

H.H THE RAJAH'S COLLEGE
PUDUKKOTTAI – 622 001

DEPARTMENT OF MATHEMATICS

NAAN MUDHALVAN – SMART BRIDGE PROJECT

PROJECT TITLE

Job Application Tracking System

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INTRODUCTION

A job application tracking system is a software application that is used to streamline and automate the recruitment process. It helps recruiters and hiring managers manage job postings, track applications, and communicate with candidates. The system usually includes features such as applicant tracking, resume management, interview scheduling, and reporting.

1.1 OVERVIEW

A job application tracking system (ATS) is a software application that enables employers and recruiters to manage and automate the hiring process. An ATS allows organizations to streamline their recruitment process by tracking and managing job postings, resumes, applications, and interviews in a centralized system.

1.2 PURPOSE


The purpose of a job application tracking system (ATS) is to automate and streamline the recruitment process. An ATS allows organizations to manage the hiring process more efficiently by tracking and managing job postings, resumes, applications, and interviews in a centralized system.

The system allows employers to track and manage job postings, resumes, applications, and interviews, while also providing features for communication with candidates and collaboration among recruiters and hiring managers.

PROBLEM DEFINITION & DESIGN THINKING:

2.1 EMPATHY MAP:


Template



Retrospective

Use this framework to reflect on recent work. This simple structure is useful both alone and in groups.

Created in partnership with



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Reflect on the topic

Working silently and individually, have each person create a few sticky notes in all four quadrants below for about five minutes. With the remaining time, discuss notes in each quadrant.

What went well?

What should we keep doing?

What should we celebrate?

Where did we make progress?

TOPIC

Workstation engineering team Sprint 10

What went poorly?

Where did we have problems?

What was frustrating to us or others?

What held us back?

What ideas do you have?

When/where do you have fun/learn/work together?

Where do you see opportunities to improve?

When have you found yourself?

How should we take action?

What do you believe we should do next?

What specific things should we do next?

When should we review this next step?

What did we apply?

What have we learned?

What are the challenges?

What are the opportunities?

What did we do well?

What did we do poorly?

What did we do better?

What did we do worse?

What did we do well?

What did we do poorly?

What did we do better?

What did we do worse?

What did we do well?

What did we do poorly?

What did we do better?

What did we do worse?

Need some inspiration?

See a finished version of this template to discuss your work.

[Open example](#)

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2.2 IDEATION & BRAIN STORMING MAP :

Brainstorm & idea prioritization

Use the following steps to brainstorm ideas and prioritize them.

1. Brainstorming
2. Prioritization
3. Selection

1. Brainstorming

Generate a large number of ideas without judgment.

Use the following prompts to generate ideas:

- What are the main problems?
- What are the main goals?
- What are the main challenges?
- What are the main opportunities?

2. Prioritization

Use the following criteria to prioritize ideas:

- Impact
- Feasibility
- Cost
- Time

3. Selection

Select the best ideas for further development.

Use the following criteria to select ideas:

- Impact
- Feasibility
- Cost
- Time

4. Prototyping

Create a prototype of the selected ideas.

Use the following criteria to create a prototype:

- Impact
- Feasibility
- Cost
- Time

5. Testing

Test the prototype with users.

Use the following criteria to test the prototype:

- Impact
- Feasibility
- Cost
- Time

6. Iteration

Iterate on the prototype based on user feedback.

Use the following criteria to iterate on the prototype:

- Impact
- Feasibility
- Cost
- Time

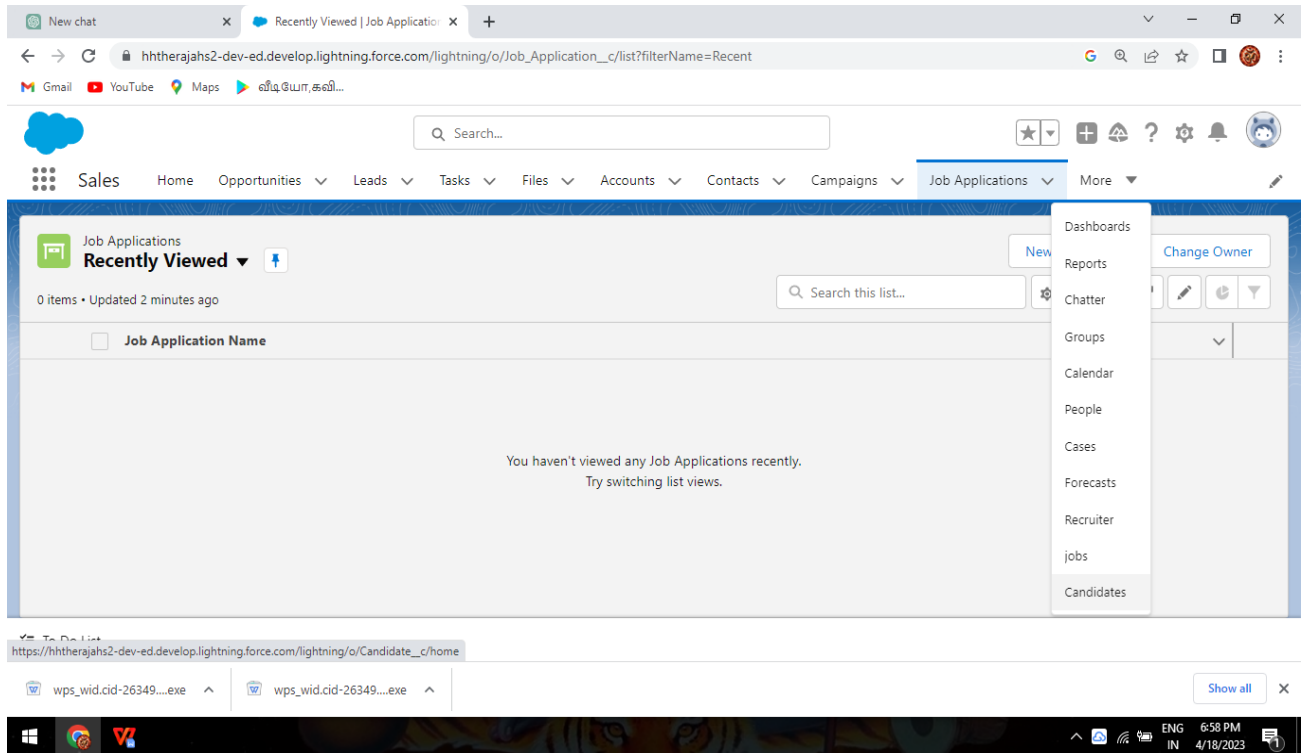
3. RESULT :

DATA MODEL:

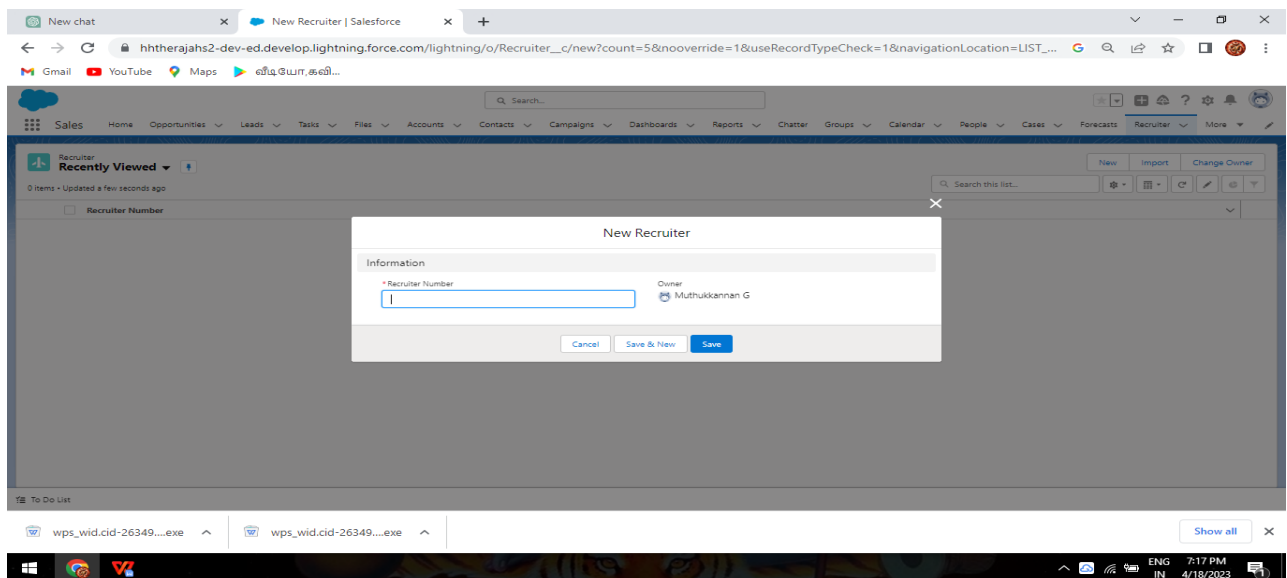
Object name	Fields in the Object	
Object 1 RECRUITER	Field label	Data type
	Recruiter Number	Text
Object 2 Jobs	Field label	Data type
	Description	Text Area
	Jobs number	Text (80)
	Location	Text (30)
	Recruiter	Master-Detail (Recruiter)
Object 3 Candidate	Field label	Data type
	Candidate Number	Text (80)
Object 3 Job Application	Field label	Data type
	Job Application Name	Text (80)

