

JOB APPLICATION PORTAL (JAP) USING CLICKS NOT CODE

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Abstract:

Present during the job recruitment process recruiters are manually going through all the resumes of the job seekers and are collecting all the physical documents from them. This would be a big task for the recruiters to sort all the resumes according to their requirement in their organization. So, we came up with an app that will be developed in a no code manner with outstanding automations and flows which is user friendly and open-source which requires less human involvement. We are using Salesforce for developing the job application portal where the Salesforce developer's edition is used. The experience of the user gets enhanced after using the application developed using Salesforce functionalities and flows.

Introduction:



- An app is created where all the Objects, Fields, OWD's (Organization-Wide Defaults), Relationships, functionalities resides.
- Initially various Objects are created which holds the data of the Job Positions, Job Applications, candidates, reviews, Job Postings, and many more.
- Relationships are created between the various objects to streamline the recruitment process in an organization.
- Flows are used for Automating the process of approval without code.

Existed system:

Job application portals like Indeed, Glassdoor, and Monster are popular platforms that facilitate the connection between job seekers and employers, offering features such as job search filters, resume uploads, and application tracking. While these portals are convenient and accessible, they have notable demerits. They can lead to an overwhelming number of applications for employers, making it difficult to identify the best candidates. Job seekers may experience frustration with the lack of personalized feedback, and the prevalence of automated screening can sometimes filter out qualified candidates.

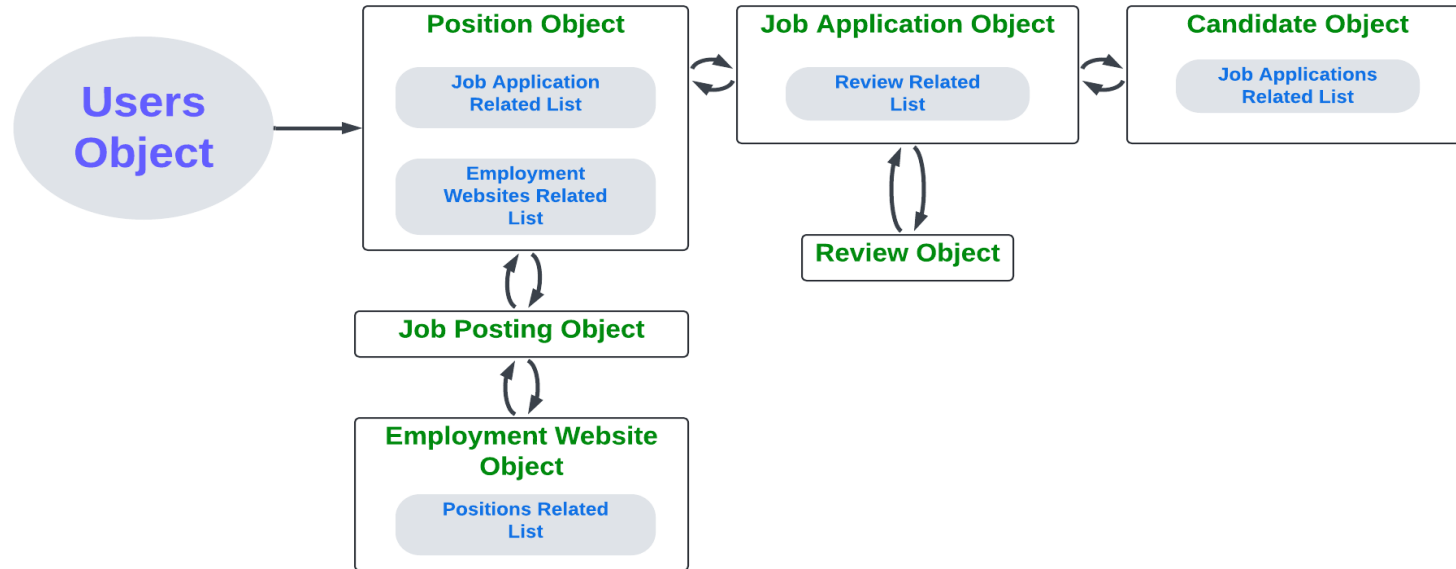
Proposed system:

The proposed system is a job application portal developed using Salesforce in a no-code manner, aiming to streamline the recruitment process by automating tasks and reducing human involvement. It includes various objects to store data related to job positions, applications, candidates, and more. Relationships between these objects are established to facilitate easy access and management. The portal enhances the user experience through automations and flows that simplify tasks like approval processes, email notifications, and candidate rating. Overall, it centralizes application management, makes the recruitment process more efficient, and supports digitalization by minimizing paper use.

Project Workflow:

Job Application Portal

(JAP Logo)

