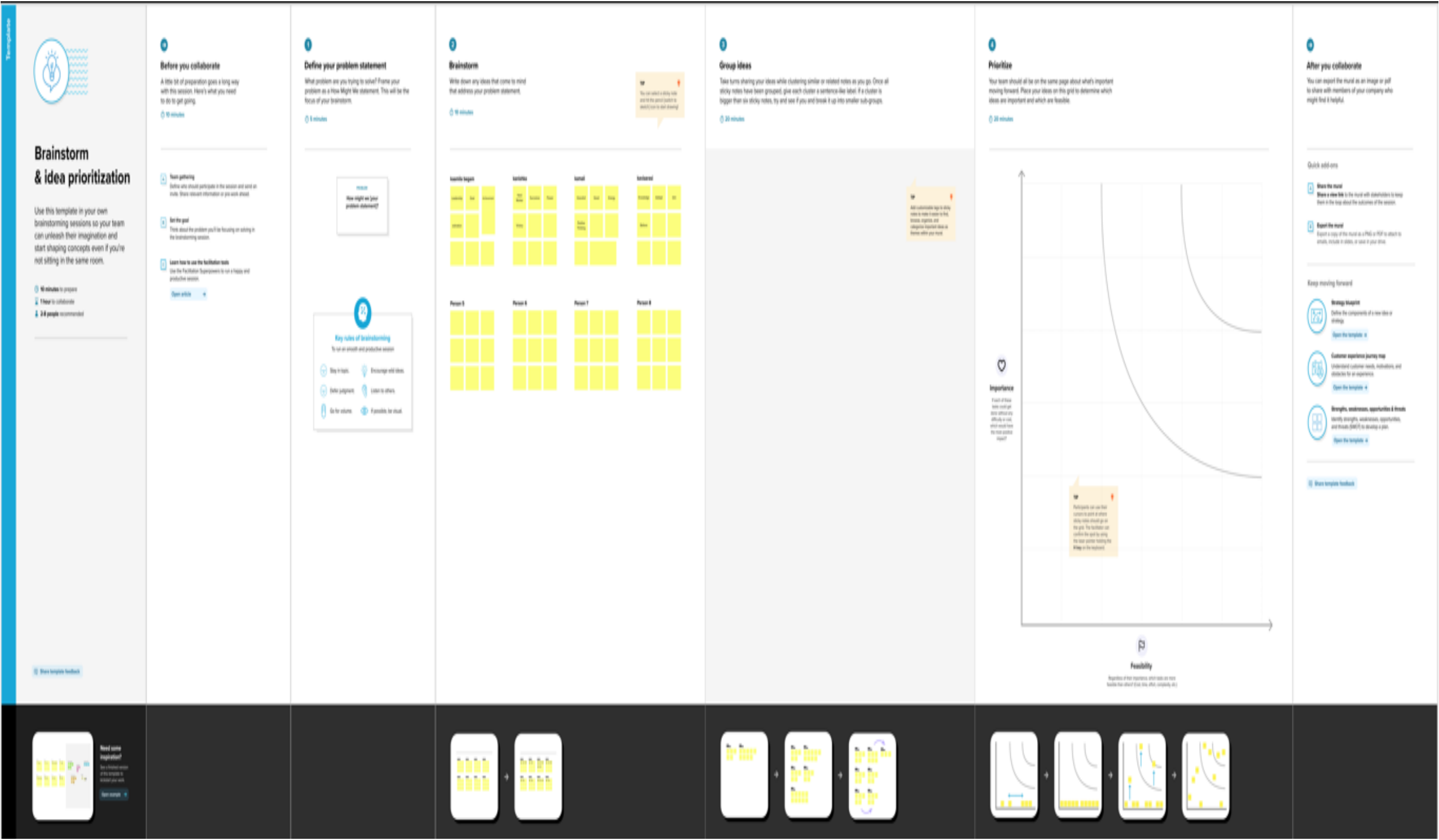
ATS report that it has improved the quality of the candidates they hire. 86% of recruiters reported that using an ATS has helped them hire faster.

