

PROJECT REPORT TEMPLATE

RECRUITING ASSISTANT FOR HR MANAGERS

TEAM ID: NM2023TMID19420

1.INRODUCTION

1.1Overview:

In this project ,we use custom objects ,relationships,pageslayouts to give the HR access to data they need on an existing recruitment app.

To make the existing app more efficient for the HR team we create custom objects and relationships to store and access the data more efficiently. we install an unmanaged package in the org to get metadata that acts as existing data in the recruitment app.

1.2 Purpose :

- ❖ Job positing
- ❖ Rewards & Incentives
- ❖ Resolving conflicts
- ❖ Performance Appraisal
- ❖ Training & Development
- ❖ Maintaining Healthy Work culture
- ❖ Organizing various activities
- ❖ Payroll Management .

2. Problem Definition & Design Thinking

2.1 Empathy map :

An empathy map is a collaborative visualization used to articulate what we know about a particular type of user. It externalizes knowledge about users in order to

- 1) create a shared understanding of user needs, and
- 2) aid in decision making



Says

stores job candidate information like resumes, cover letters, references and other recruitment and hiring data that HR teams can easily access and organize.

The job is posted in one or more locations, including internally for employees, on the organization website and on external job boards.

Thinks

There is potential that artificial intelligence is rapidly changing the work environment. Already, 30 percent of typical working systems are becoming obsolete, identifying potential candidates, and more contributing to the dilemma.

An applicant having a current valid expatriation agreement available for filing with the relevant competent authority, should indicate in the application form the relevant competent authority, the date of the agreement and the date of its expiry.



Spend time with people.

