1 INTRODUCTION

Overview

An application tracking system is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

An job application tracking system helps companies organize candidates for hiring and recruitment purposes. These systems allow businesses to collect information,organize prospects based on experience and skill set, and filter applicants.

Purpose

An job application tracking system 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 job application tracking system report that it has improved the quality of the candidates they hire.

2 PROBLEM DEFINITION AND DESIGN THINKING

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.

Share template feedback

Need some inspiration?

See a finished version of this template to kickstart your work.

Open example →

✳

Build empathy

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

Says
What have we heard them say?
What can we imagine them saying?

the tracking system allow people to easily apply for a position

source and attract qualified candidates

it gives many placement

improve efficiency and lower costs

this system also include CRM,data analytics and etc..

this system can easily access and organize

JOB APPLICATION TRACKING SYSTEM

posts jobs on multiple job boards

these systems allow businesses to collect information

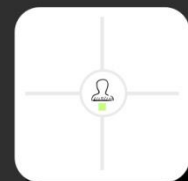promotes easy collaboration among the recruiting teams

if anyone can apply this system they approach to use others

they want to apply

saves time by automating mundane tasks

Does
What behavior have we observed?
What can we imagine them doing?

Ideation and brainstorming map

2 RESULT

Data Model:

OBJECT NAME	FIELDS IN THE OBJECT	
Job	**FIELD LABEL**	**DATA TYPE**
	Created By	Lookup(user)
	Description	Text area(255)
	Job Number	Auto number
	Last Modified By	Lookup(User)
	Location	Text(30)
	Recruiter	Master-Detail(Recruiter)
candidate	**FIELD LABEL**	**DATA TYPE**
	Candidate Number	Auto Number
	Created By	Lookup(User)
	Last Modified By	Lookup(User)
	Owner	Lookup(User ,Group)
Job Application Object	**FIELD LABEL**	**DATA TYPE**
	Created by	Lookup(User)
	Job Application Objects Number	Auto Number

	FIELD LABEL	DATA TYPE
	Last Modified By	Lookup(User)
	Owner	Lookup(User, Group)
Tab	FIELD LABEL	DATA TYPE
	Created By	Lookup(User)
	Last Modified By	Lookup(User)
	Owner	Lookup(User, Group)
	Tab Number	Auto Number

Activity and Screenshot

SETUP > OBJECT MANAGER
Candidate

Details   Edit   Delete

Details

Fields & Relationships   Description

Page Layouts

Lightning Record Pages   API Name   Enable Reports
                                Candidate__c   ✓
Buttons, Links, and Actions   Custom   Track Activities
                                ✓
Compact Layouts
                                Singular Label   Track Field History
Field Sets   Candidate   ✓

Object Limits   Plural Label   Deployment Status
                                Candidates   Deployed
Record Types
                                                                      Help Settings
Related Lookup Filters   Standard salesforce.com Help Window

Search Layouts

List View Button Layout

Restriction Rules

Scoping Rules

Triggers

Flow Triggers

Validation Rules

SETUP > OBJECT MANAGER
job application object

Details   Edit   Delete

Details

Fields & Relationships   Description

Page Layouts

Lightning Record Pages   API Name   Enable Reports
                                job_application_object__c   ✓
Buttons, Links, and Actions   Custom   Track Activities
                                ✓
Compact Layouts
                                Singular Label   Track Field History
Field Sets   job application object   ✓

Object Limits   Plural Label   Deployment Status
                                job application objects   Deployed
Record Types
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Flow Triggers

Validation Rules

javascript:void(0);

SETUP > OBJECT MANAGER
Tab

Details	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

List View Button Layout

Restriction Rules

Scoping Rules

Triggers

Flow Triggers

Validation Rules

Description

API Name
Tab__c

Custom
✓

Singular Label
Tab

Plural Label
Tabs

Enable Reports
✓

Track Activities

Track Field History
✓

Deployment Status
Deployed

Help Settings
Standard salesforce.com Help Window

javascript:void(0);

