

JOB APPLICATION TRACKING SYSTEM

JOB APPLICATION TRACKING SYSTEM

INTRODUCTION

1.1.Overview:

To make the existing app more efficient for the job application tracking system we create custom object and relationship to store and access the data more efficient.

We have used mural and salesforce developer platform to create our project. Our team used mural to express and integrate all our ideas through brainstorm and empath map and also prioritised our requirement .we have created all the object and all the other settings in salesforce developer platform for our website.

1.2.Purpose:

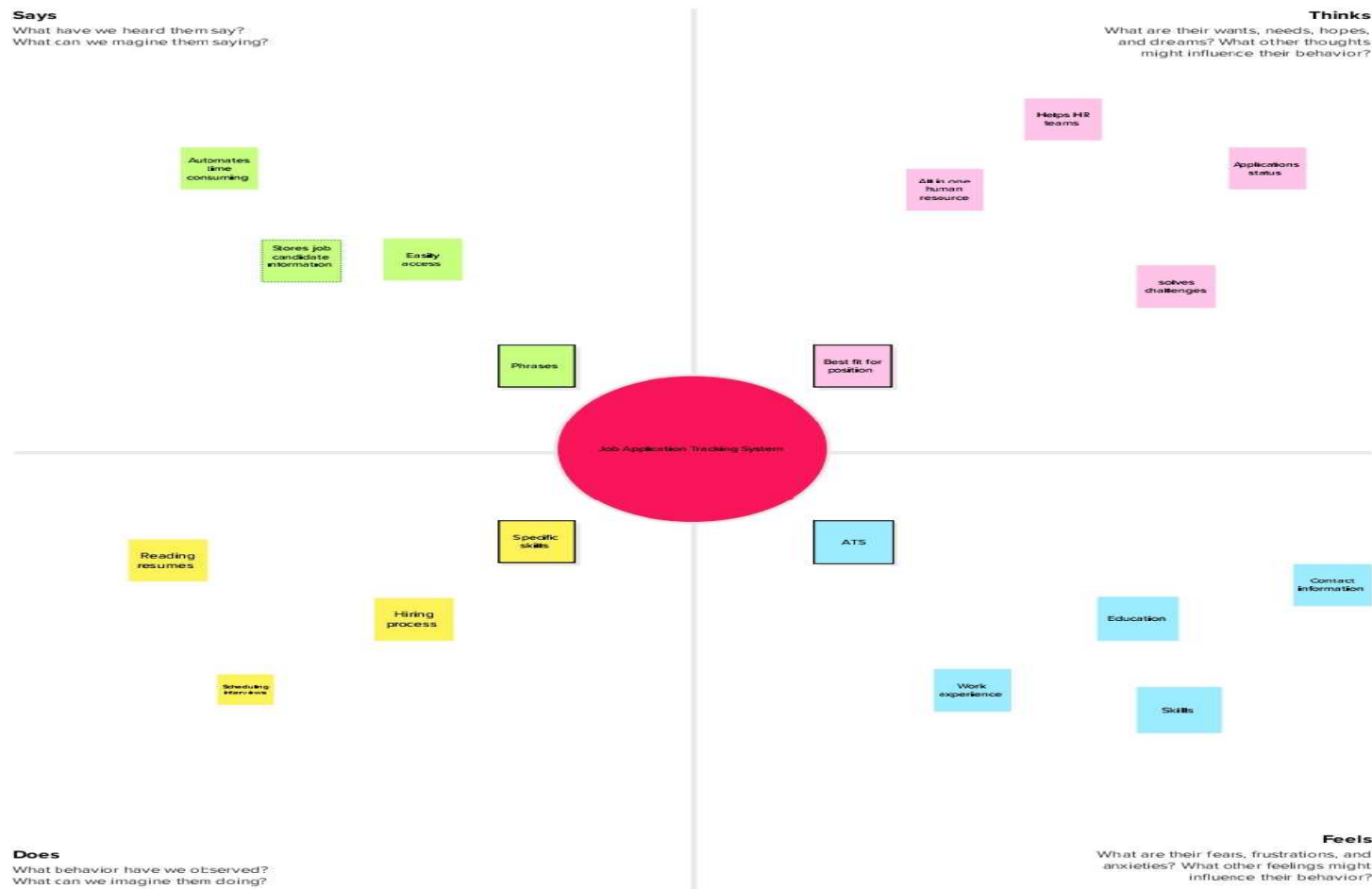
An ATS creates opportunities to automate manual processes ,increase visibility into the hiring cycle for the entire recruiting team ,and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates they hire.

