

## 1. Introduction:-

### 1.1 Overview:

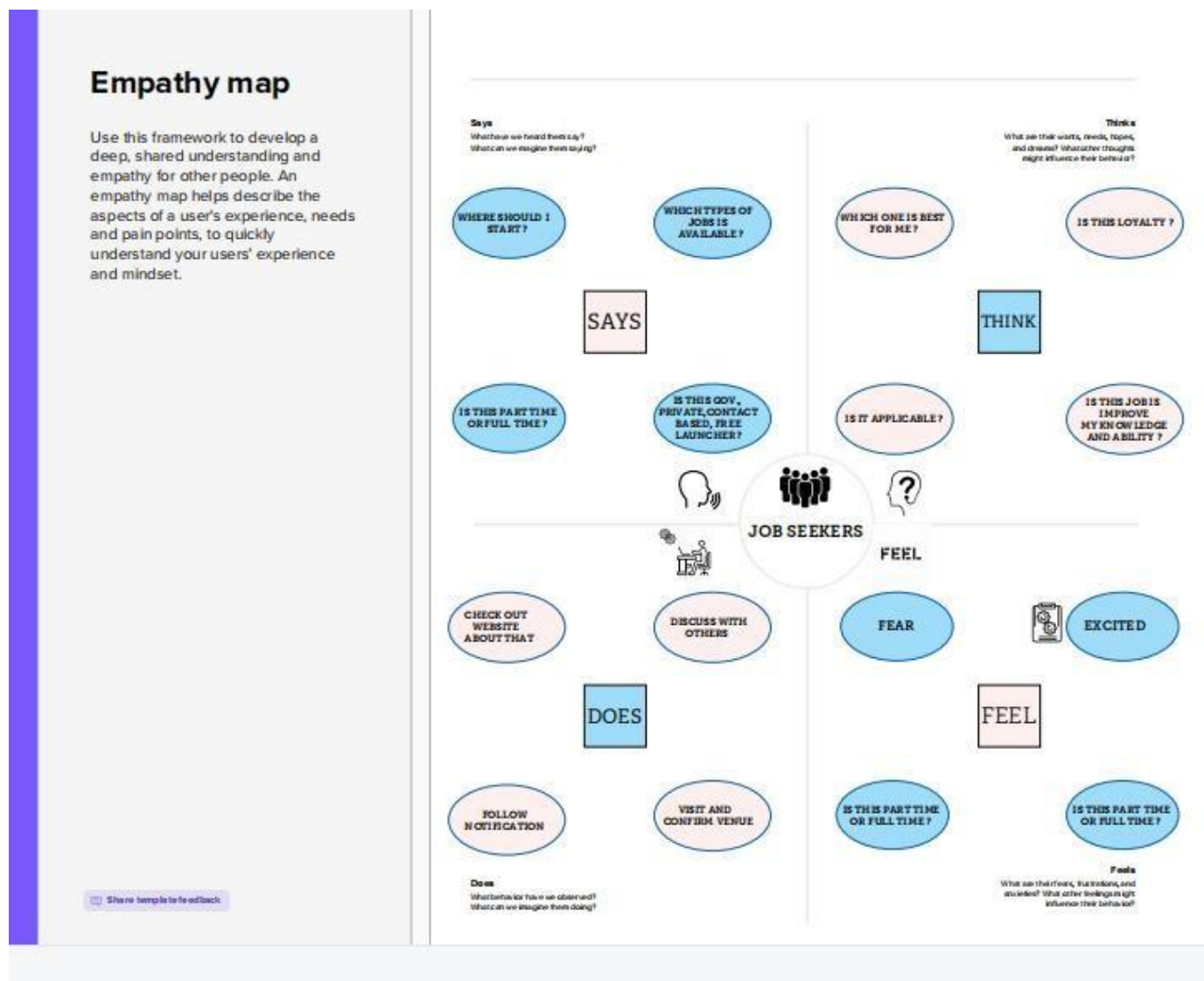
A job application tracking system is a software tool or platform that automates employment application procedures for recruiters and hiring managers. This software helps support the applicant tracking system (ATS) - an application software that automates the recruitment and hiring process.

### 1.2 Purpose:

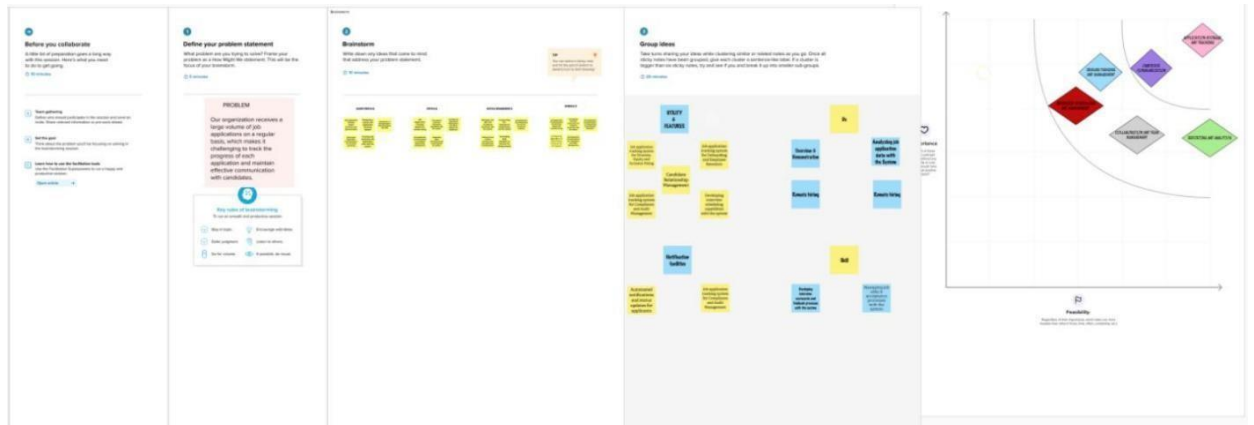
Overall, the job application tracking system project assists in optimizing the recruitment process, enhancing candidate experience, and increasing recruitment efficiency and productivity.

## 2. Problem definition & design thinking:-

### 2.1 Empathy map:



## 2.2 Ideation and brainstorming map:



## 3. Result:-

### 3.1 Data model:

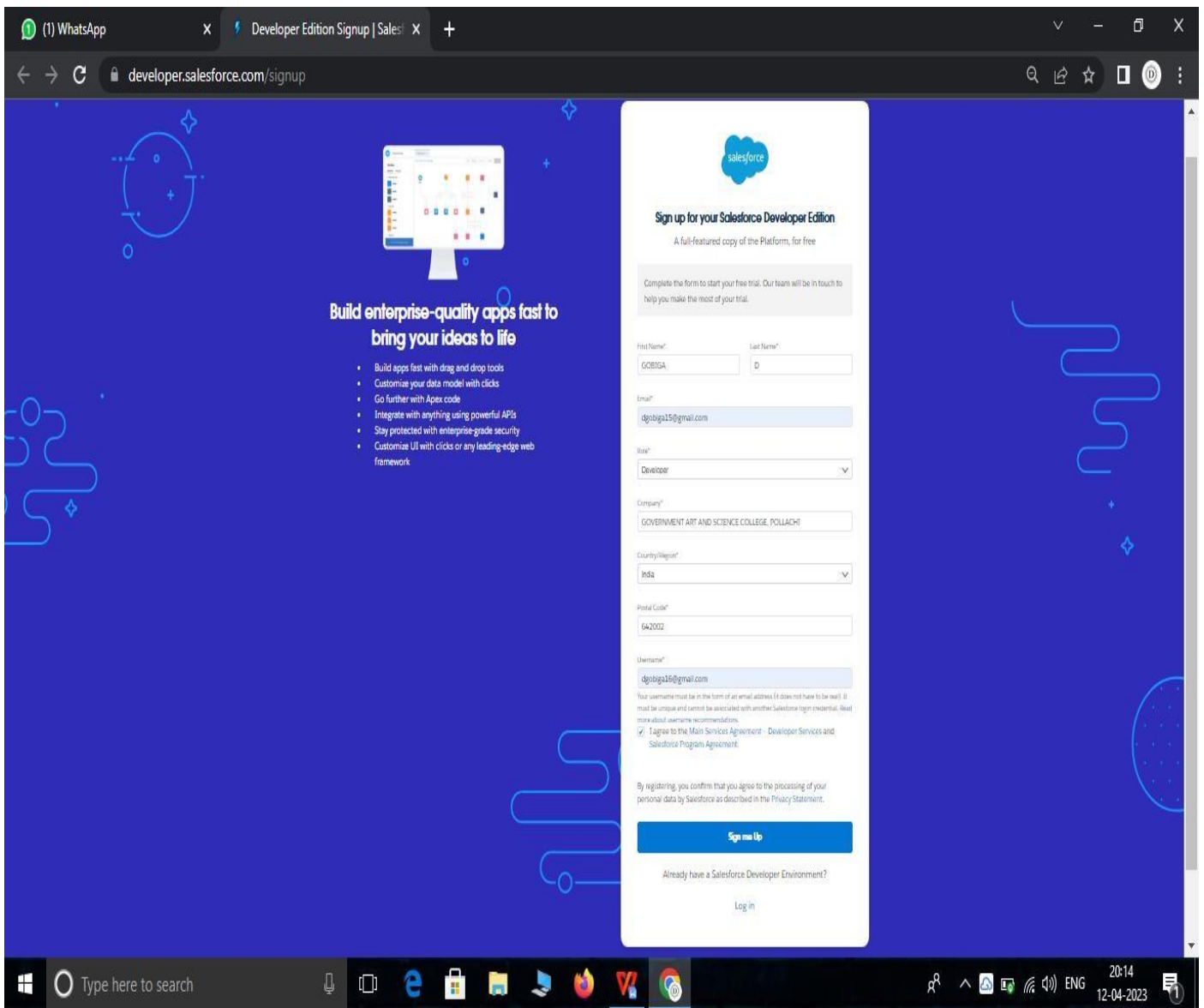
OBJECT NAME	FIELD IN THE OBJECT		
	FIELD LABEL	DATA TYPE	
Recruiter	Created by	Lookup(user)	
	Job title	Text(30)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
	Recruiter Name	Text(80)	
Jobs	Created by	Lookup(user)	
	Jobs Name	Text(80)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
Candidate	Candidate Name	Text(80)	
	Created by	Lookup(user)	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	
Job application	Created by	Lookup(user)	
	Job application Number	Auto number	
	Last modified by	Lookup(user)	
	Owner	Lookup(user,group)	

## 3.2 Activity and screenshot:

### MILESTONE: 1: SALESFORCE:

#### Activity 1:

#### Creating a Salesforce Developer Org:



The screenshot shows the Salesforce Developer Edition Signup page in a web browser. The page has a blue background with white text and a white form. The form is titled "Sign up for your Salesforce Developer Edition" and includes a sub-header "A full-featured copy of the Platform, for free". The form fields are: First Name (DOBGA), Last Name (D), Email (dgbga15@gmail.com), Role (Developer), Company (GOVERNMENT ART AND SCIENCE COLLEGE, POLLACHI), Country/Region (India), Postal Code (642002), and Username (dgbga15@gmail.com). There is a checkbox for "I agree to the Main Services Agreement - Developer Services and Salesforce Program Agreement" which is checked. Below the form is a "Sign me up" button and a "Log in" link. The browser's address bar shows "developer.salesforce.com/signup". The Windows taskbar is visible at the bottom with the search bar and various application icons.

Build enterprise-quality apps fast to bring your ideas to life

- Build apps fast with drag and drop tools
- Customize your data model with clicks
- Go further with Apex code
- Integrate with anything using powerful APIs
- Stay protected with enterprise-grade security
- Customize UI with clicks or any leading-edge web framework

Sign up for your Salesforce Developer Edition

A full-featured copy of the Platform, for free

Complete the form to start your free trial. Our team will be in touch to help you make the most of your trial.