2. PROBLEM DEFINITION AND DESIGN THINKING:

2.1 EMPATHY MAP:



2.2 IDEATION AND BRAINSTORMING MAP:



3. RESULT:

3.1 DATA MODEL:

OBJECT NAME	FIELD IN THE OBJECT	
OBJECT - 1	Field label	Data type
	Creation of developer account	Home
	Package installation	Playground starter
	Object	Job posting site
	Tabs	Custom object tab

OBJECT - 2	Field label	Data type
	Fields	Job posting site URL
	Junction object	Custom junction object
	Page layout	Position
	Validation rules	Supplier
OBJECT - 3	Field label	Data type
	Profile	Clone profile
	Users	Salesforce
	Permission sets	Supplier permit
	Reports	Recently viewed

3.2 ACTIVITY & SCREEN SHOTS

SETUP > OBJECT MANAGER

job posting site

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

Details

Description

API Name

job_posting_site__c

Custom

✓

Singular Label

job posting site

Plural Label

job posting sites

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

Edit

Delete

SETUP > OBJECT MANAGER

flower

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

Details

Description

API Name

flower__c

Custom

✓

Singular Label

flower

Plural Label

flowers

Enable Reports

✓

Track Activities

Track Field History

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

Edit

Delete

Setup

Home

Object Manager

SETUP > OBJECT MANAGER

city

Details

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List View Button Layout

Details

Description

API Name

city__c

Custom

✓

Singular Label

city

Plural Label

cities

Enable Reports

✓

Track Activities

Track Field History

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

Edit

Delete

SetupHomeObject Manager

Review

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Compact Layouts

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Search Layouts

List View Button Layout

Restrictions & Policies

Details

Description

API Name

Review__c

Custom

✓

Singular Label

Review

Plural Label

Reviews

Enable Reports

✓

Track Activities

Track Field History

✓

Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

EditDelete

Search Setup

SetupHomeObject Manager

Quick Find

Setup Home

Service Setup Assistant

Multi-Factor Authentication Assistant

Release Updates

Lightning Experience Transition Assistant

Salesforce Mobile App

Lightning Usage

Optimizer

ADMINISTRATION

> Users

> Data

> Email

PLATFORM TOOLS

> Subscription Management

> Apps

> Feature Settings

Custom Object Tab

job posting sites

Below is the information for the custom tab. Click Edit to change the custom tab.

Custom Tab Definition Detail

EditDelete

Tab Label

job posting sites

Tab Style

Full

How to Enable Page

Object

job posting sites

Splash Page Custom Link

Description

Created By

Kaamlathevaran K. 24/03/2023, 7:28 pm

Modified By

Kaamlathevaran K. 24/03/2023, 7:28 pm

SetupHomeObject Manager

SETUP > OBJECT MANAGER

job posting site : status

Details

Fields & Relationships

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Search Layouts

List View Button Layout

Details

Description

API Name
job_posting_site_status__c

Custom

Singular Label
job posting site : status

Plural Label
job posting sites status

Enable Reports

Track Activities

Track Field History

Deployment Status
Deployed

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Scoping 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 posting Name	Name	Auto Number		✓
job posting site	job_posting_site__c	Master-Detail(job posting site)		✓
Last Modified By	LastModifiedById	Lookup(User)		

Search Setup

SetupHomeObject Manager

SETUP > OBJECT MANAGER

job posting site : Technical site

Details

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Page Layouts

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Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Search Layouts

List View Button Layout

Details

Description

API Name
job_posting_site_Technical_site__c

Custom

Singular Label
job posting site : Technical site

Plural Label
job posting sites Technical sites

Enable Reports

Track Activities

Track Field History

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

EditDelete

Setup > Object Manager

Review

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Buttons, Links, and Actions

Compact Layouts

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Object Limits

Record Types

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Search Layouts

List View Button Layout

Restriction Rules

Page Layouts

1 Item, Sorted by Page Layout Name

Quick Find

New

Page Layout Assignment

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY
Review Layout	Kaamilabegam K, 24/03/2023, 11:06 am	Kaamilabegam K, 11/04/2023, 12:35 pm

Search Setup

Setup Home Object Manager

Setup > Object Manager

position

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

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Search Layouts

List View Button Layout

Restriction Rules

Page Layouts

1 Item, Sorted by Page Layout Name

Quick Find

New

Page Layout Assignment

PAGE LAYOUT NAME	CREATED BY	MODIFIED BY
position Layout	Kaamilabegam K, 27/03/2023, 7:34 pm	Kaamilabegam K, 11/04/2023, 12:25 pm

Setup

Object Manager

Setup

Object Manager

Influitive Hub Mapping Validation Rule

Back to Influitive Hub Mapping

Help for this Page

Validation Rule Detail

Edit

Clone

Active

✓

Rule Name	system_administrator	Error Condition Formula	ISBLANK (Name) && SProfile Name <= "System Administrator"	Error Location	Top of Page
Error Message	Every Position Must Have a Name	Description		Created By	Kaamilabegam K, 11/04/2023, 12:13 pm
Modified By	Kaamilabegam K, 11/04/2023, 12:13 pm				

EditClone

Setup

Home

Object Manager

Quick Find

Setup Home

Service Setup Assistant

Multi-Factor Authentication Assistant

Release Updates

Lightning Experience Transition Assistant

Salesforce Mobile App

Lightning Usage

Optimizer

ADMINISTRATION

Users

Permission Set Groups

Permission Sets

SETUP

Profiles

Profile Edit

kaamila

Set the permissions and page layouts for this profile.

