JOBAPPLICATIONTRACKINGSYSTEM

1.Introduction

1.1 Overview

Inourprojectjobapplicationtrackingsystemthatautomatesrecruitmenttrackingmyhandlin gjobapplicationsandresumedataelectronically.

Manycompaniesuseanapplicanttrackingsystemduetothesheervolumesofinterestthey haveineverypositionopeninorganization

Inourproject,ahelpsHRrecruiterseasilyfindthebestcandidates.Itissoftwareforrecruiter sandemployerstotrackcandidatesthroughouttherecruitingandhiringprocess.

ACRMapplicationwhichhelpstheapplicanttotrackthenumberofjobsheapplied forandhelptofindthejobpostedbyvariousrecruitersfindthebestattributersinasmoothwayand easilytotrackthejob.

1.2 Purpose

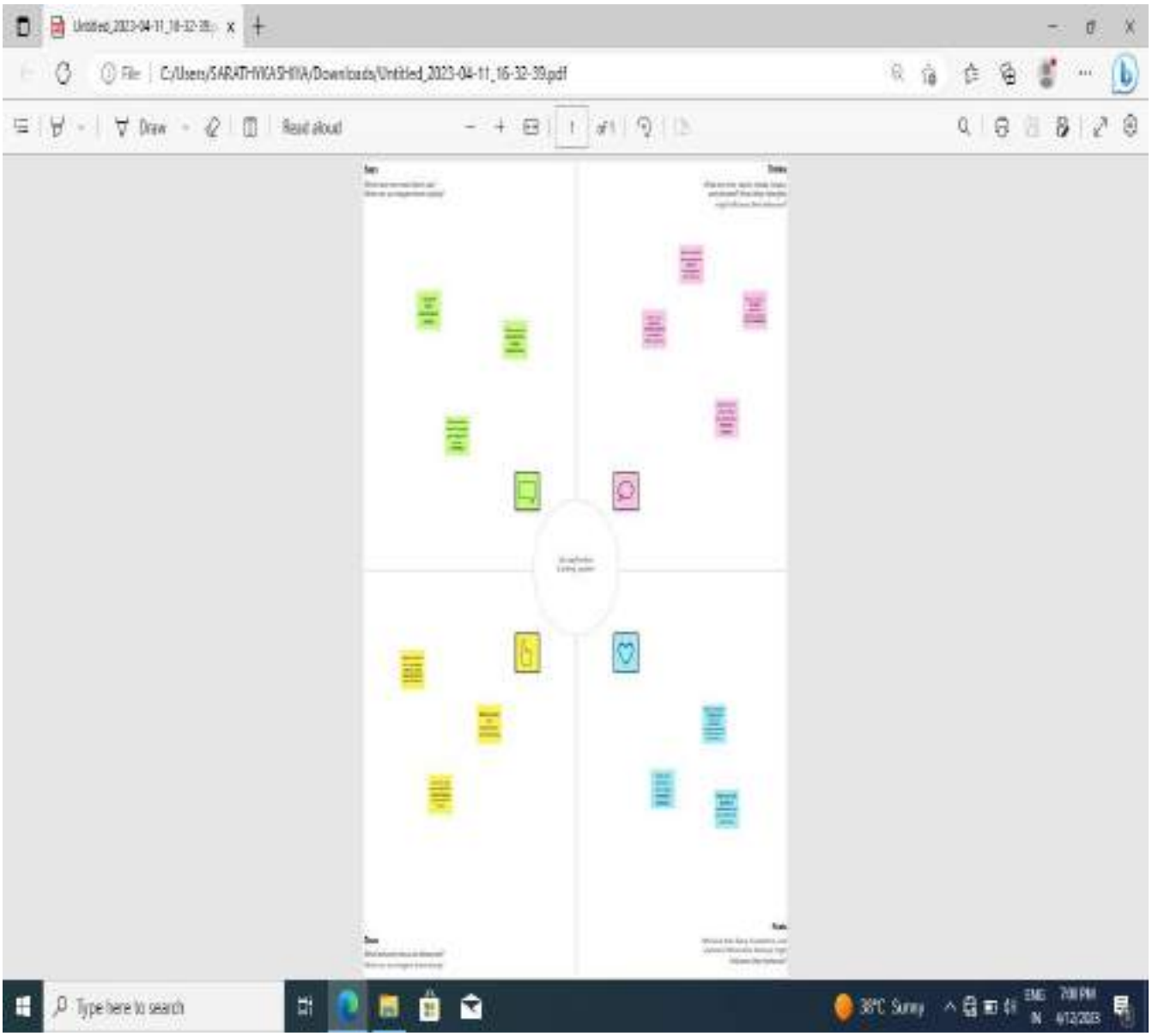
Theuseoftheprojectisrecruiterstosavetimeandstayorganizedandactsassystemof record they make it easier for recruiters to keep tabs on the recruiting process. Thisprocessshouldbeeasyforcandidatestonavigateanduseandshouldoperatesmoothlyat thehiringmanager'sfingertipsandprovideseamlesscommunicationwithcandidates.Hiringwi llappreciateasystemthatallows themto:

viewallrelevantdata-includingresumes-
frominsidethejobapplicationtrackingsystemwithouthavingtodownloaddocumentsforstarti ngexternalprograms.

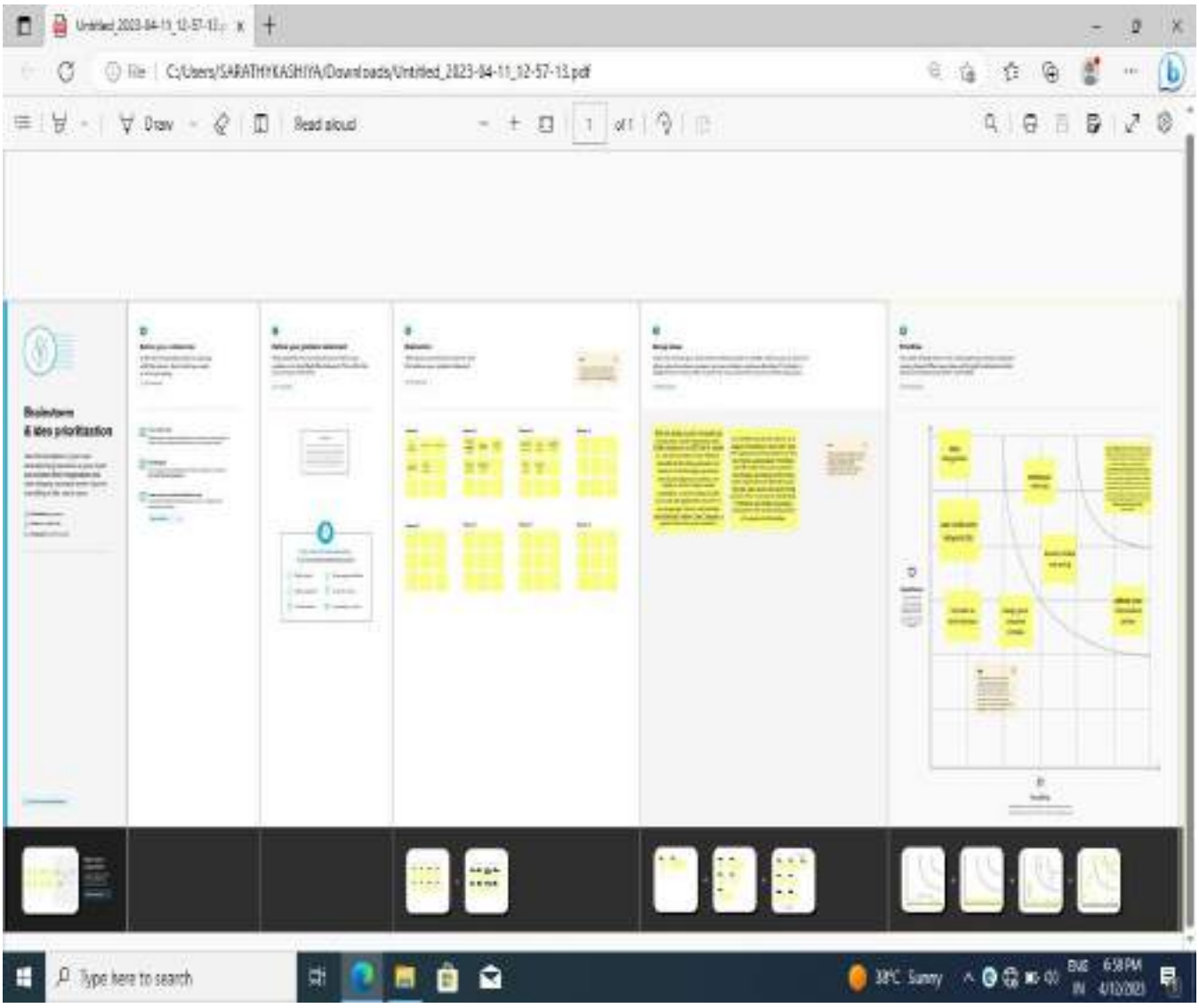
Easilyopenrequisition,sendinterviewinvitations,scheduleinterviews,filtersresult,engage withandreviewcandidates.