First Name\* DOBGA Last Name\* D

Email\* dgbga15@gmail.com

Role\* Developer

Company\* GOVERNMENT ART AND SCIENCE COLLEGE, POLLACHI

Country/Region\* India

Postal Code\* 642002

Username\* dgbga15@gmail.com

Your username must be in the form of an email address (it does not have to be real). It must be unique and cannot be associated with another Salesforce login credential. Read more about username recommendations.

☒ I agree to the Main Services Agreement - Developer Services and Salesforce Program Agreement

By registering, you confirm that you agree to the processing of your personal data by Salesforce as described in the Privacy Statement.

Sign me up

Already have a Salesforce Developer Environment?

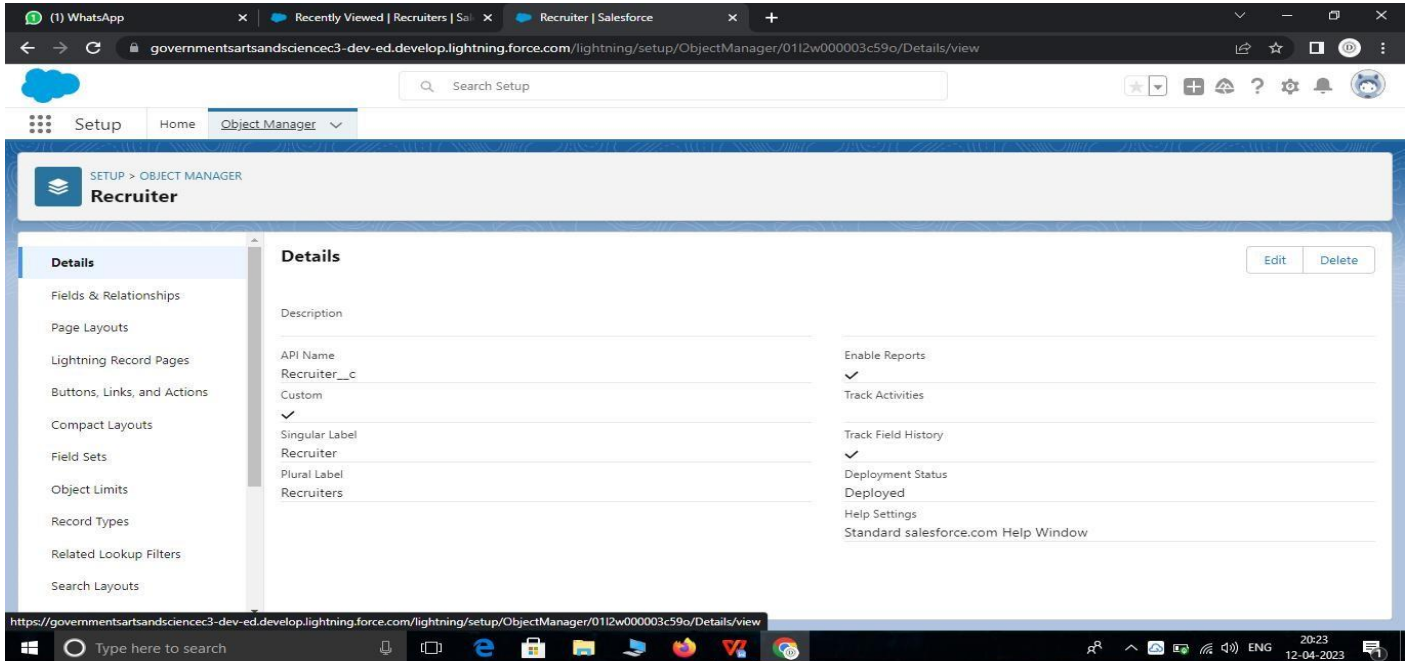
Log in

# Project Report

## **MILESTONE 2: OBJECT:**

### **ACTIVITY : 1**

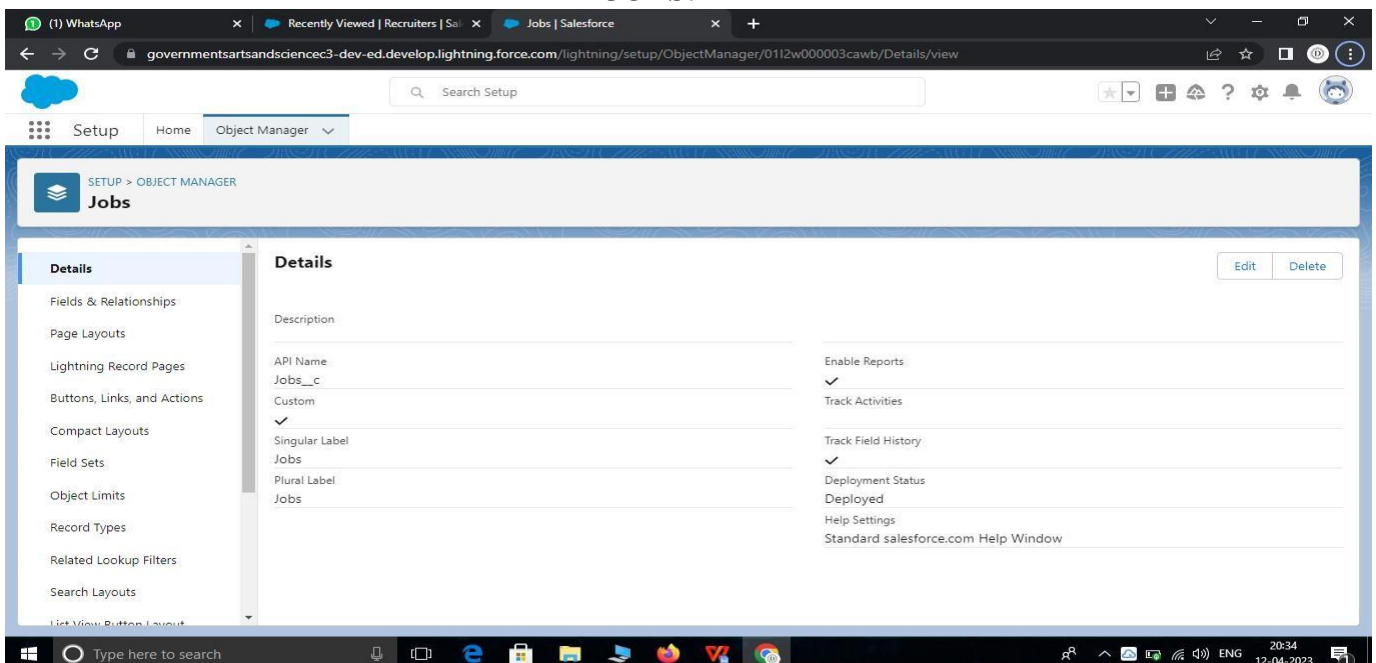
**Create a custom object for RECRUITER:**



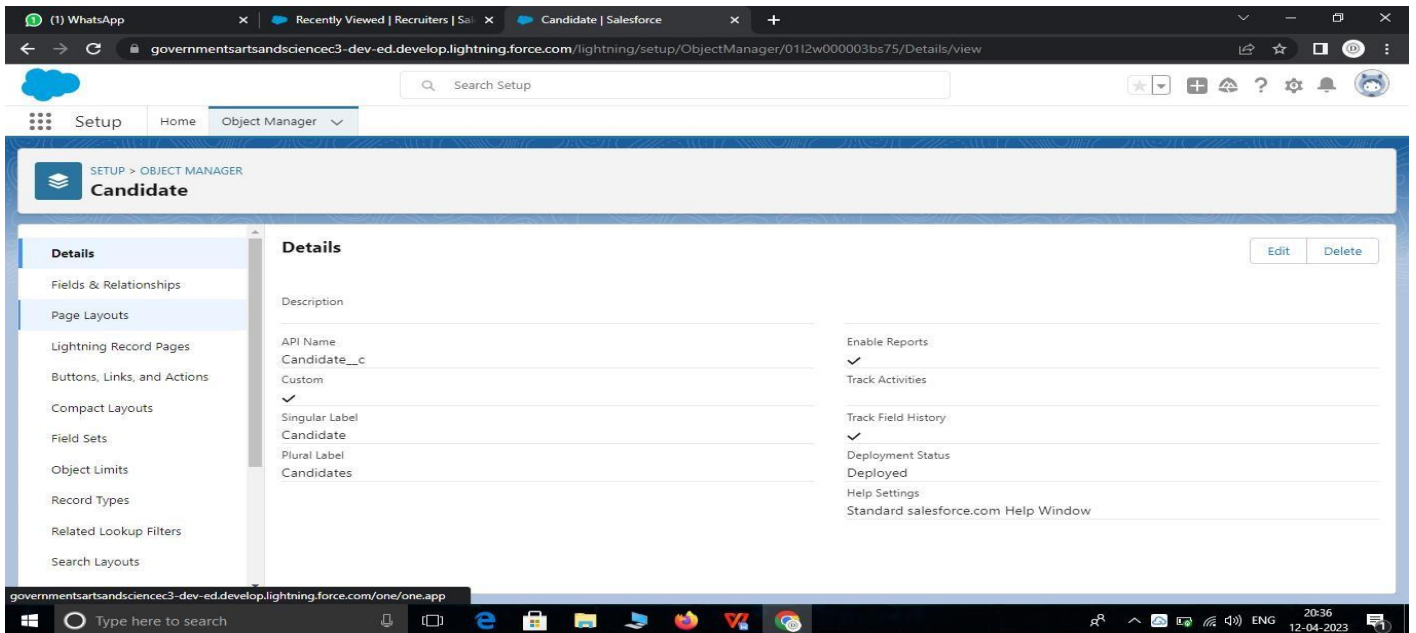
### **ACTIVITY:2**

**Create objects for Jobs, Candidate, Job application.**

## **JOBS:**



## CANDIDATE:

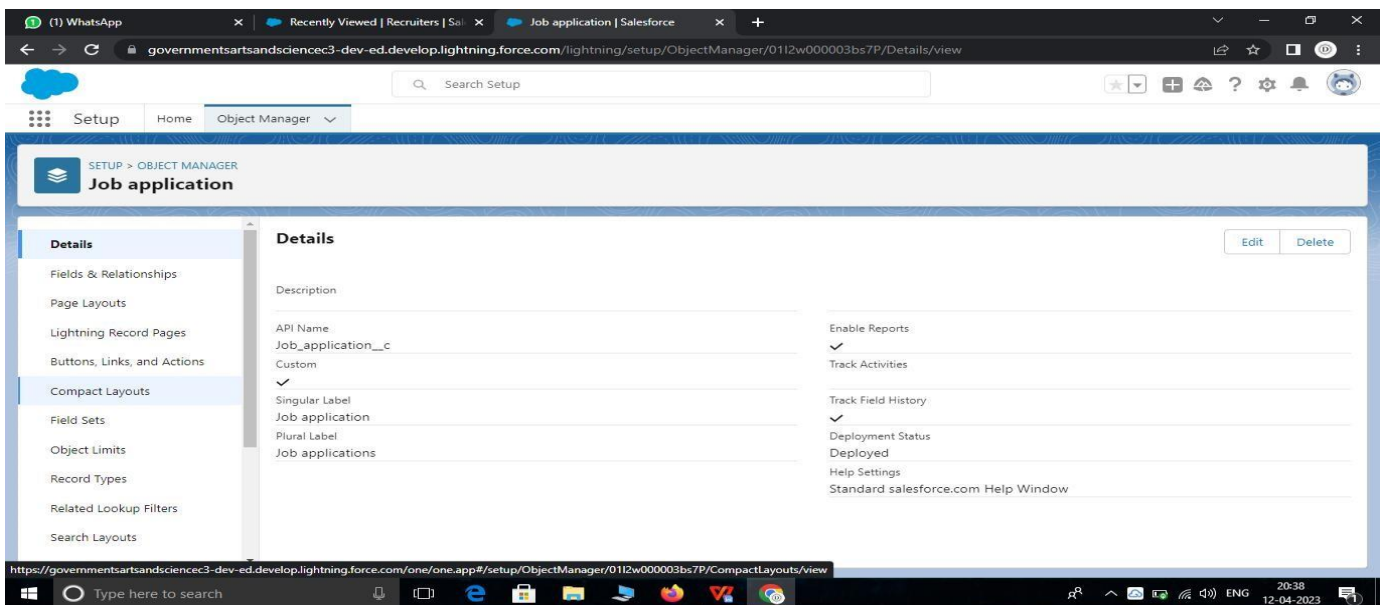


The screenshot shows the Salesforce Object Manager interface for the 'Candidate' object. The left sidebar contains a navigation menu with the following items: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The 'Details' section is currently selected. The main content area displays the following configuration details:

Field	Value
Description	
API Name	Candidate__c
Custom	✓
Singular Label	Candidate
Plural Label	Candidates
Enable Reports	✓
Track Activities	
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

The top of the browser window shows the URL: `governmentsartsandsciencec3-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003bs75/Details/view`. The bottom of the browser window shows the Windows taskbar with the time 20:36 and date 12-04-2023.

