

JOB APPLICATION TRACKING SYSTEM

1. Introduction

1.1 Overview

In our project job application tracking system that automates recruitment tracking my handling job applications and resume data electronically.

Many companies use an applicant tracking system due to the sheer volumes of interest they have in every position open in an organization.

In our project, it helps HR recruiters easily find the best candidates. It is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

An CRM application which helps the applicant to track the number of jobs they applied for and help to find the job posted by various recruiters find the best attributes in a smooth way and easily to track the job.

1.2 Purpose

The use of the project is for recruiters to save time and stay organized and acts as a system of record they make it easier for recruiters to keep tabs on the recruiting process.

This process should be easy for candidates to navigate and use and should operate smoothly at the hiring manager's fingertips and provide seamless communication with candidates. Hiring will appreciate a system that allows them to:

view all relevant data - including resumes - from inside the job application tracking system without having to download documents for starting external programs.

Easily open requisition, send interview invitations, schedule interviews, filter results, engage with and review candidates.

2. Problem definition & Design Thinking

2.1 Empathy map

Untitled_2023-04-11_16-32-39 x

File | C:\Users\SARATHIKASHIYA\Downloads\Untitled_2023-04-11_16-32-39.pdf

Draw

Search about

Search

Key: What are the main ideas? What are the main points? What are the main arguments? What are the main conclusions?

Text: What are the main ideas? What are the main points? What are the main arguments? What are the main conclusions?

Diagram: What are the main ideas? What are the main points? What are the main arguments? What are the main conclusions?

Table: What are the main ideas? What are the main points? What are the main arguments? What are the main conclusions?

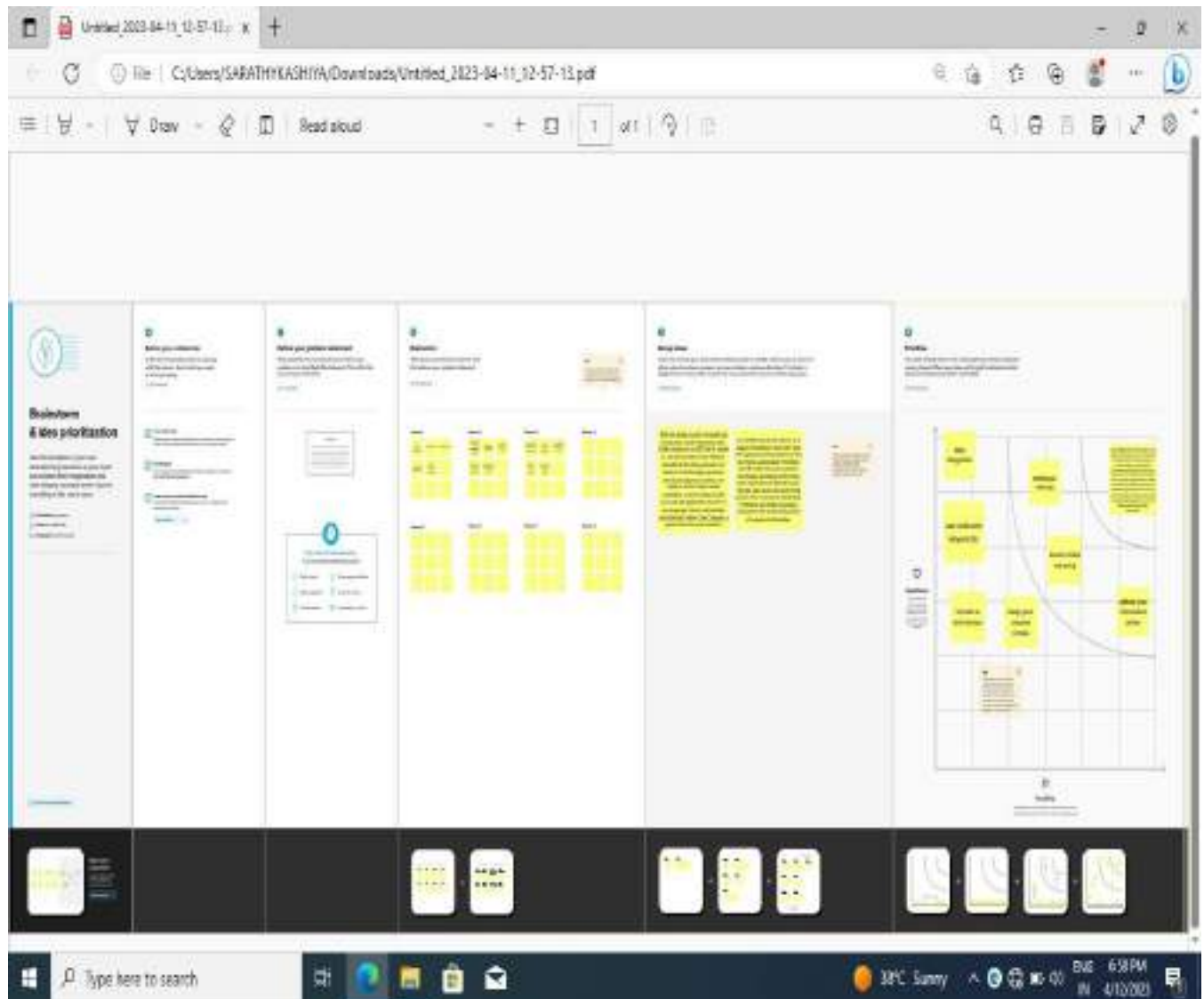
Form: What are the main ideas? What are the main points? What are the main arguments? What are the main conclusions?