Does

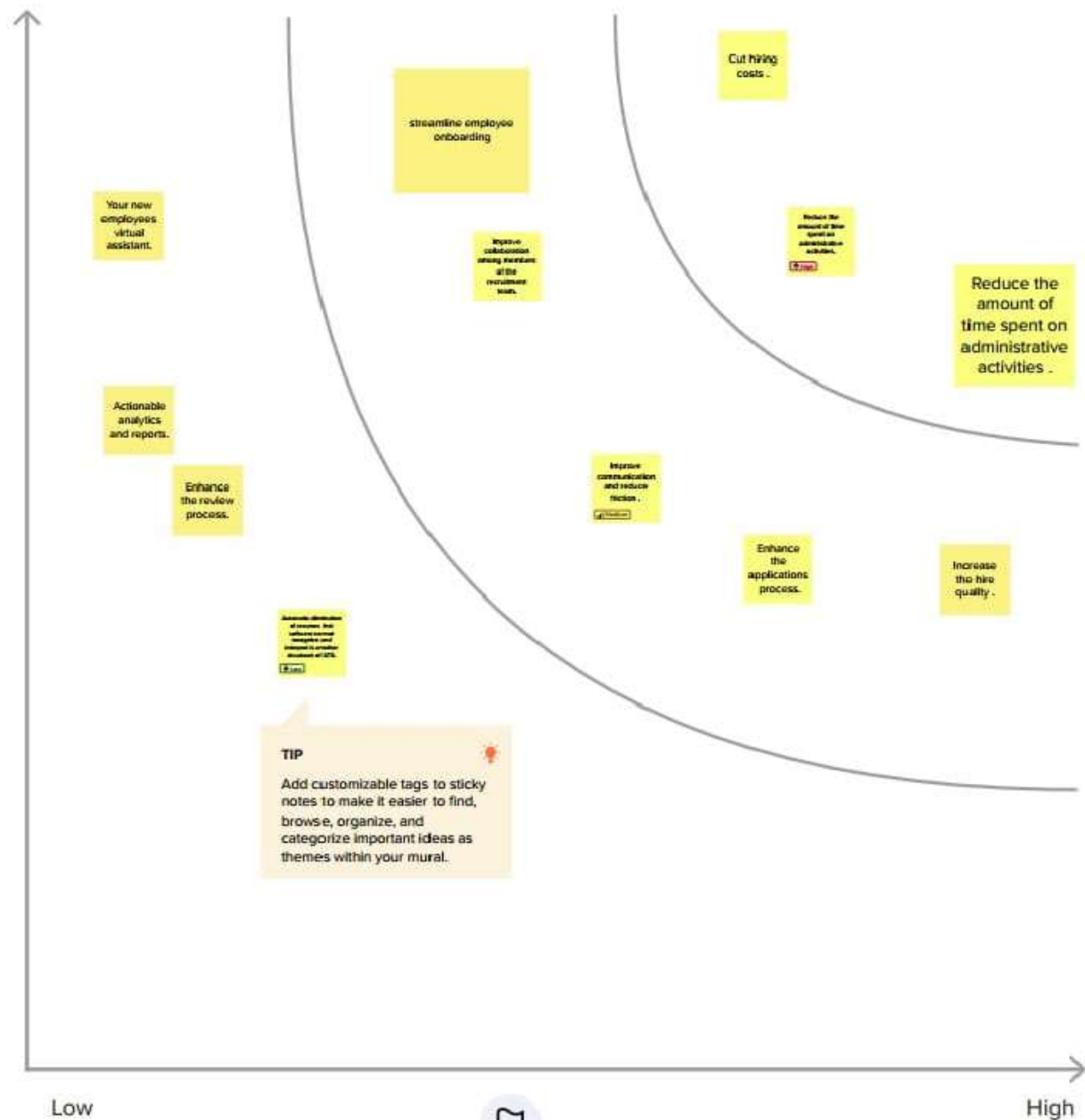
Feels

What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?



2.2 Brainstorming :

Brainstorming is a group problem-solving method that involves the spontaneous contribution of creative ideas and solutions. This technique requires intensive, freewheeling discussion in which every member of the group is encouraged to think aloud and suggest as many ideas as possible based on their diverse knowledge.



Regardless of their importance, which tasks are more feasible than others? (Cost, time, effort, complexity, etc.)

3. RESULT

3.1 Data Model :		Field label	Data type
Object name			
1	Job positing	Job positing	Text
	site	site	
Job positing URL		Job positing URL	Text
2	Review	Review	Auto- Number
	Account	Account	
			Auto- Number

3.2 Activity & Screenshort :

- Jobs
- Logs

Item	Usage	Limit	% used	Message
Custom Fields	0	500	0%	
Rollup Summary Fields	0	25	0%	

4. TRAILHEAD PROFILE PUBLIC URL

Team Leader – <https://trailblazer.me/id/manimaran10409>

Team Member 1 - <https://trailblazer.me/id/manikandan234>

Team Member 2 - <https://trailblazer.me/id/lokesh76>

Team Member 3 – <https://trailblazer.me/id/madej3>

5. ADVANTAGES & DISADVANTAGES

Advantages :

- ❖ Human resource planning
- ❖ Hiring workforce
- ❖ Enhance organization effectiveness
- ❖ Handles disputes and queries
- ❖ Motivating employees
- ❖ Improve employee relation .

Disadvantages :

- ❖ Costly setup
- ❖ Recent origin
- ❖ Unpredictability
- ❖ Improper development programmes
- ❖ Insufficient information .

6. APPLICATIONS

- ❖ HRIS is a type of business application that enables companies to store employee information ,manage common HR functions ,and execute critical HR activities such as processing payroll and administering benefits.
- ❖ Features oh HRIS application include an employee self-service portal , payroll , workforce management ,recruitment and hiring ,benefits administration ,and talent management .
- ❖ As mentioned, HRIS applications are valuable for supporting critical HR operations and initiatives. Let's look at how you an apply HRIS capabilities in your business to deliver value and build a strong foundation.

7. CONCLUSION

In conclusion ,due many challenges that are facing human resource departments , there is need for organisations to adopt correct and workable policies that will not only ensure they alleviate these challenges but also develop mechanisms of Dellinger with such challenge in case they occur in the future .

8. FUTURE SCOPE

The project has a very vast scope in future . The project can be implemented on internet in future.