

# Project Report Template

## INTRODUCTION;

- 1 A job application tracking system, also known as an ATS, is a software used by employers and hiring managers to track and manage job applications throughout the hiring process. The system allows recruiters and HR professionals to automate and streamline the recruiting and hiring process by posting job openings, receiving and reviewing resumes, communicating with candidates, scheduling interviews, and managing candidate data in one centralized location. The ATS helps to improve efficiency, reduce time-to-hire, and ensure compliance with hiring regulations. It also helps to identify the most suitable candidates for particular job and provides a better candidate experience..

## 2

### 2.1 Overview

A job application tracking system (ATS) is an essential tool used by companies and recruitment agencies to manage the hiring process efficiently. The ATS is designed to help recruiters automate, streamline, and centralize the hiring process, from creating job postings to screening applications and making job offers. The system collects and analyzes candidate data, providing insights into skills, education, work experience, and more. This information can help recruiters identify the top candidates quickly and efficiently, reducing the time and costs associated with recruiting. ATS software simplifies the process of managing resumes, cover letters, and other applicant information through advanced search, sort, and filter functions. Moreover, it helps the recruiters to collaborate within the hiring team, gives an overview of the hiring process, and ensures compliance with labor laws.

### 2.2 Purpose

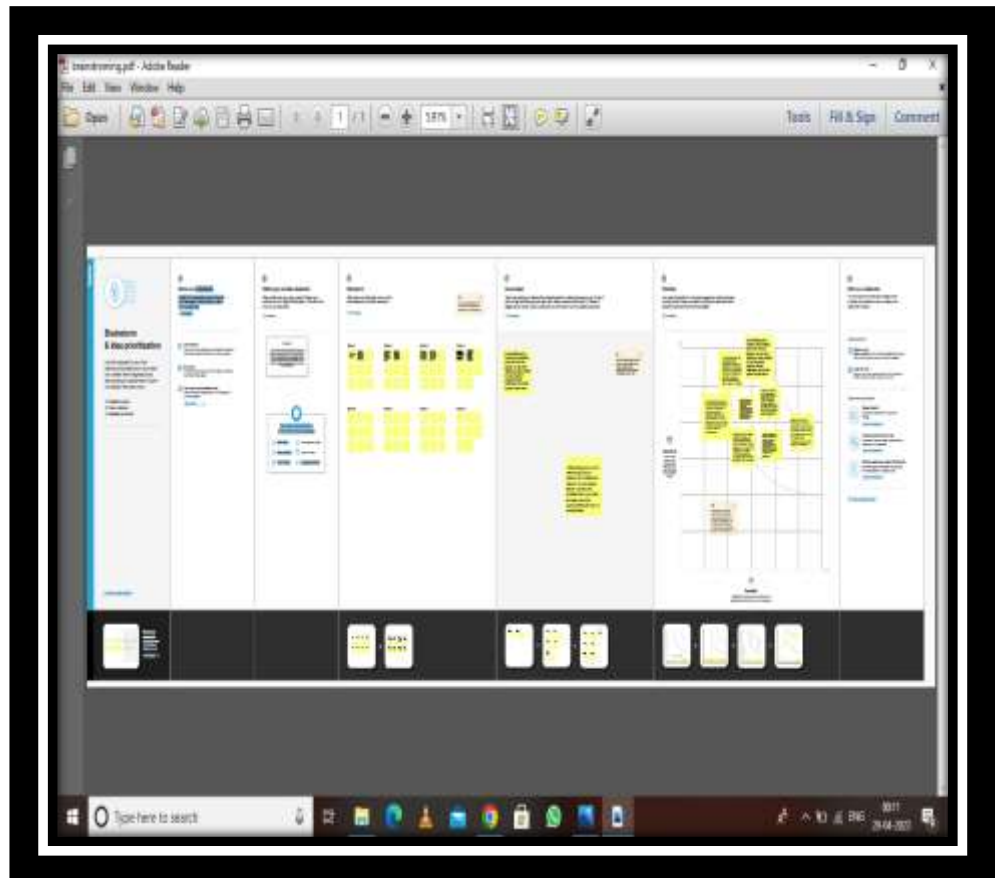
- 3 The purpose of a job application tracking system (ATS) is to streamline and automate the hiring process, from job posting to job offer, by providing a centralized repository of candidate data. The system helps recruiters manage a large volume of applications and quickly identify the most qualified candidates. Here are some key purposes of ATS:
- 4 1. Job Posting: ATS provides a platform that allows recruiters to create job postings and publish them on various job boards and career websites.
- 5 2. Resume Parsing: It automatically scans and parses resumes, extracting important data such as work history, skills, and education, allowing recruiters to easily search for and match candidates to open positions.
3. Applicant Screening: ATS helps recruiters to screen and filter applications based on various criteria, such as education, qualifications, experience, keywords, and job requirements.