36°C Sunny

2:00 PM

4/12/2023

2.2 Ideation&Brainstormingmapscreenshot



3.Result

3.1 DataModel:

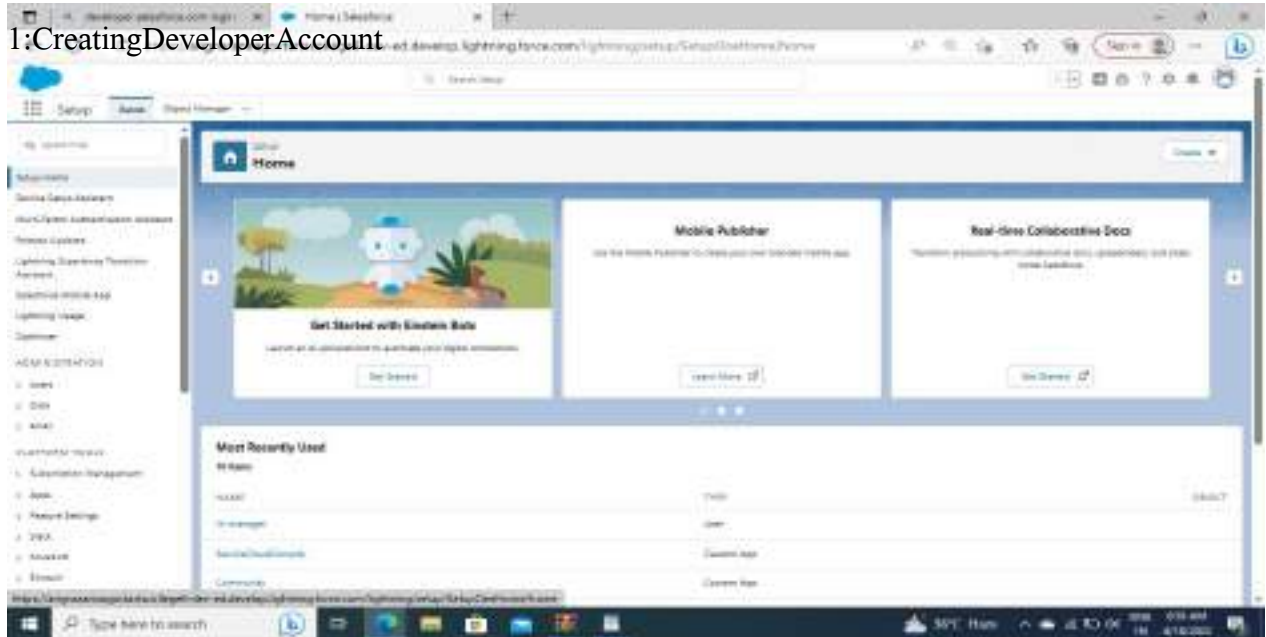
ObjectName	Fieldintheobject	
CRM	Fieldlabel	Datatype
	Marketing Recruiting	Use socialmedia
Recruitingmarketing		
	centralization	automation

