1. INTRODUCTION

1.1 Overview

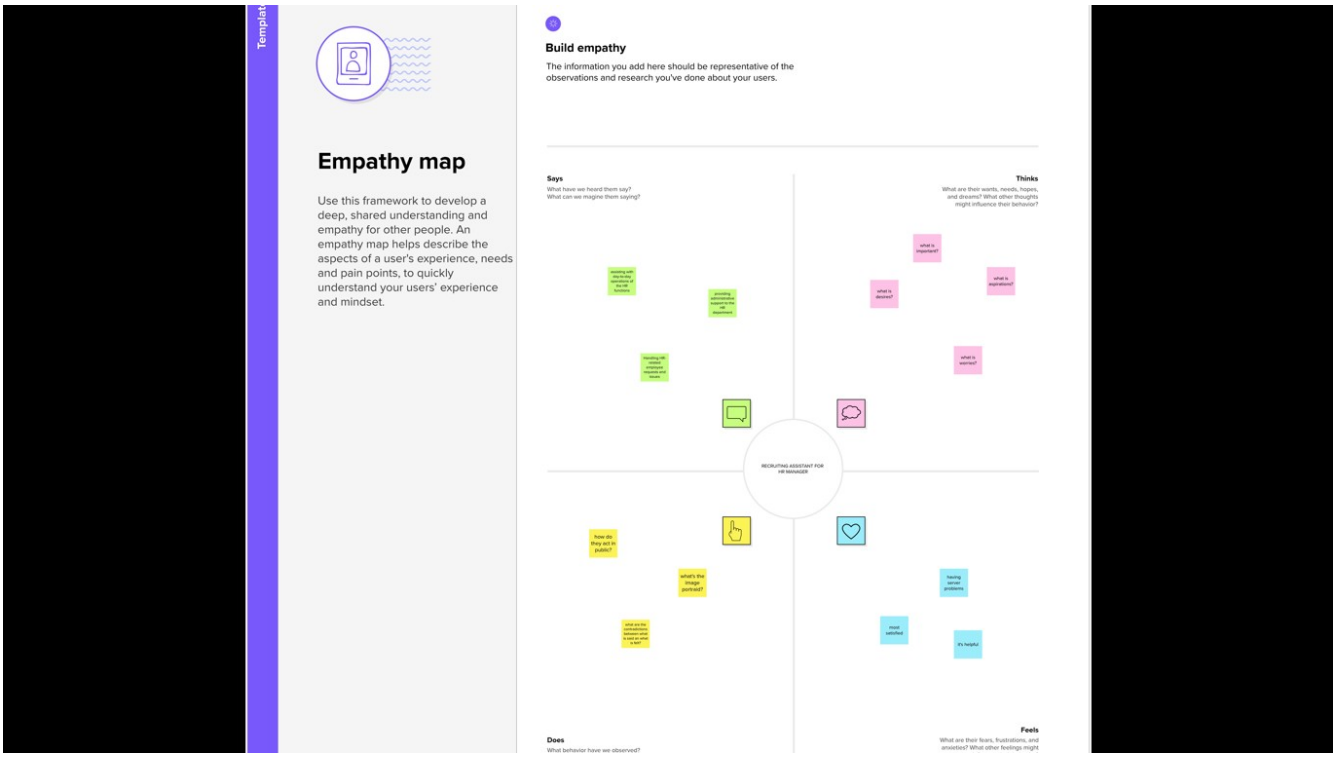
Their duties include contacting potential candidates, scheduling interviews, and assisting the HR department during the recruitment process. They may also need to perform background checks and verify a candidate's qualifications and experience.

1.2 Purpose

Assist with the recruitment process by identity candidates, performing reference checks, and issuing employment contracts. Maintain calendars of the HR management team. Oversee the completion of compensation and benefit documentation. Assist with performance management procedures.

2. Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation & Brainstorming Map

3. RESULT

3.1 Data Model:

Object name	Fields of the Object	
Obj 1	Field label	Data type
	Job posting site	Text
	Review	Auto number
Obj 2	Field label	Data type
	Job posting	Auto number
	Position	Auto number

3.2 Activity & Screenshot

Recruiting assistance for the HR managers

Milestone 1: Creation of developer account

Create your Salesforce Developer Org to get Started In order to start with this project you need to have a free salesforce developer account.

Activity-1

A Developer org has all the features and licenses you need to get started with Salesforce.

1. Search Developer.salesforce.com

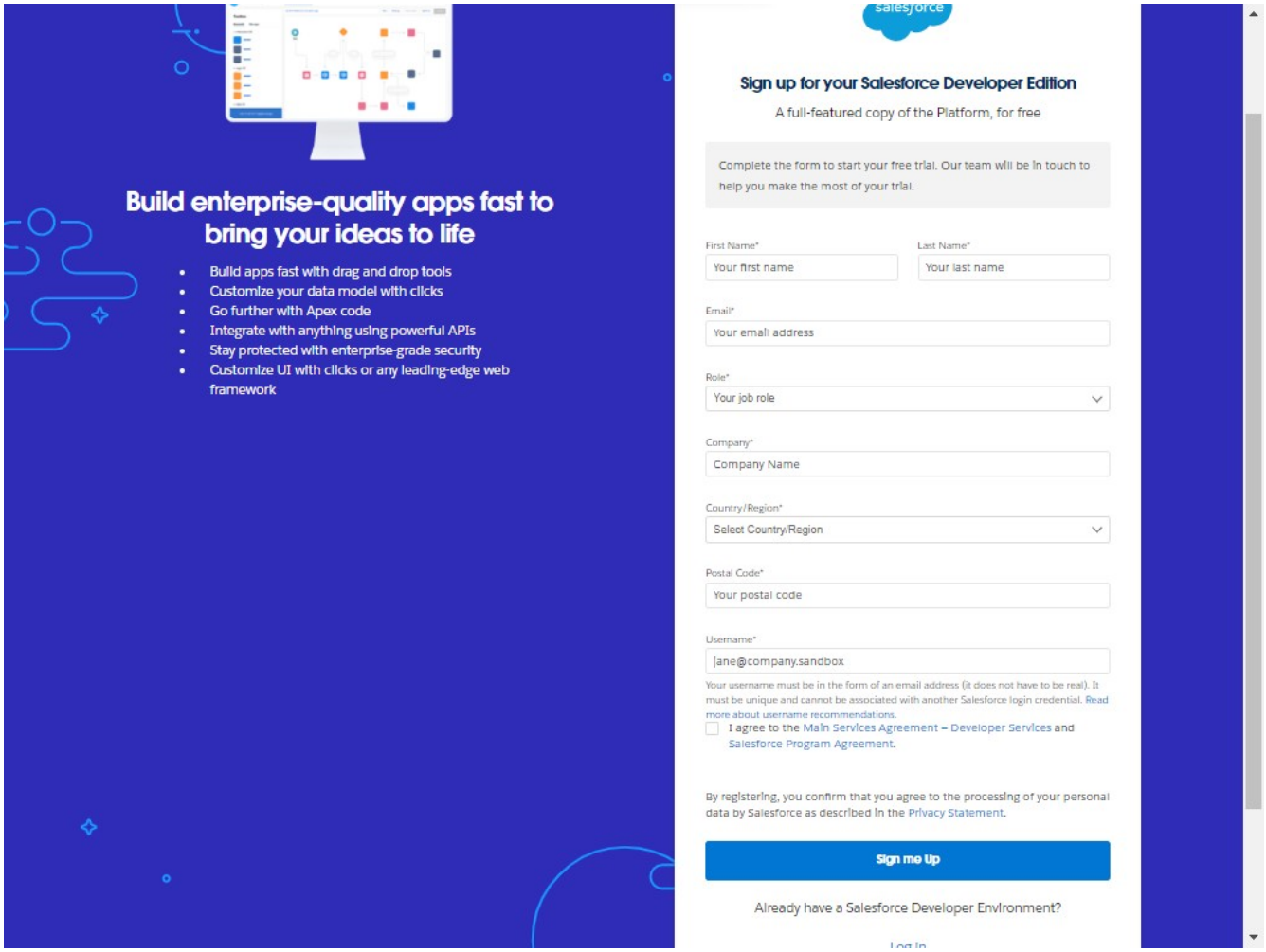
2. Enter the following details like First name, last name, Email, Role, Company, Country/Region, Postal code, and Username must be unique.

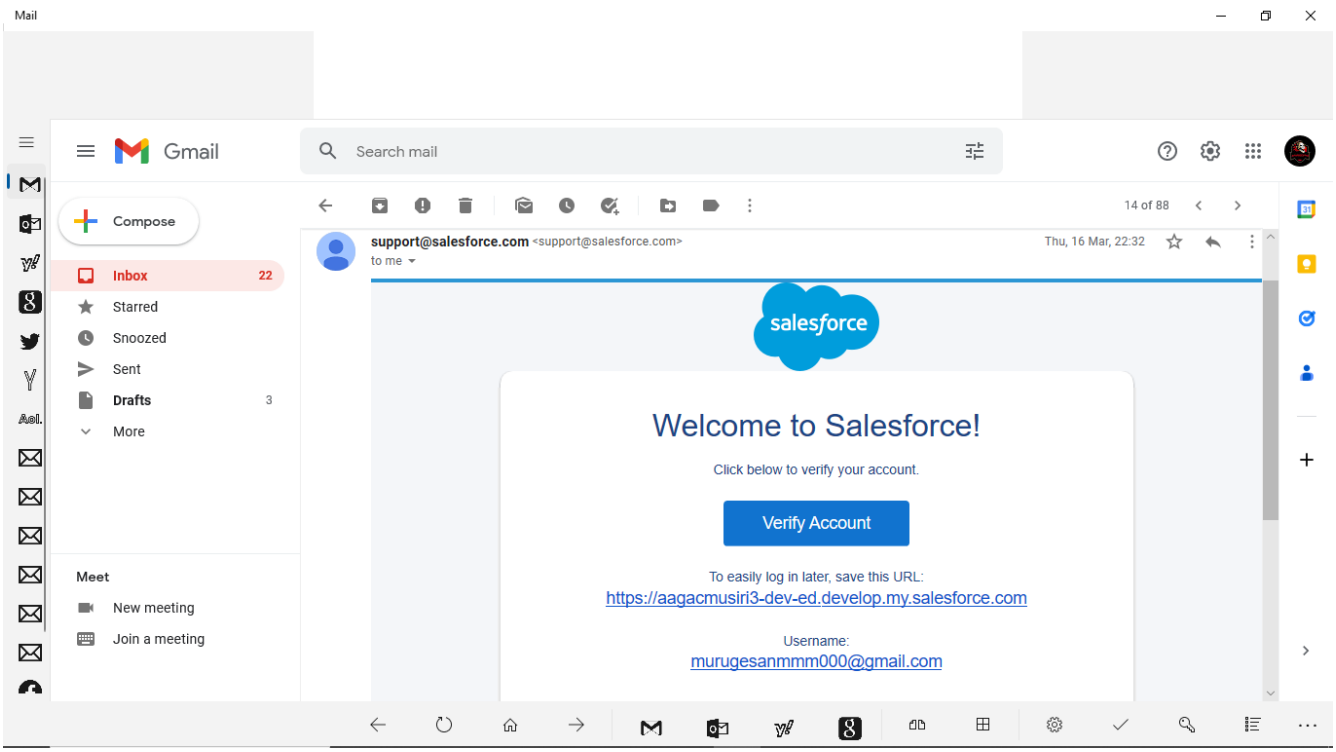
3. Click sign me up, After a few min you will reserve a mail salesforce org and by using the verify account link you can create your new password.

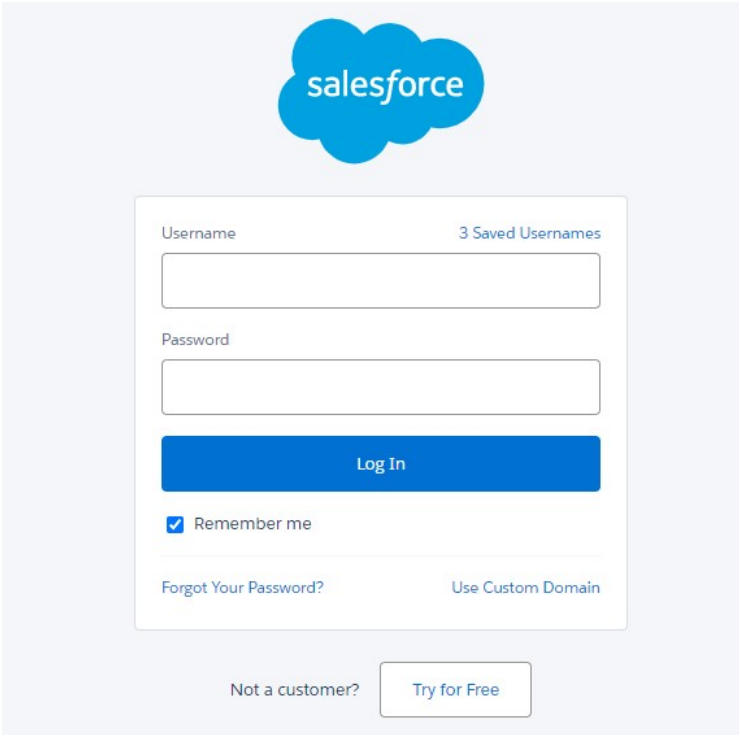
4. Click save.

5. Search login.salesforce.com

6. By using username and password you can into the salesforce org.

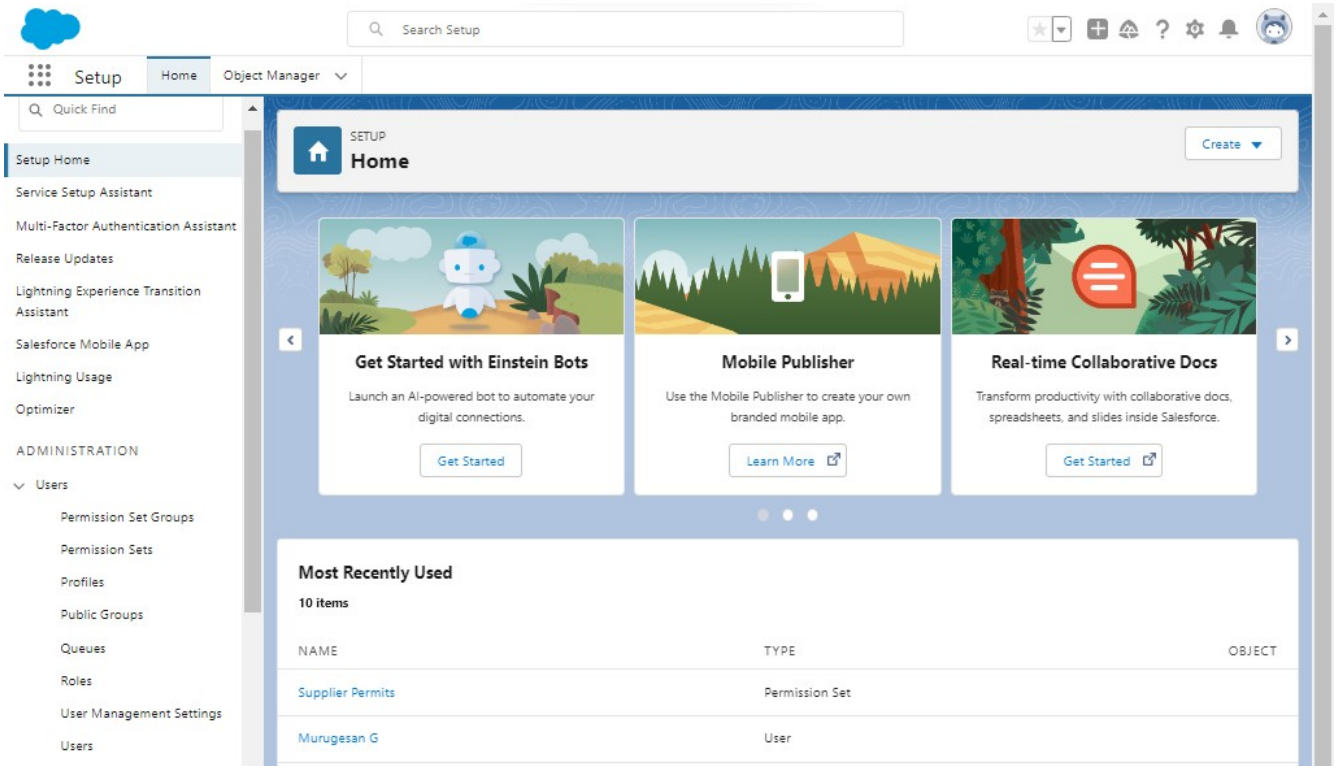

Build enterprise-quality apps fast to bring your ideas to life
Build apps fast with drag and drop tools
Customize your data model with clicks
Go further with Apex code
Integrate with anything using powerful APIs
Stay protected with enterprise-grade security
Customize UI with clicks or any leading-edge 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*
Your first name
Last Name*
Your last name
Email*
Your email address
Role*
Your job role
Company*
Company Name
Country/Region*
Select Country/Region
Postal Code*
Your postal code
Username*
jane@company.sandbox
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?