## JOB APPLICATION:



The screenshot shows the Salesforce Object Manager interface for the 'Job application' object. The left sidebar contains a navigation menu with the following items: Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, and Search Layouts. The 'Details' section is currently selected. The main content area displays the following configuration details:

Field	Value
Description	
API Name	Job_application__c
Custom	✓
Singular Label	Job application
Plural Label	Job applications
Enable Reports	✓
Track Activities	
Track Field History	✓
Deployment Status	Deployed
Help Settings	Standard salesforce.com Help Window

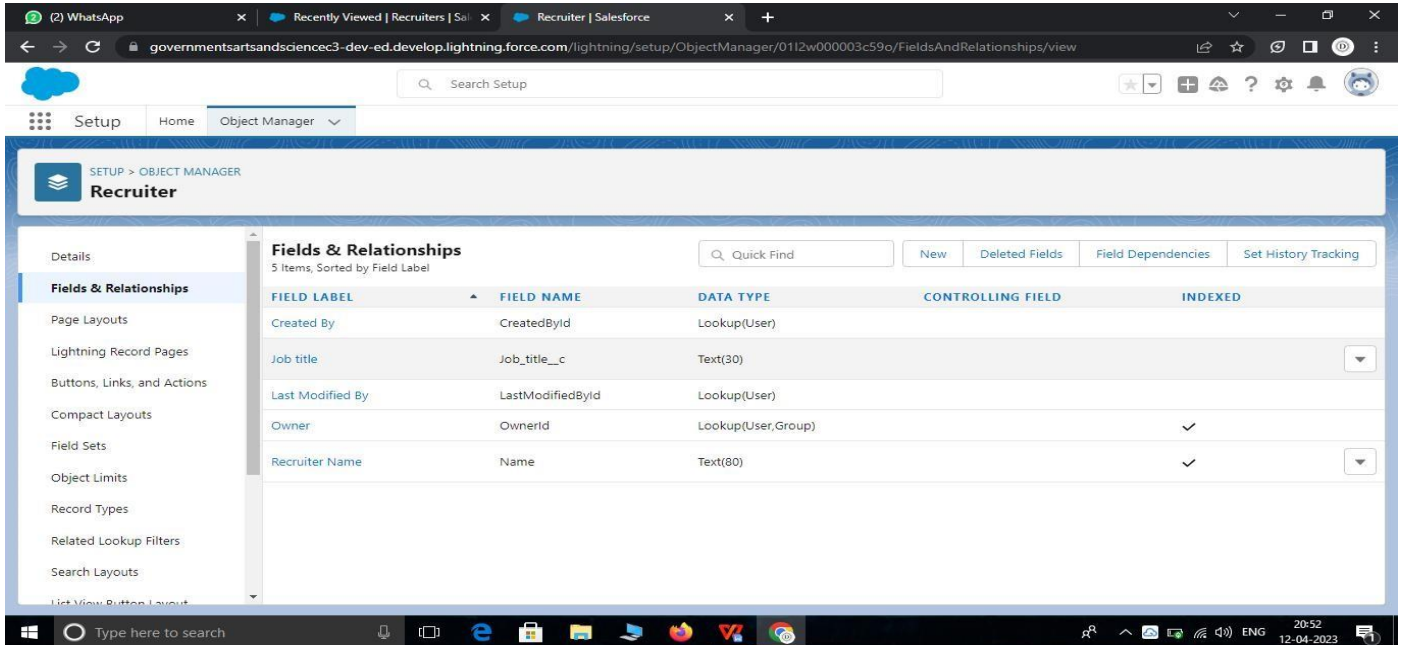
The top of the browser window shows the URL: `governmentsartsandsciencec3-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003bs7P/Details/view`. The bottom of the browser window shows the Windows taskbar with the time 20:38 and date 12-04-2023.



## MILESTONE 3: FIELDS:

### ACTIVITY: 1

#### Create a custom field for Recruiter object

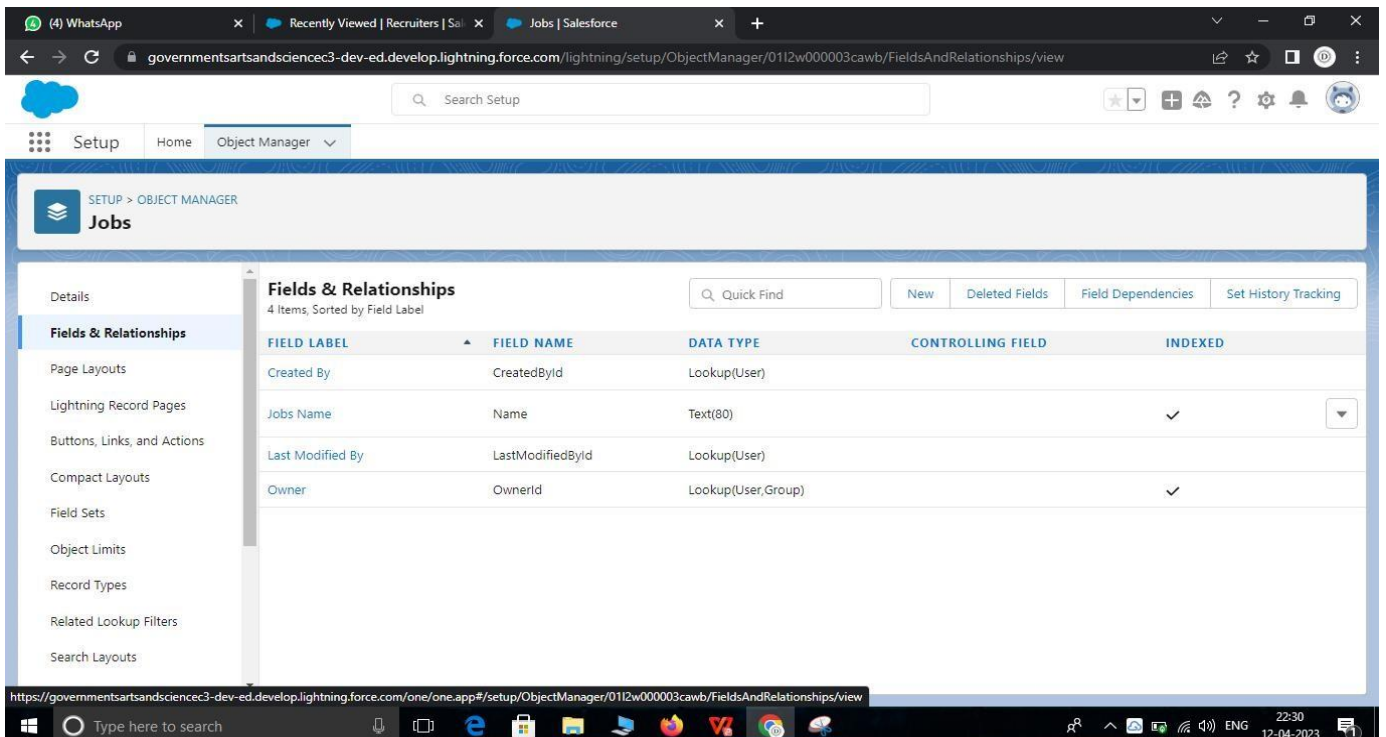


The screenshot shows the Salesforce Setup interface for the 'Recruiter' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed. The fields listed are:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Recruiter Name	Name	Text(80)		✓

### ACTIVITY : 2

#### Creation of Master-detail relationship for a object:

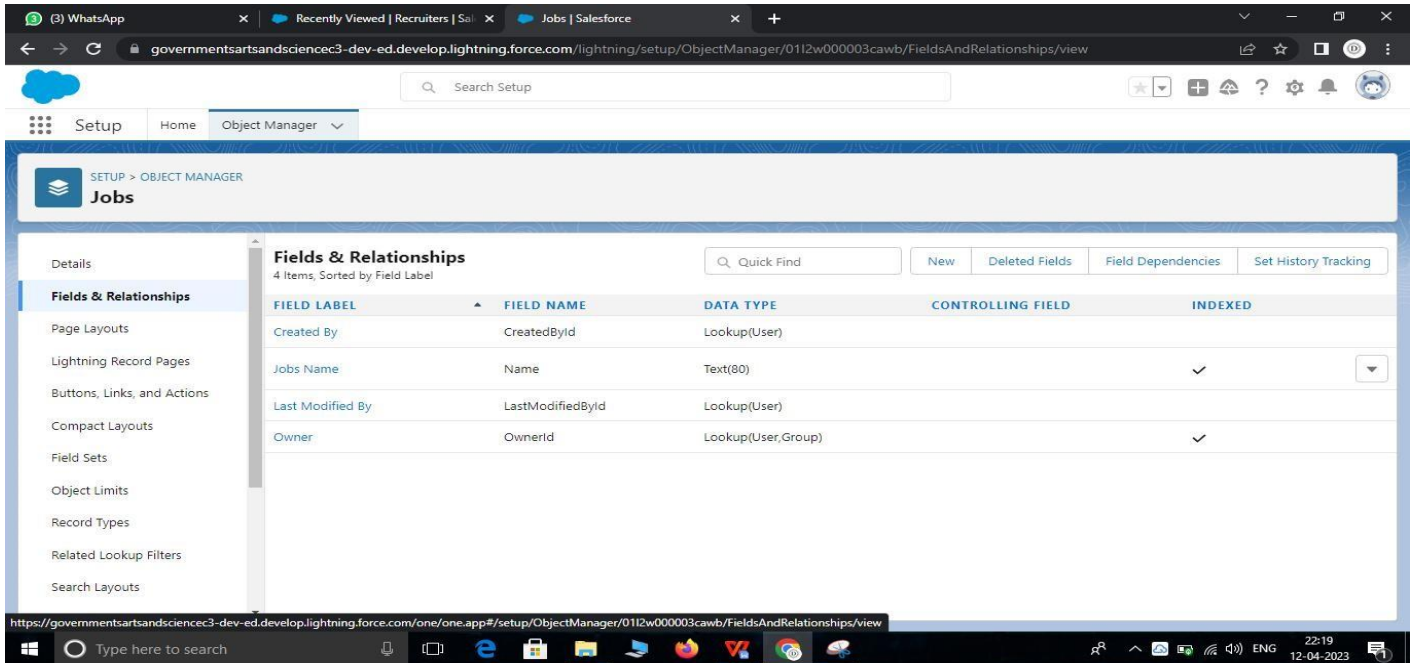


The screenshot shows the Salesforce Setup interface for the 'Jobs' object. The 'Fields & Relationships' section is active, displaying a table of fields. The table has columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed. The fields listed are:

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Jobs Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## ACTIVITY : 3

### Create a custom field for jobs object



SETUP > OBJECT MANAGER

**Jobs**

Details

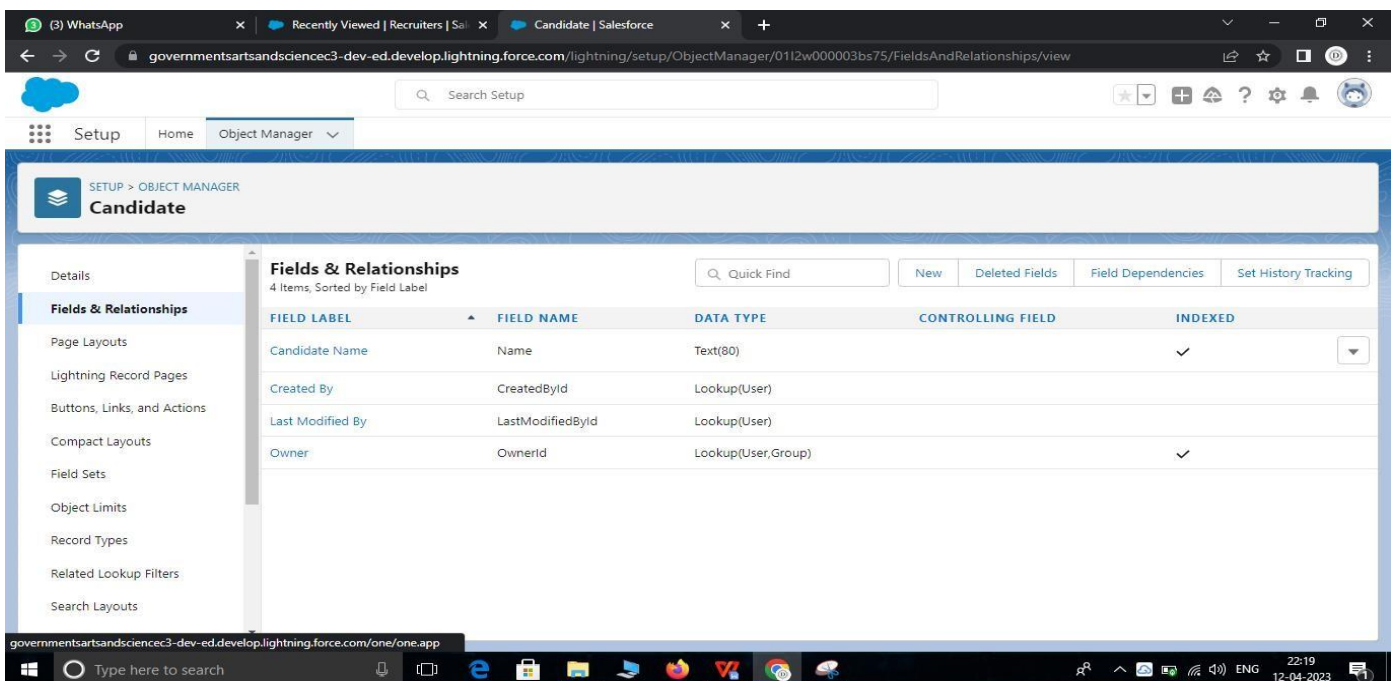
**Fields & Relationships**

4 Items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Jobs Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## ACTIVITY :4

### Create a field for Candidate object



SETUP > OBJECT MANAGER

**Candidate**

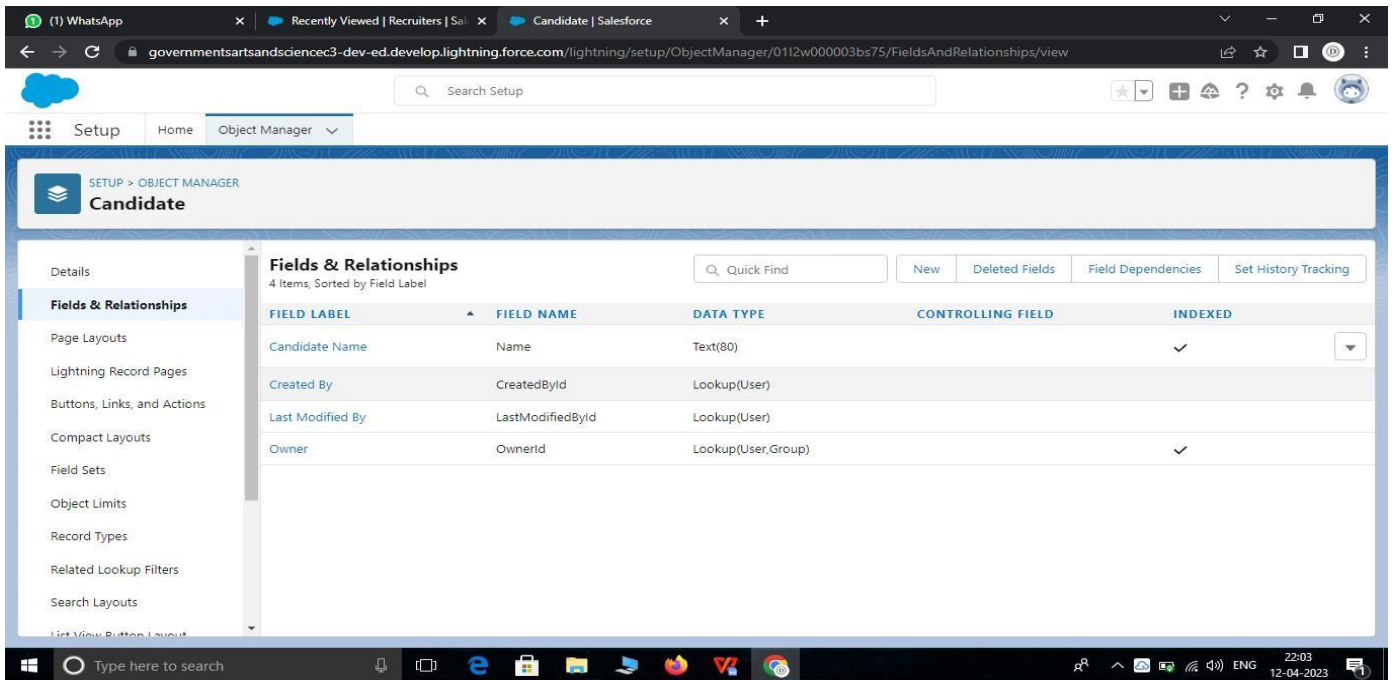
Details

**Fields & Relationships**

4 Items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Candidate Name	Name	Text(80)		✓
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## Create a field for Job application object



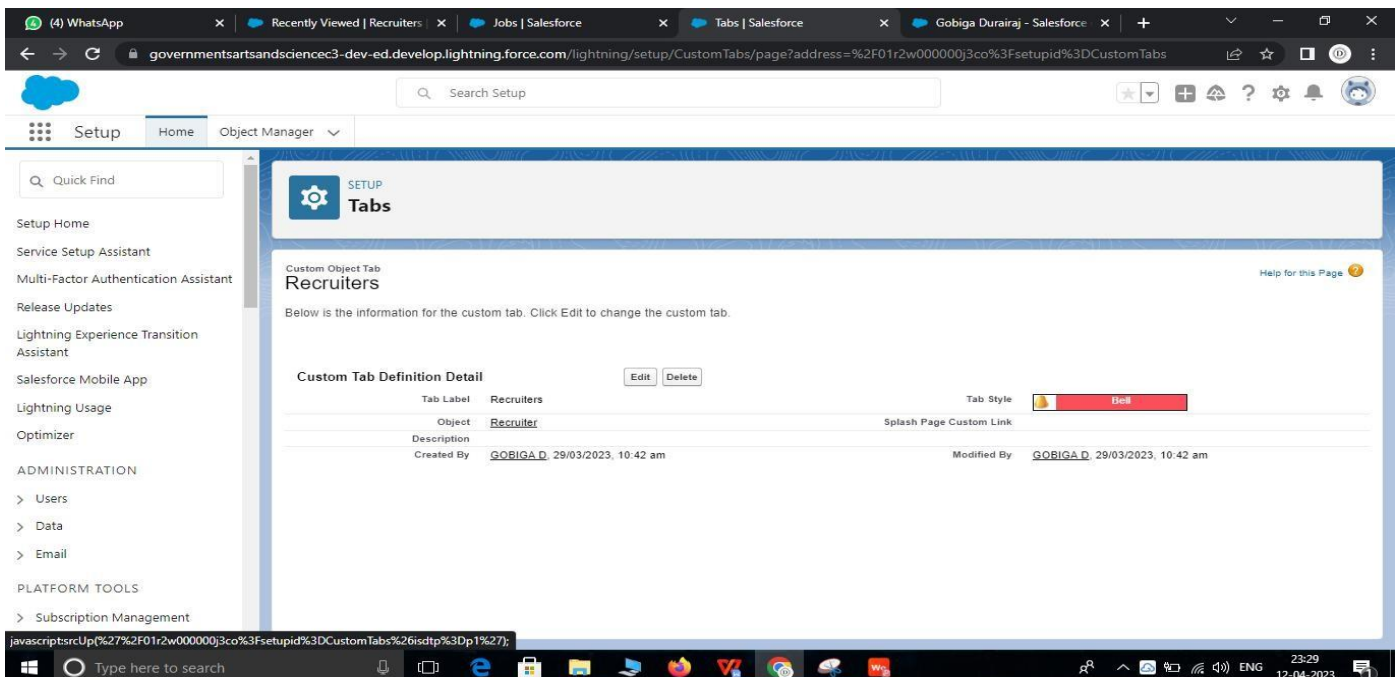
The screenshot shows the Salesforce Object Manager interface for the 'Candidate' object. The left sidebar lists various setup options, with 'Fields & Relationships' selected. The main area displays a table of fields and their relationships.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Candidate Name	Name	Text(80)		✓
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## MILESTONE: 4: TAB

### Activity :1

### Create a tab for object Recruiter:



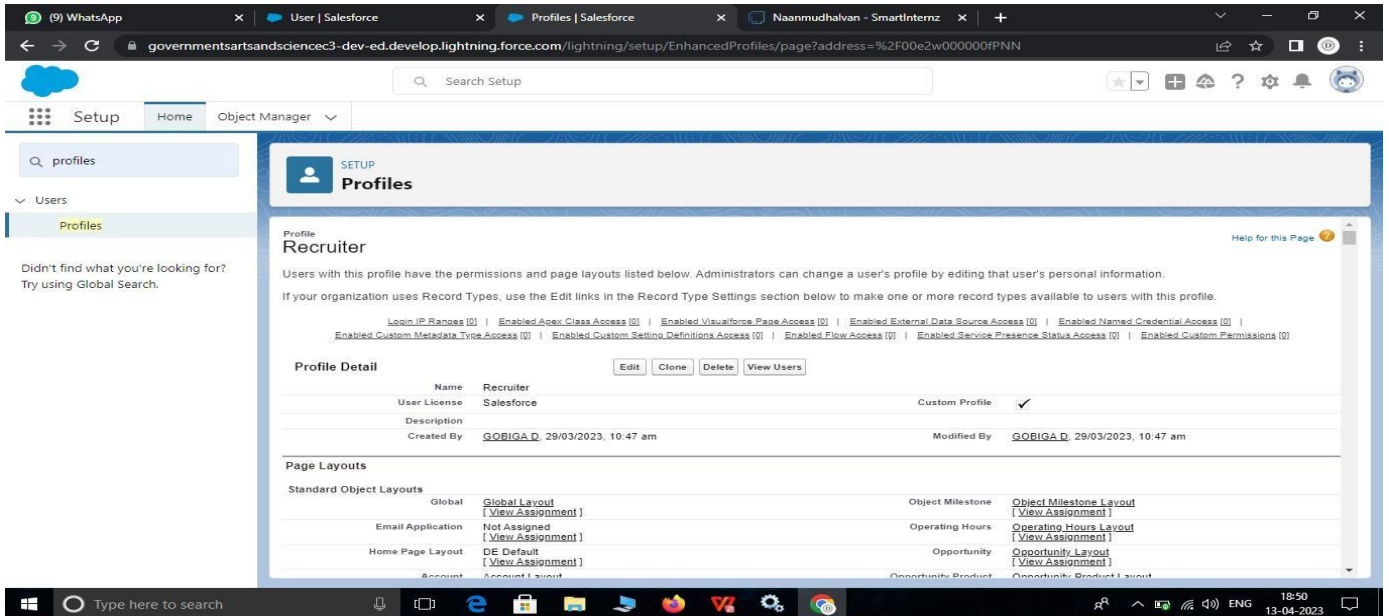
The screenshot shows the Salesforce Setup interface for creating a custom tab. The 'Recruiters' tab is defined with the following details:

Custom Tab Definition Detail		Tab Style
Tab Label	Recruiters	Roll
Object	Recruiter	
Description		
Created By	GORIGA D. 29/03/2023, 10:42 am	Modified By: GORIGA D. 29/03/2023, 10:42 am



## MILESTONE:5: PROFILE

Create a custom profile:

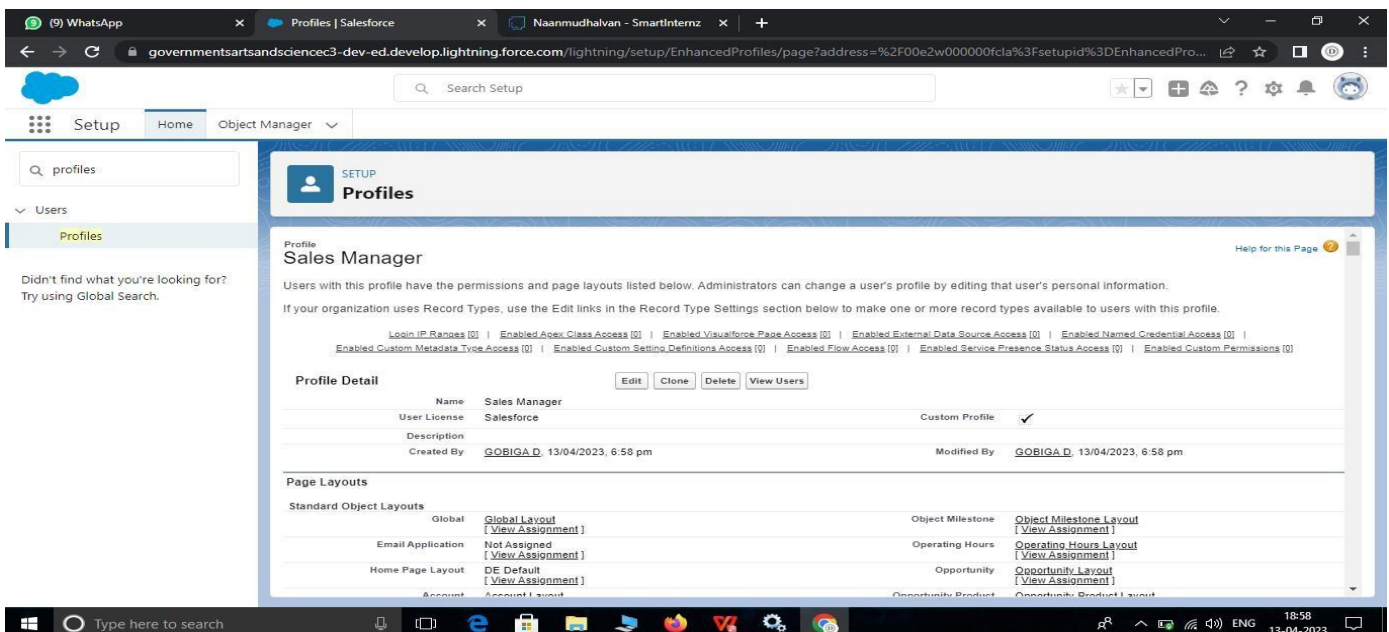


The screenshot shows the Salesforce Setup interface for the 'Recruiter' profile. The page title is 'SETUP Profiles'. Below the title, there is a section for 'Profile Detail' with fields for Name (Recruiter), User License (Salesforce), Description, and Created By (GOBIGA D, 29/03/2023, 10:47 am). The 'Custom Profile' checkbox is checked. Below this is a 'Page Layouts' section with a table of standard object layouts.

Standard Object Layouts	Global	Object Milestone
Email Application	Global Layout [View Assignment]	Object Milestone Layout [View Assignment]
Home Page Layout	Not Assigned [View Assignment]	Operating Hours Layout [View Assignment]
Account	DE Default [View Assignment]	Opportunity Layout [View Assignment]
	Account Layout	Opportunity Product Layout

## ACTIVITY : 2

Create a profile with the name as “Sales Manager”



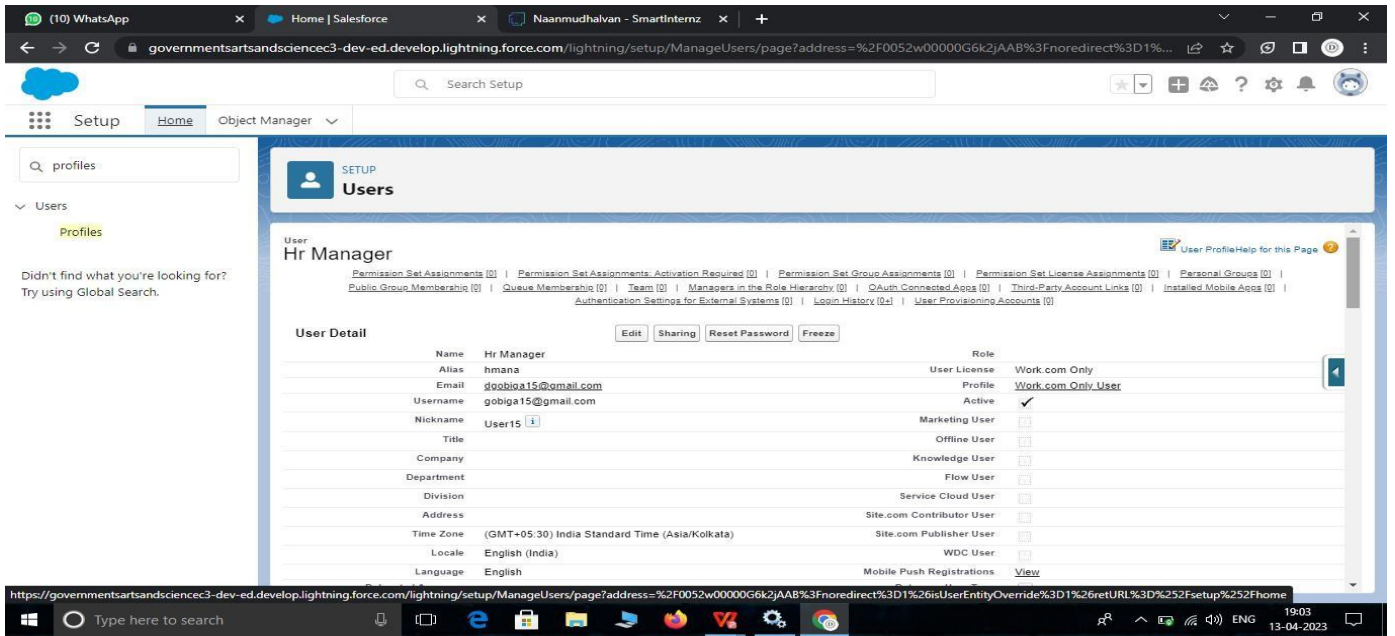
The screenshot shows the Salesforce Setup interface for the 'Sales Manager' profile. The page title is 'SETUP Profiles'. Below the title, there is a section for 'Profile Detail' with fields for Name (Sales Manager), User License (Salesforce), Description, and Created By (GOBIGA D, 13/04/2023, 6:58 pm). The 'Custom Profile' checkbox is checked. Below this is a 'Page Layouts' section with a table of standard object layouts.

Standard Object Layouts	Global	Object Milestone
Email Application	Global Layout [View Assignment]	Object Milestone Layout [View Assignment]
Home Page Layout	Not Assigned [View Assignment]	Operating Hours Layout [View Assignment]
Account	DE Default [View Assignment]	Opportunity Layout [View Assignment]
	Account Layout	Opportunity Product Layout

## MILESTONE :6: USER

### ACTIVITY :1

Create a user with a username “Hr Manager”



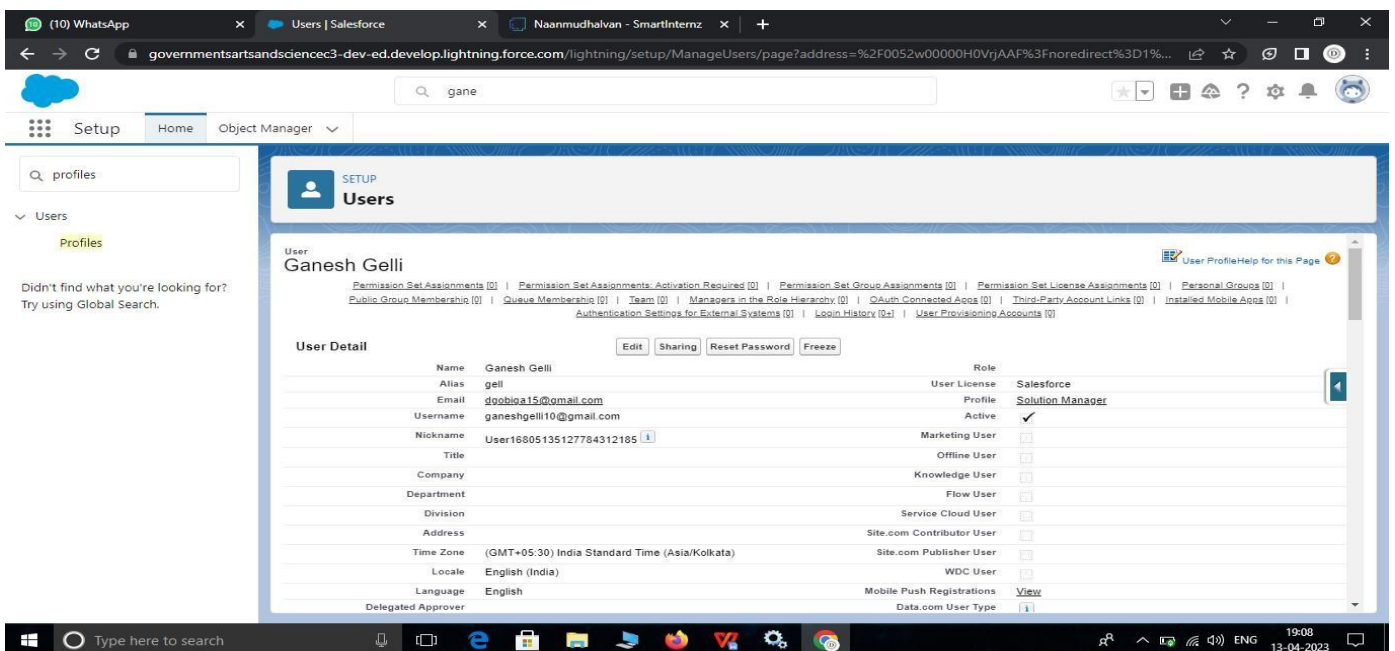
The screenshot shows the Salesforce Setup interface. The left sidebar has a search bar with 'profiles' and a list of 'Users' and 'Profiles'. The main content area is titled 'Users' and shows the 'User Detail' for 'Hr Manager'. The user's details are as follows:

User Detail		Role
Name	Hr Manager	Work.com Only
Alias	hmana	User License
Email	dgobiga15@gmail.com	Profile
Username	gobiga15@gmail.com	Active
Nickname	User15	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

The user is active and has the role 'Work.com Only'.