3.2Activity&screenshot

Milestone-1: Creation of developer

orgActivity-

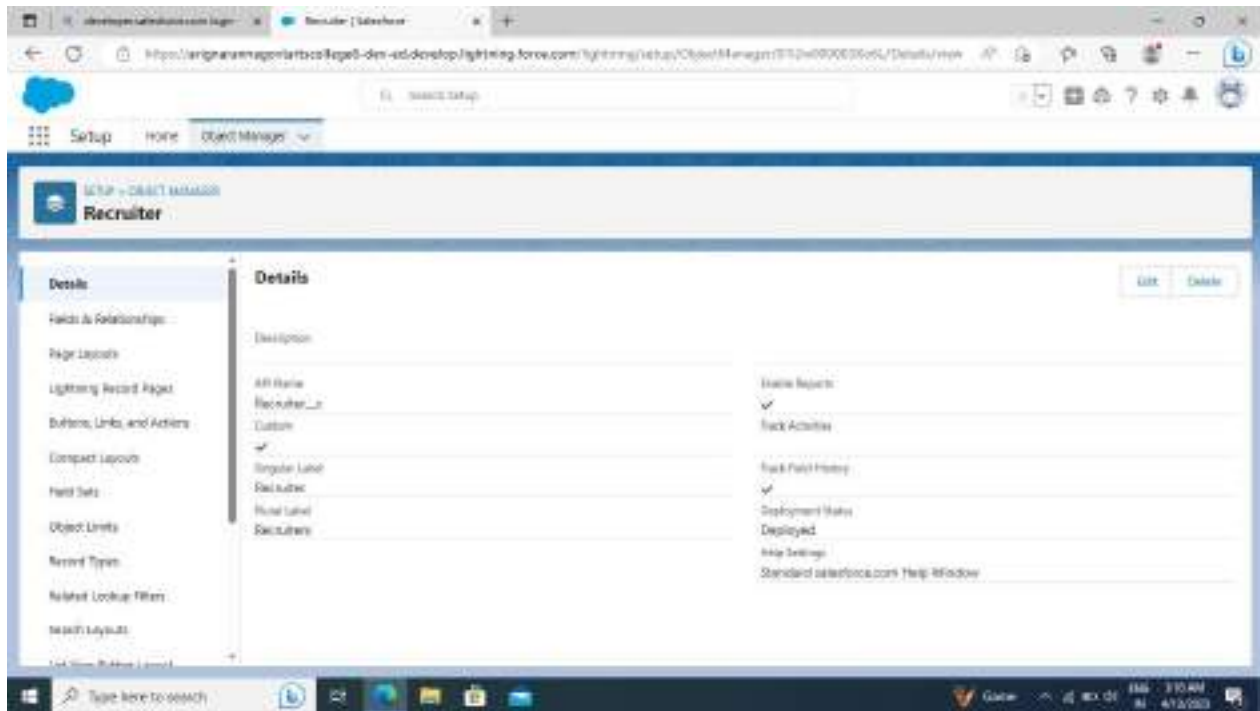
1:CreatingDeveloperAccount



Milestone-

2:Objects:Activity-1:

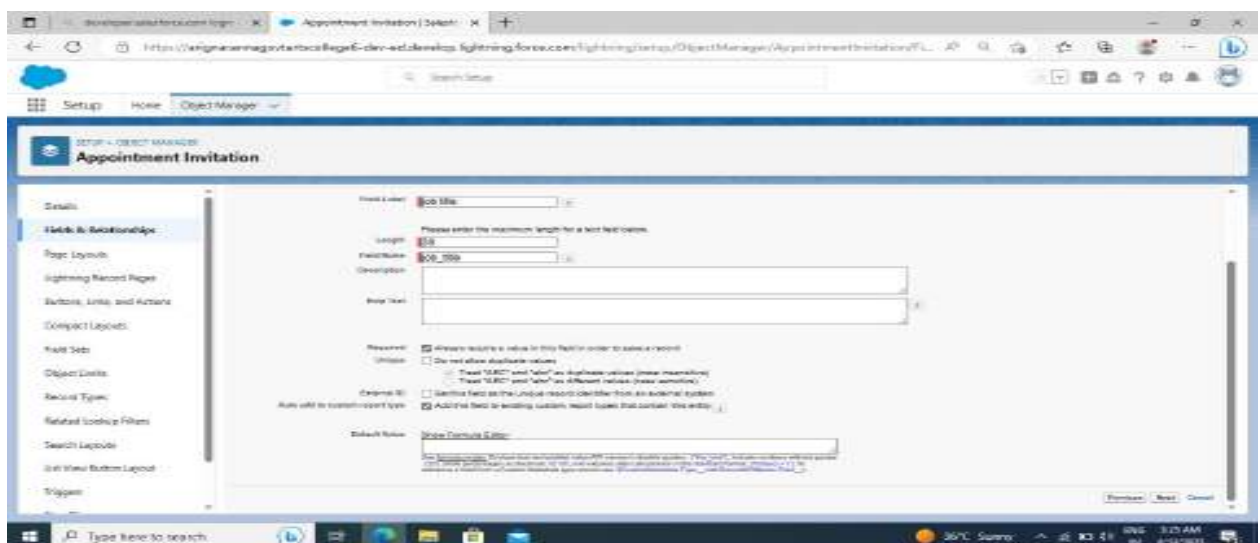
CreateacustomobjectforRecruiter



Milestone3-felids:

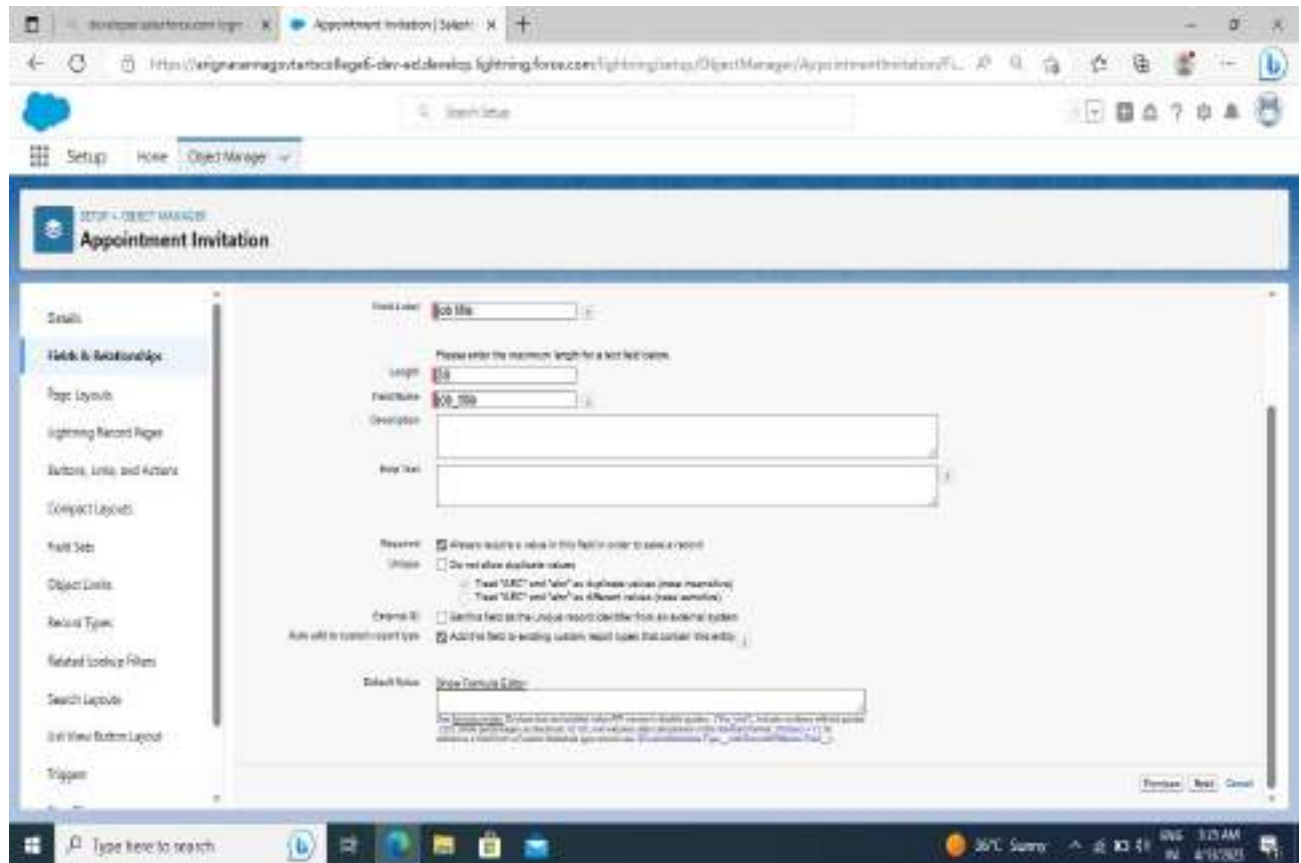
Activity1:

Createthecustomfields:



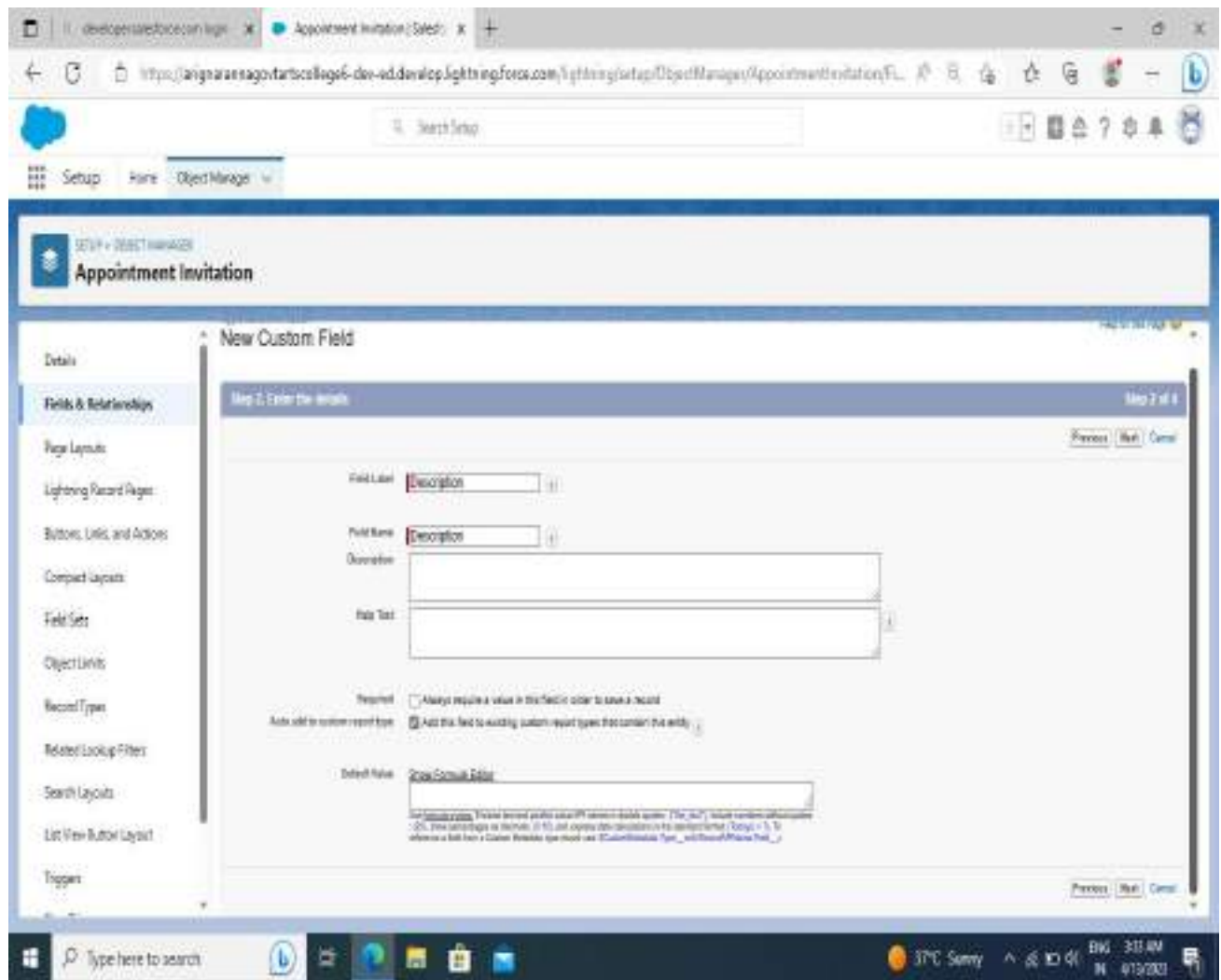
Activity2:

CreationofMaster-detailrelationship:



Activity3:

Create a new custom field:



Activity4:

Create new custom field:

Developer Console | Appointment Invitation | Salesforce Lightning | Lightning Web Components | Appointment Invitation

Search Setup

Setup Home Object Manager

Appointment Invitation

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

Toggles

Field Label:

Please enter the maximum length for a text field below.

Length:

Field Name:

Description:

Help Text:

Required: ☐ Always require a value in this field or select to select a record

Unique: ☐ Do not allow duplicate values

☐ Treat "ABC" and "abc" as duplicate values (case insensitive)

☐ Treat "ABC" and "abc" as different values (case sensitive)

External ID: ☐ Set this field as the unique record identifier from an external system

Auto add to custom report type: ☒ Add this field to existing custom report types that contain this field

Default Value:

See [Field Length Limits](#) for information on field length limits. For example, a text field can be up to 255 characters long. For more information on field length limits, see [Field Length Limits](#). For more information on field length limits, see [Field Length Limits](#).

Previous Back Cancel

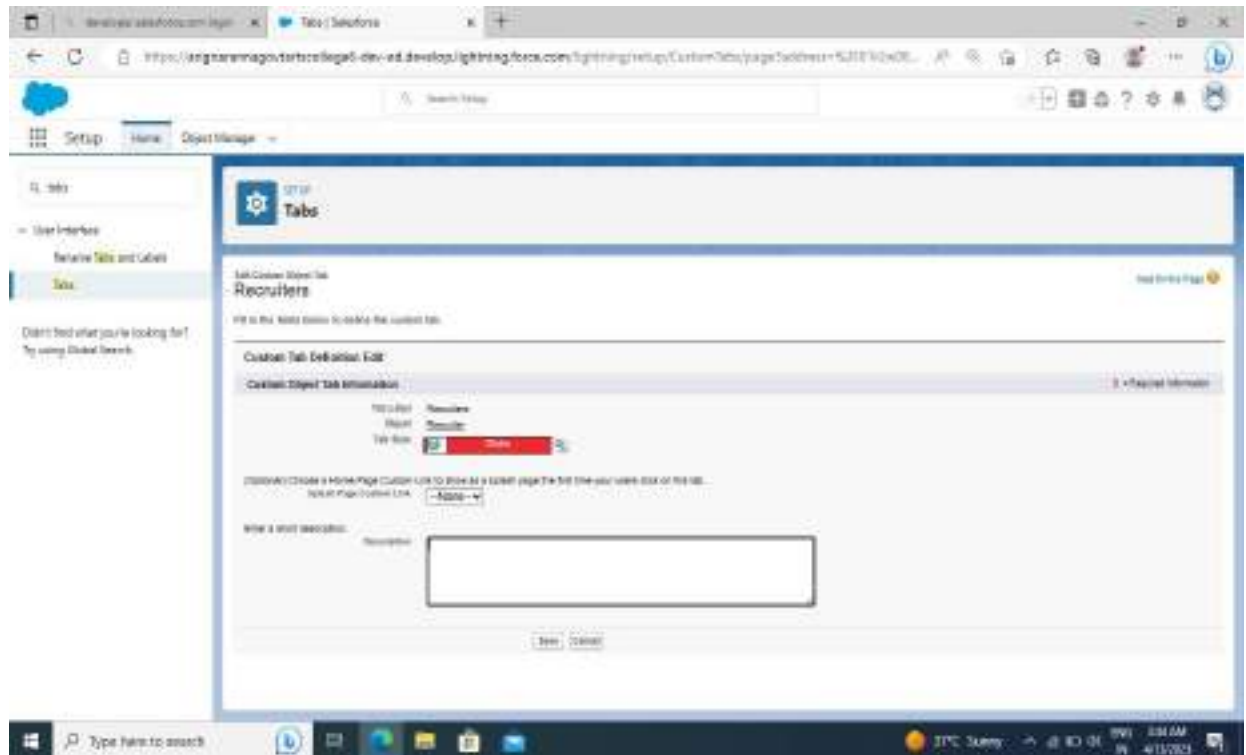
Type here to search

Game 3:35 AM 4/11/2023

Milestone5-Profile

Activity1:

Createacustomprofile:



Milestone6-User

Activity1:

To create a user:

developer.salesforce.com login Users | Salesforce

https://apigw-nagovtartscollege6-dor-ed.develop.lightning.force.com/lightning/setup/ManageUsers/page/add?cc=7629025162F...