Mail
Gmail
Search mail
Compose
Inbox 22
Starred
Snoozed
Sent
Drafts 3
More
Meet
New meeting
Join a meeting
14 of 88
support@salesforce.com <support@salesforce.com>
to me
Thu, 16 Mar, 22:32
salesforce
Welcome to Salesforce!
Click below to verify your account.
Verify Account
To easily log in later, save this URL:
https://aagacmusiri3-dev-ed.develop.my.salesforce.com
Username:
murugesanmmm000@gmail.com



The setup page will appear as below.

Create a developer org and login with your login credentials.

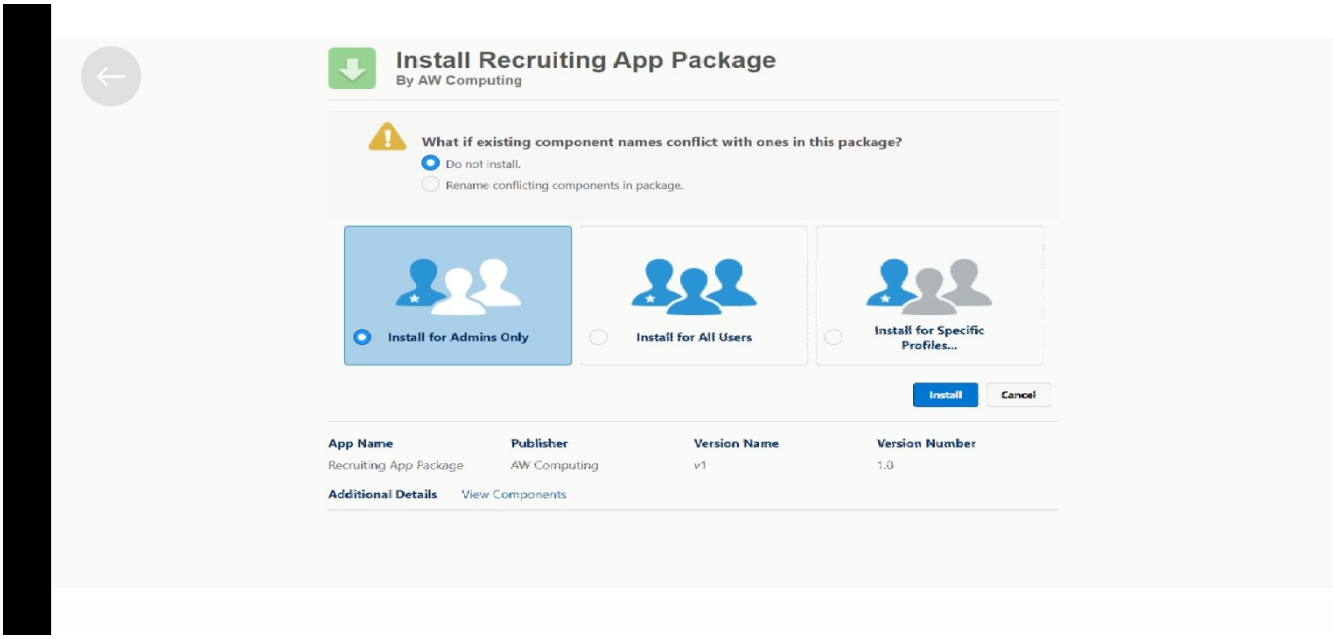


Milestone 2 : Package installation

Package installation for Recruiting App

click to launch the App Launcher, then click Playground Starter and follow the steps

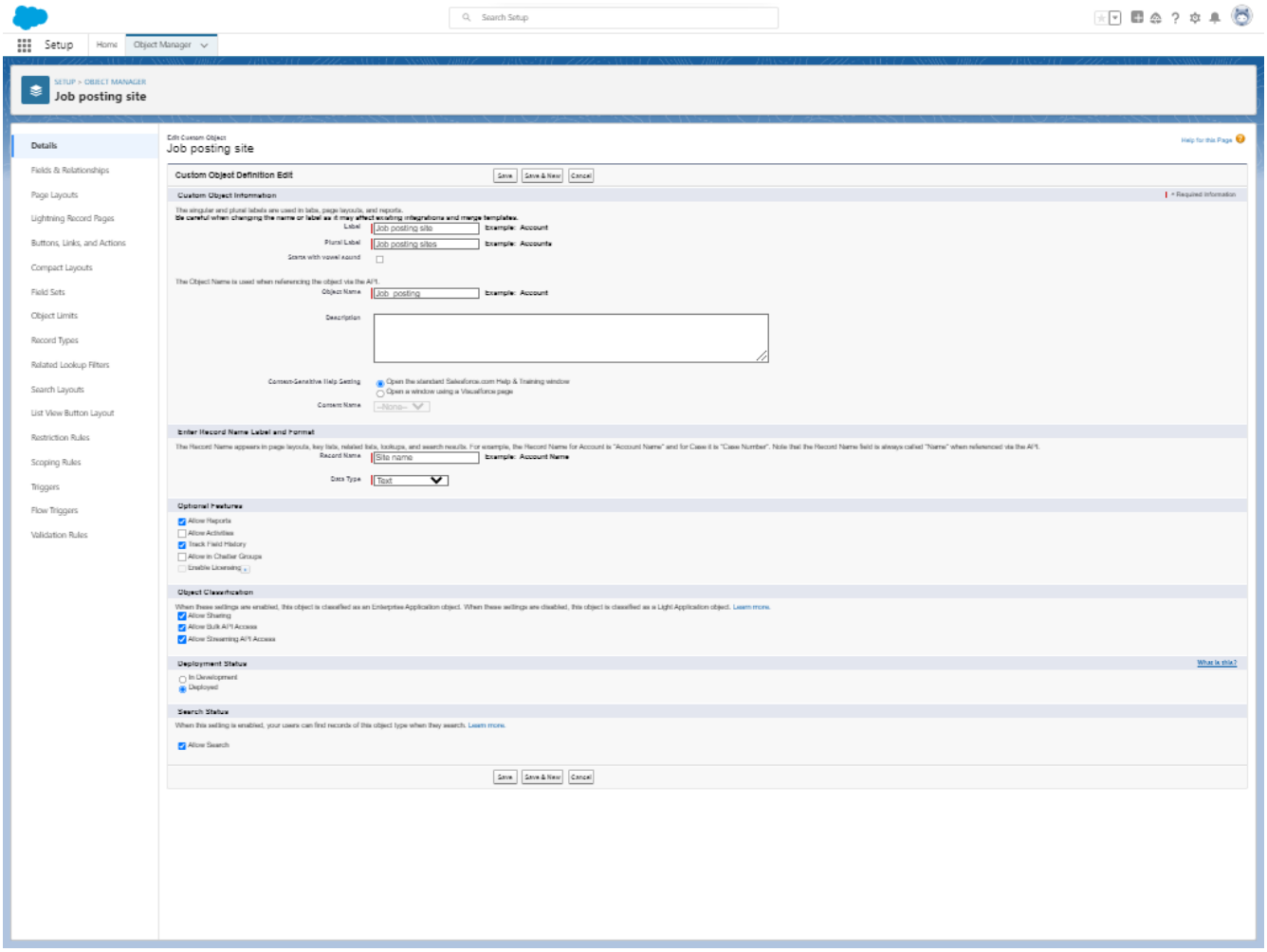
1. Click the install a package tab.
2. Paste 04t0P000000N9rs into the field.
3. Click install.
4. Select install for admins only,



Milestone 3: Object

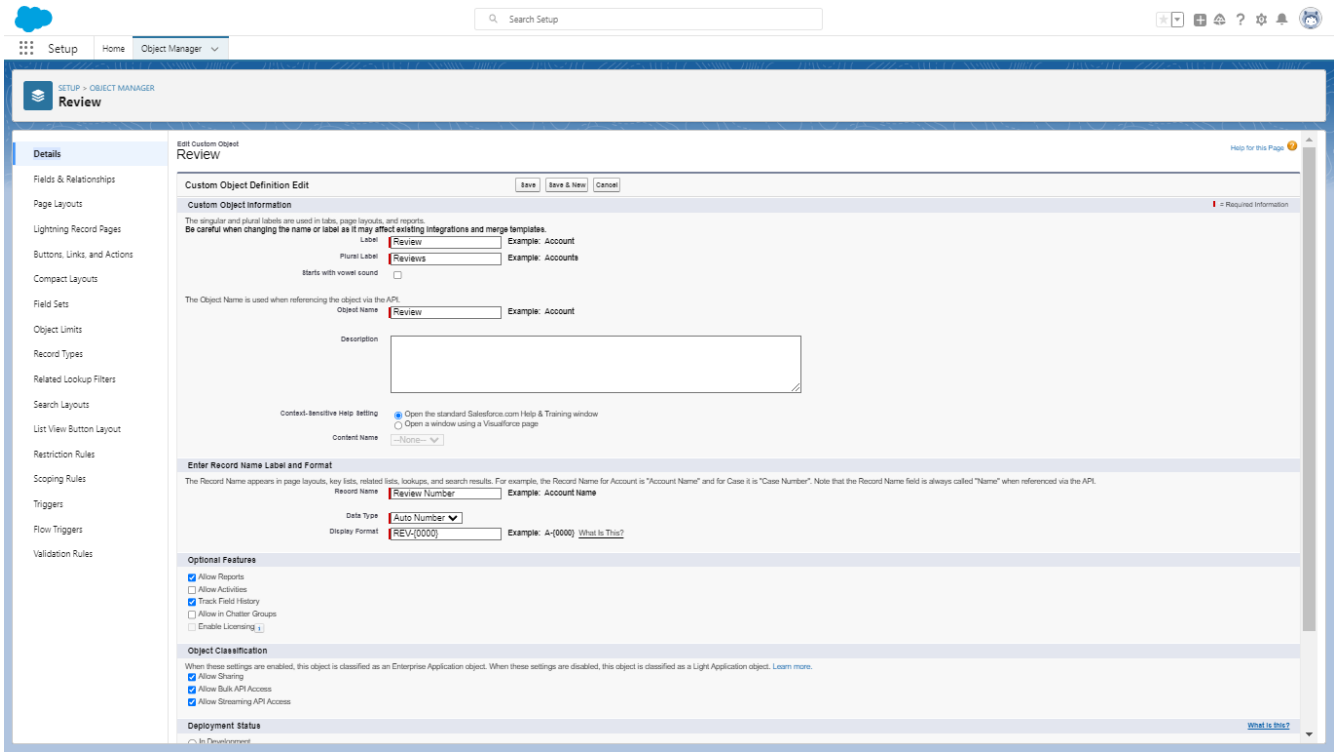
Activity-1

Create a custom object for Job Posting Sites



Activity-2

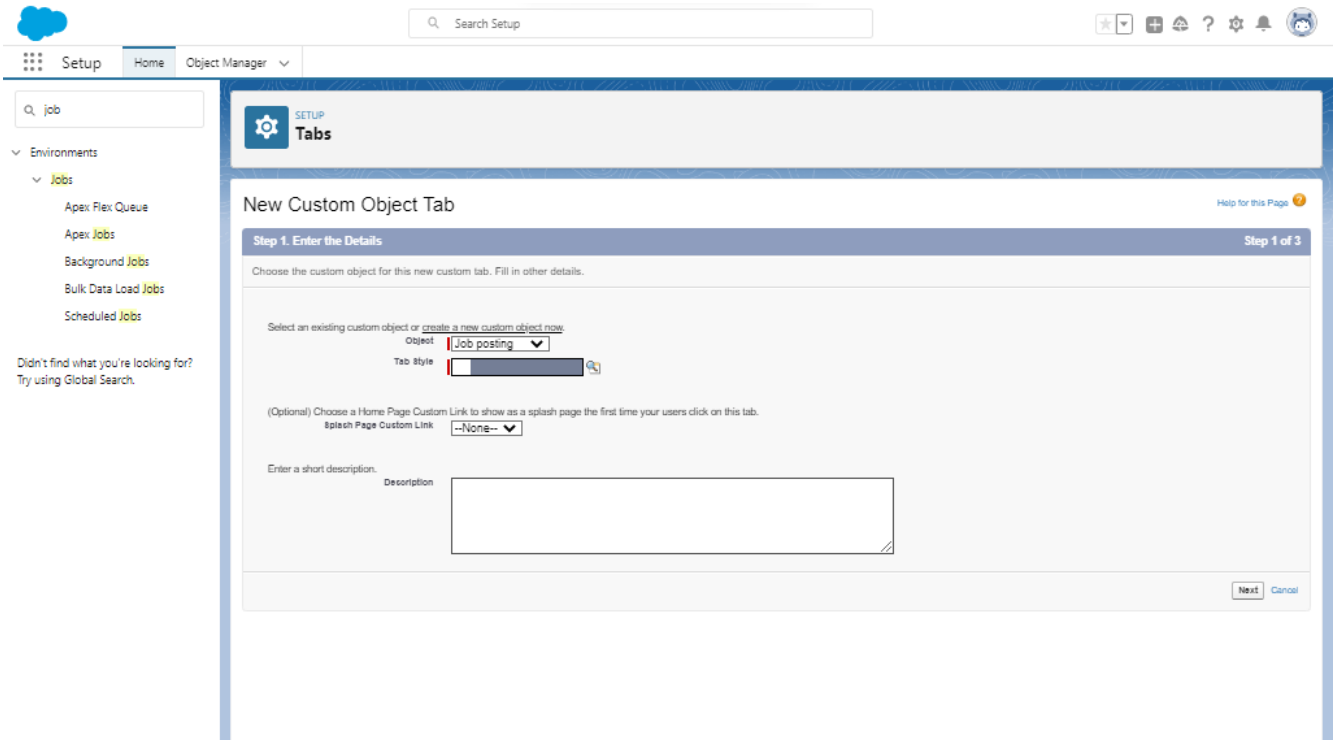
Create a custom object for reviews



Milestone 4 : Tabs

Activity :