1-WHAT IS AN ATS ?

- ▶ The hiring process can be a time-consuming and frustrating experience for employers as well as job seekers.
- ▶ To streamline the process ,many companies have started using applicant tracking system(ATS).
- ▶ An ATS is a computer software program that manages the hiring process .It does this by collecting and sorting thousands of resumes.
- ▶ Hiring managers can then screen candidates using the ATS, as well as track their progress through the hiring process in the way, an ATS saves employers time and money.

2. PROBLEM STATEMENT AND DESIGN THINKING

► EMPATHY MAP:



2.2.IDEATION AND BRAINSTORMING MAP

BRAINSTORM

Write down any ideas that come to mind that address your problem statement

Cheramarani.K

What do you think?	What size would suit me?	I want something awesome
make small decision	Compare products	
		Work experiences

Deepavarshini.K

Unsure of where to navigate	I like the design of the webpage	Who use this services?
	Integrated into our every day lives	
Try to use email as user name		Who else made a profile

Deepalakshmi.M

Automates time consumes	Easily access	reading resumes
	Hiring process	scheduling interviews
Work experiences	specific skills	

Dillirani.N

Start the food dairy	Ingrance of marketing email	Share experiences
Use the chat function to self services		The busy blood testing equipments
	Pays for membership to a website	