Search Setup

Setup Home Object Manager

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

New User

User Edit Save Save & New Cancel

General Information

First Name: jay
Last Name: manager
Alias: jmanera
Email: jmanera4099@gmail.com
Username: jmanera4099@gmail.com
Nickname: User168138214798021949
Title:
Company:
Department:
Division:

Role: None Specified
User License: Salesforce Platform
Profile: Standard Platform User
Active: ☒
Marketing User: ☐
Offline User: ☐
Knowledge User: ☐
Flow User: ☐
Service Cloud User: ☐
Sales.com Contributor User: ☐
Sales.com Publisher User: ☐
BWC User: ☐
Sales.com User Type: None
Sales.com Monthly Activity Limit: Default Limit (300)
Accessibility Mode (Classic Only): ☐
High Contrast Public on Chatter: ☐

35°C Sunny 351 AM 4/15/2021

Milestone7-SharingRules

Activity1:

Createasharingrule

The screenshot shows the Salesforce 'Sharing Settings' page for a custom object. The page is divided into several sections for configuring sharing rules.

Step 1: Share With

Users:
Groups:
Roles:

Step 2: Select your user type

User type: ☒ Based on record owner ☐ Based on criteria

Step 3: Select which records to be shared

Criteria: ☒ All records ☐ Records created on or after
☐ Records created on or before
☐ Records created on or after and on or before
☐ Records created on or after and on or before

Step 4: Select the users or groups to share with

Users:
Groups:
Roles:

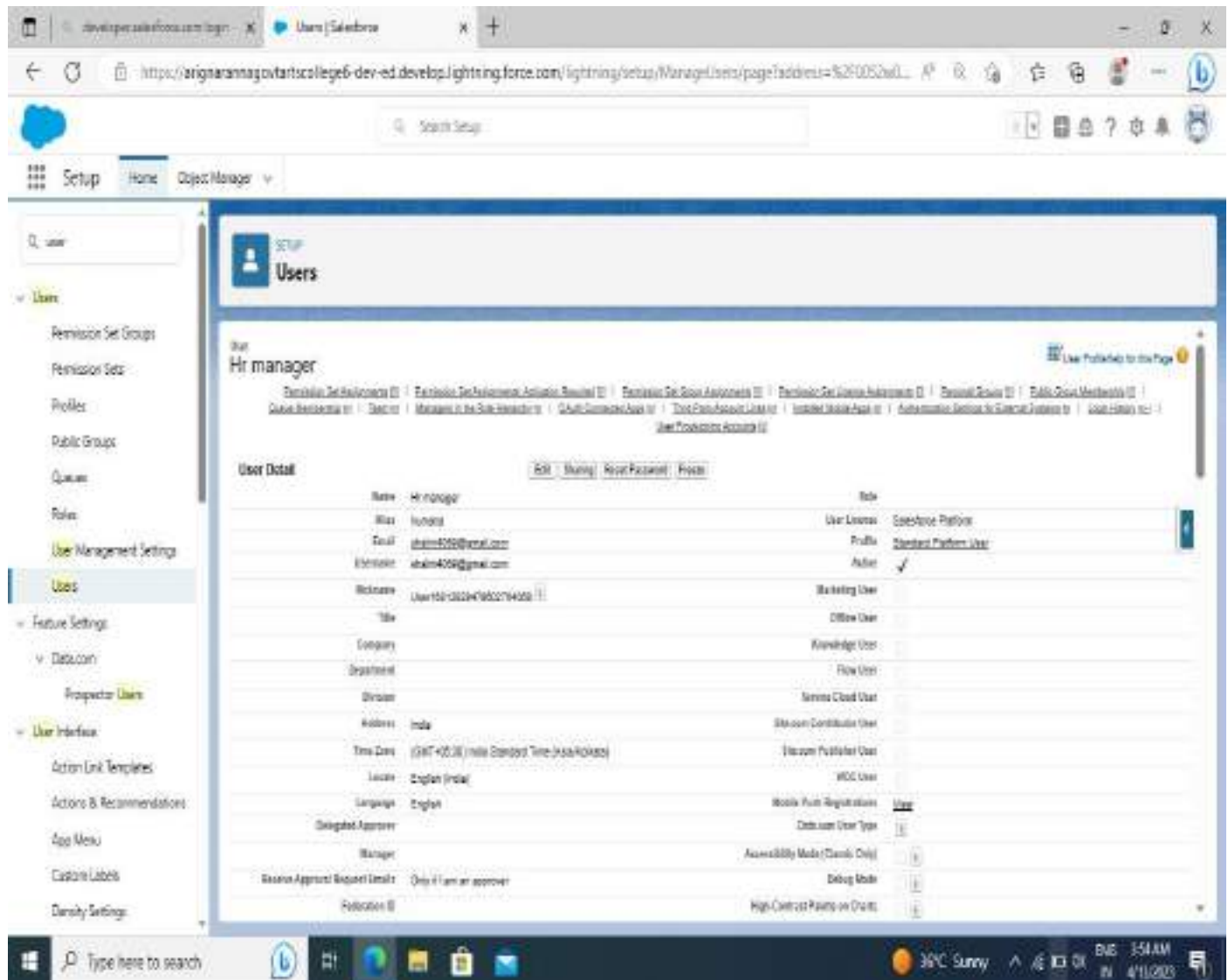
Step 5: Select the level of access for the records