3.2 Activity & Screenshot

JOB APPLICATION APP

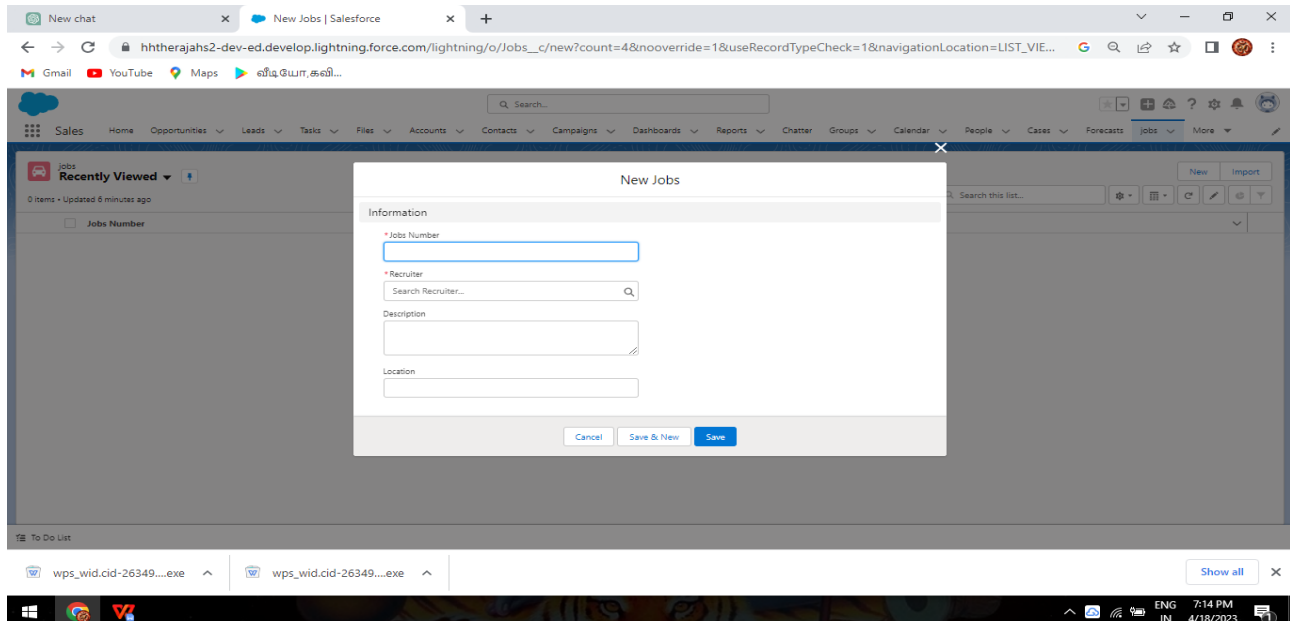


OBJECT 1: RECRUITER



Recruiters are the primary users of job application tracking systems (ATS) and they use the system to streamline and automate the recruitment process.