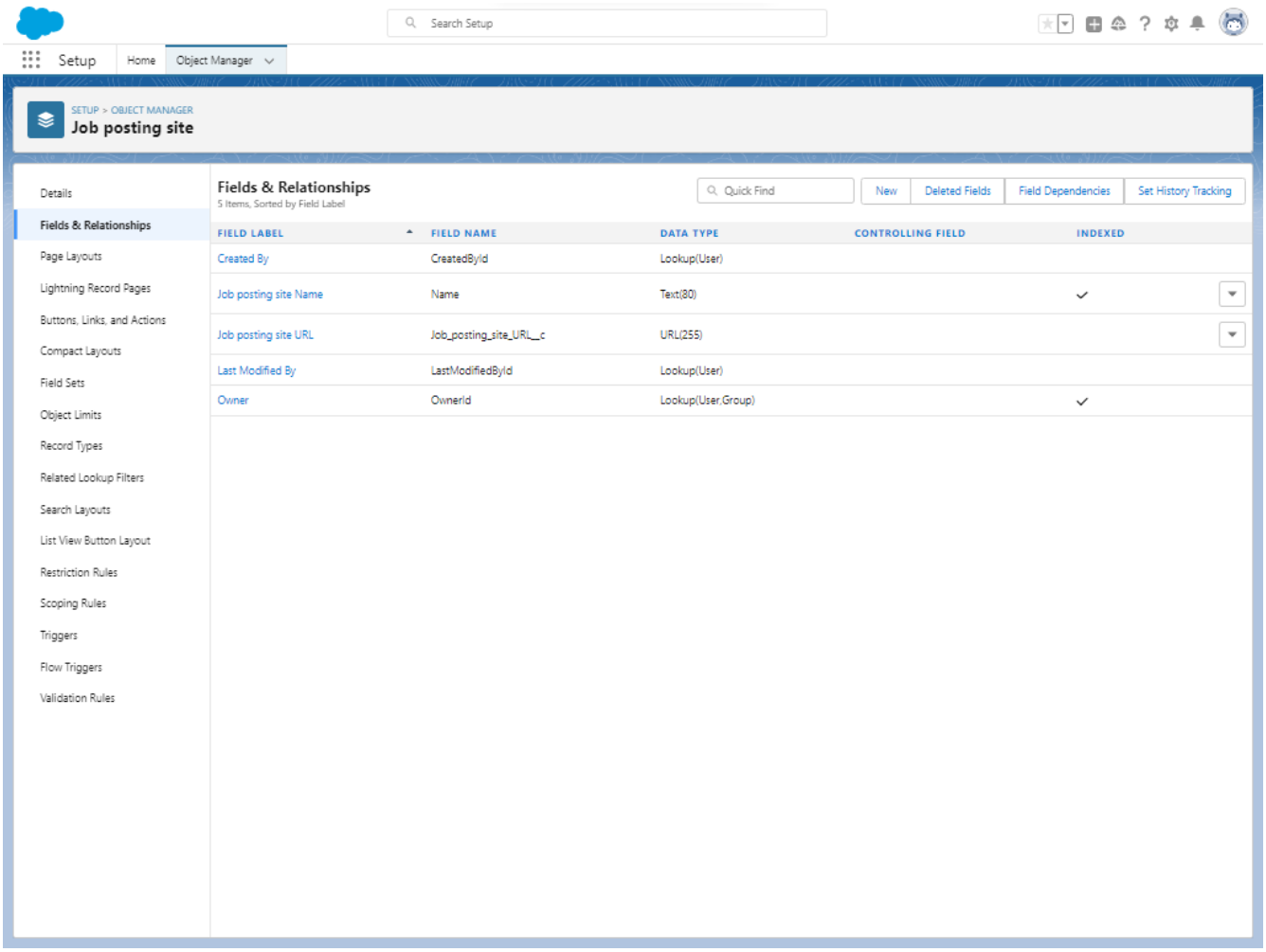
How to create a tab

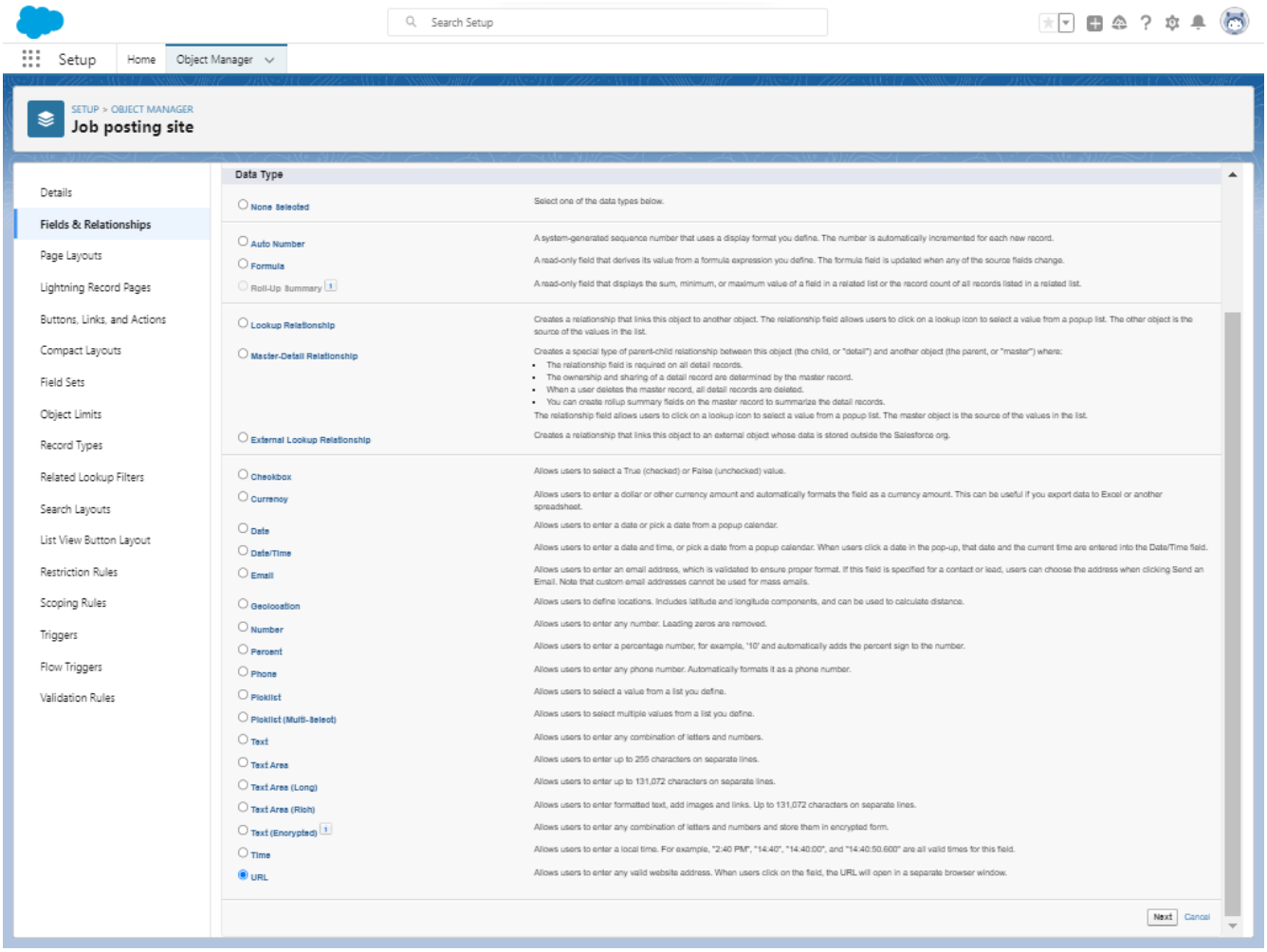


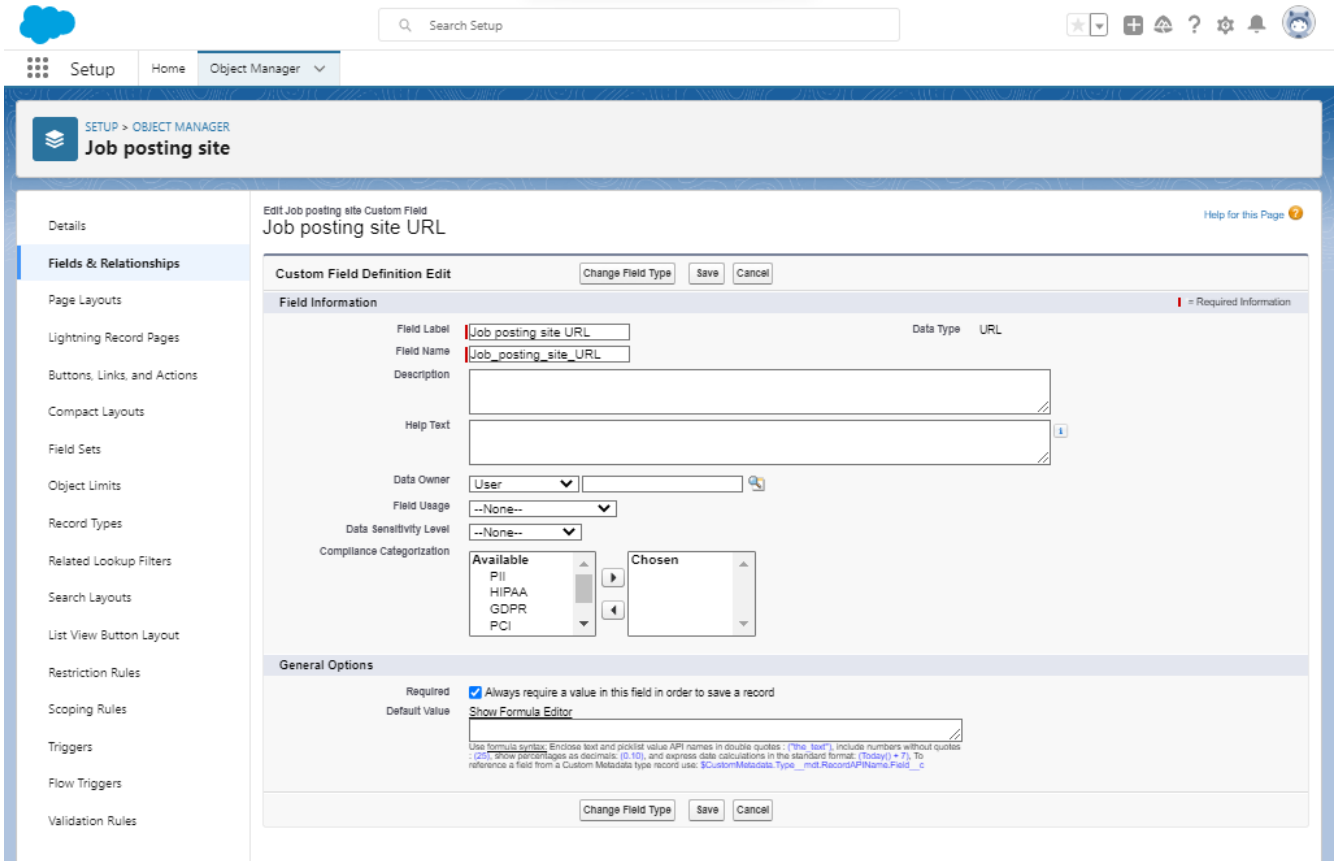
Milestone 5 : Fields

Activity-1

Create New Field for Job Posting site




Search Setup
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Job posting site
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
List View Button Layout
Restriction Rules
Scoping Rules
Triggers
Flow Triggers
Validation Rules
Data Type
None Selected
Select one of the data types below.
Auto Number
A system-generated sequence number that uses a display format you define. The number is automatically incremented for each new record.
Formula
A read-only field that derives its value from a formula expression you define. The formula field is updated when any of the source fields change.
Roll-Up Summary
A read-only field that displays the sum, minimum, or maximum value of a field in a related list or the record count of all records listed in a related list.
Lookup Relationship
Creates a relationship that links this object to another object. The relationship field allows users to click on a lookup icon to select a value from a popup list. The other object is the source of the values in the list.
Master-Detail Relationship
Creates a special type of parent-child relationship between this object (the child, or "detail") and another object (the parent, or "master") where:
The relationship field is required on all detail records.
The ownership and sharing of a detail record are determined by the master record.
When a user deletes the master record, all detail records are deleted.
You can create rollup summary fields on the master record to summarize the detail records.
The relationship field allows users to click on a lookup icon to select a value from a popup list. The master object is the source of the values in the list.
External Lookup Relationship
Creates a relationship that links this object to an external object whose data is stored outside the Salesforce org.
Checkbox
Allows users to select a True (checked) or False (unchecked) value.
Currency
Allows users to enter a dollar or other currency amount and automatically formats the field as a currency amount. This can be useful if you export data to 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 choose the address when clicking 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 "14:40:50.600" are all valid times for this field.
URL
Allows users to enter any valid website address. When users click on the field, the URL will open in a separate browser window.
Next
Cancel


Search Setup
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Job posting site
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Page Layouts
Lightning Record Pages
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Compact Layouts
Field Sets
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Related Lookup Filters
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List View Button Layout
Restriction Rules
Scoping Rules
Triggers
Flow Triggers
Validation Rules
Edit Job posting site Custom Field
Job posting site URL
Help for this Page
Custom Field Definition Edit
Change Field Type
Save
Cancel
Field Information
= Required Information
Field Label
Job posting site URL
Data Type
URL
Field Name
Job_posting_site_URL
Description
Help Text
Data Owner
User
Field Usage
--None--
Data Sensitivity Level
--None--
Compliance Categorization
Available
PII
HIPAA
GDPR
PCI
Chosen
General Options
Required
Always require a value in this field in order to save a record
Default Value
Show Formula Editor
Use formula syntax: Enclose text and picklist value API names in double quotes ; ("the_text"), include numbers without quotes ; (25), show percentages as decimals; (0.10), and express date calculations in the standard format: (Today() + 7). To reference a field from a Custom Metadata type record use: $CustomMetadata.Type__mdt.RecordAPIName.Field__c
Change Field Type
Save
Cancel