3

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

⌚ 20 minutes



GoodFirms

4

Prior

Your timeline
moving ideas

⌚ 20 minutes

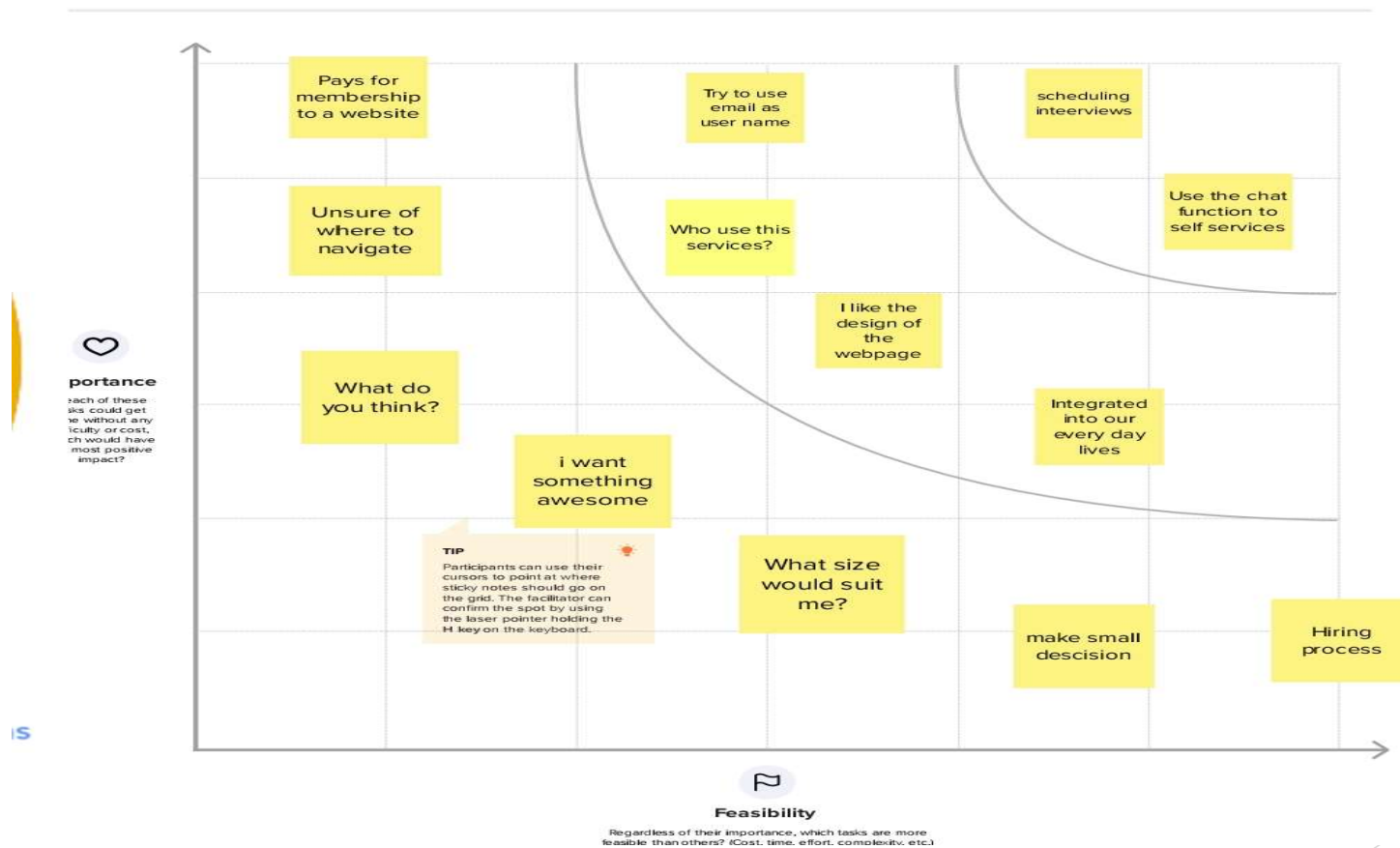
po
rach
als. C
se w
lcult
ch w
most
any

4

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

🕒 20 minutes



3.RESULT:

3.1.Data Model:

Object name	Field in the object	
Recruiter	Field label	Data type
	Recruiter	Auto number
	status	<u>Text(30)</u>
Job	Field label	Data type
	job	Auto number
	Recruiter number	Recruiter number

Google Gmail YouTube

....trailblaze.lightning.force.com wants to

🔔 Show notifications

Allow Block

🔍 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


 **SETUP Home** [Create](#)



Get Started with Einstein Bots

Launch an AI-powered bot to automate your digital connections.


[Get Started](#)



Mobile Publisher

Use the Mobile Publisher to create your own branded mobile app.

[Learn More](#)



Real-time Collaborative Docs

Transform productivity with collaborative docs, spreadsheets, and slides inside Salesforce.

[Get Started](#)

Most Recently Used



Search Setup



Setup

Home

Object Manager



SETUP > OBJECT MANAGER

Recruiter

Details

Fields & Relationships

Page Layouts

Lightning Record Pages

Buttons, Links, and Actions

Compact Layouts

Field Sets

Object Limits

Record Types

Details

Edit

Delete

Description

API Name

Recruiter__c

Custom



Singular Label

Recruiter

Plural Label

Recruiters

Enable Reports



Track Activities

Track Field History



Deployment Status

Deployed

Help Settings

Standard salesforce.com Help Window

javascript:void(0);

MILESTONE 3:

Platform Login Creden x Student x Get to Know Customi x Get Started with the S x Home | Salesforce x Job | Salesforce x

cunning-nanwhal-b8dasb-dev-ed.trailblaze.lightning.force.com/lightning/setup/ObjectManager/0112w000003cHBE/FieldsAndRelationships/view