Access: ☒ Read ☐ Read/Write

Table of Sharing Rules

Rule Name	Criteria	Users	Groups	Roles	Access
Default Sharing Rule	All records	All Users	All Users	All Roles	Read
Custom Rule 1	Records created on or after 1/1/2018	All Users	All Users	All Roles	Read/Write
Custom Rule 2	Records created on or before 1/1/2018	All Users	All Users	All Roles	Read
Custom Rule 3	Records created on or after 1/1/2018 and on or before 1/1/2018	All Users	All Users	All Roles	Read
Custom Rule 4	Records created on or after 1/1/2018 and on or before 1/1/2018	All Users	All Users	All Roles	Read/Write

Activity2:



The screenshot shows the Salesforce Setup interface. The left sidebar contains the navigation menu with the following items:

- Setup
- Home
- Object Manager
- 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
- Display Settings

The main content area displays the 'Users' section. At the top, there is a search bar and a 'Search Setup' button. Below this, the 'Users' section is titled 'Hr manager'. The page includes a list of users and a detailed view for the selected user.

User Detail View:

Field	Value	Field	Value
Name	Hr manager	Role	Standard Platform User
Alias	hrmanager	User License	Standard Platform User
Email	hrmanager@company.com	Profile	Standard Platform User
Username	hrmanager@company.com	Active	<input checked="" type="checkbox"/>
Nickname	hrmanager	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address	India	Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Visa.com Publisher User	<input type="checkbox"/>
Locale	English (India)	WDC User	<input type="checkbox"/>
Language	English	Mobile First Registrations	<input type="checkbox"/>
Designated Approver		Desktop User Type	<input type="checkbox"/>
Manager		Accessibility Mode (Screen Only)	<input type="checkbox"/>
Session Approval Request Limit	Only if I am an approver	Debug Mode	<input type="checkbox"/>
Relocation ID		High Contrast Points on Charts	<input type="checkbox"/>

The bottom of the screen shows the Windows taskbar with the search bar, taskbar icons, and system tray information (36°C Sunny, 3:54 AM, 4/11/2023).

Milestone8-Report

Activity

1:Createarepor

t:

The screenshot shows a web application interface for job application tracking. The top section is titled 'REPORTS' and contains a table with columns for various metrics. Below this is a 'DETAILS' section showing a list of applicants with their names, IDs, and scores.

Applicant	Status	Score	Other Metrics
Applicant 1	Applied	85	85
Applicant 2	Applied	78	78
Applicant 3	Applied	92	92
Applicant 4	Applied	88	88
Applicant 5	Applied	75	75
Applicant 6	Applied	82	82
Applicant 7	Applied	79	79
Applicant 8	Applied	86	86
Applicant 9	Applied	81	81
Applicant 10	Applied	84	84

4.TrailheadprofilepublicURL:

Teamleader-<https://trailblazer.me/id/pdurai15>

Teammember1-<https://trailblazer.me/id/parthiban8>

Teammember2-

<https://trailblazer.me/id/nnaveenkumar9>

Teammember3- <https://trailblazer.me/id/pponpratheep>

5.Advantages&Disadvantages

Advantages:

- Accessibilityfromtheoutsidethephysicalofficelocation.
- the workforce, much like job seeker, become increasing mobile. This rings especially truefor telecommuters and hiring managers who regularly travel between multiple office locations.theabilitytoaccesstheJobapplicantTrackingsystemfromoutsidethephysicalofficelocation isavalue-added serviceworthfurtherinvestigation
- ifarecruiterweretoscanaresumemanually,he/shewouldhavelookedforkeywordsinthesame manner too. A job application tracking system makes this process faster with

added functionalities, saving time and money with fewer margins of error

- there's no doubt in the fact that a Job Application tracking software can track down the most qualified candidates for an open role. It makes your first step towards hiring much easier.