Profile Edit

Save

Save & New

Cancel

Name

kaamila

User License

Salesforce

Custom Profile

Description

Custom App Settings

Visible

Default

All Tabs (standard__AllTabSet)

Visible

Default

Sales (standard__LightningSales)

Visible

Default

Profiles | Salesforce

dmgrgovtartsandsciencecoll-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/page/address+%2F00e2w000000u7XE%2Fe%3FretURL%3...

Search Setup

Setup

Home

Object Manager

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Lightning Experience Transition Assistant

Salesforce Mobile App

Lightning Usage

Optimizer

ADMINISTRATION

Users

Permission Set Groups

Permission Sets

SETUP

Profiles

Custom App Settings

Visible

Default

All Tabs (standard__AllTabSet)

Visible

Default

Analytics Studio (standard__Insights)

Visible

Default

App Launcher (standard__AppLauncher)

Visible

Default

Bolt Solutions (standard__LightningBolt)

Visible

Default

Community (standard__Community)

Visible

Default

Content (standard__Content)

Visible

Default

Data Manager (standard__DataManager)

Visible

Default

Digital Experiences (standard__SalesforceCMS)

Visible

Default

Lightning Usage App (standard__LightningInstrumentation)

Visible

Default

Sales (standard__LightningSales)

Visible

Default

Sales (standard__Sales)

Visible

Default

Sales Console (standard__LightningSalesConsole)

Visible

Default

Salesforce Chatter (standard__Chatter)

Visible

Default

Salesforce Scheduler Setup (standard__LightningScheduler)

Visible

Default

Sample Console (standard__ServiceConsole)

Visible

Default

Service (standard__Service)

Visible

Default

Service Console (standard__LightningService)

Visible

Default

Sits.com (standard__Sites)

Visible

Default

Setup

Home

Object Manager

profiles

Users

Profiles

Didn't find what you're looking for?

Try using Global Search.

SETUP

Profiles

Profile

Sales Profile

Help for this Page

Users with this profile have the permissions and page layouts listed below. Administrators can change a user's profile by editing that user's personal information.

If your organization uses Record Types, use the Edit links in the Record Type Settings section below to make one or more record types available to users with this profile.

Login IP Ranges

 |

Enabled Apex Class Access

 |

Enabled Visualforce Page Access

 |

Enabled External Data Source Access

 |

Enabled Named Credential Access

 |

Enabled Custom Metadata Type Access

 |

Enabled Custom Setting Definitions Access

 |

Enabled Flow Access

 |

Enabled Service Presence Status Access

 |

Enabled Custom Permissions

Profile Detail

Edit

Clone

Delete

View Users

Name	Sales Profile	Custom Profile	✓
User License	Salesforce		
Description			
Created By	Kaamilabegam.K, 21/03/2023, 12:00 pm	Modified By	Kaamilabegam.K, 10/04/2023, 10:23 am

Setup

Home

Object Manager

Quick Find

Setup Home

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ADMINISTRATION

Users

Permission Set Groups

Permission Sets

SETUP

Profiles

Insufficient Privileges

You do not have the level of access necessary to perform the operation you requested. Please contact the owner of the record or your administrator if access is necessary. For more information, see [Insufficient Privileges Errors](#).

Click [here](#) to return to the previous page.