Gmail YouTube Maps

Search Setup

Setup Home Object Manager

SETUP > OBJECT MANAGER

Job

Details

Fields & Relationships

6 Items, Sorted by Field Label

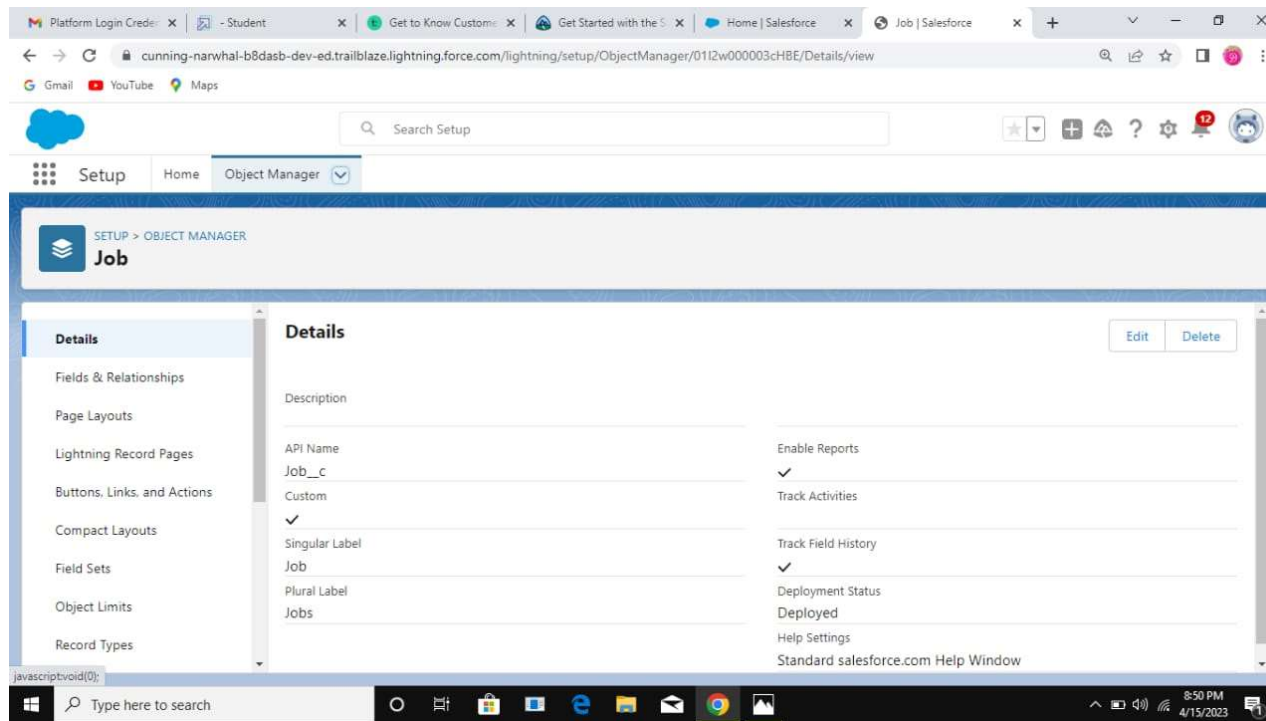
Quick Find New Deleted Fields Field Dependencies Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Last Modified By	LastModifiedById	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓
Recruiter Number	Name	Auto Number		✓

Type here to search

8:52 PM 4/15/2023

MILESTONE:3



MILESTONE 4:

The screenshot shows the Salesforce Setup interface for Custom Tabs. The browser address bar displays the URL: `cunning-narwhal-b8dasb-dev-ed.trailblaze.lightning.force.com/lightning/setup/CustomTabs/home`. The left sidebar contains a search bar with the text "tab" and a list of navigation items under "User Interface": "Loaded Console Tab Limit", "Rename Tabs and Labels", and "Tabs" (which is selected). Below the sidebar, a message states: "Didn't find what you're looking for? Try using Global Search."