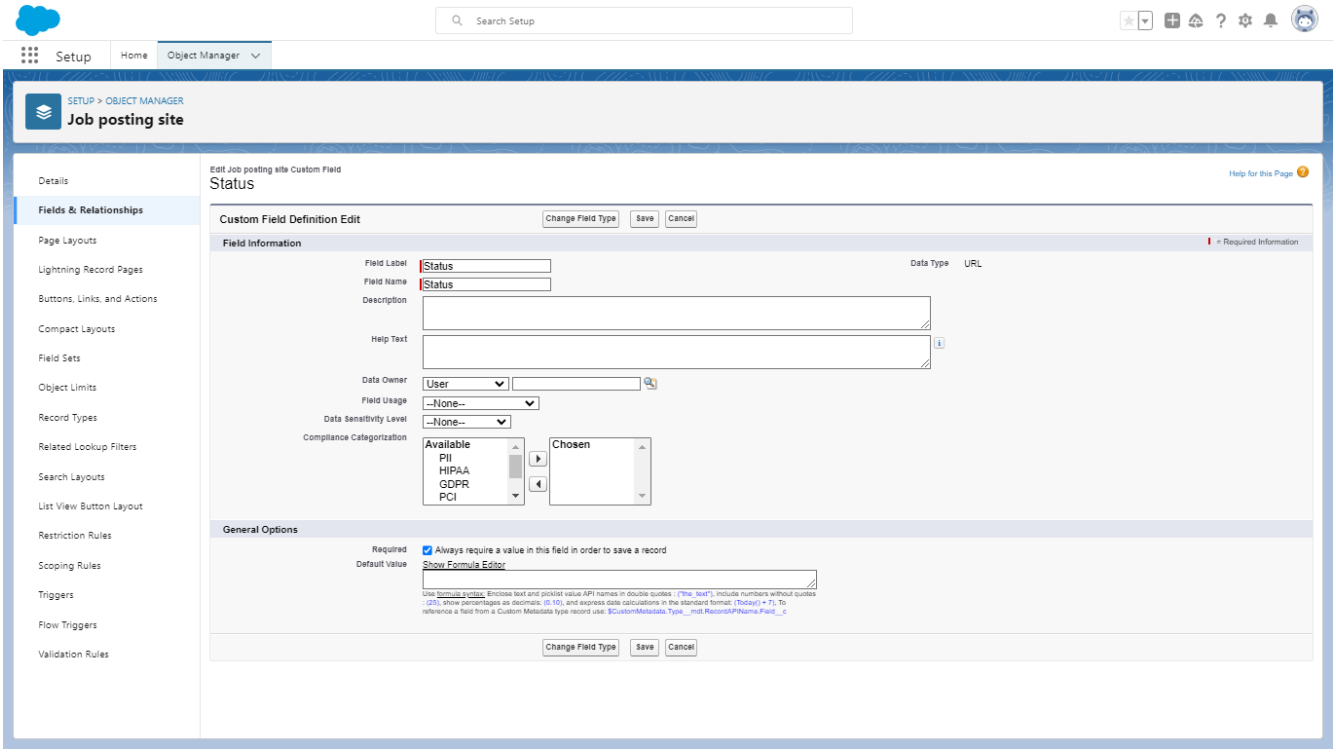
Activity – 2

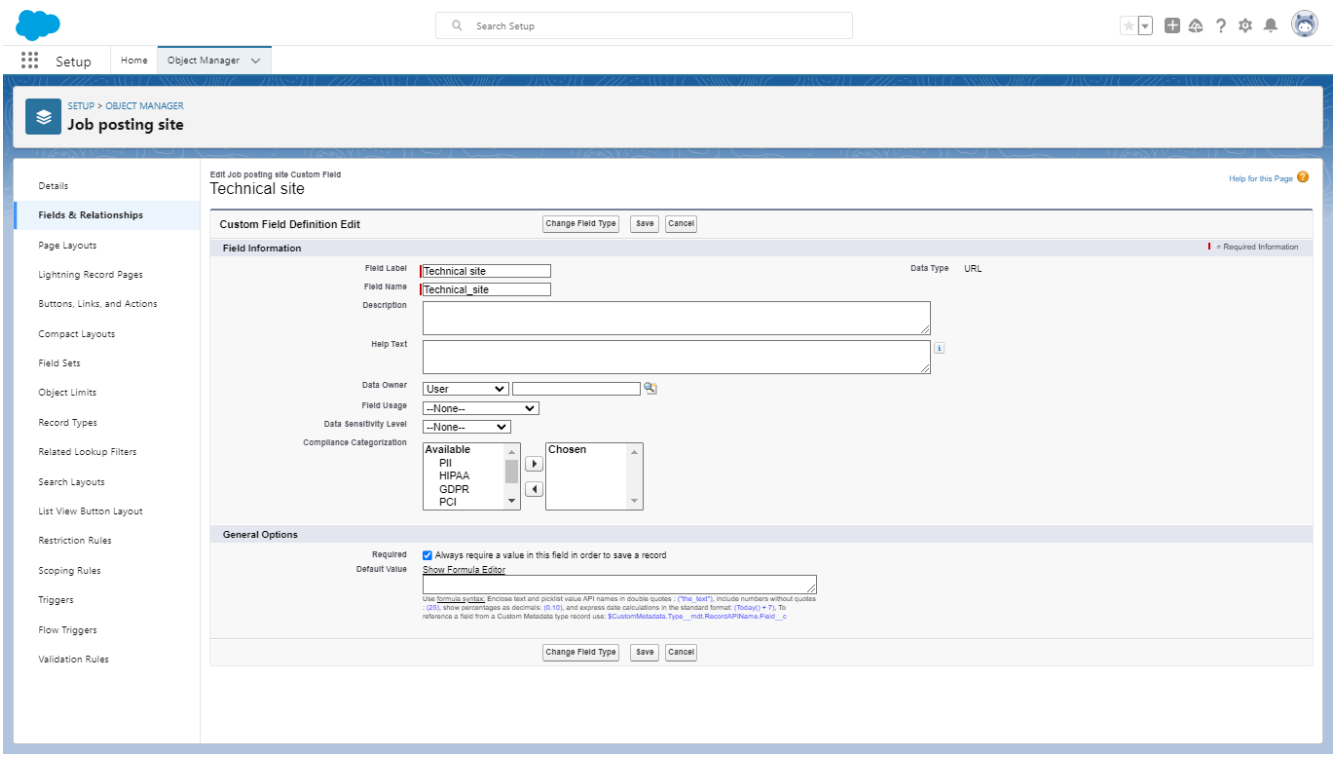
Create a Fields for Job Posting site

1. Status

2. Technical site

3. Description

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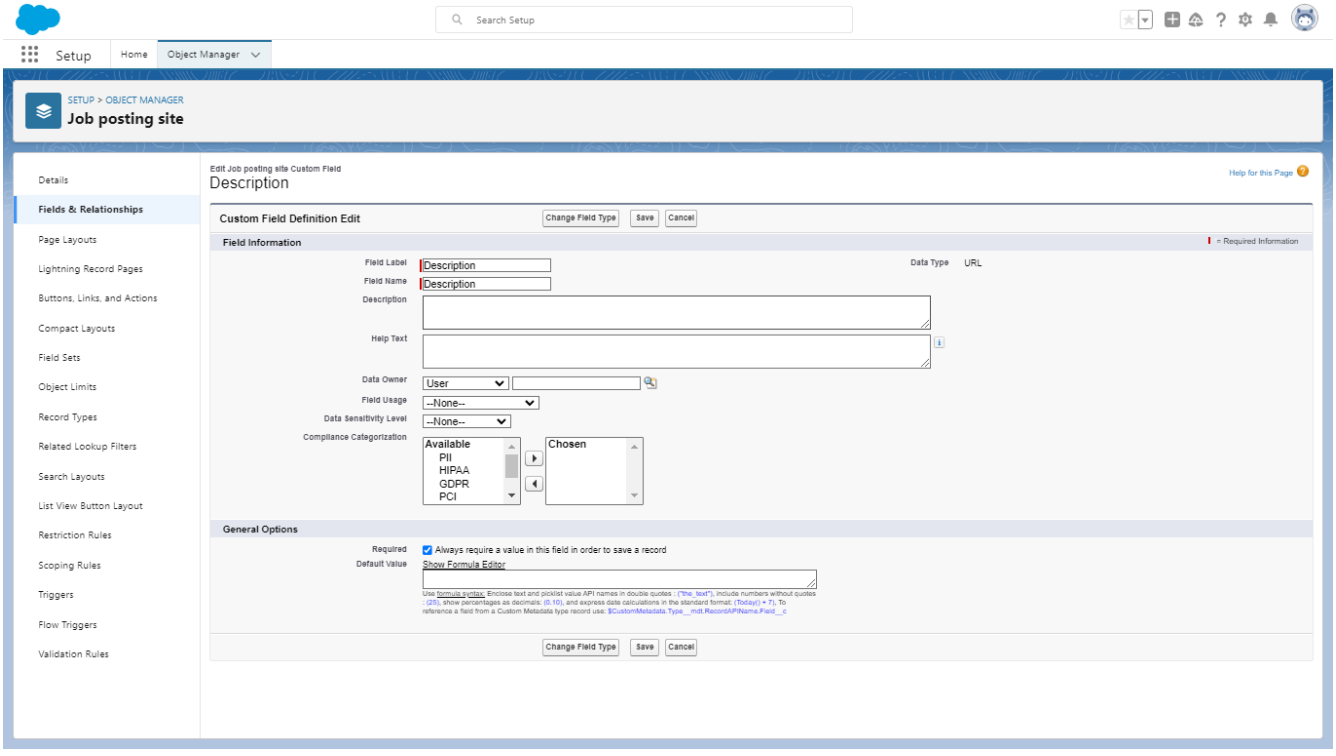
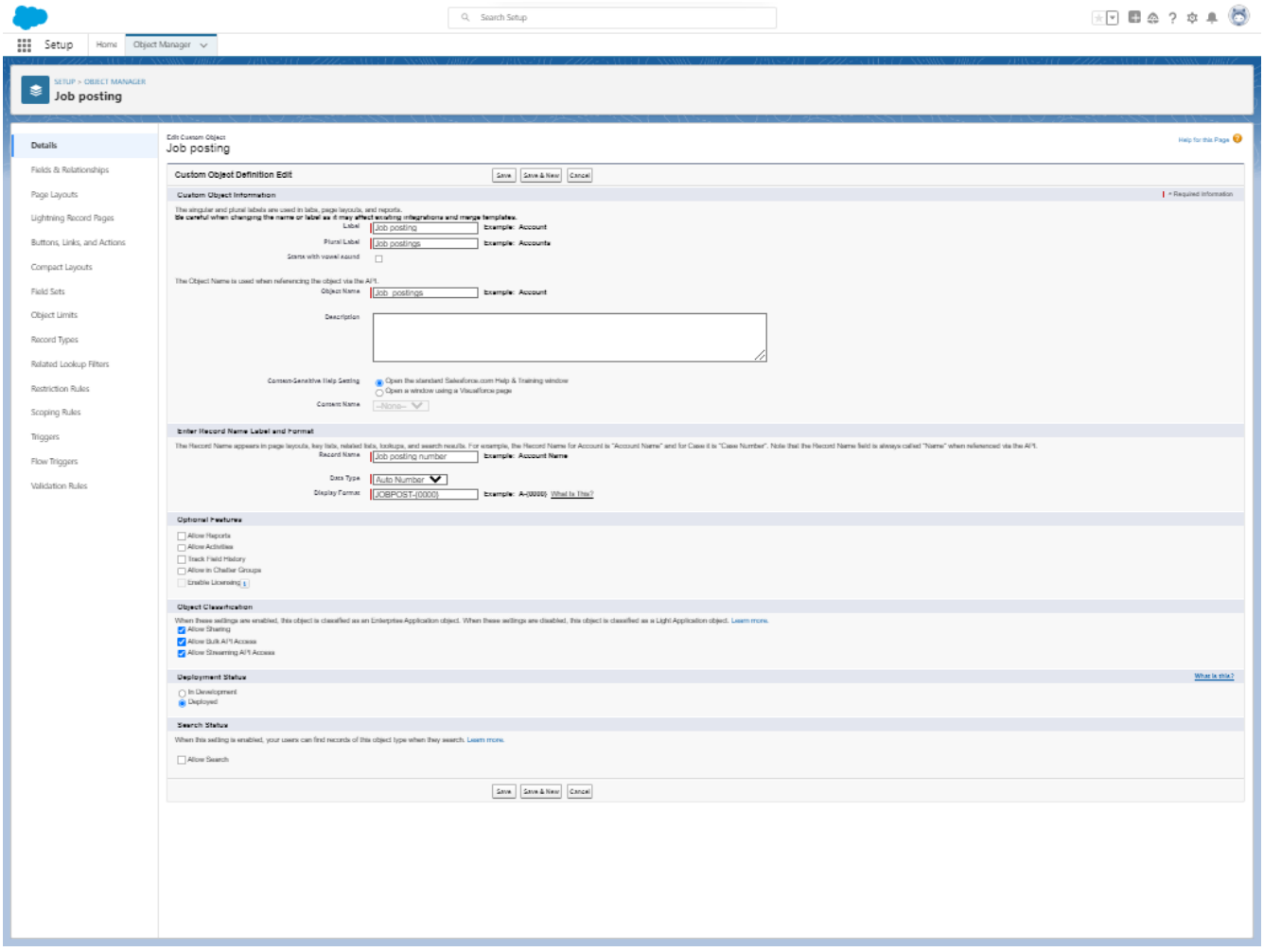
List View Button Layout
Restriction Rules
Scoping Rules
Triggers
Flow Triggers
Validation Rules
Edit Job posting site Custom Field
Technical site
Help for this Page
Custom Field Definition Edit
Change Field Type
Save
Cancel
Field Information
= Required Information
Field Label
Technical site
Field Name
Technical_site
Data Type
URL
Description
Help Text
Data Owner
User
Field Usage
--None--
Data Sensitivity Level
--None--
Compliance Categorization
Available
PII
HIPAA
GDPR
PCI
Chosen
General Options
Required
Always require a value in this field in order to save a record
Default Value
Show Formula Editor


Search Setup
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Job posting site
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
List View Button Layout
Restriction Rules
Scoping Rules
Triggers
Flow Triggers
Validation Rules
Edit Job posting site Custom Field
Description
Help for this Page
Custom Field Definition Edit
Change Field Type
Save
Cancel
Field Information
= Required Information
Field Label
Description
Field Name
Description
Data Type
URL
Description
Help Text
Data Owner
User
Field Usage
--None--
Data Sensitivity Level
--None--
Compliance Categorization
Available
PII
HIPAA
GDPR
PCI
Chosen
General Options
Required
Always require a value in this field in order to save a record
Default Value
Show Formula Editor

Milestone 6 : Junction Object

Activity

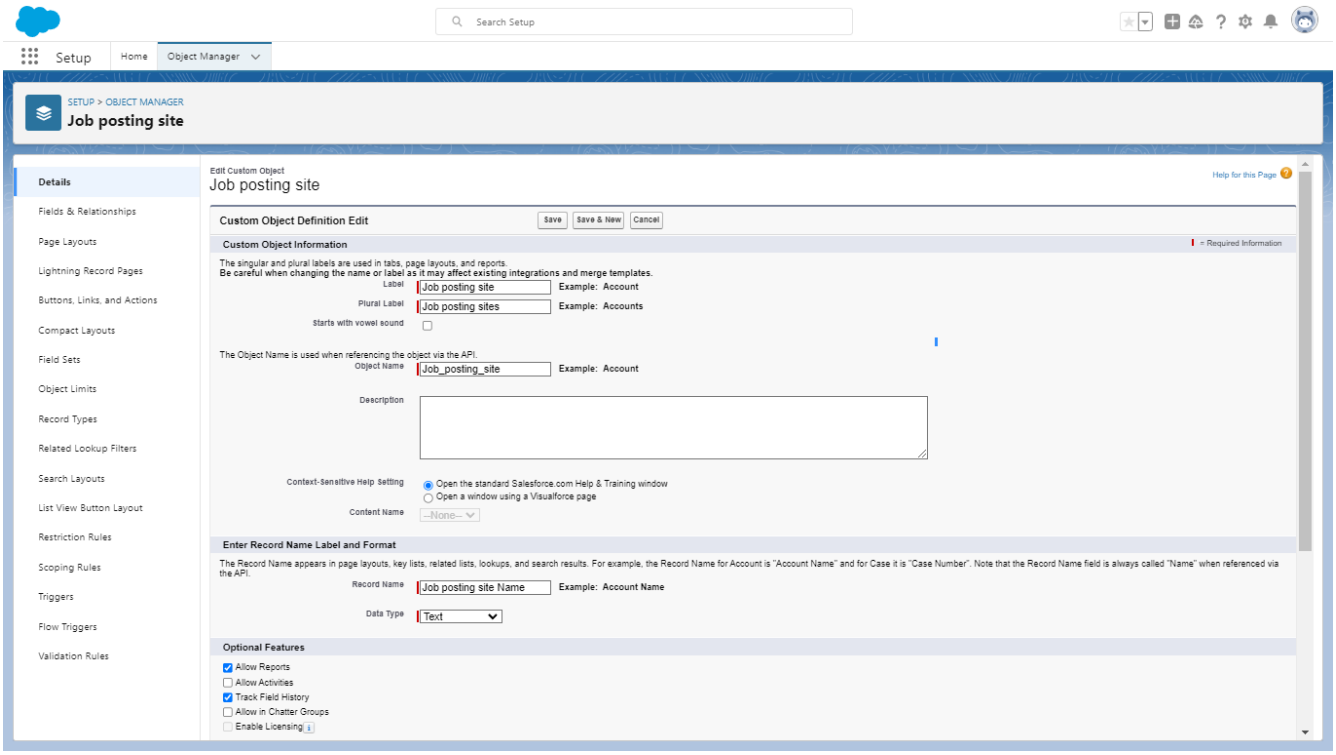
Creating a custom junction object for job posting :



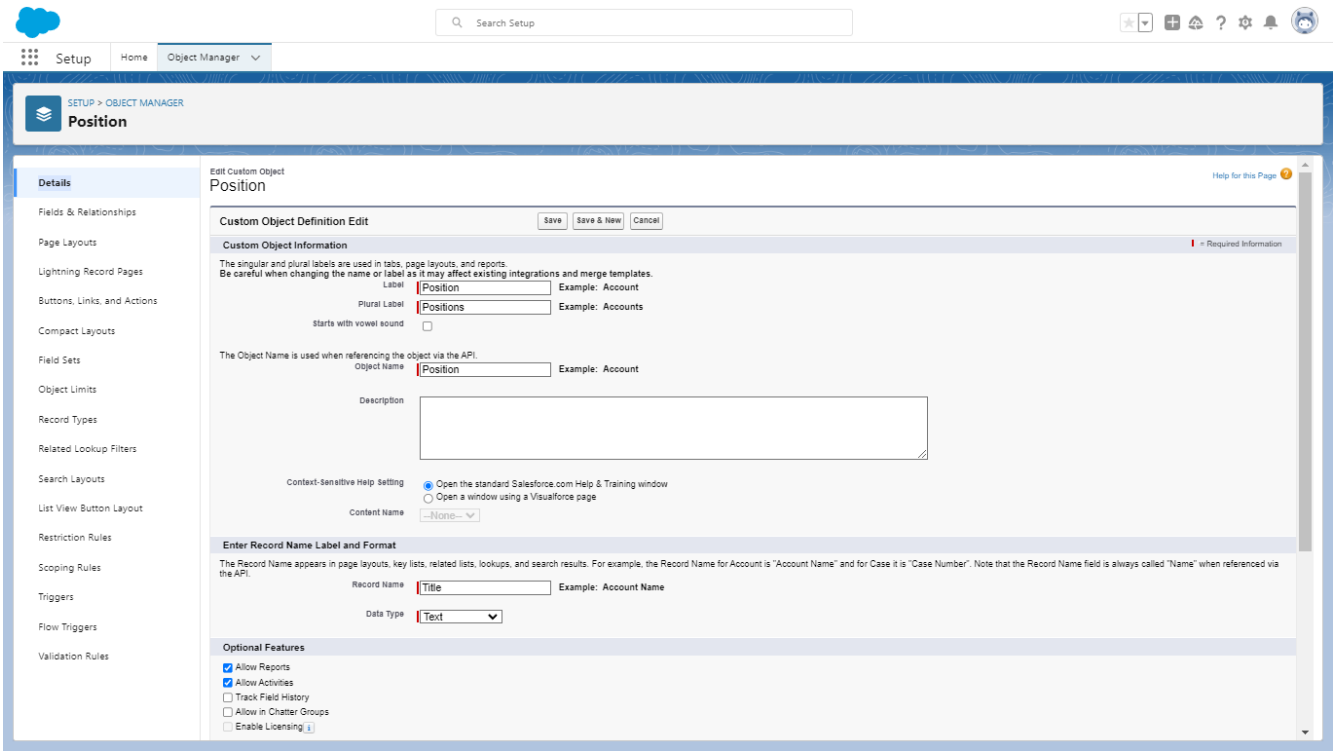
Activity: 2

Create a Relationships Object

Creating a master-detail relationship between Job posting site.



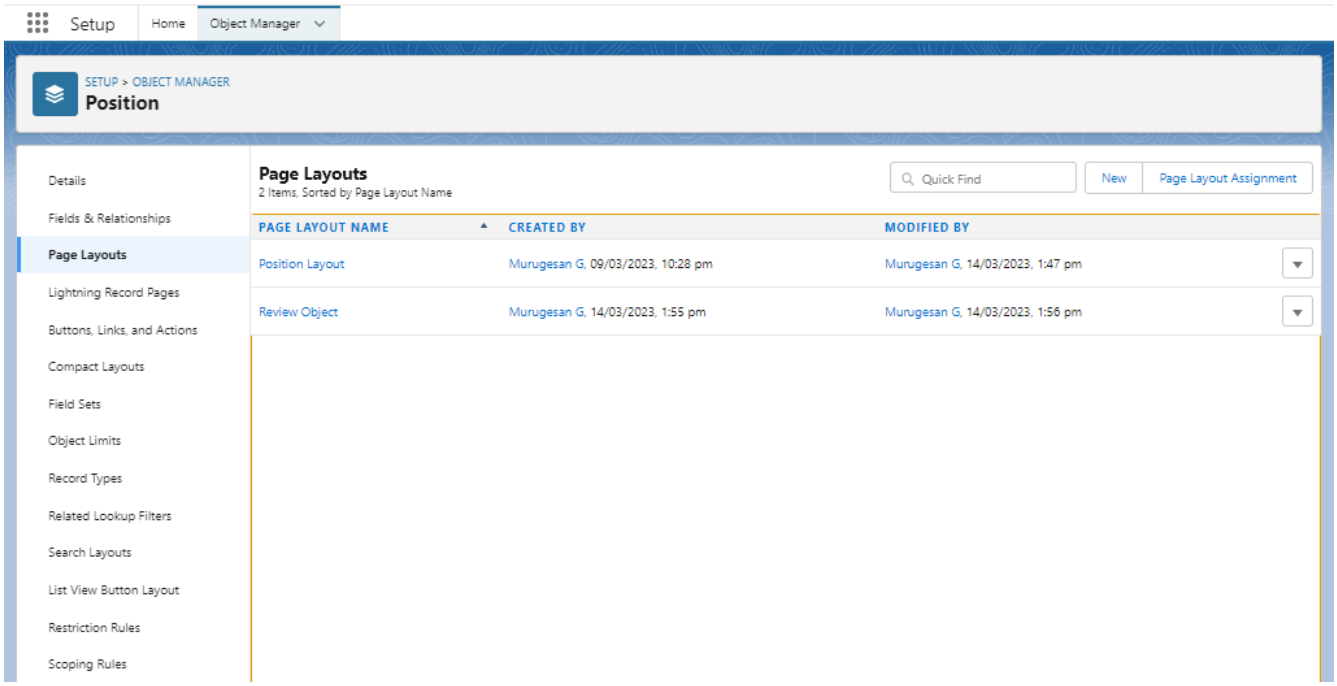
Creating a master-detail relationship between position.