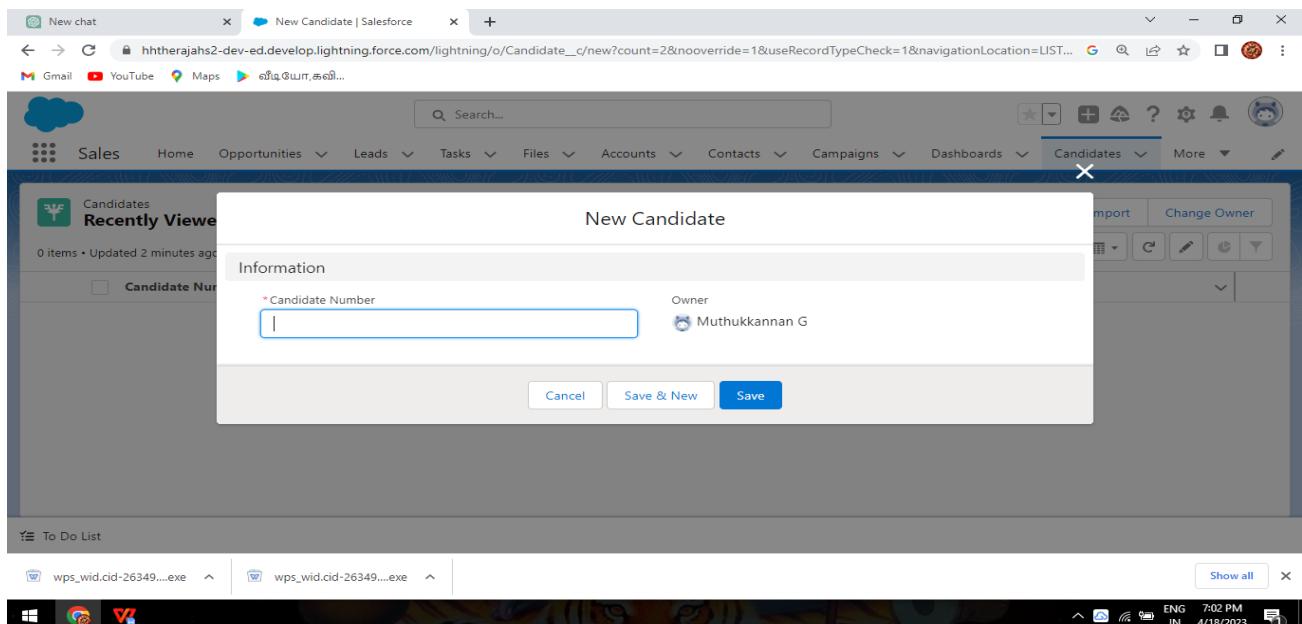
OBJECT 2: JOBS



The screenshot shows a web browser window with the URL `hhtherajahs2-dev-ed.develop.lightning.force.com/lightning/o/Jobs__c/new?count=4&nooverride=1&useRecordTypeCheck=1&navigationLocation=LIST_VIE...`. The Salesforce interface is visible, with a navigation bar at the top containing links like Sales, Home, Opportunities, Leads, Tasks, Files, Accounts, Contacts, Campaigns, Dashboards, Reports, Chatter, Groups, Calendar, People, Cases, Forecasts, and Jobs. A modal window titled 'New Jobs' is open, displaying an 'Information' section with the following fields: 'Jobs Number' (a text input field), 'Recruiter' (a search input field with a magnifying glass icon), 'Description' (a text area), and 'Location' (a text input field). At the bottom of the modal are three buttons: 'Cancel', 'Save & New', and 'Save'. The background shows a 'Recently Viewed' list for Jobs, which is currently empty.

Recruiters are the primary users of ATS systems, responsible for posting job openings, reviewing resumes and applications, and communicating with candidates.