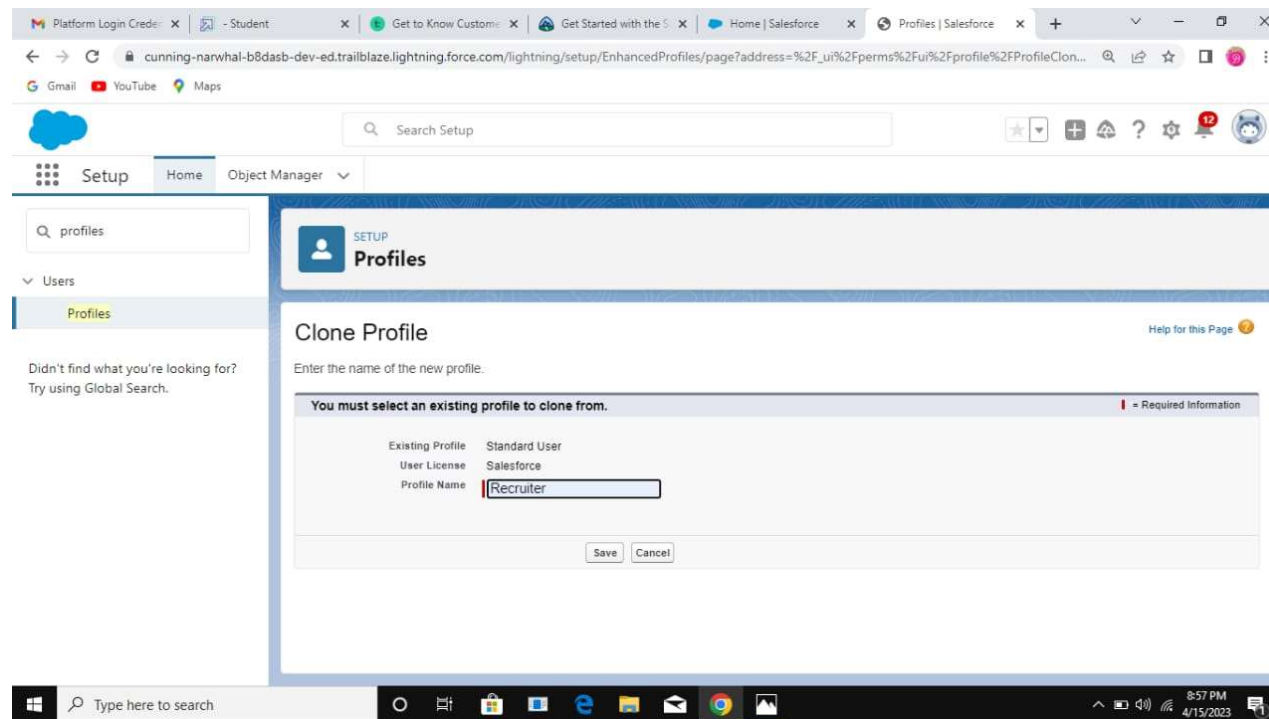
The main content area is titled "Custom Tabs" and includes a "Help for this Page" link. It contains the following text: "You can create new custom tabs to extend Salesforce functionality or to build new application functionality. Custom Object tabs look and behave like the standard tabs provided with Salesforce. Web tabs allow you to embed external web applications and content within the Salesforce window. Visualforce tabs allow you to embed Visualforce pages. Lightning Component tabs allow you to add Lightning components to the navigation menu in Lightning Experience and the mobile app. Lightning Page tabs allow you to add Lightning Pages to Lightning Experience and the mobile app."

Below the text, there are two sections: "Custom Object Tabs" and "Web Tabs". Each section has a "New" button and a "What Is This?" link. The "Custom Object Tabs" section contains a table with the following data:

Action	Label	Tab Style	Description
Edit Del	Brokers	People	
Edit Del	Properties	Real Estate Sign	
Edit Del	Recruiters	Apple	

The "Web Tabs" section is currently empty. The Windows taskbar at the bottom shows the search bar with the text "Type here to search" and the system clock displaying "8:53 PM 4/15/2023".