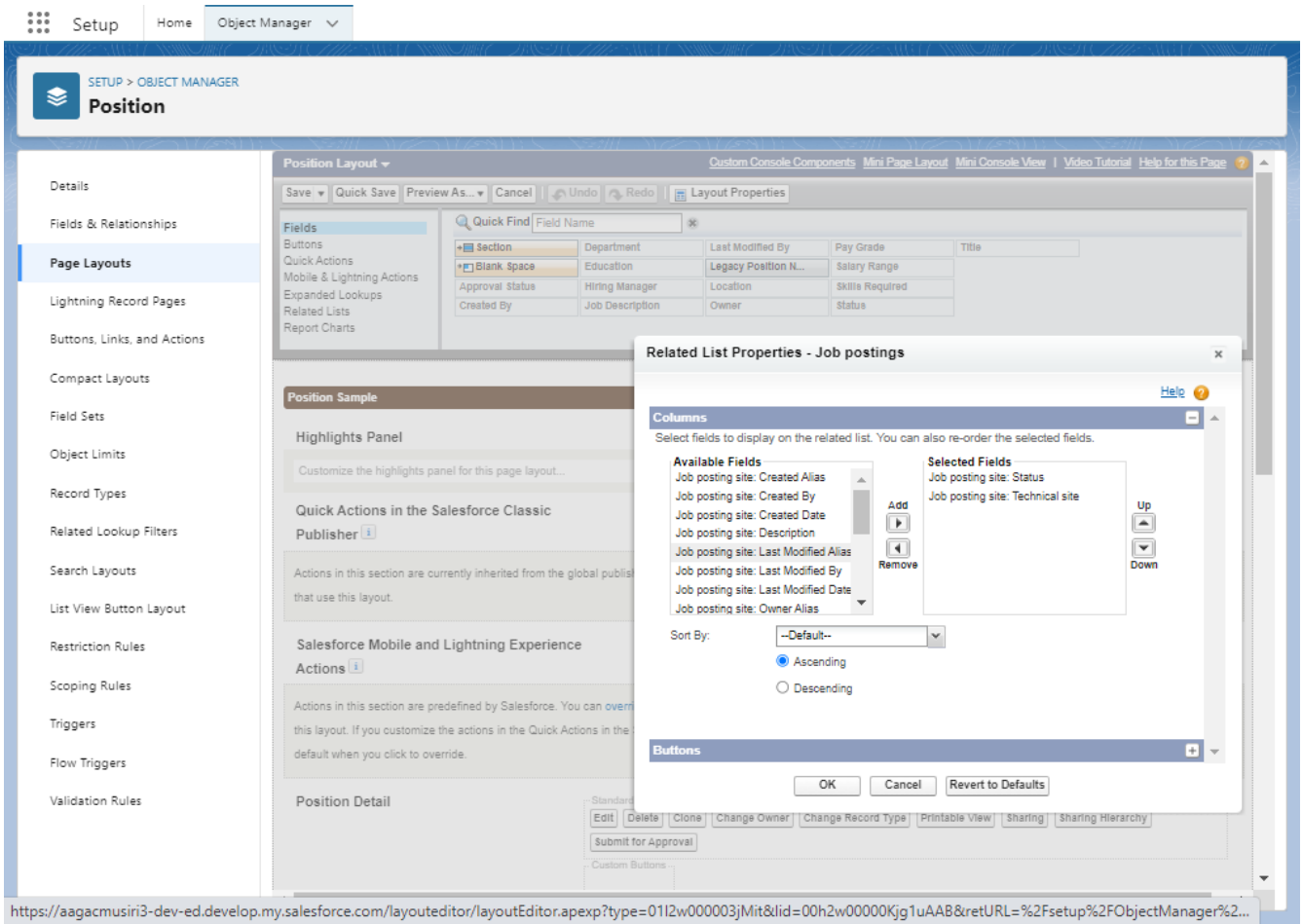


Milestone 7: Page Layout

Activity-1

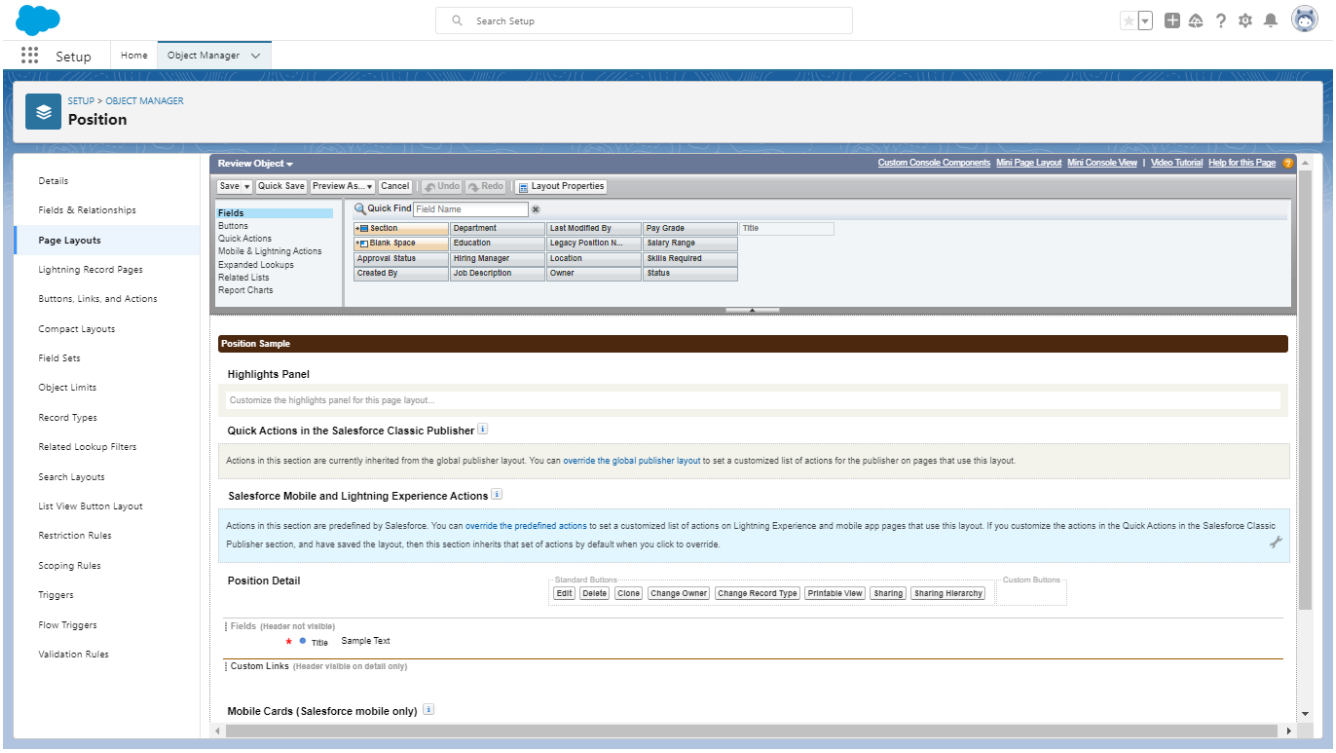
Modifying the page layouts :





Activity-2

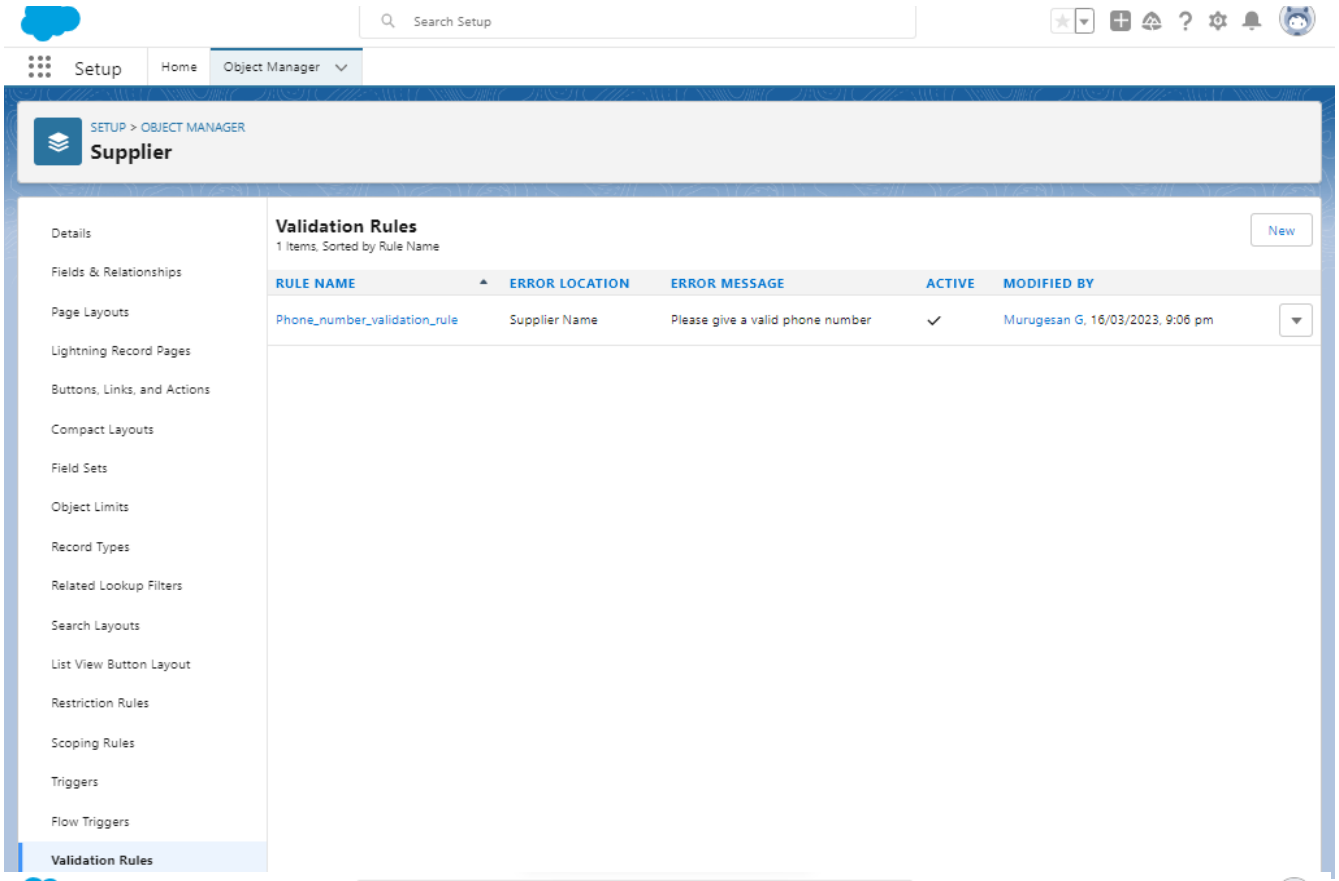
Create a Page layout for Review Object

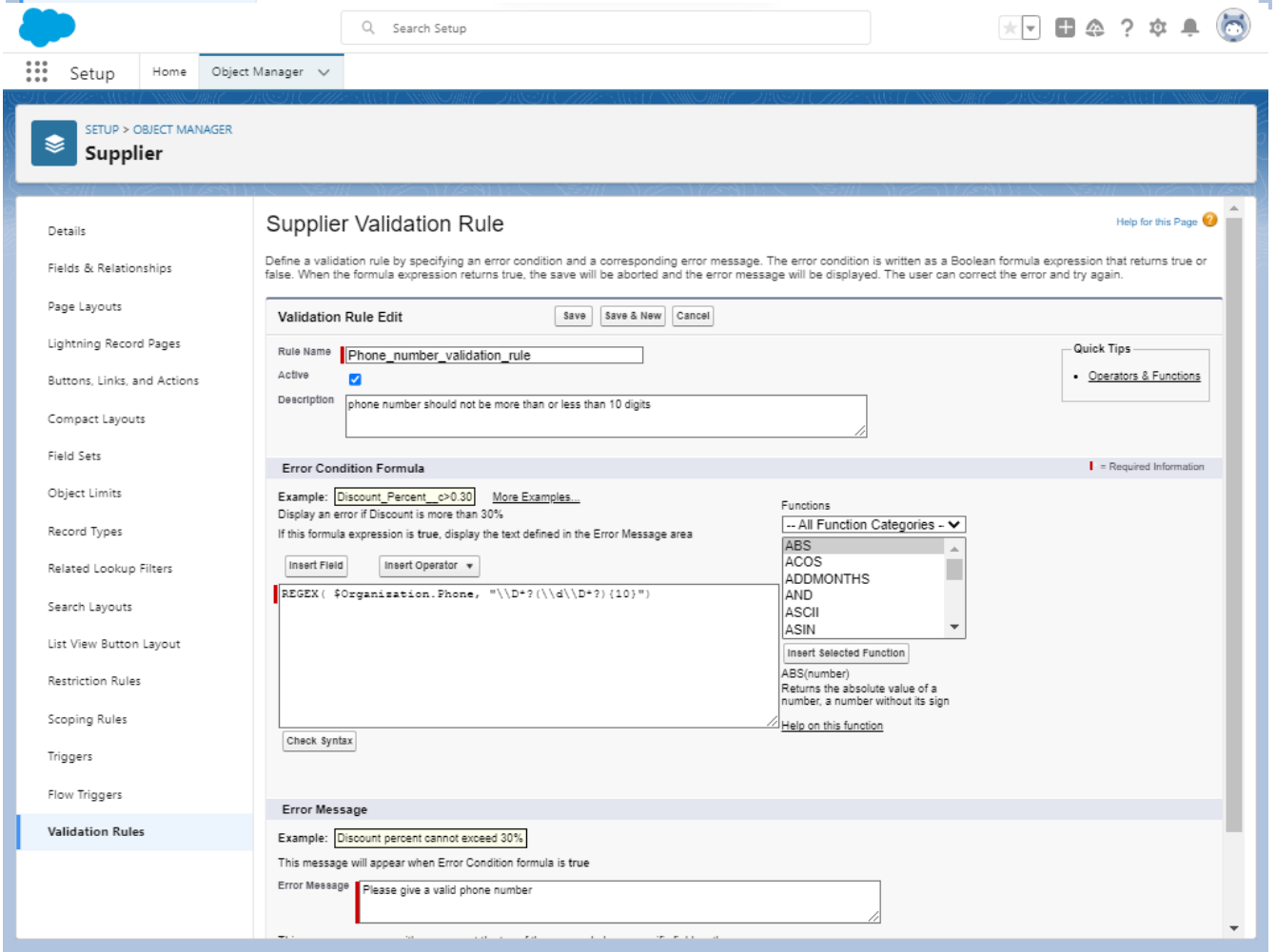


Milestone 8 : Validation Rules

Activity

Creating a Validation Rule:


Search Setup
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Supplier
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
List View Button Layout
Restriction Rules
Scoping Rules
Triggers
Flow Triggers
Validation Rules
Validation Rules
1 Items, Sorted by Rule Name
New
RULE NAME
ERROR LOCATION
ERROR MESSAGE
ACTIVE
MODIFIED BY
Phone_number_validation_rule
Supplier Name
Please give a valid phone number
Murugesan G, 16/03/2023, 9:06 pm