Q 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

  Profiles

  Public Groups

  Queues

  Roles

  User Management Settings

  Users

> Data

> Email

PLATFORM TOOLS

> Subscription Management

> Apps

> Feature Settings

> Slack

> MuleSoft

> Einstein

∨ Objects and Fields

  Object Manager

  Picklist Value Sets

SETUP
Profiles

Profile
Sales Manager

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 [0] | Enabled Apex Class Access [0] | Enabled External Data Source Access [0] | Enabled Named Credential Access [0] | Enabled Custom Metadata Type Access [0] | Enabled Custom Setting Definitions Access [0] | Enabled Flow Access [0] | Enabled Service Presence Status Access [0] | Enabled Custom Permissions

Profile Detail

		Edit	Clone	Delete	View Users	

Name: Sales Manager

User License: Analytics Cloud Integration User

Custom Profile: ✓

Description:

Created By: VISHNU S, 07/04/2023, 5:33 pm

Modified By: VISHNU S, 07/04/2023, 5:33 pm

Page Layouts

Standard Object Layouts

Global	Global Layout [View Assignment]	Object Milestone	Object Milestone Layout [View Assignment]
Email Application	Not Assigned [View Assignment]	Operating Hours	Operating Hours Layout [View Assignment]
Home Page Layout	Home Page Default [View Assignment]	Opportunity	Opportunity Layout [View Assignment]
Account	Account Layout [View Assignment]	Opportunity Product	Opportunity Product Layout [View Assignment]
Alternative Payment Method	Alternative Payment Method Layout [View Assignment]	Order	Order Layout [View Assignment]
Appointment Invitation	Appointment Invitation Layout [View Assignment]	Order Product	Order Product Layout [View Assignment]
Asset	Asset Layout [View Assignment]	Payment	Payment Layout [View Assignment]
Asset Action	Asset Action Layout [View Assignment]	Payment Authorization	Payment Authorization Layout [View Assignment]
Asset Action Source	Asset Action Source Layout [View Assignment]	Payment Authorization Adjustment	Payment Authorization Adjustment Layout [View Assignment]
Asset Relationship	Asset Relationship Layout [View Assignment]	Payment Gateway	Payment Gateway Layout [View Assignment]
Asset State Period	Asset State Period Layout [View Assignment]	Payment Gateway Log	Payment Gateway Log Layout [View Assignment]
Assigned Resource	Assigned Resource Layout [View Assignment]	Payment Group	Payment Group Layout [View Assignment]
Authorization Form	Authorization Form Layout [View Assignment]	Payment Line Invoice	Payment Line Invoice Layout [View Assignment]
Authorization Form Consent	Authorization Form Consent Layout [View Assignment]	Price Book	Price Book Layout [View Assignment]
Authorization Form Data Use	Authorization Form Data Use Layout [View Assignment]	Price Book Entry	Price Book Entry Layout [View Assignment]
Authorization Form Text	Authorization Form Text Layout [View Assignment]	Process Exception	Process Exception Layout [View Assignment]
Business Brand	Business Brand Layout [View Assignment]	Product	Product Layout [View Assignment]
Campaign	Campaign Layout [View Assignment]	Product Consumption Schedule	Product Consumption Schedule Layout [View Assignment]

Screenshot 1 — Sales Manager User Detail

Search Setup

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
- Profiles
- Public Groups
- Queues
- Roles
- User Management Settings
- Users

Data
Email

PLATFORM TOOLS
Subscription Management
Apps
Feature Settings

SETUP
Users

User
Sales Manager

User Profile Help for this Page

Permission Set Assignments [0] | Permission Set Assignments: Activation Required [0] | Permission Set Group Assignments [0] | Permission Set License Assignments [0] | Personal Groups [0] | Public Group Membership [0] | Team [0] | Managers in the Role Hierarchy [0] | OAuth Connected Apps [0] | Third Party Account Links [0] | Installed Mobile Apps [0] | Authentication Settings for External Systems [0] | Login History [0+] | User Provisioning Accounts [0]