MILESTONE:5



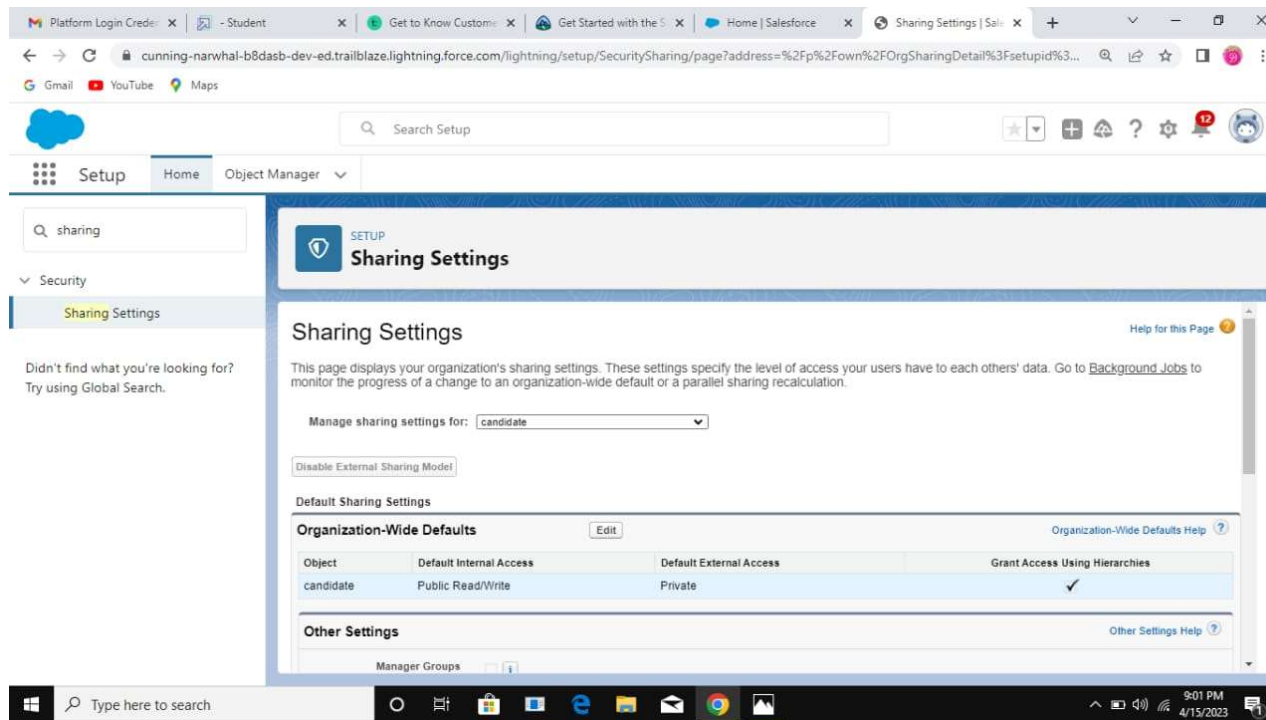
MILESTONE:6

The screenshot displays the Salesforce Setup interface. The left sidebar shows the navigation menu with 'Users' selected. The main content area shows the 'User Detail' for 'DILLIRANI N'. The user's email is 'mathsrani8@gmail.com' and their username is 'mathsrani8@cunning-narwhal-b8dasb-dev-ed.trailblaze.my.salesforce.com'. The user's role is 'Salesforce' and their profile is 'System Administrator'. The user is active and has various permissions checked, including 'Marketing User', 'Offline User', and 'Service Cloud User'.

User Detail

Field	Value	Field	Value
Name	DILLIRANI N	Role	Salesforce
Alias	DN	User License	Salesforce
Email	mathsrani8@gmail.com	Profile	System Administrator
Username	mathsrani8@cunning-narwhal-b8dasb-dev-ed.trailblaze.my.salesforce.com	Active	<input checked="" type="checkbox"/>
Nickname	mathsrani8	Marketing User	<input checked="" type="checkbox"/>
Title		Offline User	<input checked="" type="checkbox"/>
Company	QUAID E MILLATH GOVERNMENT COLLEGE FOR WOMEN	Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input checked="" type="checkbox"/>

MILESTONE 7:



The screenshot shows the Salesforce Setup interface for Sharing Settings. The browser address bar indicates the URL: `cunning-narwhal-b8dasb-dev-ed.trailblaze.lightning.force.com/lightning/setup/SecuritySharing/page?address=%2Fp%2Fown%2FOrgSharingDetail%3Fsetupid%3...`. The left sidebar shows the navigation menu with 'Setup' selected, and 'Sharing Settings' is highlighted under the 'Security' section. The main content area is titled 'Sharing Settings' and includes a 'Manage sharing settings for:' dropdown set to 'candidate'. Below this is a 'Default Sharing Settings' section with an 'Organization-Wide Defaults' table. The table has columns for 'Object', 'Default Internal Access', 'Default External Access', and 'Grant Access Using Hierarchies'. The 'candidate' object is listed with 'Public Read/Write' internal access, 'Private' external access, and 'Grant Access Using Hierarchies' checked. There is also an 'Other Settings' section at the bottom.