## 6.1 Empathy Map



6.2

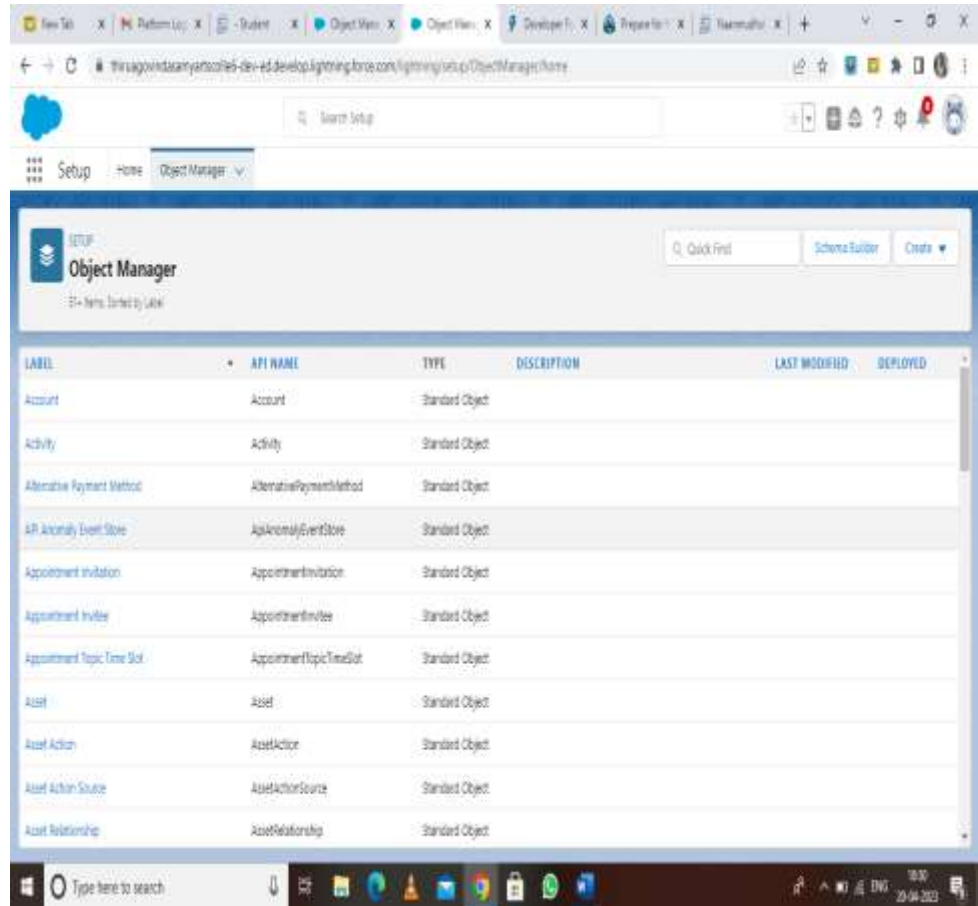
## 6.3 Ideation & Brainstorming Map



## 7

## RESULT

Final findings (Output) of the project along with screenshots.