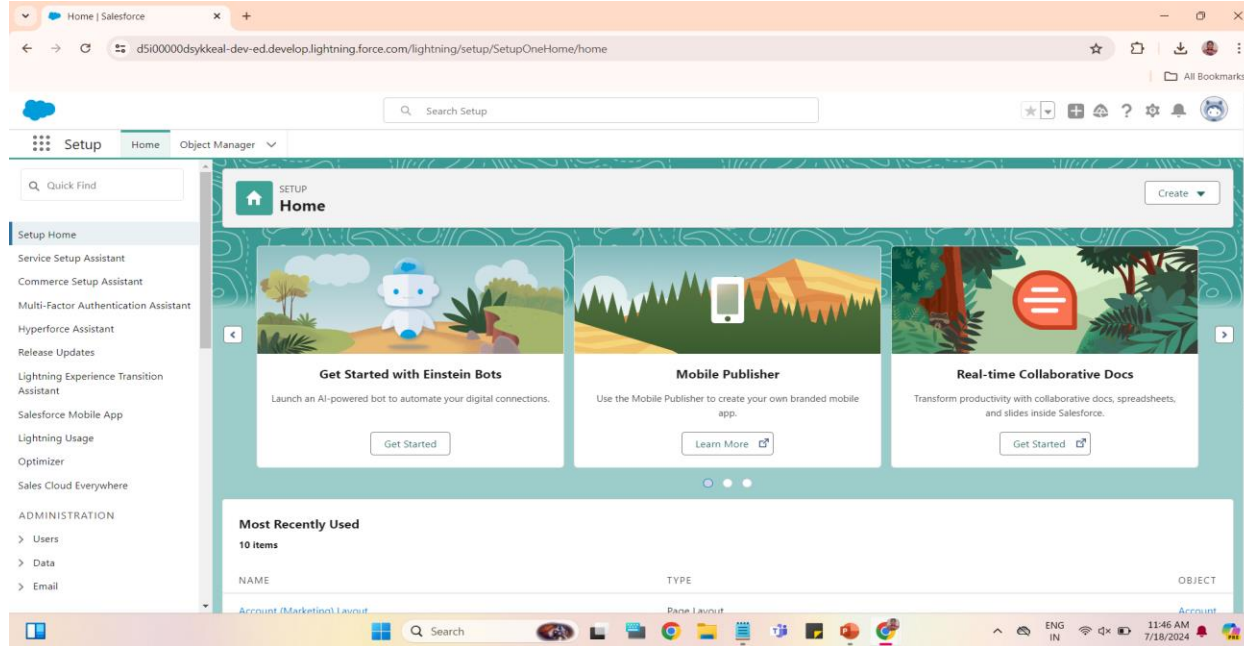


Components

- Each **Object** stores different information related to the respective tab.
- **Relationships** (Look-up, Master-Detail) are created between various objects according to the requirement for easy access to the different objects.
- Field visibilities allow the user to fill in the details in the JAP in an efficient manner.
- **Automations** and **Flows** help in scheduling the processes (like- Email sending, updating fields by clicks or scheduling, Auto Rating to the candidates based on the details given).

Sample Pages:

- Salesforce Developer Environment gives you access to have a full-featured Architecture for free, that you can use indefinitely.



JAP Home Page:

The screenshot shows a web browser window displaying the JAP Home Page. The browser's address bar shows the URL: `d5i00000dsykkeal-dev-ed.develop.lightning.force.com/lightning/page/home`. The page features a navigation bar with the following items: **Job Application Por...**, **Home**, **Positions**, **Candidates**, **Job Applications**, **Reviews**, and **Employment Websites**. A search bar is located in the top right of the navigation area.

The main content area is divided into two columns. The left column, titled **Recent Records**, lists five items: **R-0001**, **Salesforce Admin**, **Channel Sales**, **GeekForGeeks**, and **C-0005**. A **View All** link is positioned at the bottom of this list. The right column contains two sections: **Today's Tasks** and **Today's Events**. The **Today's Tasks** section includes a task to **Schedule Interview** for **Rose Gonzalez** with ID **R-0002**, and a **View All** link. The **Today's Events** section lists an event to **Review John Abraham** on **13/08/2024**, with a **View Calendar** link.

Below the main content area, there is a section for **Post**, **Poll**, and **Question**. A text input field labeled **Share an update...** and a **Share** button are present.

The Windows taskbar at the bottom shows the system clock as **10:21 AM 8/8/2024** and the weather as **73°F Mostly cloudy**.

JAP Record Page:

The screenshot displays the Salesforce interface for a Job Application Record (JAP) for John Abraham. The browser address bar shows the URL: `d5i00000dsykkeal-dev-ed.develop.lightning.force.com/lightning/r/Review__c/a0HJ3000003Qs6GMAS/view`. The page title is "Review | Salesforce".

Navigation Bar: Home, Positions, Candidates, Job Applications, **Reviews**, Employment Websites.

Record Header: Review **JohnAbraham**. Actions: Edit, Delete, Clone.

Metadata: Position: Salesforce Admin, Rating: 1.

Details Panel:

- Information:**
 - Position: Salesforce Admin
 - Position Link: [Salesforce Admin](#)
 - Job Application: [JA-0001](#)
 - Assessment: [Edit]
 - Candidate: JohnAbraham
 - Candidate Link: [John](#)
 - Rating: 1 [Edit]
- System Information:**
 - Created By: [ANANTAPALLI N V DEDEEPIYA](#), 18/07/2024, 11:21 pm
 - Last Modified By: [ANANTAPALLI N V DEDEEPIYA](#), 06/08/2024, 7:26 pm
 - Review Number: [Blank]

Activity Panel:

- Filters: All time • All activities • All types [Settings]
- Refresh • Expand All • View All
- Upcoming & Overdue:**
 - Review JohnAbraham (All-Day Event | Today)
 - You have an upcoming event with [Anantapalli candru](#)
- No past activity. Past meetings and tasks marked as done show up here.

System Tray: 73°F Mostly cloudy, Search, Windows Taskbar (10:25 AM 8/8/2024).

Conclusion:

- The job application Portal is an essential tool in the recruitment process providing multiple benefits for applicants and recruiters.
- Centralized Application management, Efficient Application submission, Streamlined Recruitment Workflow, Ease in Analysis and Review process.
- Human force Involvement is reduced during the Data collection in the recruitment process as the recruiters put the straightforward requirements in the JAP.
- JAP greatly reduces the use of paper and enables the digitalization of the entire recruitment process.

Thank You