- Job Application Tracking systems have in-built resume parsing features that pull out important information from a candidate's CV and lay it out for recruiters to take note of.

Disadvantages:

- A disadvantage of this project is missing qualified applicants due to wrong keyword selection.
- Automation elimination of resumes that software cannot recognize and interpret is another of this project

- A job applicant tracking system disadvantage is that they are open to manipulation.

- misread resumes in PDF format.

- The inability to read most, if not all, graphics.

incorrectly categorized data from resumes that were created in an unusual format.

6. Applications

- streamlines recruiting
- posts job on multiple job boards.
- saves time by automating mundane tasks.
- builds your brand
- managing talent database
- promotes easy collaboration among the recruiting teams.
- helps find the right candidate that don't fit the role well.
- centralizes candidate management and document tracking.
- reduces cost per hire.
- Generates key recruiting insights.

7. Conclusion

The applicant Tracking System for recruiters is a very effective hiring solution that most of the successful recruiters utilize.

Because without it, there is a good chance that your process of moving applicants through different stages can become very difficult.

This tool is very important for optimizing the hiring process with the help of artificial intelligence and technology.

As we move forward, the Job application tracking system tools are evolving and making them more on our tasks easy.

8. Futurescope

Modern Applicant Tracking System

The recruitment-technology domain has added new aspects and innovative features, making ATS the core of the recruitment industry. It has embraced multiple processes of accessing and distributing genres like social networking via WhatsApp and video conferencing. Given all these developments and innovations, it has become extremely easy for an HR leader to stay up to date.

Let's have a sneak peek at the improvements that ATS has brought in recent years that have reached the next level of excellence and automation.

Features of job application tracking system

Job application tracking system Will Begin to Look and Act More Like Social Network

For a long time, ATS was stuck in the "call" with the client phase, representing candidates as little more than names and tokens of information. Now, however, the ATS is entering it. Like and others social media phase, ATS will begin to look and act more like a Social Network.

As more and more people rail against the ATS's overemphasis on keywords and are finding ways to present fuller pictures of candidates as human beings. Soon enough, a candidate's presence in an ATS will be more like a portfolio than a traditional ATS database. Candidates will be able to upload their photos, and of course, explain their experiences and qualifications in much more detail.

Applicant Tracking Systems have become more user-friendly

It is a known fact that Applicant Tracking Systems have now become more user-friendly, and recruiters do not have to undergo any specific training course to make effective use of them. Modern-day ATS solutions feature a highly effective user interface along with simple-to-use control buttons to ensure that HR professionals can easily create efficient workflows and keep a constant check on the hiring process without any difficulty.

There is a rise in AI-based Applicant Tracking Systems

HR professionals worldwide have begun harnessing the power of AI-powered Applicant Tracking Software to optimize the efficiency of their recruitment process. Unlike previously, ATS software driven by AI is making it easier for recruiters to navigate tasks like live interview scheduling, feedback mechanism, and enabling them to give better job recommendations, thereby giving a noteworthy boost to their hiring endeavors. This way modern-day HR managers can easily source exceptionally skilled passive job candidates, fill vacant positions faster, and significantly remove bias from the hiring process.

Applicant Tracking Software now has deep integration capabilities

Nowadays, the majority of ATS solutions come packed with excellent deep integration capabilities to ensure better functionality around the clock. The best part about an integrated ATS solution is that it reduces the total amount of time spent onboarding new workers and gives deeper insights to human resources personnel that they can use to make improvements in the hiring process. Integration prepares the way for continuous recruiting workflows and helps human resources professionals remove bottlenecks from the talent acquisition process for producing favorable business outcomes at the earliest possible time.

There is a rise of cloud-based ATS solutions

There was a time when ATS solutions were installed on the company's system and accessibility was limited only to a couple of users. But with the rise of modern-day technologies in the hiring landscape, most Applicant Tracking Systems are now based in the Cloud. Since the software is hosted virtually, this paves the path for improved flexibility as the solution can be accessed from any location in the globe if you have a steady internet connection.

ATS Will Turn Rejected Talents into Future Hires Analytics

The problem with this setup is that there is an assumption that a candidate who isn't right at this moment won't be right later down the line. Many recruiters are already challenging this supposition by nurturing talent pools, which serve as pre-filled talent pipelines. By maintaining relationships with high-quality candidates in the long term, recruiters can more easily find the best talent when positions open in the future.