The screenshot shows a web browser window with multiple tabs. The active tab is 'Object Manager', displaying the 'Object Manager' page. The page has a navigation bar with 'Setup', 'Home', and 'Object Manager' (selected). The main content area shows a table of objects with columns: LABEL, API NAME, TYPE, DESCRIPTION, LAST MODIFIED, and DEPLOYED. The table lists various objects, all of which are 'Standard Object' type. The bottom of the browser window shows the Windows taskbar with the search bar and several application icons.

| LABEL                       | API NAME                 | TYPE            | DESCRIPTION | LAST MODIFIED | DEPLOYED |
|-----------------------------|--------------------------|-----------------|-------------|---------------|----------|
| Account                     | Account                  | Standard Object |             |               |          |
| Activity                    | Activity                 | Standard Object |             |               |          |
| Alternative Payment Method  | AlternativePaymentMethod | Standard Object |             |               |          |
| API Anomaly Event Store     | ApiAnomalyEventStore     | Standard Object |             |               |          |
| Appointment Invitation      | AppointmentInvitation    | Standard Object |             |               |          |
| Appointment Invoice         | AppointmentInvoice       | Standard Object |             |               |          |
| Appointment Topic Time Slot | AppointmentTopicTimeSlot | Standard Object |             |               |          |
| Asset                       | Asset                    | Standard Object |             |               |          |
| Asset Action                | AssetAction              | Standard Object |             |               |          |
| Asset Action Source         | AssetActionSource        | Standard Object |             |               |          |
| Asset Relationship          | AssetRelationship        | Standard Object |             |               |          |

SETUP > OBJECT MANAGER  
**Appointment Invitation**

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**

17 Items, Sorted by Field Label

Quick Find

New

Deleted Fields

Field Dependencies

Set

| FIELD LABEL             | FIELD NAME              | DATA TYPE                          | CONTROLLING FIELD | INDEXED |
|-------------------------|-------------------------|------------------------------------|-------------------|---------|
| Active                  | IsActive                | Checkbox                           |                   |         |
| Appointment Topic       | AppointmentTopicId      | Lookup(Work Type, Work Type Group) |                   |         |
| Appointment Topic Type  | AppointmentTopicType    | Text(30)                           |                   |         |
| Appointment Type        | AppointmentType         | Picklist                           |                   |         |
| Booking End Date        | BookingEndDate          | Date                               |                   |         |
| Booking Start Date      | BookingStartDate        | Date                               |                   |         |
| Created By              | CreatedById             | Lookup(User)                       |                   | ✓       |
| Created Date            | CreatedDate             | Date/Time                          |                   | ✓       |
| Engagement Channel Type | EngagementChannelTypeId | Lookup(Engagement Channel Type)    |                   |         |

https://thiruagovindasamyartscolle6-dev-ed.develop.lightning.force.com/one/one.app#/setup/ObjectManager/AppointmentInvitation/FieldsAndRelationships/view



Search Setup



Setup

Home

Object Manager



SETUP &gt; OBJECT MANAGER

## Appointment Invitation

Details

Fields &amp; Relationships

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List View Button Layout

☐ Currency

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 click 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.



Type here to search



thiruagovindasamyartscollege-dev-ed.develop.lightning.force.com/lightning/setup/CustomTabs/page?address=%2Fsetup%2Fui%2FobjectCustomTabWiza...

Search Setup

Setup Home Object Manager

Q tabs

User interface

Rename Tabs and Labels

Tabs

Didn't find what you're looking for?  
Try using Global Search.

## SETUP Tabs

### New Custom Object Tab

Step 1. Enter the Details

Choose the custom object for this new custom tab. Fill in other details.

Select an existing custom object or [create a new custom object now](#).

Object:

Tab Style:

(Optional) Choose a Home Page Custom Link to show as a splash page the first time your users click on this tab.