### ACTIVITY :2:

Create a user with a username “Ganesh Gelli”



The screenshot shows the Salesforce Setup interface. The left sidebar has a search bar with 'profiles' and a list of 'Users' and 'Profiles'. The main content area is titled 'Users' and shows the 'User Detail' for 'Ganesh Gelli'. The user's details are as follows:

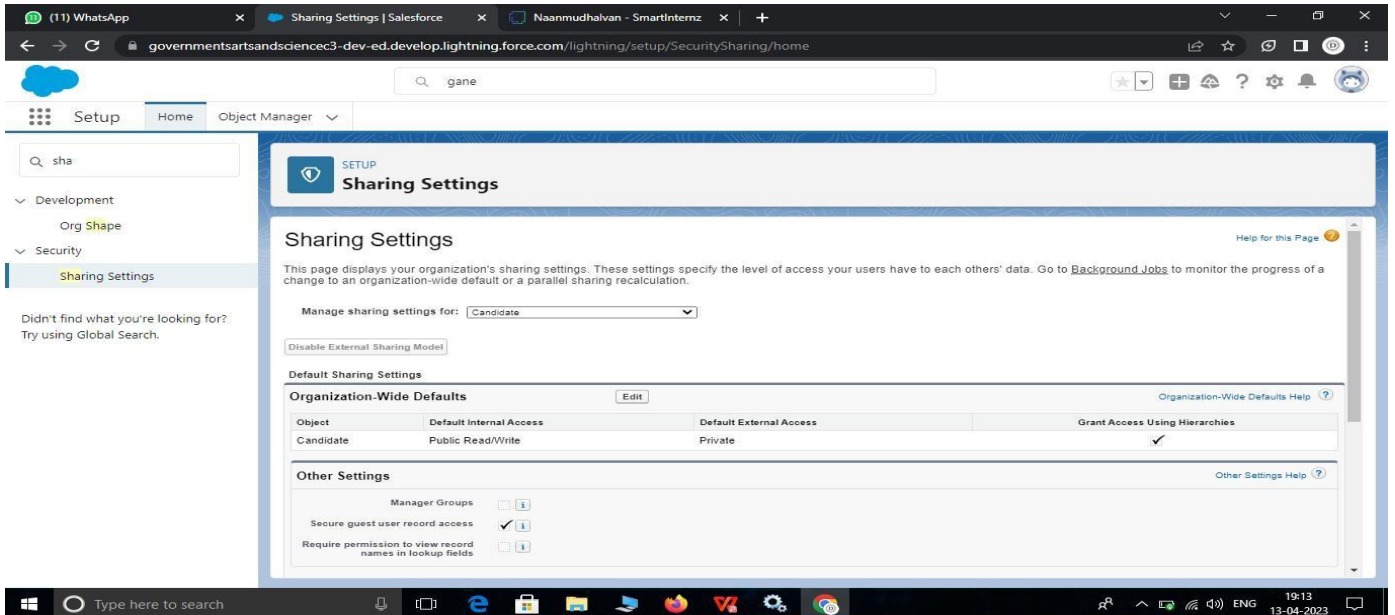
User Detail		Role
Name	Ganesh Gelli	Salesforce
Alias	gelli	User License
Email	dgobiga15@gmail.com	Profile
Username	ganeshgelli10@gmail.com	Active
Nickname	User18805135127784312185	Marketing User
Title		Offline User
Company		Knowledge User
Department		Flow User
Division		Service Cloud User
Address		Site.com 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
Delegated Approver		Data.com User Type

The user is active and has the role 'Salesforce'.

## MILESTONE :7: SHARING RULES

### ACTIVITY :1

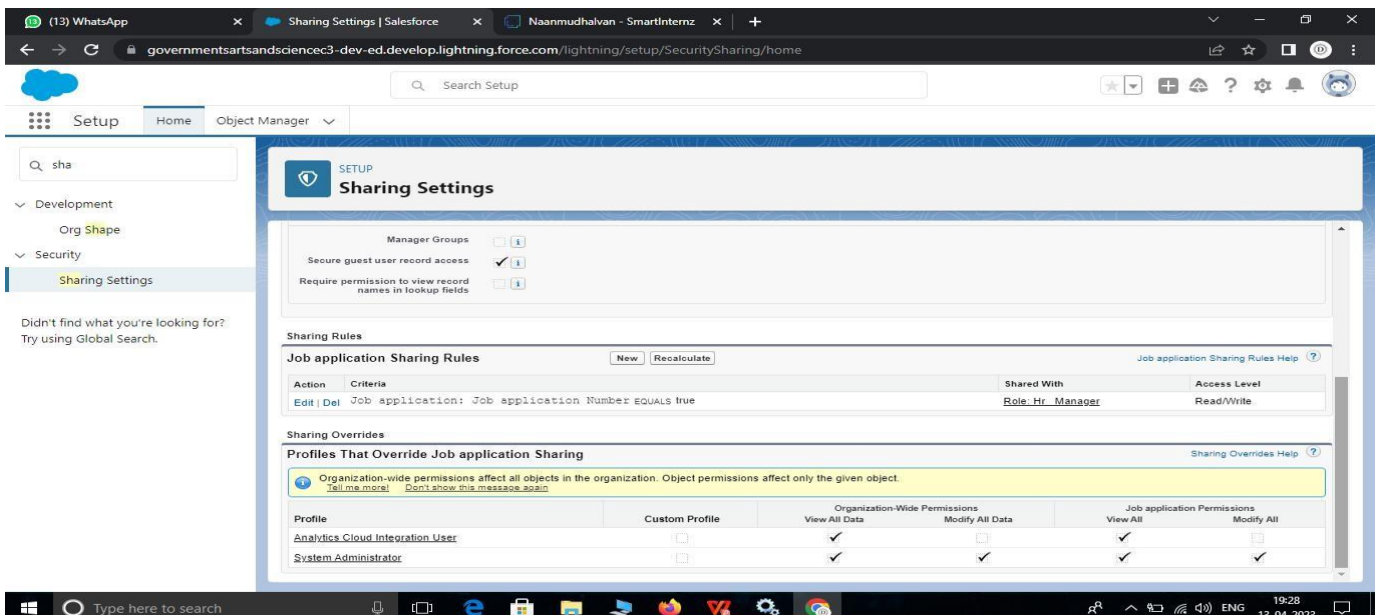
**Create a sharing rule for candidate object**



The screenshot shows the Salesforce Setup page for Sharing Settings. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Sharing Settings' and shows the 'Candidate' object selected. The 'Default Sharing Settings' section shows 'Default Internal Access' as 'Public Read/Write' and 'Default External Access' as 'Private'. The 'Other Settings' section shows 'Manager Groups' as 'None', 'Secure guest user record access' as 'Yes', and 'Require permission to view record names in lookup fields' as 'No'.

### ACTIVITY :2

**Create a Sharing Rule to Share the records of Job Application to Hr Manager with the Access of Read/Write**



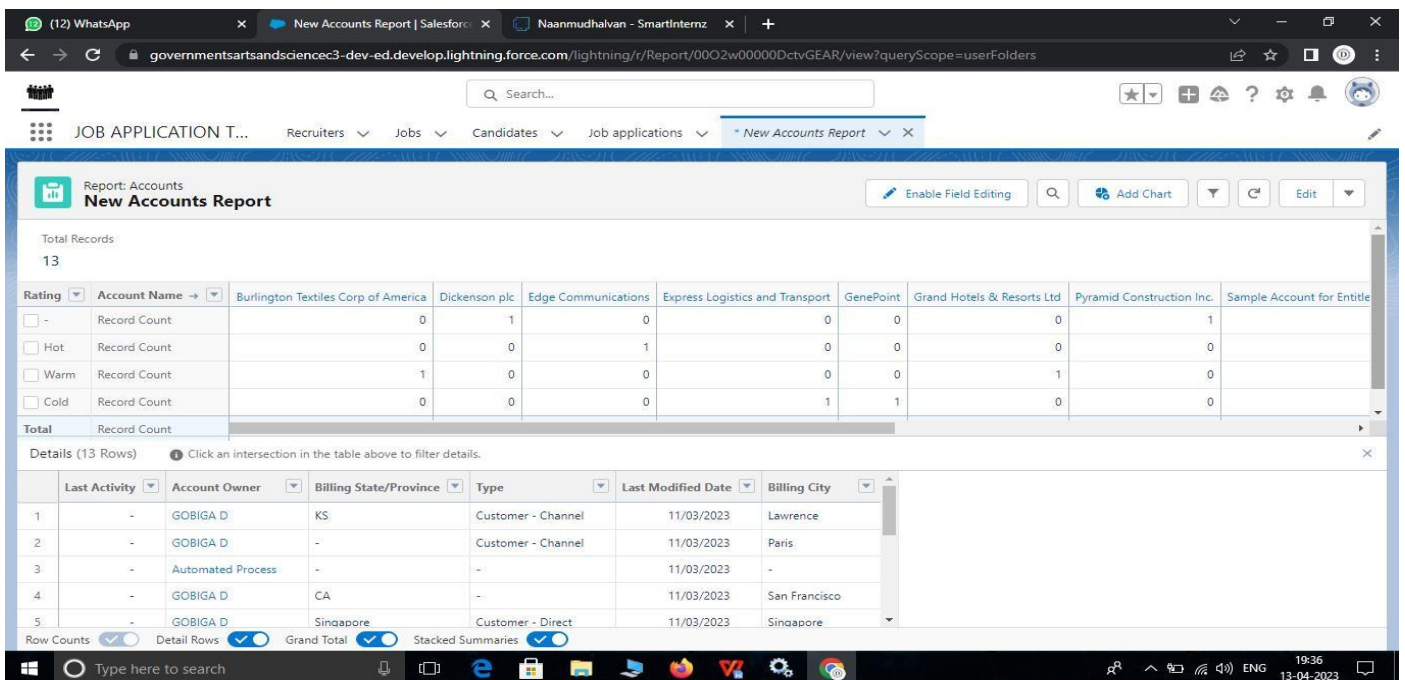
The screenshot shows the Salesforce Setup page for Sharing Rules. The left sidebar shows the navigation menu with 'Setup', 'Home', and 'Object Manager'. The main content area is titled 'Sharing Rules' and shows the 'Job application' object selected. The 'Sharing Rules' section shows a rule named 'Job application Sharing Rules' with the criteria 'Job application: Job application Number EQUALS true'. The 'Access Level' is set to 'Read/Write'. The 'Sharing Overrides' section shows a table of profiles that override the sharing rule.

Profile	Custom Profile	Organization-Wide Permissions	Job application Permissions
		View All Data	Modify All Data
Analytics Cloud Integration User	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
System Administrator	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## MILESTONE:8: REPORTS

### ACTIVITY:1

Create a report that displays rating of the account and which has type and account name



The screenshot shows a Salesforce interface with a report titled "New Accounts Report". The report displays a table of account ratings and details. The top table shows the "Rating" (Cold, Warm, Hot) and "Record Count" for various account types. The bottom table shows "Details (13 Rows)" with columns for "Last Activity", "Account Owner", "Billing State/Province", "Type", "Last Modified Date", and "Billing City".