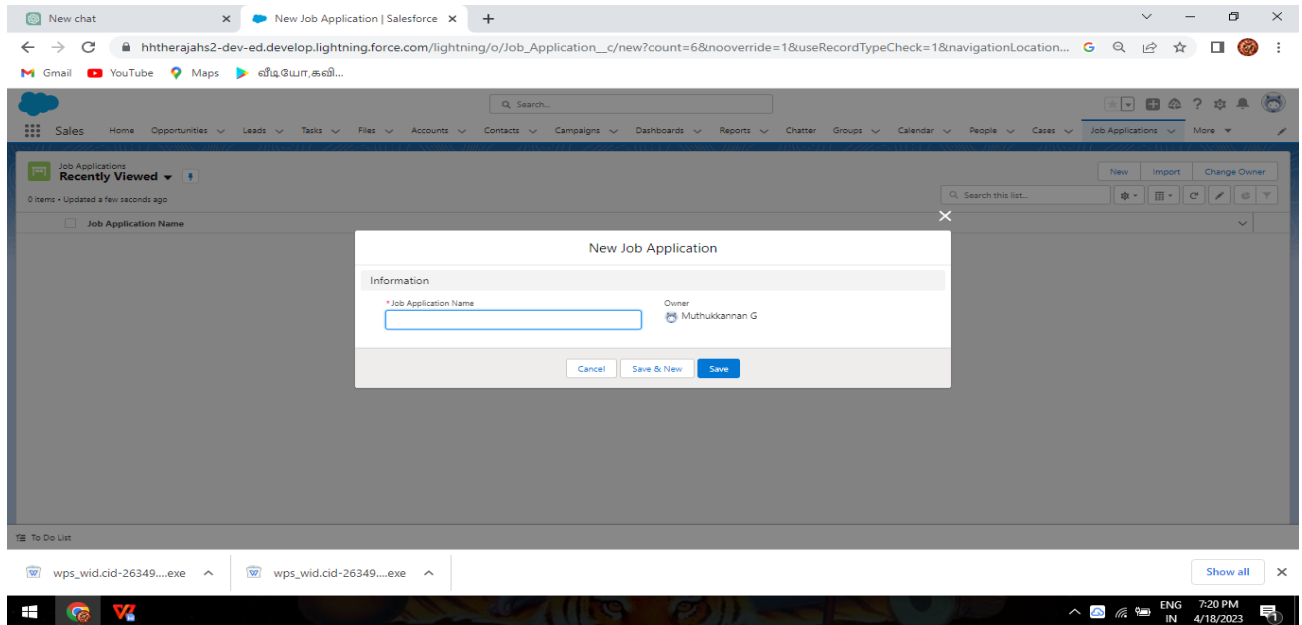
OBJECT.3: CANDIDATE



The screenshot shows a web browser window with the URL `hhtherajahs2-dev-ed.develop.lightning.force.com/lightning/o/Candidate__c/new?count=2&nooverride=1&useRecordTypeCheck=1&navigationLocation=LIST...`. The Salesforce interface is visible, with a navigation bar at the top containing links like Sales, Home, Opportunities, Leads, Tasks, Files, Accounts, Contacts, Campaigns, Dashboards, and Candidates. A modal window titled 'New Candidate' is open, displaying an 'Information' section with the following fields: 'Candidate Number' (a text input field) and 'Owner' (a dropdown menu showing 'Muthukkannan G'). At the bottom of the modal are three buttons: 'Cancel', 'Save & New', and 'Save'. The background shows a 'Recently Viewed' list for Candidates, which is currently empty.

A job application tracking system (ATS) is primarily used by employers and recruiters to manage the recruitment process, but candidates can also use the system to their advantage.

OBJECT 4: JOB APPLICATIONS



Job seekers can use a job application tracking system (ATS) in several ways to help them in their job search.

4. Trailhead Profile Public URL

Team Lead : <https://trailblazer.me/id/muthg10>

Team Member1 : <https://trailblazer.me/id/boobmg15>

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

Team Member 3 : <https://trailblazer.me/id/ssatheesh18>

5 ADVANTAGES & DISADVANTAGES

Advantages:

There are several advantages of using a job application tracking system (ATS) for both.