Splash Page Custom Link:

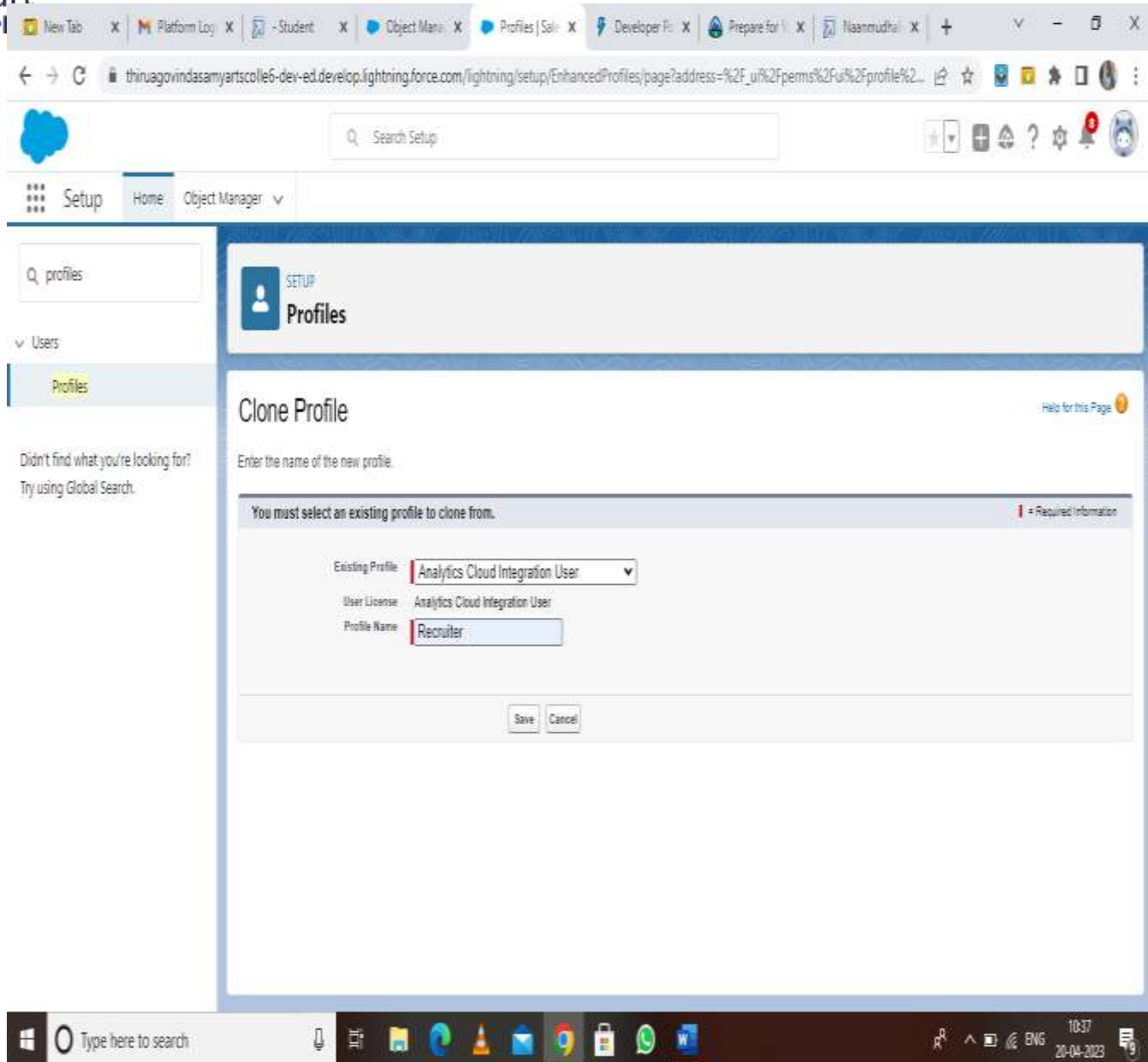
Enter a short description.

Description:

Type here to search

10:31  
20-04-2020





## ADVANTAGES & DISADVANTAGES

### Advantages of Job Application Tracking System:

1. **Efficiency:** ATS streamlines the hiring process by automating the candidate screening and filtering process, reducing the time and effort required to find the right candidate.
2. **Centralization:** ATS provides a centralized database of candidate information that can be easily accessed by recruiters, increasing collaboration and consistency in the hiring process.
3. **Candidate Experience:** ATS provides better candidate experience by allowing candidates to track their application status and receive timely updates.