Search Setup
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Supplier
Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
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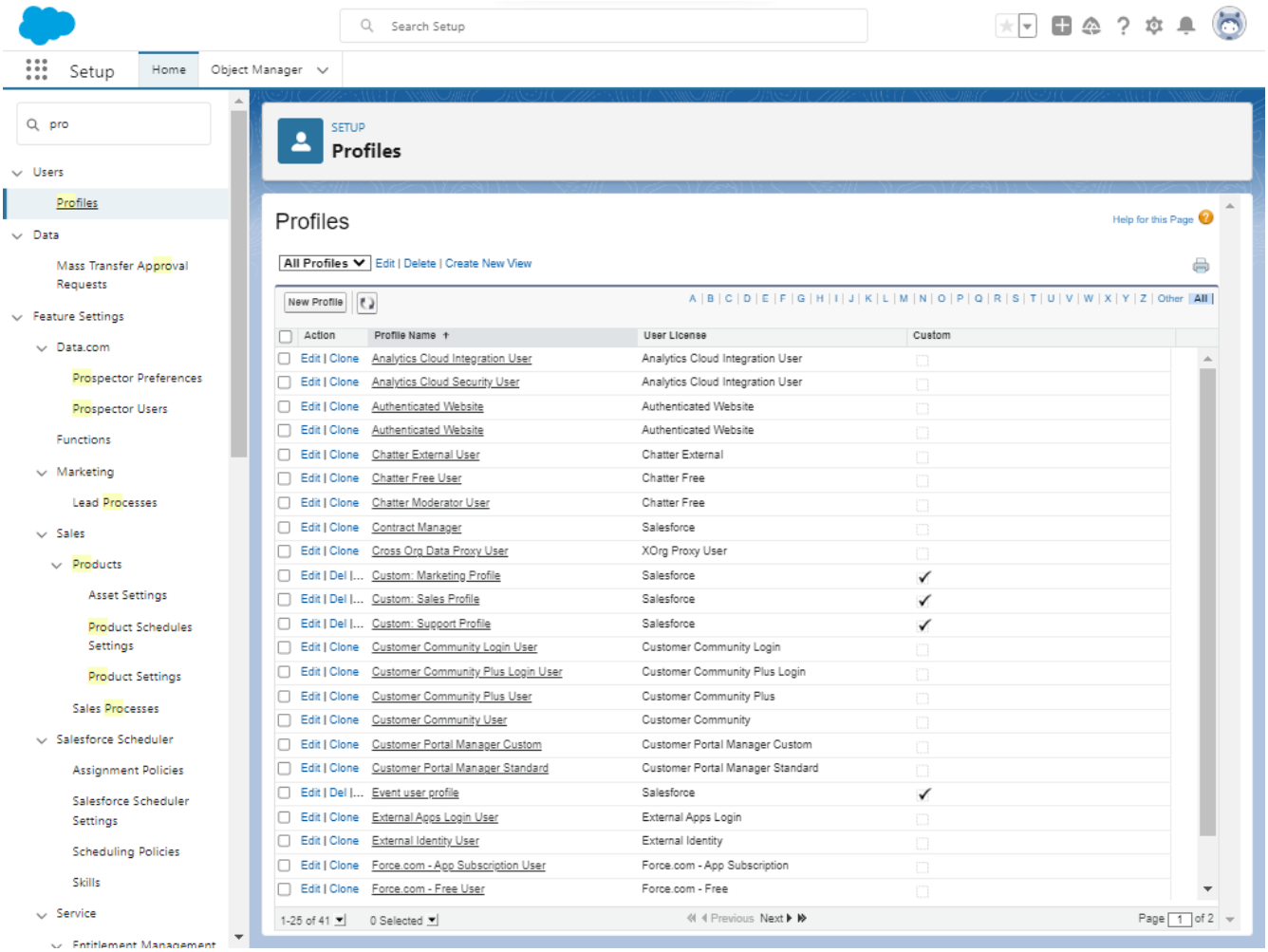
Field Sets
Object Limits
Record Types
Related Lookup Filters
Search Layouts
List View Button Layout
Restriction Rules
Scoping Rules
Triggers
Flow Triggers
Validation Rules
Supplier Validation Rule
Help for this Page
Define a validation rule by specifying an error condition and a corresponding error message. The error condition is written as a Boolean formula expression that returns true or false. When the formula expression returns true, the save will be aborted and the error message will be displayed. The user can correct the error and try again.
Validation Rule Edit
Save
Save & New
Cancel
Rule Name
Phone_number_validation_rule
Active
Description
phone number should not be more than or less than 10 digits
Quick Tips
Operators & Functions
Error Condition Formula
= Required Information
Example:
Discount_Percent__c>0.30
More Examples...
Display an error if Discount is more than 30%
If this formula expression is true, display the text defined in the Error Message area
Insert Field
Insert Operator
REGEX($Organization.Phone, "\\D*?(\\d\\D*?){10}")
Check Syntax
Functions
-- All Function Categories --
ABS
ACOS
ADDMONTHS
AND
ASCII
ASIN
Insert Selected Function
ABS(number)
Returns the absolute value of a number, a number without its sign
Help on this function
Error Message
Example:
Discount percent cannot exceed 30%
This message will appear when Error Condition formula is true
Error Message
Please give a valid phone number

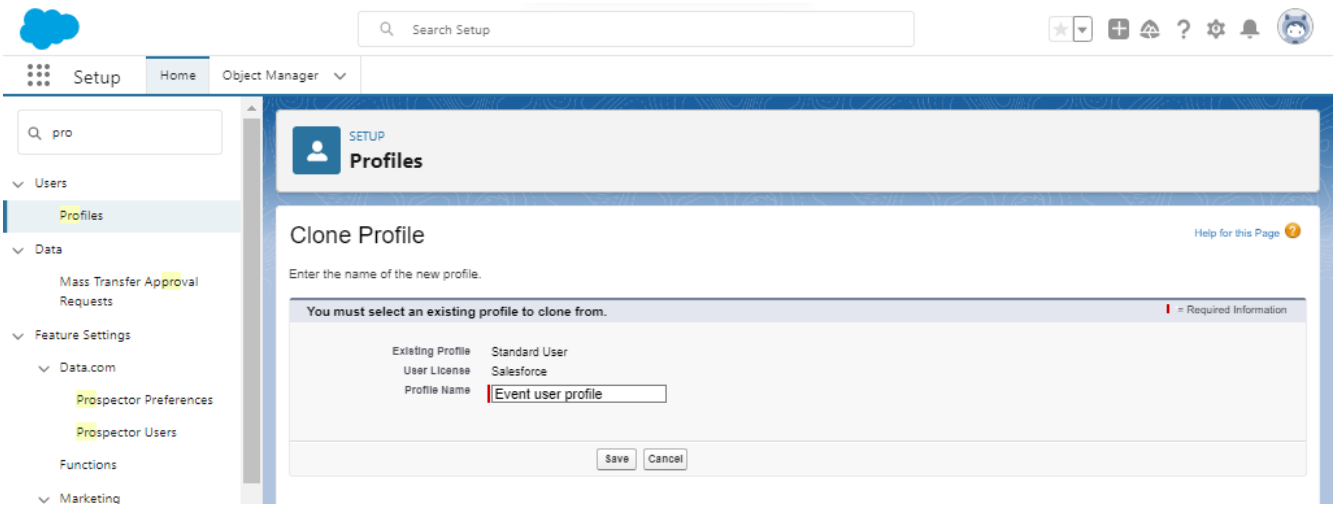
Milestone 9 : Profile

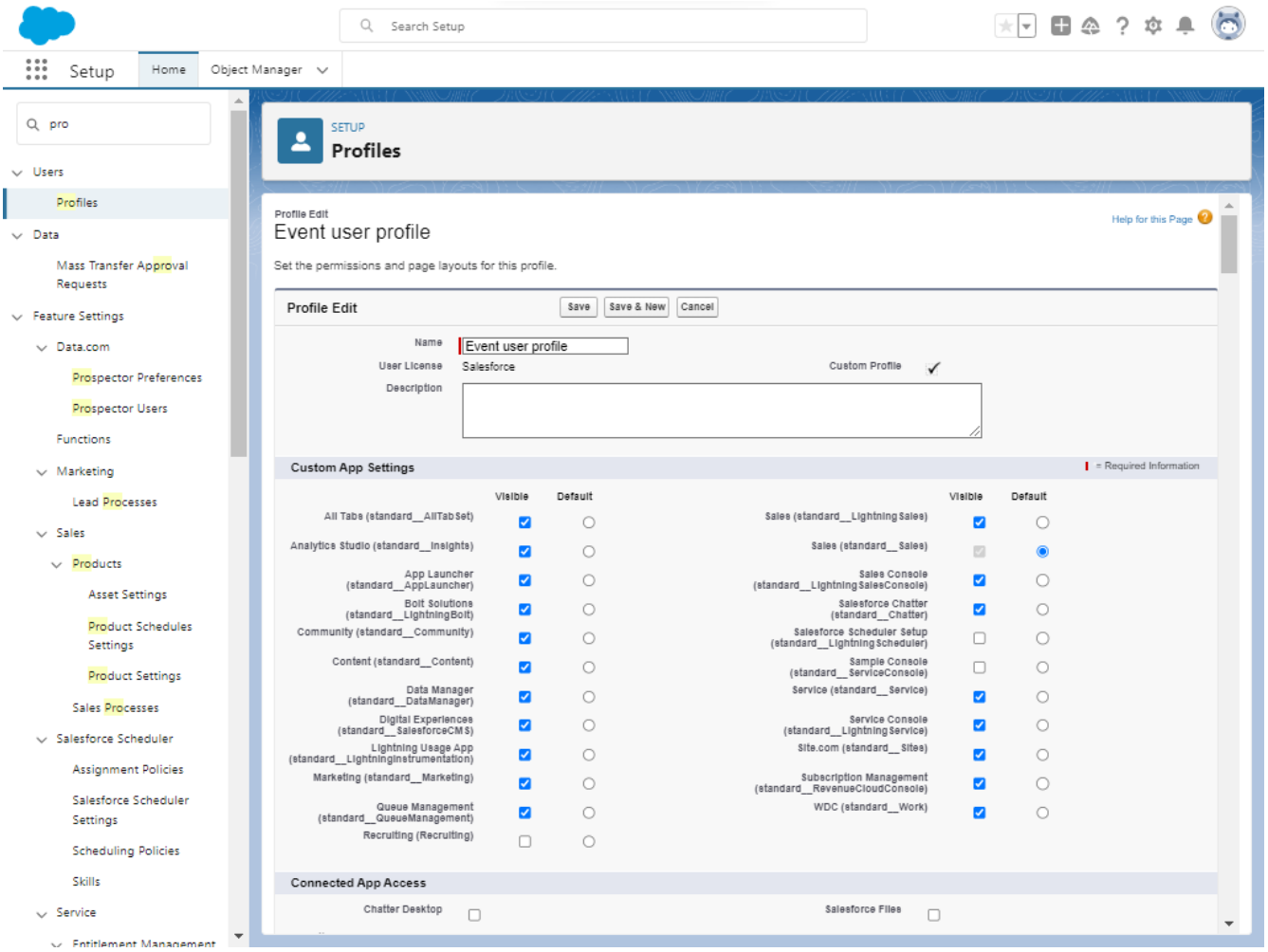
Activity - 1

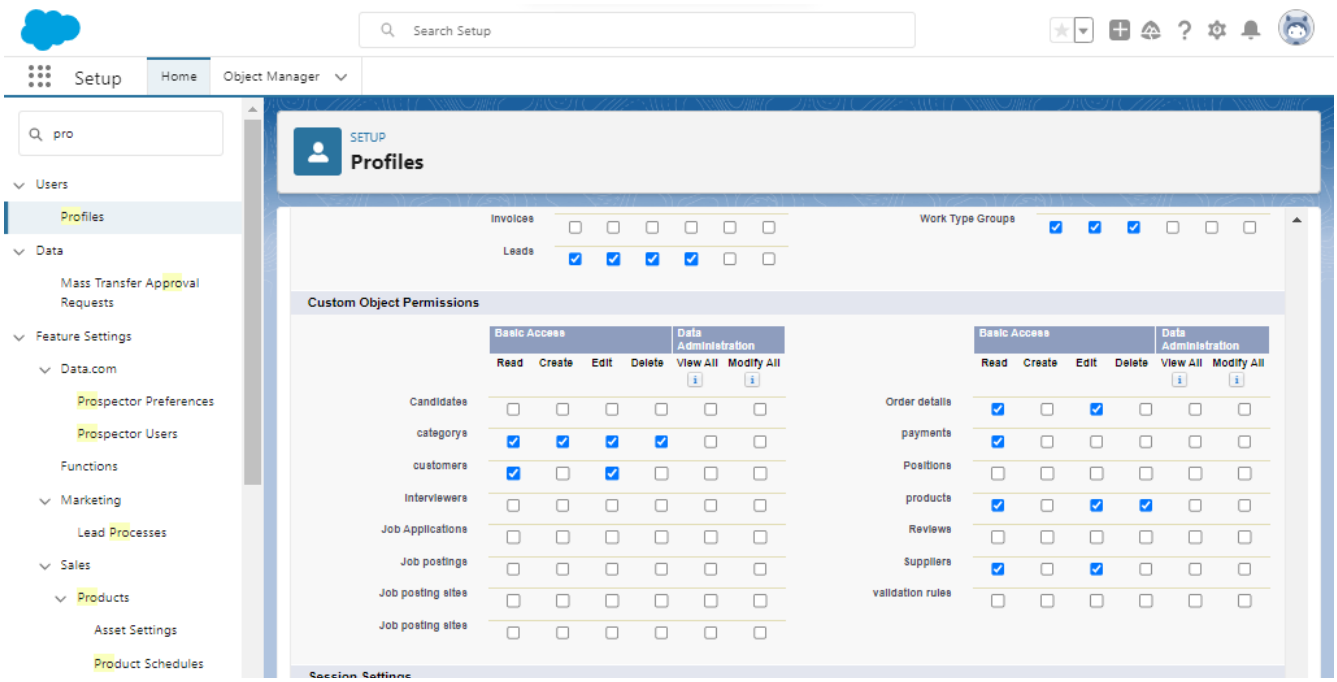
Creation on profile:

Creating profile for Event user profile



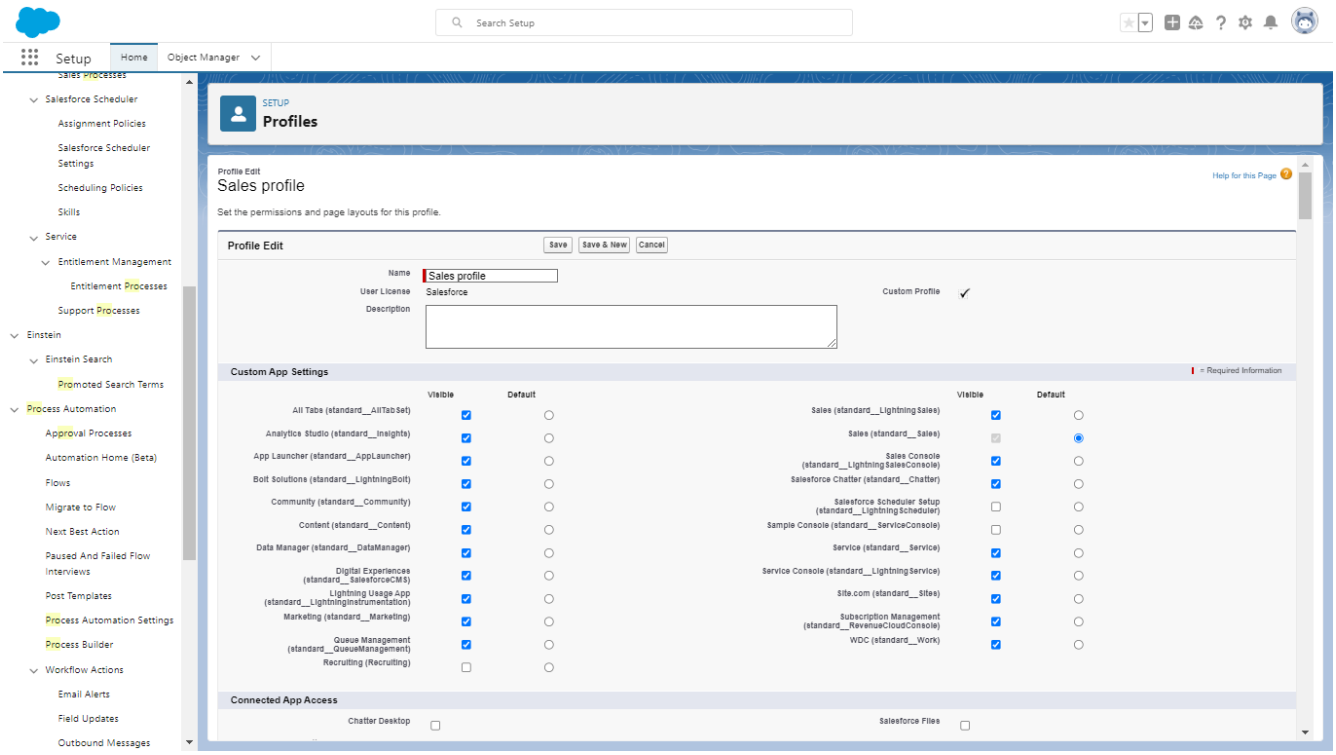



Search Setup
Setup
Home
Object Manager
pro
Users
Profiles
Data
Mass Transfer Approval Requests
Feature Settings
Data.com
Prospector Preferences
Prospector Users
Functions
Marketing
Lead Processes
Sales
Products
Asset Settings
Product Schedules Settings
Product Settings
Sales Processes
Salesforce Scheduler
Assignment Policies
Salesforce Scheduler Settings
Scheduling Policies
Skills
Service
SETUP
Profiles
Profile Edit
Event user profile
Help for this Page
Set the permissions and page layouts for this profile.
Profile Edit
Save
Save & New
Cancel
Name
Event user profile
User License
Salesforce
Custom Profile
Description
Custom App Settings
= Required Information
Visible
Default
All Tabs (standard__AllTabSet)
Analytics Studio (standard__Insights)
App Launcher (standard__AppLauncher)
Bolt Solutions (standard__LightningBolt)
Community (standard__Community)
Content (standard__Content)
Data Manager (standard__DataManager)
Digital Experiences (standard__SalesforceCMS)
Lightning Usage App (standard__LightningInstrumentation)
Marketing (standard__Marketing)
Queue Management (standard__QueueManagement)
Recruiting (Recruiting)
Sales (standard__Lightning Sales)
Sales (standard__Sales)
Sales Console (standard__LightningSalesConsole)
Salesforce Chatter (standard__Chatter)
Salesforce Scheduler Setup (standard__LightningScheduler)
Sample Console (standard__ServiceConsole)
Service (standard__Service)
Service Console (standard__LightningService)
Site.com (standard__Sites)
Subscription Management (standard__RevenueCloudConsole)
WDC (standard__Work)
Connected App Access
Chatter Desktop
Salesforce Files