Sales Home Opportunities Leads Tasks Files Accounts Contacts Campaigns Dashboards Reports More

Report: Accounts Job Posting Objects

Total Records: 13

	Last Activity	Account Owner	Account Name	Billing State/Province	Type	Rating	Last Modified Date
1	-	Kaamilabegam K.	GenePoint	CA	Customer - Channel	Cold	21/03/2023
2	-	Kaamilabegam K.	United Oil & Gas, UK	UK	Customer - Direct	-	21/03/2023
3	-	Kaamilabegam K.	United Oil & Gas, Singapore	Singapore	Customer - Direct	-	21/03/2023
4	-	Kaamilabegam K.	Edge Communications	TX	Customer - Direct	Hot	21/03/2023
5	-	Kaamilabegam K.	Burlington Textiles Corp of America	NC	Customer - Direct	Warm	21/03/2023
6	-	Kaamilabegam K.	Pyramid Construction Inc.	-	Customer - Channel	-	21/03/2023
7	-	Kaamilabegam K.	Dickenson plc	KS	Customer - Channel	-	21/03/2023
8	-	Kaamilabegam K.	Grand Hotels & Resorts Ltd	IL	Customer - Direct	Warm	21/03/2023
9	-	Kaamilabegam K.	Express Logistics and Transport	OR	Customer - Channel	Cold	21/03/2023
10	-	Kaamilabegam K.	University of Arizona	AZ	Customer - Direct	Warm	21/03/2023
11	-	Kaamilabegam K.	United Oil & Gas Group	NV	Customer - Direct	Warm	21/03/2023

To Do List

Sales Home Opportunities Leads Tasks Files Accounts Contacts Campaigns Dashboards Reports More

Report: Accounts New Accounts Report

Total Records: 13

	Last Activity ↑	Account Owner	Account Name	Billing State/Province	Type	Rating	Last Modified Date
1	-	Kaamilabegam K.	GenePoint	CA	Customer - Channel	Cold	21/03/2023
2	-	Kaamilabegam K.	United Oil & Gas, UK	UK	Customer - Direct	-	21/03/2023
3	-	Kaamilabegam K.	United Oil & Gas, Singapore	Singapore	Customer - Direct	-	21/03/2023
4	-	Kaamilabegam K.	Edge Communications	TX	Customer - Direct	Hot	21/03/2023
5	-	Kaamilabegam K.	Burlington Textiles Corp of America	NC	Customer - Direct	Warm	21/03/2023
6	-	Kaamilabegam K.	Pyramid Construction Inc.	-	Customer - Channel	-	21/03/2023
7	-	Kaamilabegam K.	Dickerson plc	KS	Customer - Channel	-	21/03/2023
8	-	Kaamilabegam K.	Grand Hotels & Resorts Ltd	IL	Customer - Direct	Warm	21/03/2023
9	-	Kaamilabegam K.	Express Logistics and Transport	OR	Customer - Channel	Cold	21/03/2023
10	-	Kaamilabegam K.	University of Arizona	AZ	Customer - Direct	Warm	21/03/2023
11	-	Kaamilabegam K.	United Oil & Gas, France	FR	Customer - Direct	Hot	21/03/2023

To Do List

SetupHomeObject Manager

SETUP > OBJECT MANAGER
job posting

Details

Fields & Relationships

Page Layouts

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Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Related Lookup Filters

Restriction Rules

Scoping Rules

Fields & Relationships

5 Items, Sorted by Field Label

Quick FindNewDeleted FieldsField DependenciesSet History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
job posting Name	Name	Auto Number		✓
job posting site	job_posting_site__c	Master-Detail(job posting site)		✓
Last Modified By	LastModifiedById	Lookup(User)		
position	position__c	Master-Detail(position)		✓