4. Compliance: ATS ensures that recruiters comply with labor laws and regulations by tracking and storing candidate documentation, such as resumes, cover letters, and application forms.

5. Analytics and Reporting: ATS provides valuable insights into the hiring process based on various metrics such as source of applications, time-to-hire, candidate conversion ratios, etc.

#### Disadvantages of Job Application Tracking System:

1. Keyword bias: ATS may reject a qualified candidate's application because it does not contain enough matching keywords or phrases, leading to discrimination based on factors irrelevant to job performance.

2. Technical glitches: Errors or glitches in ATS can cause candidate information to be lost or misinterpreted, leading to poor hiring decisions.

3. Cost: ATS can be expensive, especially for smaller companies that do not have a large pool of candidates.

4. Limited customization: ATS often has limited customization options, which may not align with the unique hiring requirements of the organization.

5. Human touch: ATS may eliminate the human touch in the hiring process, leading to a lack of personalization and unfulfilled candidate expectations.

Overall, while ATS can provide many benefits, it is also essential to be aware of potential disadvantages and limitations when selecting an ATS system.

## APPLICATIONS

- 8 **Import:** “Can I upload my spreadsheet of 200 Engineers into this thing, or do I need to type it in by hand?”
- 9 **Export:** “Woah, this product I thought was good is actually a real pain. I need to get my 500 candidates out”



**Universal Search:** “I know the candidate, can I just type in some of his bio data and bring up his record”

11 **Tags:** “I want to segment my data using my own schema. Can I segment my Swahili Engineers from my Russian ones?”

12 **Google Apps:** “I live in Google already, can’t avoid opening it every day. Does this thing integrate?”

13 **Collaboration:** “I’m not doing all this recruitment myself, imma get my team involved”

14 **Customization:** “I never do phone i/vs cos they r dumb. Why is this thing telling me I need 2 do phone i/vs?”

15 **Messaging:** “I want to mail merge 100 messages to candidates so that they look completely bespoke”

16 **Distribution:** “I really don’t think advertising is gonna work, but if I can do it in 3 clicks imma gonna”

17 **Aggregator:** “I want to see faces dammit. And tweets. And maybe other stuff that humanizes this record

## CONCLUSION

Conclusion summarizing the entire work and findings.

## FUTURE SCOPE

The world knows that Applicant Tracking Systems (ATS) made their way into the recruitment domain just a few years ago. Although, previously, ATS solutions were implemented only by a few companies that could bear the heavy investment costs, now their use in the HR arena has risen to a great extent. According to a recently released [survey report](#), the majority of staffing firms worldwide will opt for an Applicant Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.

Read on to find out more about the evolution of Applicant Tracking Systems and how the same has been beneficial for the new breed of recruiters.

Until a few years, staffing agencies were all using their manual expertise or outdated tools to track potential candidates for vacant positions. Even if few agencies used ATS tools, they would use it only to post job ads to job boards or social channels manually. In addition, the agencies would manually go through all the job boards and candidate databases, and call them individually to inform them about the posting or set up interview dates and times. It was highly time-consuming and tiring. The productivity level was too low as compared to today's automated and intelligent ATS.

#### Modern Applicant Tracking System

Leaving tradition behind, the recruitment-technology domain has added new aspects and innovative features, making [ATS](#) the core of the recruitment industry. It has embraced multiple processes of accessing and distributing in genres like social networking via Whatsapp and video conferencing. Given all these developments and innovations, it has become extremely easy for an HR leader to stay up to date.

Let's have a sneak peek at the improvements that ATS has brought in recent years that have reached the next level of excellence and automation.

## APPENDIX

- A. Source code
- B. <https://trailblazer.me/id/kkalai23>
- C. <http://trailblazer.me/id/manic63>
- D. <http://trailblazer.me/id/mkandanm1>
- E. <http://trailblazer.me/id/tmeganathan>

Attach the code for the solution built.