Rating	Record Count	Burlington Textiles Corp of America	Dickenson plc	Edge Communications	Express Logistics and Transport	GenePoint	Grand Hotels & Resorts Ltd	Pyramid Construction Inc.	Sample Account for Entitle
-	Record Count	0	1	0	0	0	0	1	
Hot	Record Count	0	0	1	0	0	0	0	
Warm	Record Count	1	0	0	0	0	1	0	
Cold	Record Count	0	0	0	1	1	0	0	
Total	Record Count								

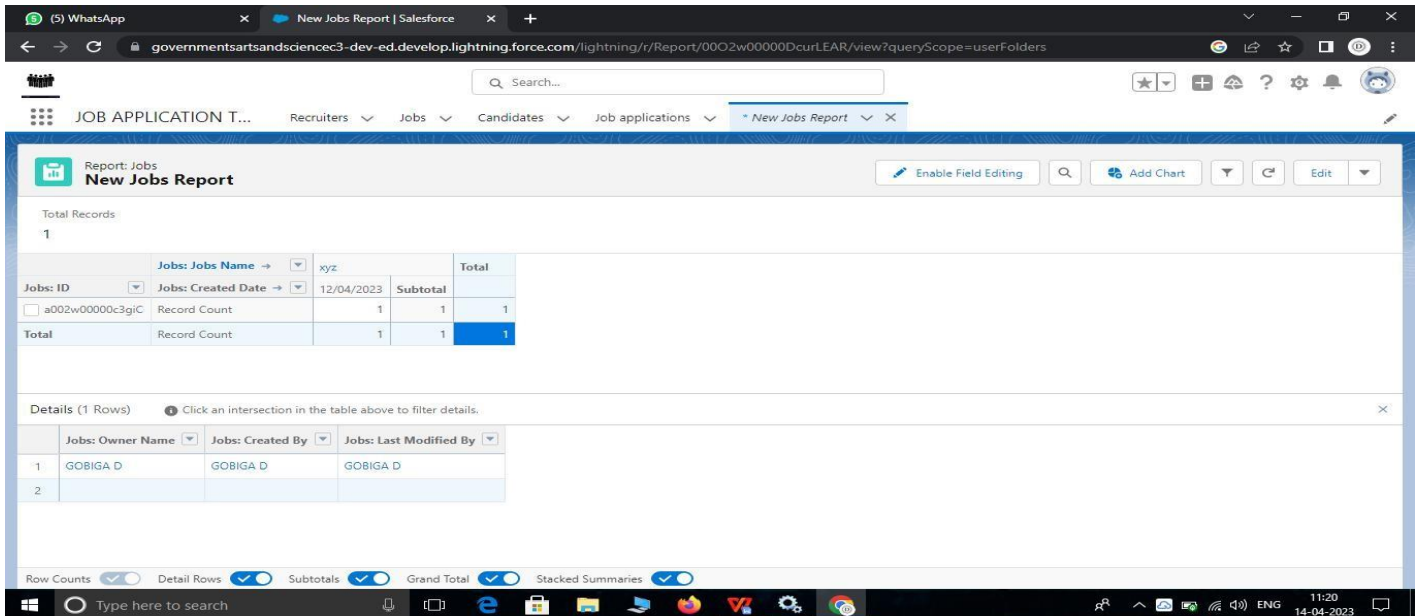
  

	Last Activity	Account Owner	Billing State/Province	Type	Last Modified Date	Billing City
1	-	GOBIGA D	KS	Customer - Channel	11/03/2023	Lawrence
2	-	GOBIGA D	-	Customer - Channel	11/03/2023	Paris
3	-	Automated Process	-	-	11/03/2023	-
4	-	GOBIGA D	CA	-	11/03/2023	San Francisco
5	-	GOBIGA D	Singapore	Customer - Direct	11/03/2023	Singapore

## ACTIVITY:2

Create a Report using the Objects Jobs, Candidate and Job Application

### REPORT USING JOBS OBJECT



**Report: Jobs**  
**New Jobs Report**

Total Records: 1

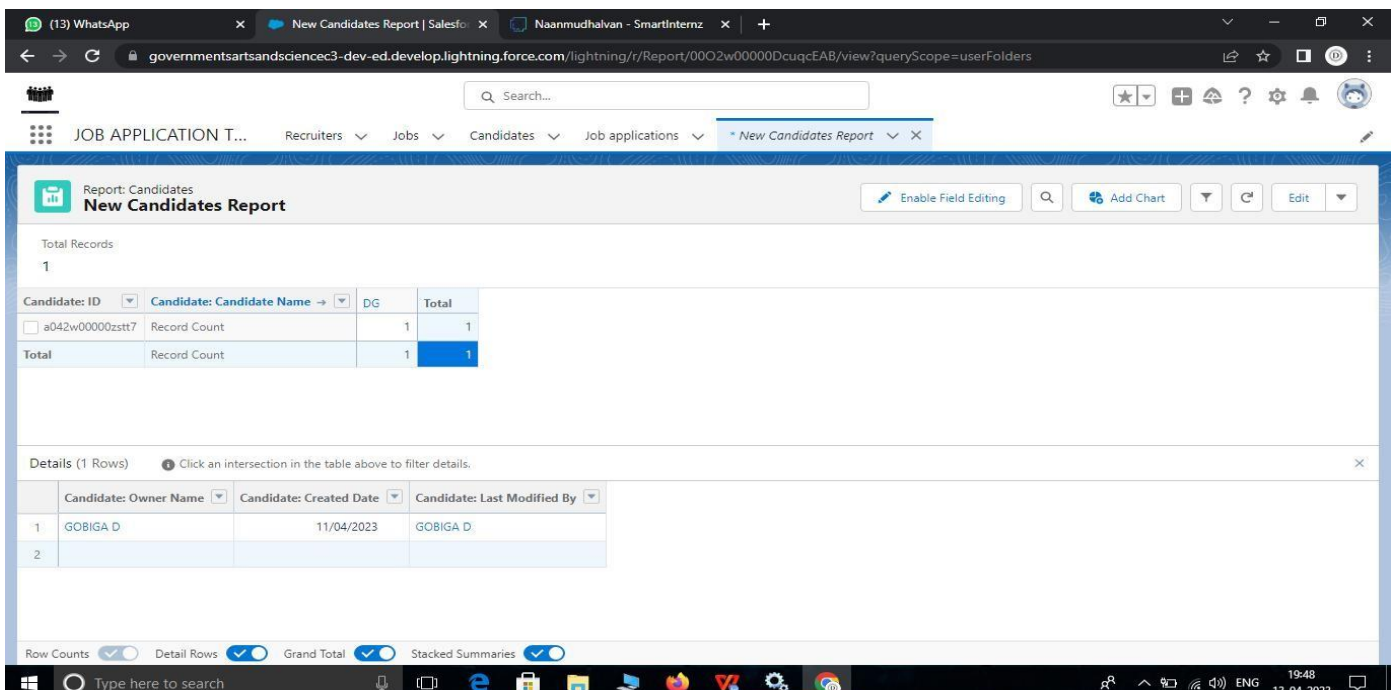
Jobs: ID	Jobs: Jobs Name	Jobs: Created Date	Subtotal	Total
a002w00000c3giC	Record Count	12/04/2023	1	1
<b>Total</b>	<b>Record Count</b>		<b>1</b>	<b>1</b>

Details (1 Rows)

	Jobs: Owner Name	Jobs: Created By	Jobs: Last Modified By
1	GOBIGA D	GOBIGA D	GOBIGA D
2			

Row Counts: ☒ Detail Rows: ☒ Subtotals: ☒ Grand Total: ☒ Stacked Summaries: ☒

### REPORT USING CANDIDATE OBJECT



**Report: Candidates**  
**New Candidates Report**

Total Records: 1

Candidate: ID	Candidate: Candidate Name	DG	Total
a042w00000zstt7	Record Count	1	1
<b>Total</b>	<b>Record Count</b>	<b>1</b>	<b>1</b>

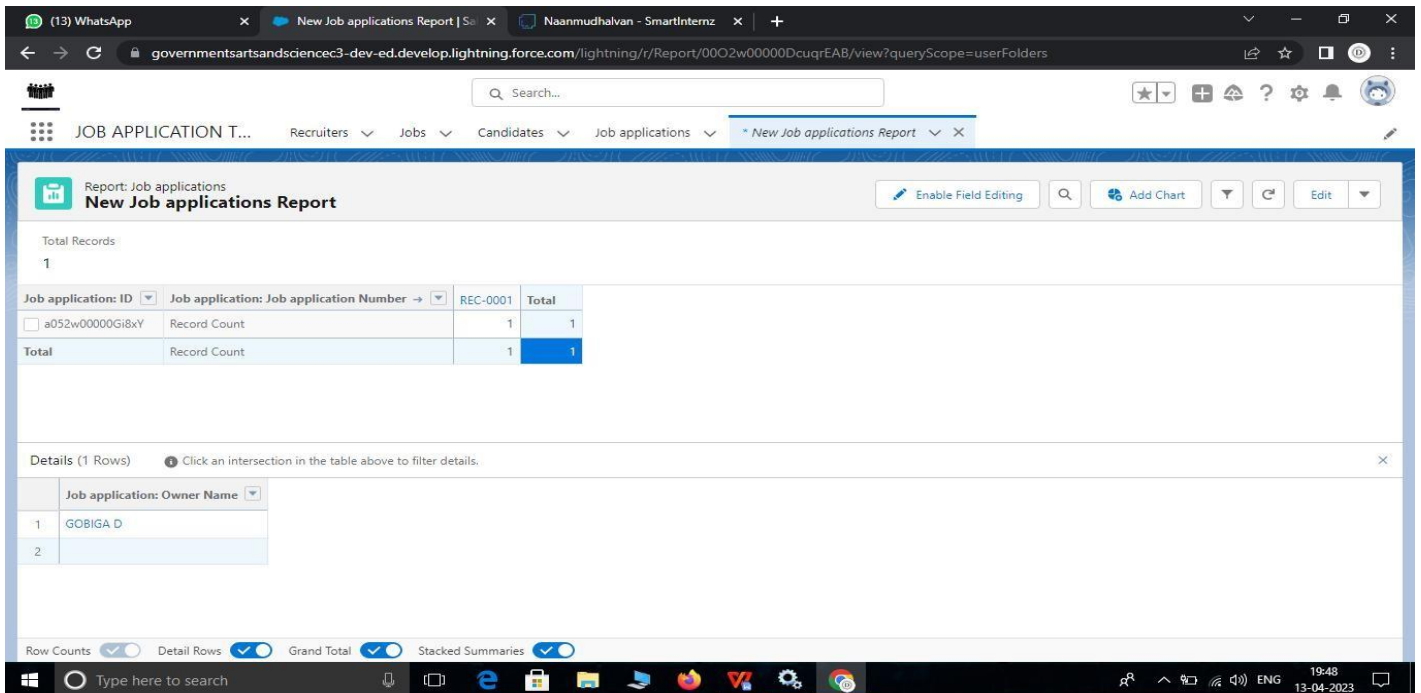
Details (1 Rows)

	Candidate: Owner Name	Candidate: Created Date	Candidate: Last Modified By
1	GOBIGA D	11/04/2023	GOBIGA D
2			