User Detail

Edit | Sharing | Reset Password | Freeze

Field	Value	Field	Value
Name	Sales Manager	Role	
Alias	ggell	User License	Salesforce Platform
Email	jasfigaisfuhfu@gmail.com	Profile	Standard Platform User
Username	jasfigaisfuhfu@gmail.com	Active	✓
Nickname	User1680870236012712870	Marketing User	
Title		Offline User	
Company		Knowledge User	
Department		Flow User	
Division		Service Cloud User	
Address		Site.com Contributor User	
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	
Locale	English (India)	WDC User	
Language	English	Mobile Push Registrations	View
Delegated Approver		Data.com User Type	
Manager		Accessibility Mode (Classic Only)	
Receive Approval Request Emails	Only if I am an approver	Debug Mode	
Federation ID		High-Contrast Palette on Charts	
App Registration: One-Time Password Authenticator		Load Lightning Pages While Scrolling	✓
App Registration: Salesforce Authenticator		Salesforce CRM Content User	✓
Security Key (U2F or WebAuthn)		Receive Salesforce CRM Content Email Alerts	✓
Lightning Login		Receive Salesforce CRM Content Alerts as Daily Digest	✓
Temporary Verification Code (Expires in 1 to 24 Hours)	[Generate]	Make Setup My Default Landing Page	
		Allow Forecasting	
		Call Center	
		Phone	
		Extension	
		Fax	

Screenshot 2 — Hr Manager User Detail

Search Setup

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
- Profiles
- Public Groups
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- Roles
- User Management Settings
- Users

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Email

PLATFORM TOOLS
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SETUP
Users

User
Hr Manager

User Profile Help for this Page

Permission Set Assignments [0] | Permission Set Assignments: Activation Required [0] | Permission Set Group Assignments [0] | Permission Set License Assignments [0] | Personal Groups [0] | Public Group Membership [2] | Team [0] | Managers in the Role Hierarchy [0] | OAuth Connected Apps [0] | Third Party Account Links [0] | Installed Mobile Apps [0] | Authentication Settings for External Systems [0] | Login History [0+] | User Provisioning Accounts [0]

User Detail

Edit | Sharing | Reset Password | Freeze

Field	Value	Field	Value
Name	Hr Manager	Role	
Alias	hmana	User License	Salesforce Platform
Email	varaprasadandrothu@gmail.com	Profile	Standard Platform User
Username	vishnuvishnu4492@gmail.com	Active	✓
Nickname	User1680869725809608798	Marketing User	
Title		Offline User	
Company		Knowledge User	
Department		Flow User	
Division		Service Cloud User	
Address		Site.com Contributor User	
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	
Locale	English (India)	WDC User	
Language	English	Mobile Push Registrations	View
Delegated Approver		Data.com User Type	
Manager		Accessibility Mode (Classic Only)	
Receive Approval Request Emails	Only if I am an approver	Debug Mode	
Federation ID		High-Contrast Palette on Charts	
App Registration: One-Time Password Authenticator		Load Lightning Pages While Scrolling	✓
App Registration: Salesforce Authenticator		Salesforce CRM Content User	✓
Security Key (U2F or WebAuthn)		Receive Salesforce CRM Content Email Alerts	✓
Lightning Login		Receive Salesforce CRM Content Alerts as Daily Digest	✓
Temporary Verification Code (Expires in 1 to 24 Hours)	[Generate]	Make Setup My Default Landing Page	
		Allow Forecasting	
		Call Center	
		Phone	
		Extension	
		Fax	

Report: Accounts — object jobs

Total Records: 13

Rating	Type → / Billing City →	-	San Francisco	Subtotal	Customer - Direct -	Austin	Burlington	Chicago	New York	Singapore	Tucson	Subtotal	Customer - Channel Lawrence	Mountain View	Paris	Portland	Subtotal	Total
-	Record Count	1	1	2	1	0	0	0	0	1	0	2	1	0	1	0	2	6
Hot	Record Count	0	0	0	0	1	0	0	1	0	0	2	0	0	0	0	0	2
Warm	Record Count	0	0	0	0	0	1	1	0	0	1	3	0	0	0	0	0	3
Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	2
Total	Record Count	1	1	2	1	1	1	1	1	1	1	7	1	1	1	1	4	13

Details (13 Rows) ⓘ Click an intersection in the table above to filter details.

	Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	-	Automated Process	Sample Account for Entitlements	-	31/03/2023
2	-	VISHNU S	sForce	CA	31/03/2023
3	-	VISHNU S	United Oil & Gas, UK	UK	31/03/2023
4	-	VISHNU S	United Oil & Gas, Singapore	Singapore	31/03/2023
5	-	VISHNU S	Dickenson plc	KS	31/03/2023
6	-	VISHNU S	Pyramid Construction Inc.	-	31/03/2023

Row Counts ✓ Detail Rows ✓ Subtotals ✓ Grand Total ✓ Stacked Summaries ✓

Report: Accounts — candidate

Total Records: 13

Account Owner	Created By	Billing City →	-	Austin	Burlington	Chicago	Lawrence	Mountain View	New York	Paris	Portland	San Francisco	Singapore	Tucson	Total
Automated Process	Automated Process	Record Count	1	0	0	0	0	0	0	0	0	0	0	0	1
	Subtotal	Record Count	1	0	0	0	0	0	0	0	0	0	0	0	1
VISHNU S	VISHNU S	Record Count	1	1	1	1	1	1	1	1	1	1	1	1	12
	Subtotal	Record Count	1	1	1	1	1	1	1	1	1	1	1	1	12
Total		Record Count	2	1	1	1	1	1	1	1	1	1	1	1	13

Details (13 Rows) ⓘ Click an intersection in the table above to filter details.

	Last Activity	Account Name	Billing State/Province	Type	Rating	Last Modified Date
1	-	Sample Account for Entitlements	-	-	-	31/03/2023
2	-	United Oil & Gas, UK	UK	Customer - Direct	-	31/03/2023
3	-	Edge Communications	TX	Customer - Direct	Hot	31/03/2023
4	-	Burlington Textiles Corp of America	NC	Customer - Direct	Warm	31/03/2023
5	-	Grand Hotels & Resorts Ltd	IL	Customer - Direct	Warm	31/03/2023
6	-	Dickenson plc	KS	Customer - Channel	-	31/03/2023

Row Counts ✓ Detail Rows ✓ Subtotals ✓ Grand Total ✓ Stacked Summaries ✓

3 Trailhead Profile Public URL

Team Lead- https://trailblazer.me/id/manim125

Team Member 1- https://trailblazer.me/id/vi257

Team Member 2- https://trailblazer.me/id/logum1

Team Member 3- http://trailblazer.me/id/vichu55

4 ADVANTAGES & DISADVATAGES

List of advantages
- Saves Time
- Seamless Searching

- Wealth of data
- Customizable screening

List of disadvantages

- ✓ Limit potential candidates
- ✓ Harder to integrate
- ✓ Only focuses on data/analytical information

5 APPLICATIONS

Solution areas:

The intelligent application of the latest technology and techniques to address specific workflow, production and post production requirements will always increase productivity and quality while reducing costs.

Digistor's expertise lies in addressing specific application areas and bringing these skills to bear for our customers.

6 CONCLUSION

Applicant 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 your process of moving applicants through different stages can become very difficult.

7 FUTURE SCOPE

✦ **Saves Time for Value Added Work**

✦ **Better Overview of Applications**

✦ **Flexible System for Both Employer & the Agency**

✦ **Easy Job Posting**

✦ **Improved Cost-per-Hire**

✦ **Improved Quality of Hire**

✦ **Improved Inter-Departmental Communication**

✦ **Promotes Collaborative Hiring**

✦ **Entire Recruitment Cycle Speeds Up**

✦ **Improved Candidate Experience…**