2. Problemdefinition&DesignThinking

2.1 Empathymap


Draw
Read aloud
Type here to search
38°C Sunny

2.2 Ideation&Brainstormingmapscreenshot



3.Result

3.1 DataModel:

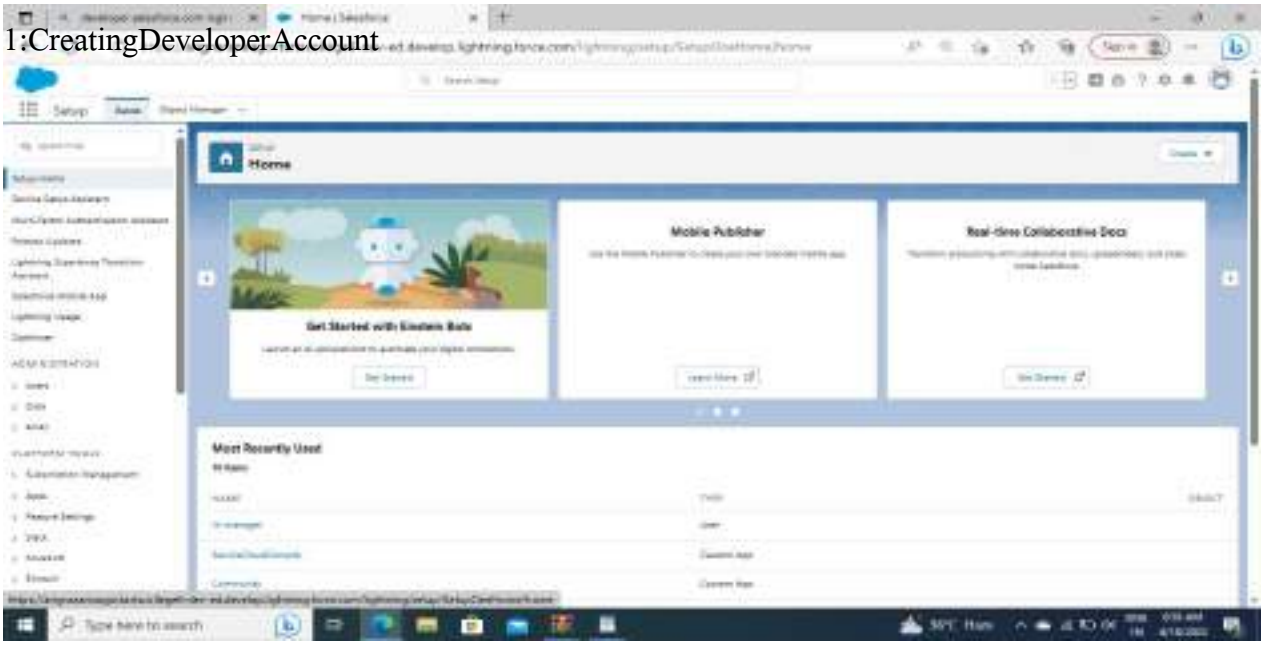
<table>
<tr><td>ObjectName</td><td>Fieldintheobject<table><tr><td>Fieldlabel</td><td>Datatype</td></tr><tr><td>Marketing
Recruiting</td><td>Use
socialmed
ia</td></tr></table></td></tr>
<tr><td>CRM</td><td></td></tr>
<tr><td>Recruitingmarketing</td><td><table><tr><td>centralization</td><td>automation</td></tr></table></td></tr>
</table>