- ❖ **Time and Cost Savings:** An ATS can save time and reduce costs by automating many aspects of the recruitment process, such as posting jobs, screening resumes, and scheduling interviews.
- ❖ **Improved Efficiency:** By centralizing all recruitment activities in one system, an ATS can improve the efficiency of the recruitment process and reduce errors or redundancies.
- ❖ **Enhanced Candidate Experience:** An ATS can provide candidates with a better experience by providing timely updates on their application status and allowing them to apply to multiple positions at once.
- ❖ **Better Candidate Matching:** With advanced search and filtering capabilities, an ATS can help employers and recruiters match candidates with the most suitable job openings, reducing the time it takes to fill a position.
- ❖ **Data Analytics:** An ATS can provide valuable insights into the recruitment process, such as the sources of the most qualified candidates or the time it takes to fill a position, allowing employers to improve their recruitment strategies over time.

Disadvantages:

While there are many advantages to using a job application tracking system (ATS), there are also some potential disadvantages to consider:

- ❖ **Technical Difficulties:** ATS systems can be complex and may require specialized training to use effectively. Technical difficulties such as software glitches or network outages can also occur, potentially slowing down or interrupting the recruitment process.
- ❖ **Limited Flexibility:** Some ATS systems may be inflexible, making it difficult to customize the system to specific recruitment needs or to adjust the workflow as needed.
- ❖ **Potential Bias:** Since an ATS relies on algorithms to screen and rank resumes, there is a risk of unintentional bias against certain candidates based on factors such as their educational background or work experience.
- ❖ **Poor Candidate Experience:** If an ATS is not well-designed, it may be difficult for candidates to navigate or understand, potentially leading to frustration or confusion.

6. APPLICATIONS

To use a job application tracking system (ATS), employers and recruiters typically need to purchase a subscription or license to a software platform that offers ATS functionality. Once the system is set up, employers can customize the application process and post job openings to various job boards and social media platforms.

- ❖ When candidates apply for a job through an ATS, their application information is stored in a database within the system. The ATS then uses algorithms to screen and rank resumes based on factors such as relevant experience, education, and skills.
- ❖ Recruiters can use the ATS to review resumes and applications, communicate with candidates, and schedule interviews. The ATS can also generate reports and analytics on various recruitment metrics, such as time-to-hire or the sources of the most qualified candidates.
- ❖ Candidates can access the ATS either through a job board or directly through the employer's website. The application process may involve creating an account, filling out a profile, and uploading a resume and cover letter. Candidates can track the status of their application and may receive automated updates on their progress in the hiring process.

7. CONCLUSION

In conclusion, a job application tracking system (ATS) can be a valuable tool for both employers/recruiters and job seekers. By automating many aspects of the recruitment process, an ATS can save time and reduce costs, while also providing a better experience for candidates. ATS systems can help match candidates with the most suitable job openings, and provide valuable data insights to improve recruitment strategies over time. However, there are also potential disadvantages to using an ATS, such as technical difficulties, limited flexibility, and the risk of unintentional bias. Ultimately, the decision to use an ATS should be based on the specific needs and goals of the employer or recruiter, as well as the preferences of job seekers.

8. FUTURE SCOPE

The future of job application tracking systems (ATS) is likely to involve continued advancements in technology and a focus on improving the user experience for both employers and job seekers. Some potential future developments in ATS systems could include:

- ❖ **Artificial Intelligence (AI) Integration:** ATS systems may increasingly incorporate AI and machine learning algorithms to improve the screening and matching of candidates to job openings.
- ❖ **Mobile Optimization:** With more job seekers using mobile devices to search for and apply to jobs, ATS systems may need to be optimized for mobile platforms to provide a seamless user experience.
- ❖ **Virtual Recruiting:** The COVID-19 pandemic has accelerated the adoption of virtual recruiting technologies, such as video interviews and virtual career fairs. ATS systems may need to incorporate these technologies to keep pace with the changing needs of the recruitment landscape.
- ❖ **Improved Analytics:** As data analytics become increasingly important in recruitment, ATS systems may need to provide more advanced reporting and analytics capabilities to help employers and recruiters make better decisions.

- ❖ **Greater Customization:** ATS systems may need to offer more flexibility and customization options to meet the specific needs of different employers and recruitment teams.

Overall, the future of job application tracking systems is likely to involve ongoing innovation and adaptation to meet the changing needs of the recruitment landscape.