Platform Login Credentials x Student x Get to Know Custom x Get Started with the S x Home | Salesforce x Sharing Settings | Sales x

cunning-narwhal-b8dasb-dev-ed.trailblaze.lightning.force.com/lightning/setup/SecuritySharing/page?address=%2Fp%2Fown%2FOrgSharingDetail%3Fsetupid%3...

Gmail YouTube Maps

Search Setup

Setup Home Object Manager

sharing

Security

Sharing Settings

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

Sharing Settings

Help for this Page

This page displays your organization's sharing settings. These settings specify the level of access your users have to each others' data. Go to [Background Jobs](#) to monitor the progress of a change to an organization-wide default or a parallel sharing recalculation.

Manage sharing settings for: candidate

Disable External Sharing Model

Default Sharing Settings

Organization-Wide Defaults

Object	Default Internal Access	Default External Access	Grant Access Using Hierarchies
candidate	Public Read/Write	Private	✓

Other Settings

Manager Groups

Type here to search

9:01 PM 4/15/2023



User DILLIRANI N

User Profile Help for this Page

[Permission Set Assignments](#) | [Permission Set Assignments: Activation Required](#) | [Permission Set Group Assignments](#) | [Permission Set License Assignments](#) | [Personal Groups](#) | [Public Group Membership](#) | [Queue Membership](#) | [Team](#) | [Managers in the Role Hierarchy](#) | [OAuth Connected Apps](#) | [Third-Party Account Links](#) | [Installed Mobile Apps](#) | [Authentication Settings for External Systems](#) | [Login History](#) (10+) | [User Provisioning Accounts](#)

User Detail

Edit Sharing Change Password

Name	DILLIRANI N	Role	
Alias	DN	User License	Salesforce
Email	mathsrani8@gmail.com	Profile	System Administrator
Username	mathsrani8@cunning-narwhal-b8dasb.com	Active	<input checked="" type="checkbox"/>
Nickname	mathsrani8	Marketing User	<input checked="" type="checkbox"/>
Title		Offline User	<input checked="" type="checkbox"/>
Company	QUAID E MILLATH GOVERNMENT COLLEGE FOR WOMEN	Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input checked="" type="checkbox"/>

4.Trailhead profile Public URL

- ▶ CHERMARANI.K- trailblazer.me/id/chermarani6
- ▶ DEEPAVARSHINI.K- trailblazer.me/id/deepavarshini1
- ▶ DEEPALAKSHMI.M- trailblazer.me/id/deepa1830
- ▶ DILLIRANI.N- trailblazer.me/id/dillirani6

HOW APPLICANT TRACKING SYSTEMS WORK

There are 4 basic steps to how an applicant tracking system works:

- ▶ A job requisition enter into the ATS. This requisition includes information about the position ,such as the job title, desired skills and required experience.
- ▶ The AST then uses this information to create a profile for the ideas candidate.
- ▶ As applicants submit their resumes, the ATS parses, sorts, and rank them based on how well they match the profile.
- ▶ Hiring managers then quickly identify the most qualified candidates and move them forward in the hiring process.

ADVANTAGE & DISADVANTAGE

▶ ADVANTAGES:

- ▶ Reduces time spent on admin tasks.
- ▶ Speeds up the recruitment cycle.
- ▶ Improves the quality of hire and onboarding.

▶ DISADVANTAGES:

- ▶ Application can be rejected.
- ▶ Communications can be less personalized.
- ▶ Missing qualified applications due to wrong keyword selection

APPLICATION OF ATS

- ▶ An application tracking system(ATS) is a software for recruiters and employees to track candidates throughout the recruiting and hiring process.
- ▶ An ATS can offer a variety of capabilities that can help the organization find , hire ,and retain the best candidate .

CONCLUSION

- ▶ The world knows that Applicant tracking system(ATS) made their way into the recruitment domain just a few years ago .Although ,previously ,ATS solution 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.
- ▶ According to the released survey report, the majority of staffing firms worldwide will opt for Applicant Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope of ATS definitely looks bright

FUTURE SCOPE

- ▶ The world is moving into automation and AI , and leads way to the new age Application Tracking System (ATS). Read further to understand what the future might be like for.

THANK YOU