Search Setup

SetupHomeObject Manager

SETUP > OBJECT MANAGER
position

Details

Fields & Relationships

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Compact Layouts

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Search Layouts

List View Button Layout

Details

EditDelete

Description

API Name
position__c

Custom
✓

Singular Label
position

Plural Label
positions

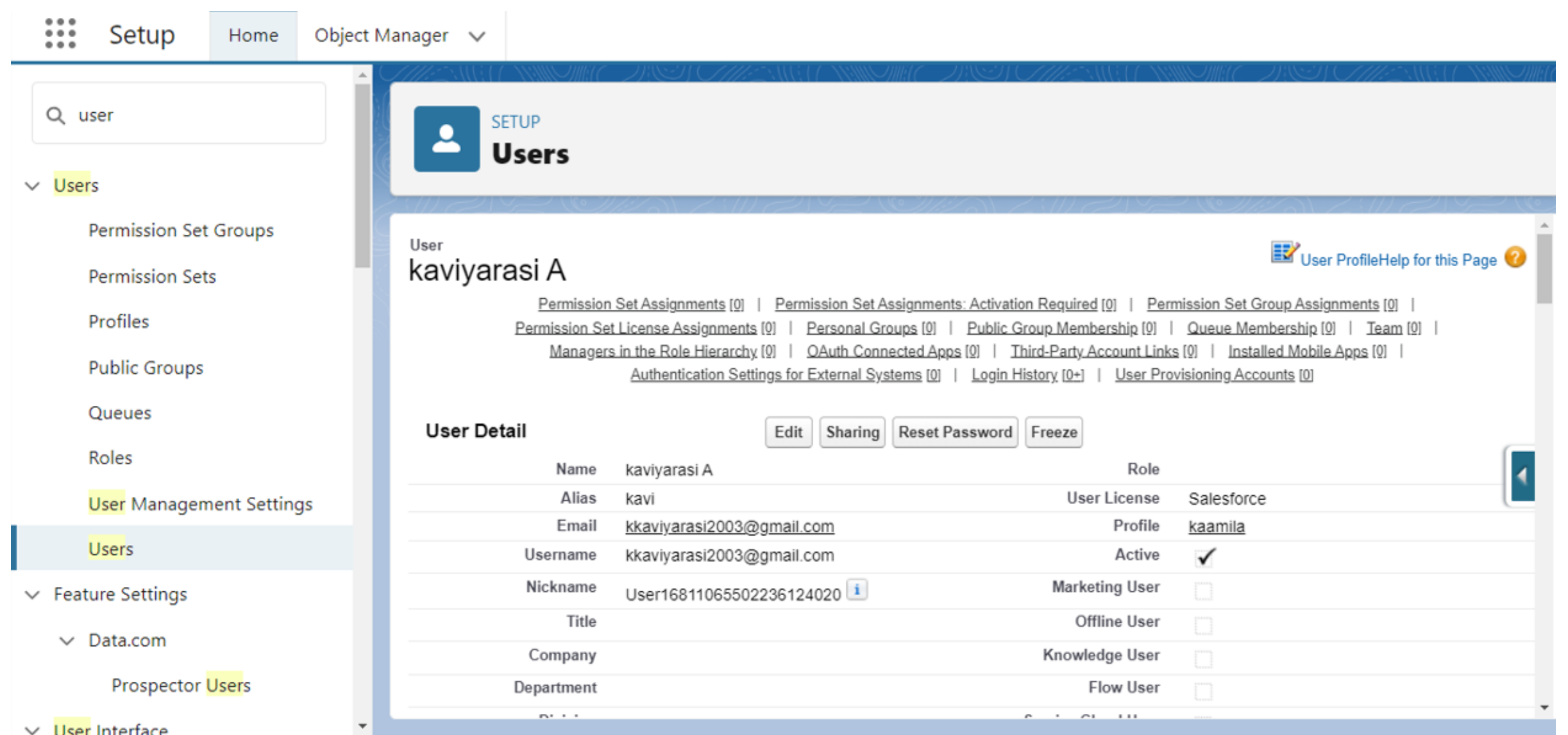
Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window



4. TRIALHEAD PROFILE PUBLIC URL:

Team leader – <https://trailblazer.me/id/kaamk>

Team member 1 – <https://trailblazer.me/id/kkaviyarasi>

Team member 2 – <https://trailblazer.me/id/kkamali2>

Team member 3 - <https://trailblazer.me/id/aksridhar29>

5. ADVANTAGES AND DISADVANTAGES:

5.1 ADVANTAGES:

- ☒ Enhanced candidate experience.
- ☒ Optimize the onboarding process.
- ☒ Quality hire.

- ☒ Enhance collaboration and teamwork.
- ☒ Increase candidate engagement.
- ☒ Easy job posting.

5.2 DISADVANTAGES:

- ☒ Misread resumes in PDF format.
- ☒ The inability to read most, if not all, graphics.
- ☒ Missing out on potential great hires and great pipeline talent when resumes are eliminated.
- ☒ Automatic elimination of every resume that the system cannot read and interpret.
- ☒ Incorrectly categorized data from resumes that were created in an unusual format.

6. APPLICATION:

- ❖ **Application 1** – Tracking employees
- ❖ **Application 2** - Collecting data about the jobs
- ❖ **Application 3** – Improving the application of jobs
- ❖ **Application 4** –Streamlining Internal Sales Process

7. CONCLUSION:

Job application tracking system for recruiters is a very effective hiring solution that most of the successful recruiters utilize. Because without it, there is a good chance that progress of moving applicants through different stages can become very difficult.

8. FUTURE SCOPE:

The world is moving into automation and AI, and leads way to the new age Application Tracking System (ATS). According to a recently released survey report, the majority of staffing firms worldwide will no option for an Application Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.