Search Setup
Setup
Home
Object Manager
pro
Users
Profiles
Data
Mass Transfer Approval Requests
Feature Settings
Data.com
Prospector Preferences
Prospector Users
Functions
Marketing
Lead Processes
Sales
Products
Asset Settings
Product Schedules
SETUP
Profiles
Invoices
Leads
Work Type Groups
Custom Object Permissions
Basic Access
Data Administration
Read
Create
Edit
Delete
View All
Modify All
Candidates
categorys
customers
Interviewers
Job Applications
Job postings
Job posting sites
Job posting sites
Order details
payments
Positions
products
Reviews
Suppliers
validation rules

Activity-2

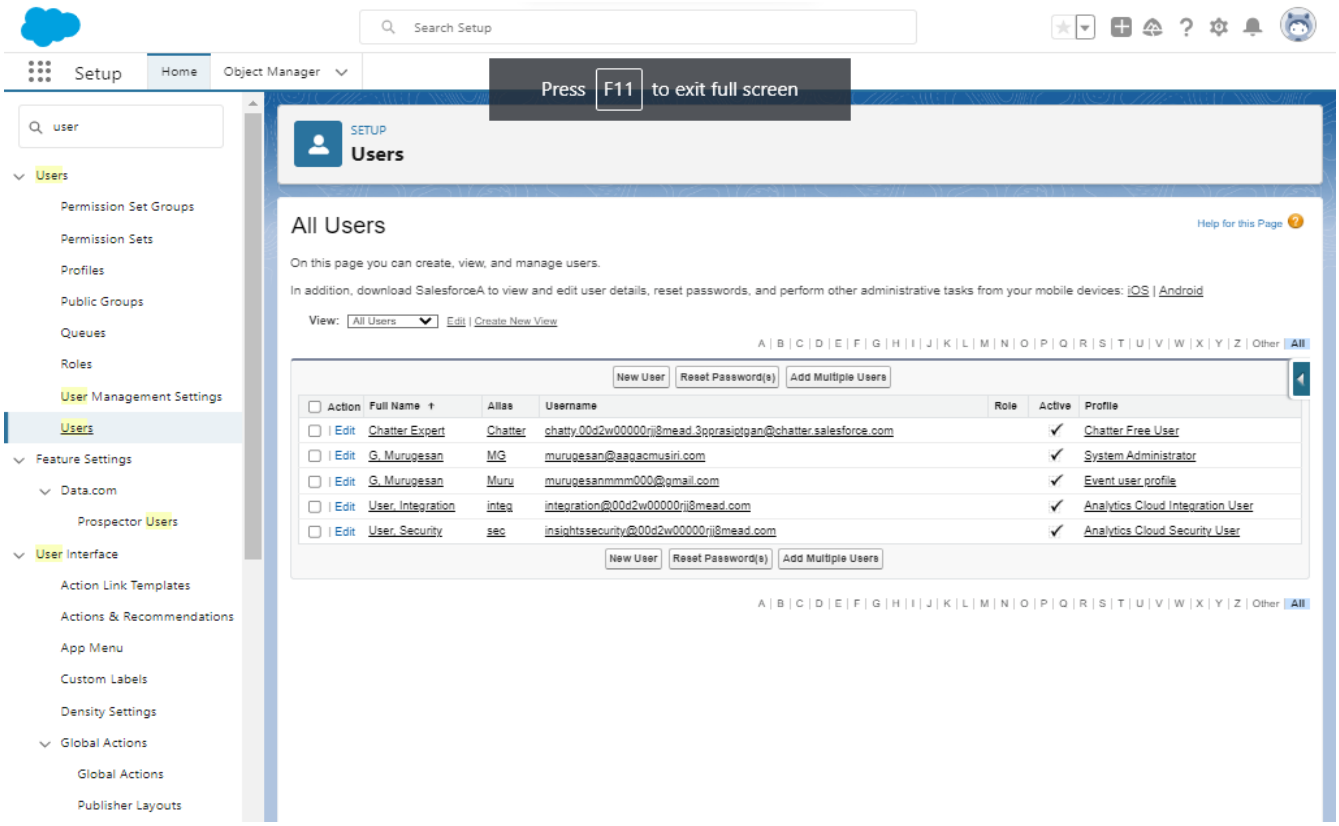
Create a profile with the profile name as “Sales profile”.

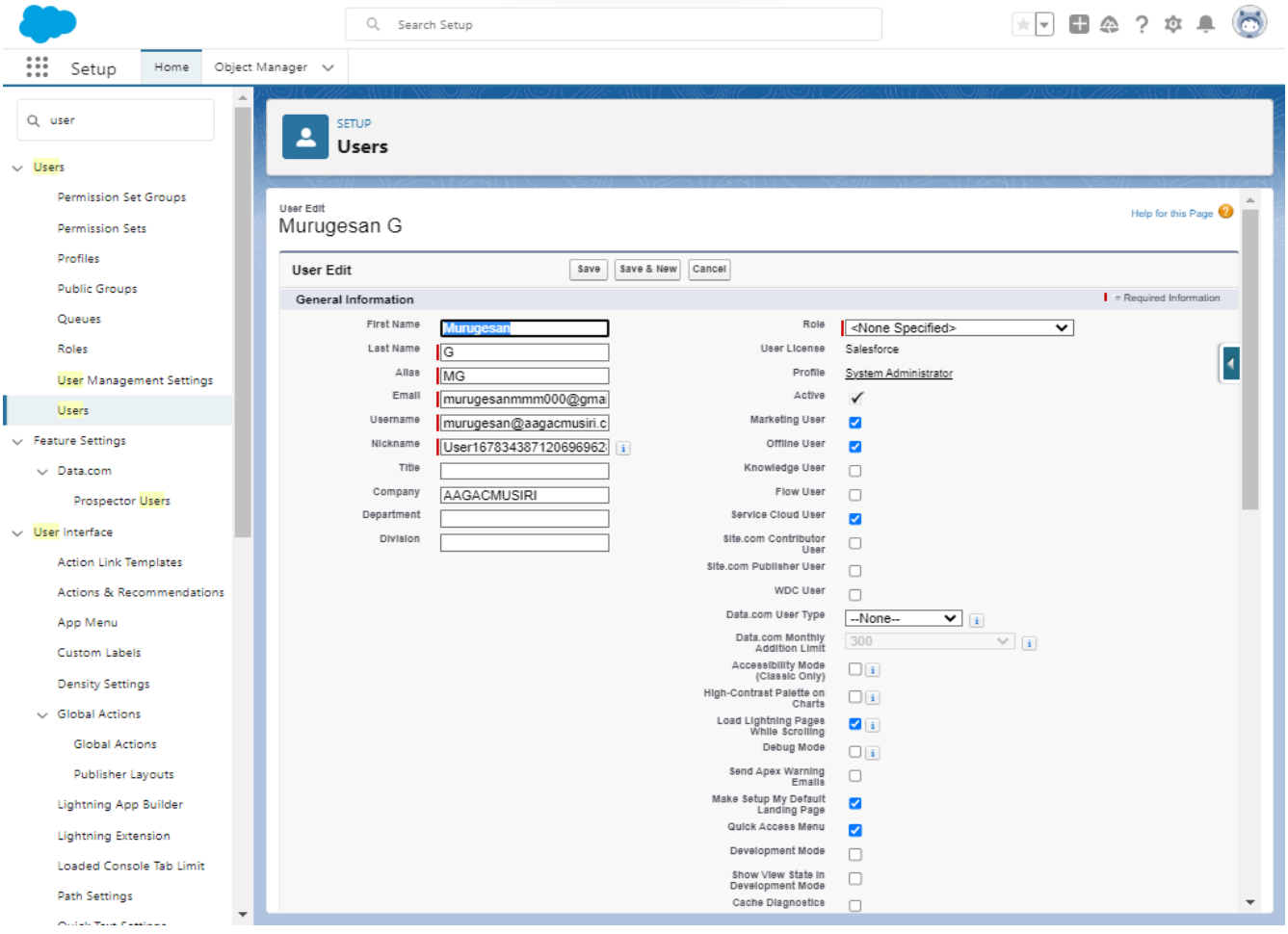


Milestone 10: User

Activity

Creating a User:

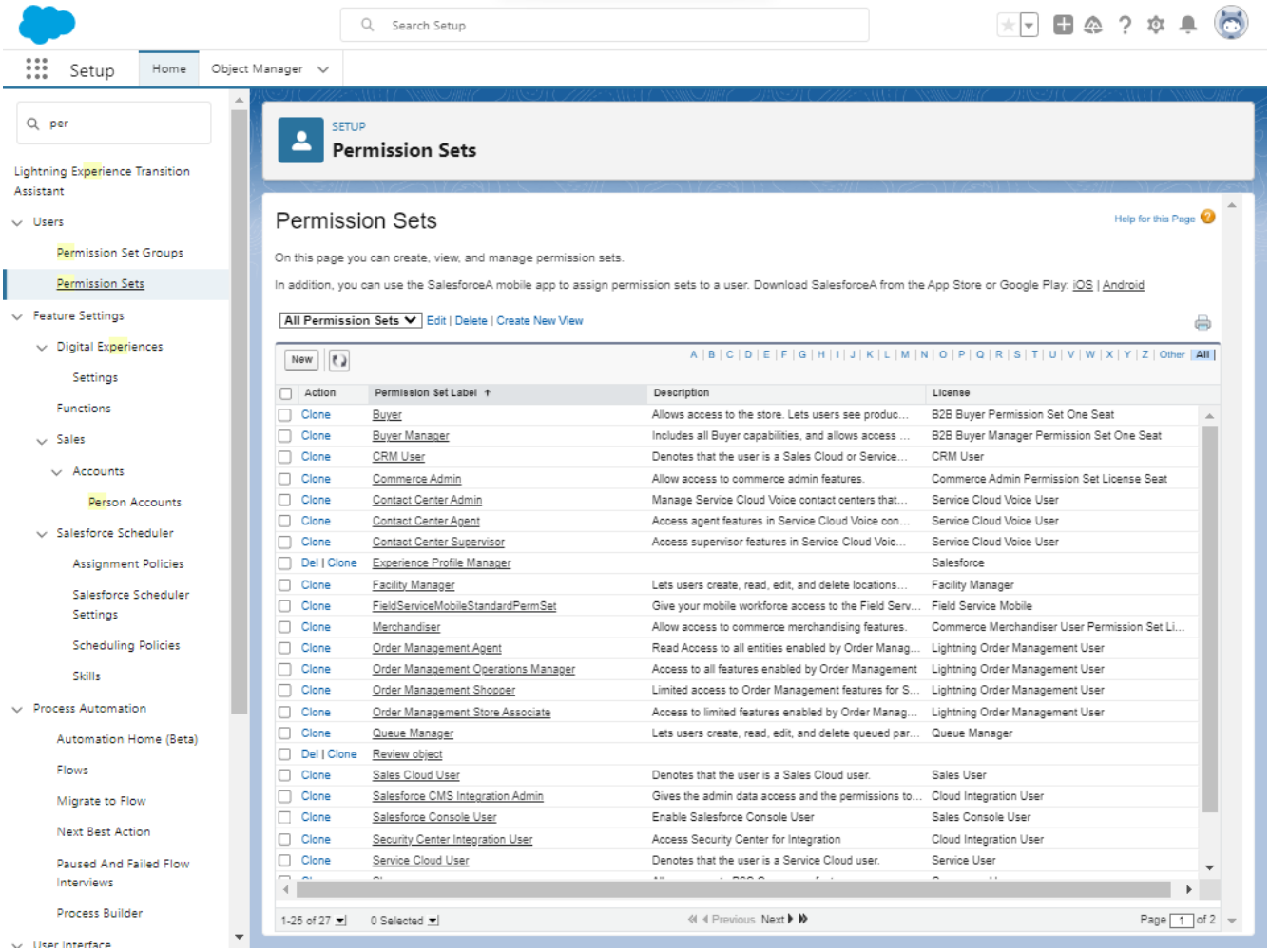

Search Setup
Setup
Home
Object Manager
Press F11 to exit full screen
user
Users
Permission Set Groups
Permission Sets
Profiles
Public Groups
Queues
Roles
User Management Settings
Users
Feature Settings
Data.com
Prospector Users
User Interface
Action Link Templates
Actions & Recommendations
App Menu
Custom Labels
Density Settings
Global Actions
Global Actions
Publisher Layouts
SETUP
Users
All Users
Help for this Page
On this page you can create, view, and manage users.
In addition, download SalesforceA to view and edit user details, reset passwords, and perform other administrative tasks from your mobile devices: iOS | Android
View: All Users Edit | Create New View
A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | Other All
New User
Reset Password(s)
Add Multiple Users
Action
Full Name
Alias
Username
Role
Active
Profile
Edit
Chatter Expert
Chatter
chatty.00d2w00000rji8mead.3pprasiotgan@chatter.salesforce.com
Chatter Free User
G. Murugesan
MG
murugesan@aagacmusiri.com
System Administrator
Muru
murugesanmmm000@gmail.com
Event user profile
User, Integration
integ
integration@00d2w00000rji8mead.com
Analytics Cloud Integration User
User, Security
sec
insightssecurity@00d2w00000rji8mead.com
Analytics Cloud Security User


Search Setup
Setup
Home
Object Manager
user
Users
Permission Set Groups
Permission Sets
Profiles
Public Groups
Queues
Roles
User Management Settings
Users
Feature Settings
Data.com
Prospector Users
User Interface
Action Link Templates
Actions & Recommendations
App Menu
Custom Labels
Density Settings
Global Actions
Global Actions
Publisher Layouts
Lightning App Builder
Lightning Extension
Loaded Console Tab Limit
Path Settings
SETUP
Users
User Edit
Murugesan G
Help for this Page
User Edit
Save
Save & New
Cancel
General Information
= Required Information
First Name
Murugesan
Last Name
G
Alias
MG
Email
murugesanmmm000@gma
Username
murugesan@aagacmusiri.c
Nickname
User16783438712069696 2
Title
Company
AAGACMUSIRI
Department
Division
Role
<None Specified>
User License
Salesforce
Profile
System Administrator
Active
Marketing User
Offline User
Knowledge User
Flow User
Service Cloud User
Site.com Contributor User
Site.com Publisher User
WDC User
Data.com User Type
--None--
Data.com Monthly Addition Limit
300
Accessibility Mode (Classic Only)
High-Contrast Palette on Charts
Load Lightning Pages While Scrolling
Debug Mode
Send Apex Warning Emails
Make Setup My Default Landing Page
Quick Access Menu
Development Mode
Show View State in Development Mode
Cache Diagnostics