Row Counts: ☒ Detail Rows: ☒ Grand Total: ☒ Stacked Summaries: ☒



## REPORT USING OBJECT JOB APPLICATION

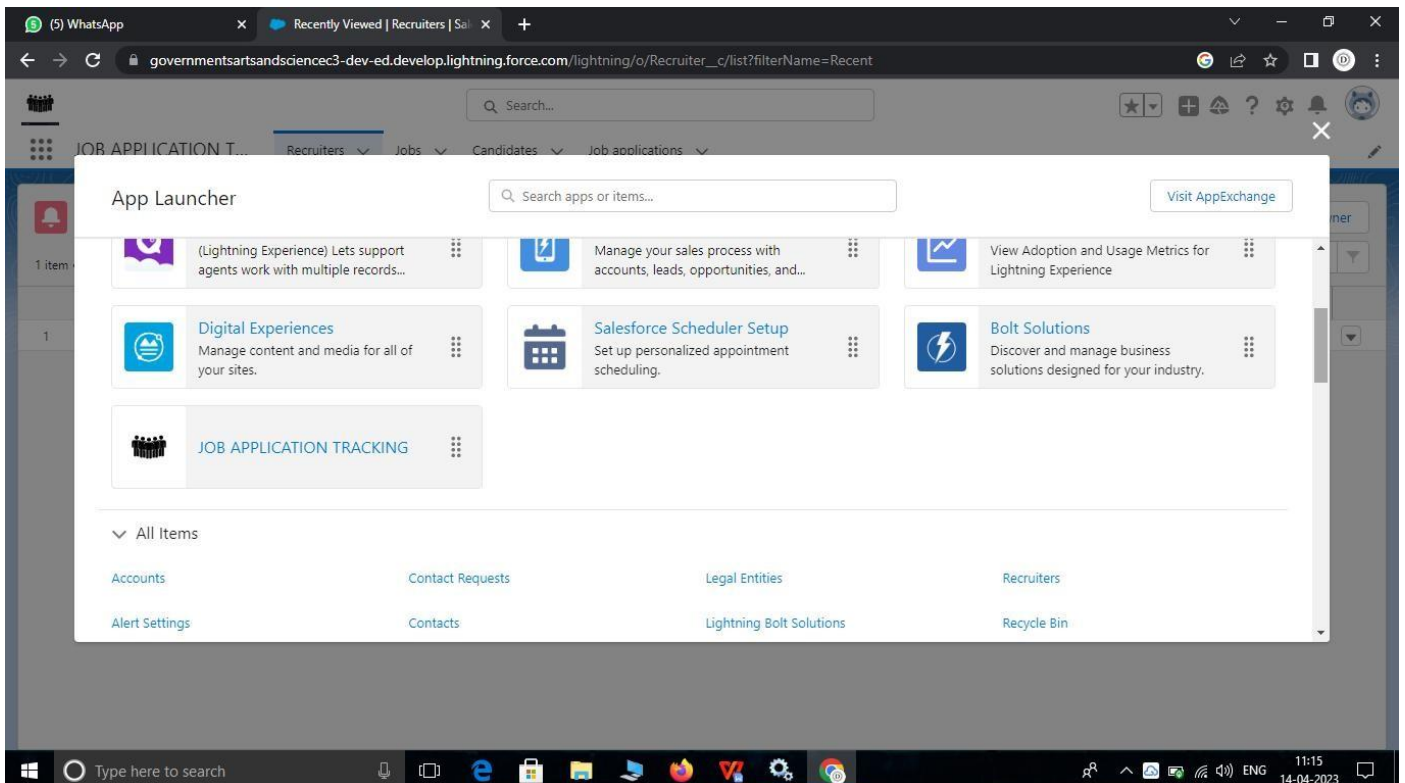


The screenshot shows a Salesforce Lightning report titled "New Job applications Report". The report displays a table with the following data:

Job application: ID	Job application: Job application Number	REC-0001	Total
a052w00000G8xY	Record Count	1	1
<b>Total</b>	Record Count	1	1

Below the table, there is a "Details (1 Rows)" section showing the "Job application: Owner Name" as "GOBIGA D".

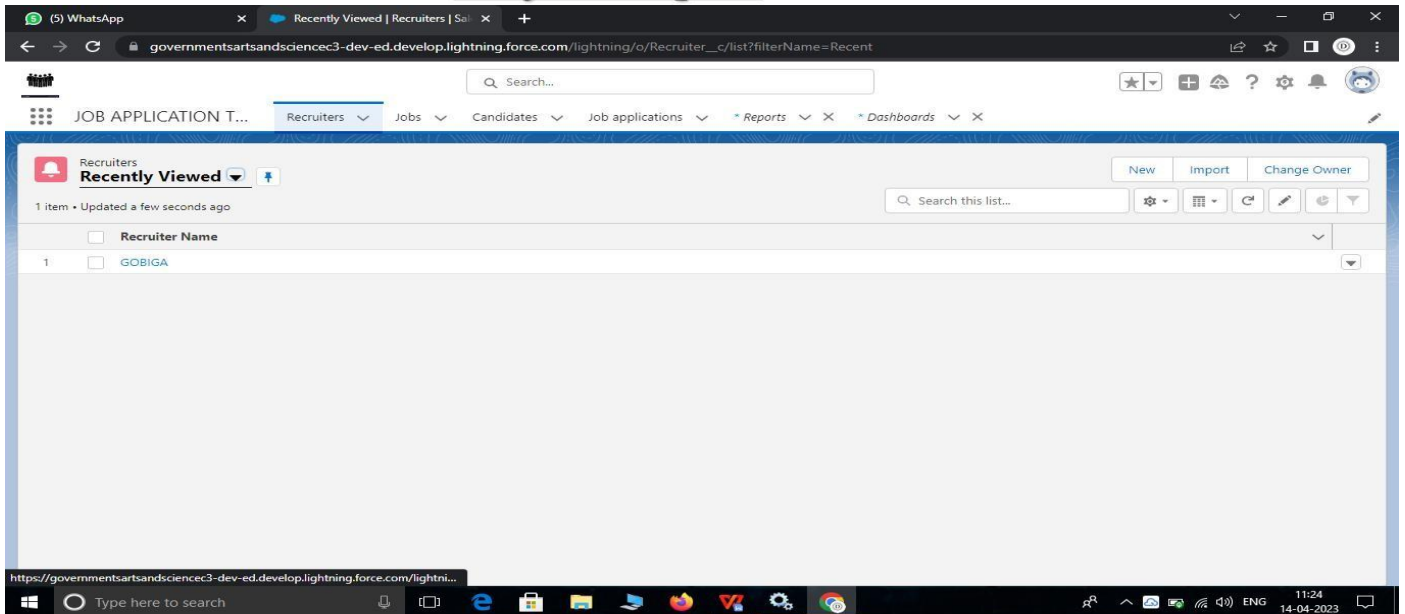
## LIGHTNING APP CREATION (NOT IN PROJECT MANUAL)



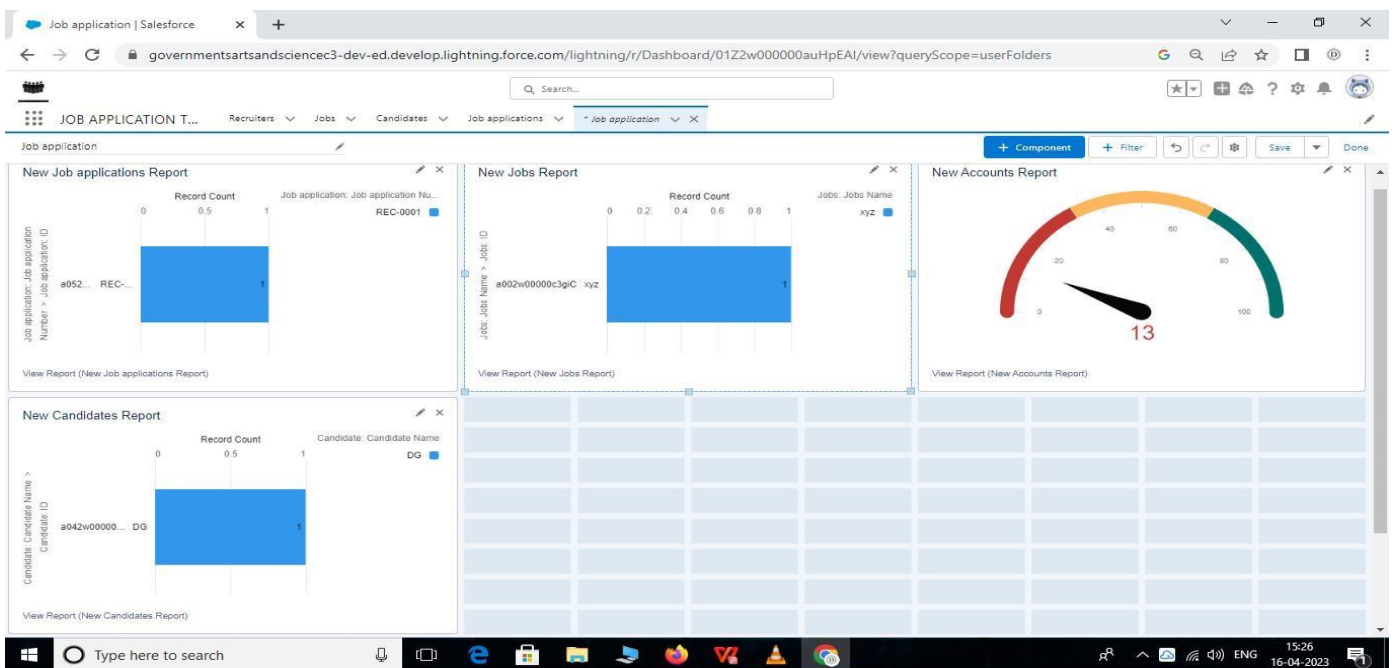
The screenshot shows the Salesforce Lightning App Launcher. It displays a grid of app tiles with the following details:

- (Lightning Experience)** Lets support agents work with multiple records...
- Digital Experiences** Manage content and media for all of your sites.
- JOE APPLICATION TRACKING**
- Manage your sales process** with accounts, leads, opportunities, and...
- Salesforce Scheduler Setup** Set up personalized appointment scheduling.
- View Adoption and Usage Metrics** for Lightning Experience
- Bolt Solutions** Discover and manage business solutions designed for your industry.

At the bottom, there is a section for "All Items" with links to: Accounts, Contact Requests, Legal Entities, Recruiters, Alert Settings, Contacts, Lightning Bolt Solutions, and Recycle Bin.



## DASHBOARD CREATION (NOT IN PROJECT MANUAL)



### 4. Trailhead profile public URL:

Team Member 1 - <https://www.salesforce.com/trailblazer/muralidharan>

Team Member 2 - <https://www.salesforce.com/trailblazer/kishorethirumalai>

Team Member 3 - <https://www.salesforce.com/trailblazer/gobinath1817>

Team Member 4 - <https://www.salesforce.com/trailblazer/prakasht0492>

## **5. Advantages and disadvantages:**

### **Advantages:-**

**Increased efficiency:** A job application tracking system project can automate many aspects of the hiring process, speeding up the process and making it less time-consuming for recruiters and hiring managers.

**Improved candidate experience:** The system can provide candidates with real-time updates on their application status and communication, creating a positive experience throughout the hiring process.

**Paperless recruitment process:** The system replaces the traditional paper-based recruitment process and eliminates the need for manual data entry, improving accuracy and reducing errors.

### **Disadvantage:-**

**Data Accuracy:** The system relies on the input data. Incorrect or incomplete data can lead to inaccurate tracking and evaluation of the hiring process. Also, if candidates aren't notified of their status, they could assume that the firm is disinterested in their application.

## **6. Applications:**

**Better Candidate Experience:** Candidates can stay informed throughout the recruitment process and receive automated updates on their application status, which helps in creating a positive candidate experience.

## **7. Conclusion:**

Job application tracking systems (ATS) are a valuable tool for businesses and organizations that receive a high volume of job applications. They provide an efficient and automated way to manage the recruitment process, from posting job listings to reviewing resumes, conducting pre-screening interviews, and selecting candidates for further review.

## **8. Future scope:**

The future of job application tracking systems is focused on improving their functionality and enhancing the user experience. Here are some potential future developments.

## Project Report

**Mobile Optimization:** More job seekers are using mobile devices to search and apply for jobs, so this will become more optimized for mobile use, allowing candidates to apply for positions from their smartphones and tablets.

**Video Interviews and Assessments:** ATS will leverage video technology to conduct pre-screening interviews and assessments to speed up the hiring process and provide a more immersive experience for candidates.

The future of job application tracking system is focused on automation, personalization, and more efficient recruitment processes that benefit both employers and job seekers.