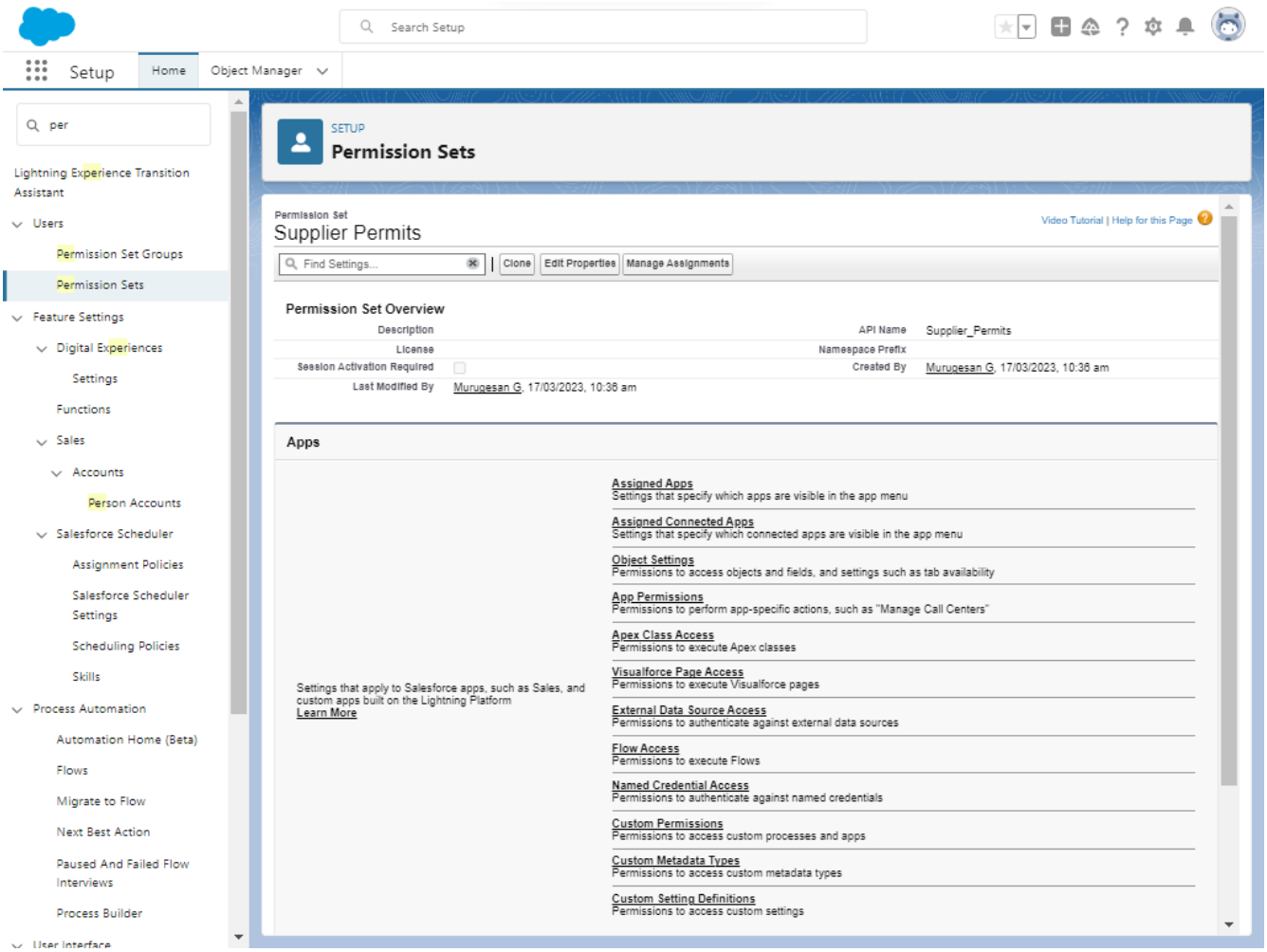
Milestone 11 : Permission set

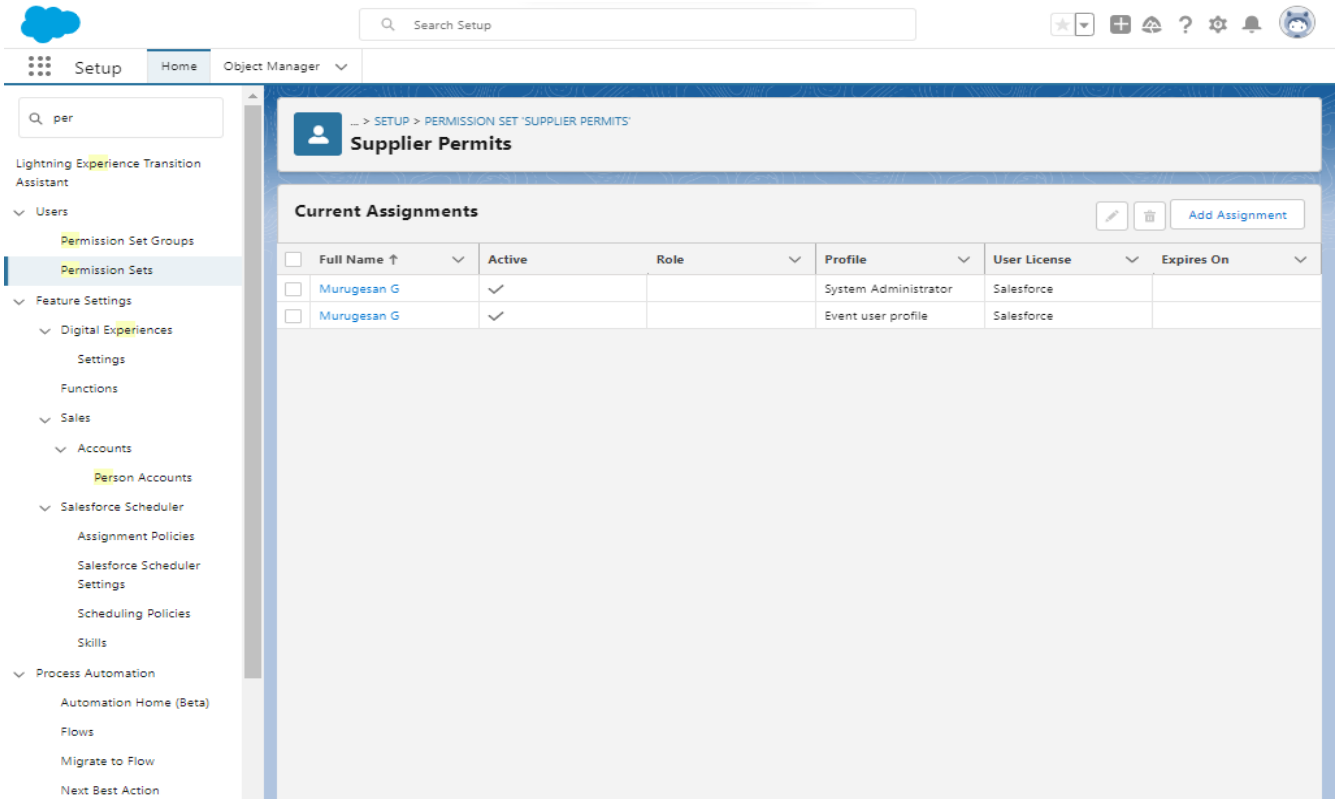
Activity-1

Creating a Permission Set:



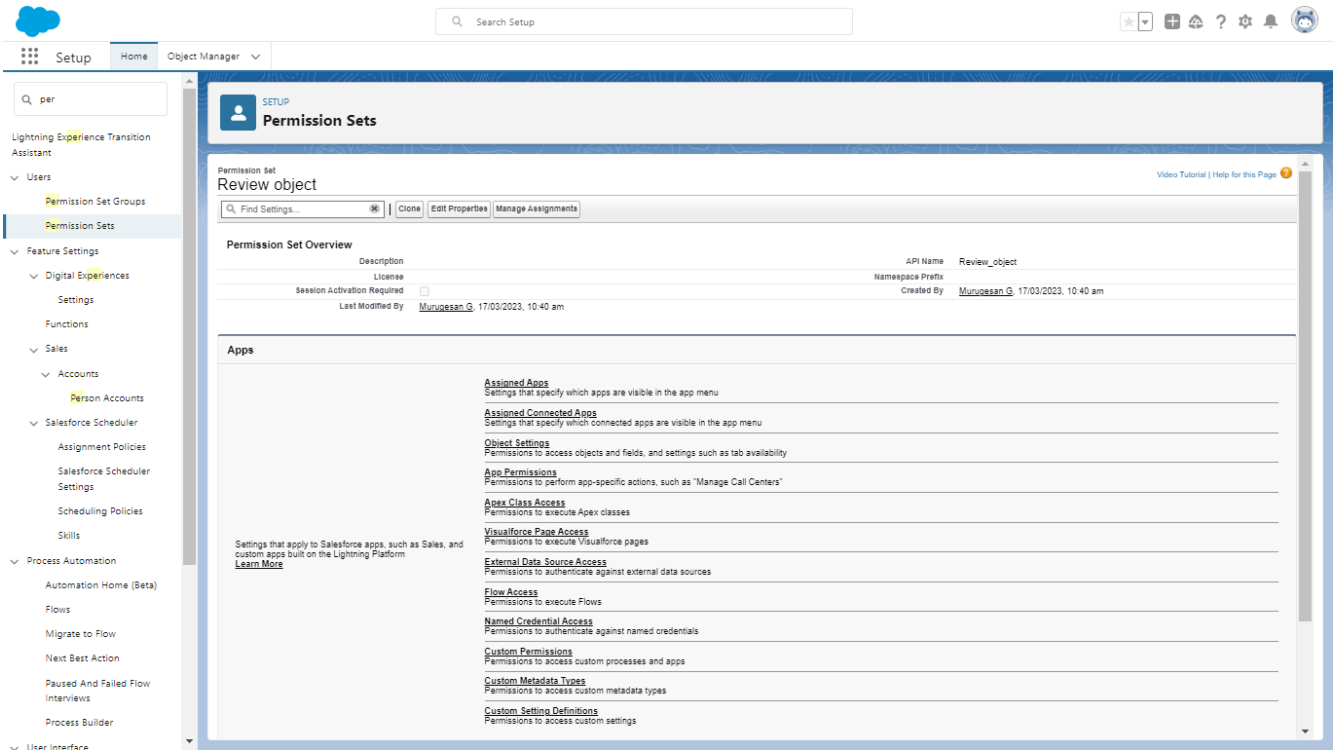
Creating permisssion set for Supplier Permits


Search Setup
Setup
Home
Object Manager
per
Lightning Experience Transition Assistant
Users
Permission Set Groups
Permission Sets
Feature Settings
Digital Experiences
Settings
Functions
Sales
Accounts
Person Accounts
Salesforce Scheduler
Assignment Policies
Salesforce Scheduler Settings
Scheduling Policies
Skills
Process Automation
Automation Home (Beta)
Flows
Migrate to Flow
Next Best Action
Paused And Failed Flow Interviews
Process Builder
SETUP
Permission Sets
Permission Set
Supplier Permits
Video Tutorial | Help for this Page
Find Settings...
Clone
Edit Properties
Manage Assignments
Permission Set Overview
Description
License
Session Activation Required
Last Modified By
Murugesan G, 17/03/2023, 10:36 am
API Name
Supplier_Permits
Namespace Prefix
Created By
Murugesan G, 17/03/2023, 10:36 am
Apps
Settings that apply to Salesforce apps, such as Sales, and custom apps built on the Lightning Platform
Learn More
Assigned Apps
Settings that specify which apps are visible in the app menu
Assigned Connected Apps
Settings that specify which connected apps are visible in the app menu
Object Settings
Permissions to access objects and fields, and settings such as tab availability
App Permissions
Permissions to perform app-specific actions, such as "Manage Call Centers"
Apex Class Access
Permissions to execute Apex classes
Visualforce Page Access
Permissions to execute Visualforce pages
External Data Source Access
Permissions to authenticate against external data sources
Flow Access
Permissions to execute Flows
Named Credential Access
Permissions to authenticate against named credentials
Custom Permissions
Permissions to access custom processes and apps
Custom Metadata Types
Permissions to access custom metadata types
Custom Setting Definitions
Permissions to access custom settings


Search Setup
Setup
Home
Object Manager
per
Lightning Experience Transition Assistant
Users
Permission Set Groups
Permission Sets
Feature Settings
Digital Experiences
Settings
Functions
Sales
Accounts
Person Accounts
Salesforce Scheduler
Assignment Policies
Salesforce Scheduler Settings
Scheduling Policies
Skills
Process Automation
Automation Home (Beta)
Flows
Migrate to Flow
Next Best Action
... > SETUP > PERMISSION SET 'SUPPLIER PERMITS'
Supplier Permits
Current Assignments
Add Assignment
Full Name
Active
Role
Profile
User License
Expires On
Murugesan G
System Administrator
Salesforce
Murugesan G
Event user profile
Salesforce

Activity-2

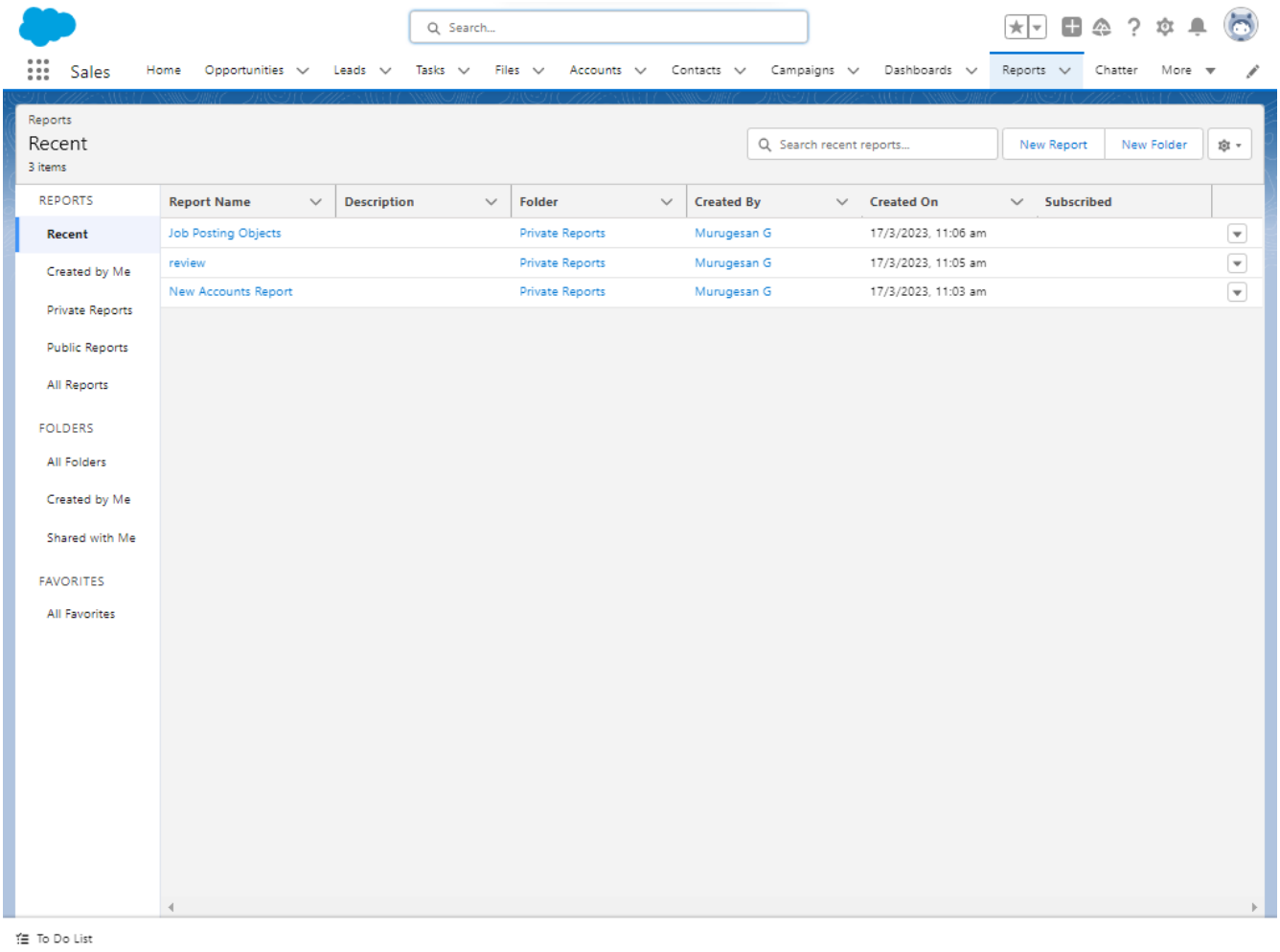
Create a Permission set for Review object



Milestone 12: Reports

Activity

Create a report for New custom report, review and Job Posting Objects.



4. Trailhead Profile Public URL

Team Lead - https://trailblazer.me/id/murug102

Team Member 1 - https://trailblazer.me/id/kkavi121

Team Member 2 - https://trailblazer.me/id/mmalu41

Team Member 3 - https://trailblazer.me/id/manoj7397526297

5. ADVANTAGES & DISADVANTAGES

Advantages:

* Faster hiring. Using a recruitment agency will shorten the time needed to fill your open job positions. ...
* Higher quality candidates. ...
* Specialist knowledge. ...

Disadvantage :

* Higher cost. ...
* No cultural fit. …
* Lack of employer branding.

6. APPLICATIONS

HR Management App

An human resource management app is a technology that helps you automate and simplify your complex HR processes and manage them without any human intervention.

Human Resource Management

Human Resource Management is the process of recruitment and selecting employee, providing orientation and induction, training and development , assessment...

7. CONCLUSION

Study began with a basic curiosity of researcher based on academic exposure in HR and some questions raised in the mind after getting work exposure in development sector. Field of Human Resource Management has gone through an evolution process and has started playing a strategic role in industries. Generation of knowledge in HR has happened mainly on the basis of requirements in industrial sector. Development Sector Organizations that are Non-profit in nature and also comparatively smaller in employee strength have not been much in to consideration while generating this knowledge. Thus concepts and principles of HR based on this knowledge may have relevance in this sector but while implementing them, contextual understanding is required.

8. FUTURE SCOPE

Human Resource Management Professionals are termed as the backbone of an organization. There is a huge demand for such professionals in both the public and private sectors. No matter if you're looking at startups or big reputed companies, human resources play a crucial role in the formation of a company's future. The human resources management department basically is the team that helps an organization increase productivity while also maintaining employee satisfaction.