3.2Activity&screenshot

Milestone-1: Creation of developer

orgActivity-

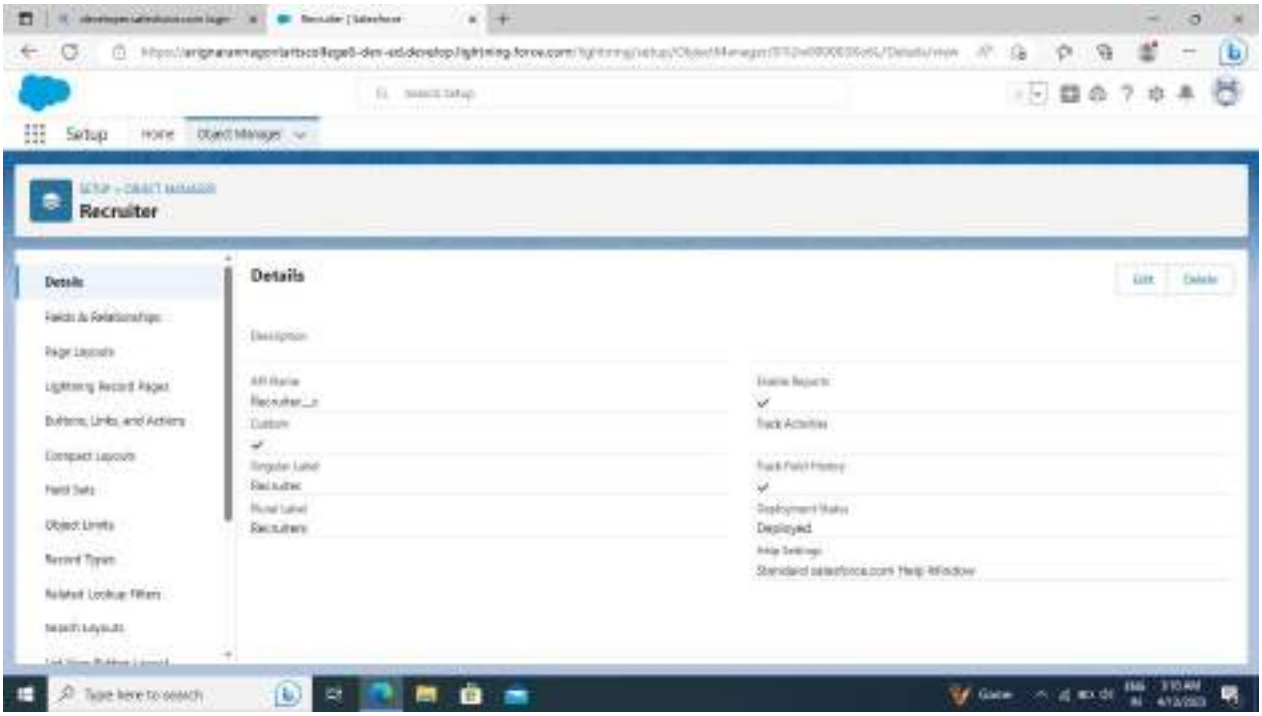
1:CreatingDeveloperAccount



Milestone-

2:Objects:Activity-1:

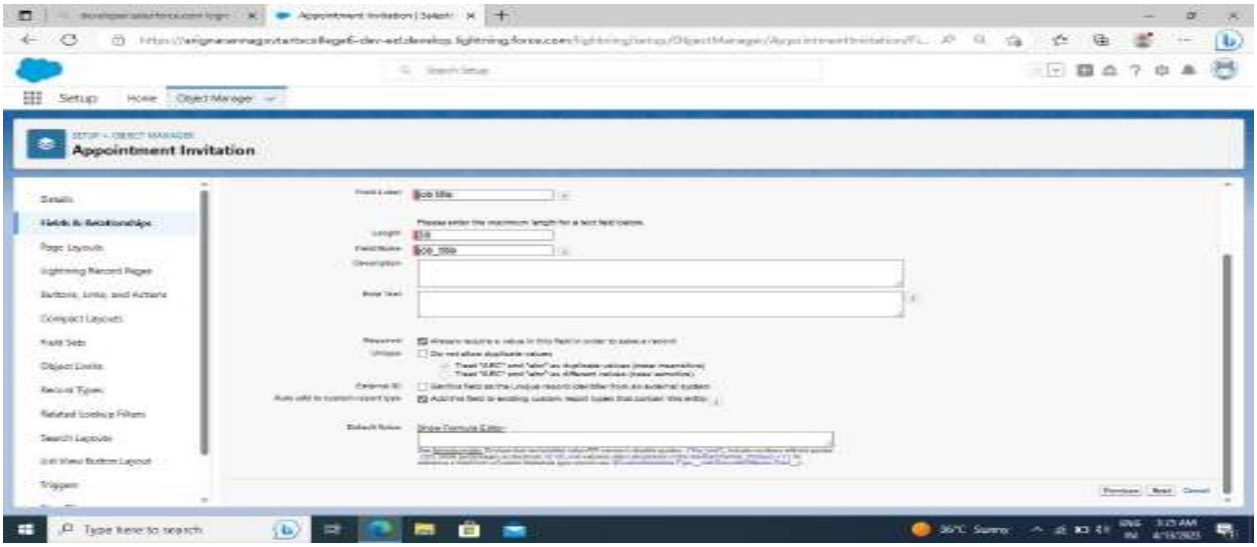
CreateacustomobjectforRecruiter



Milestone3-felids:

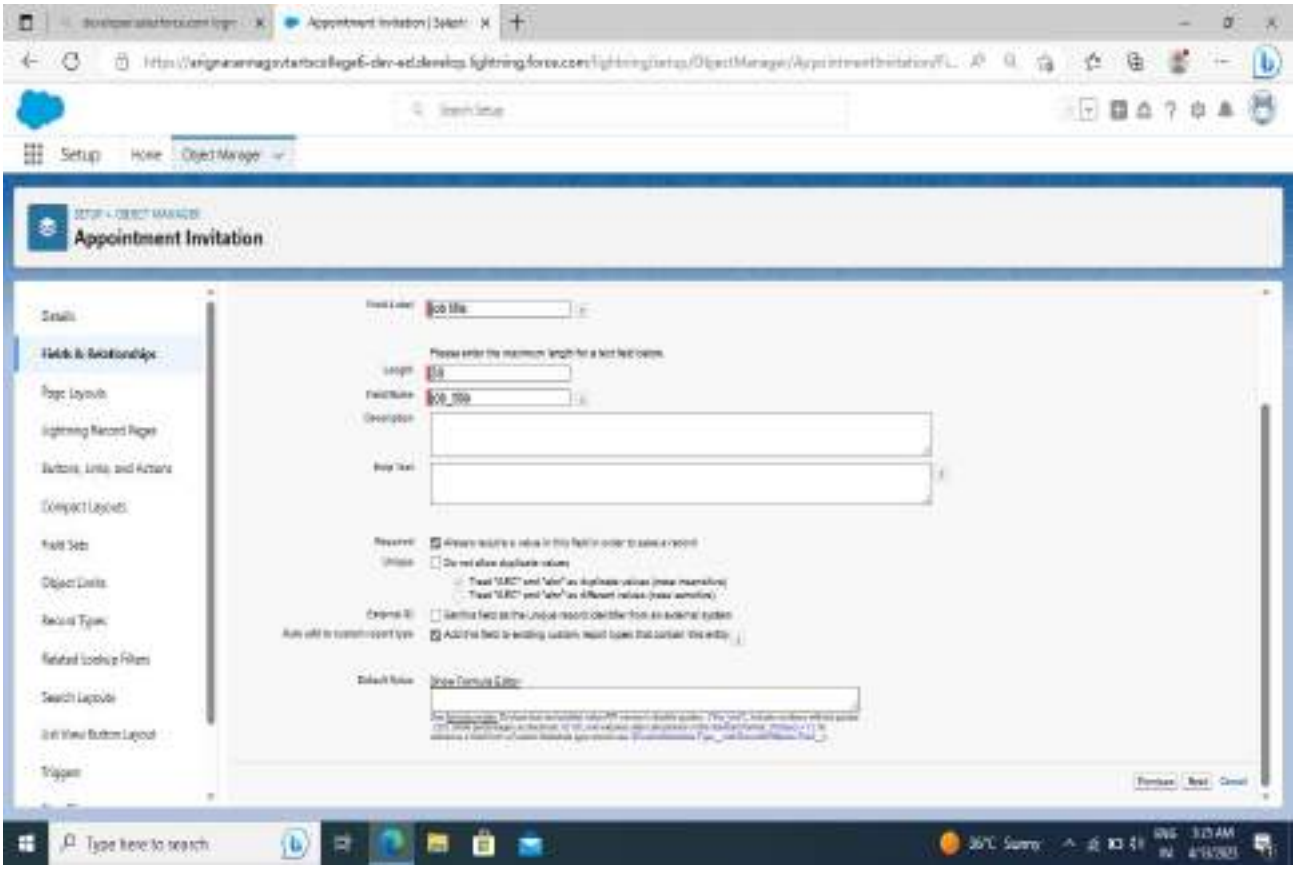
Activity1:

Createthecustomfields:



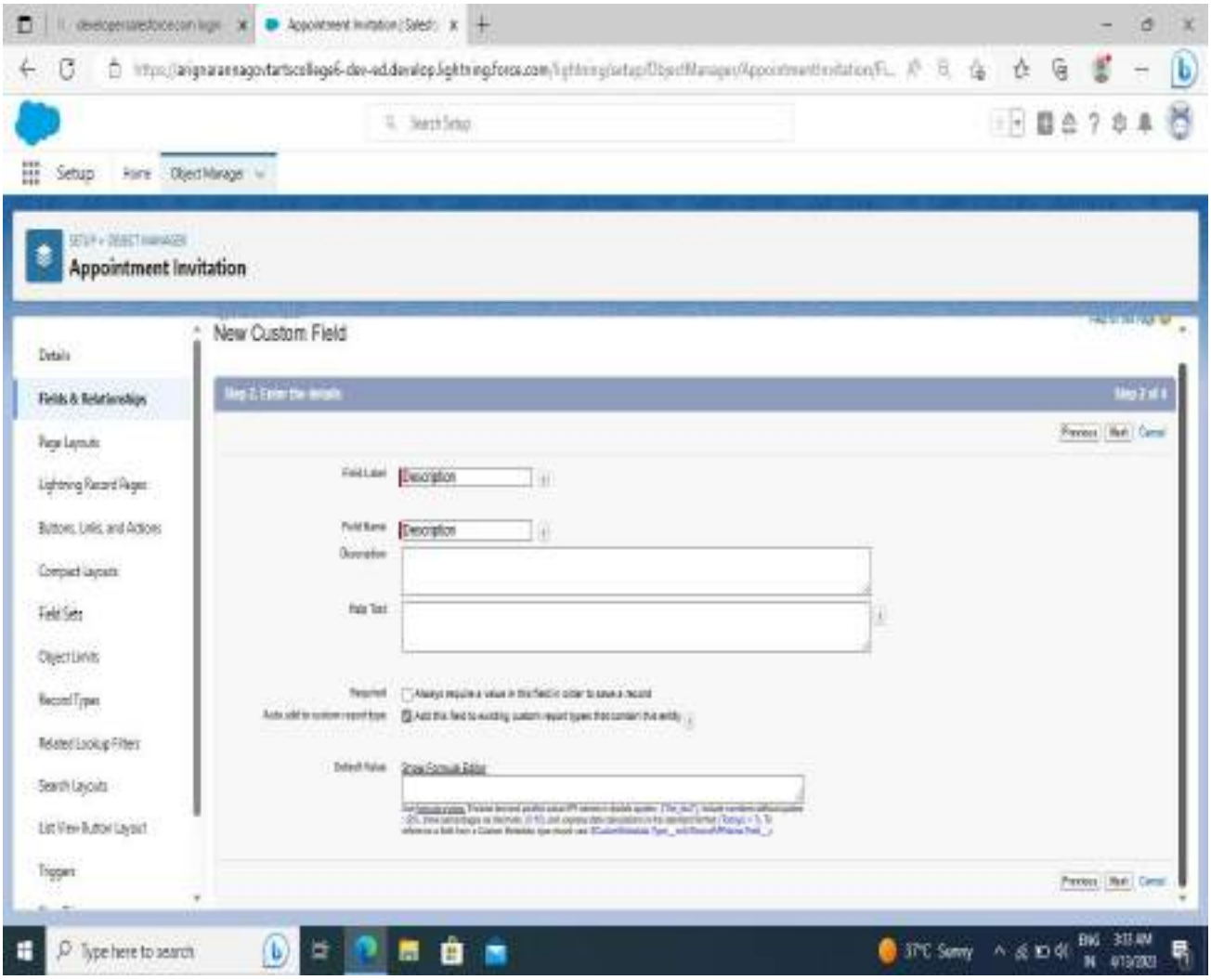
Activity2:

CreationofMaster-detailrelationship:



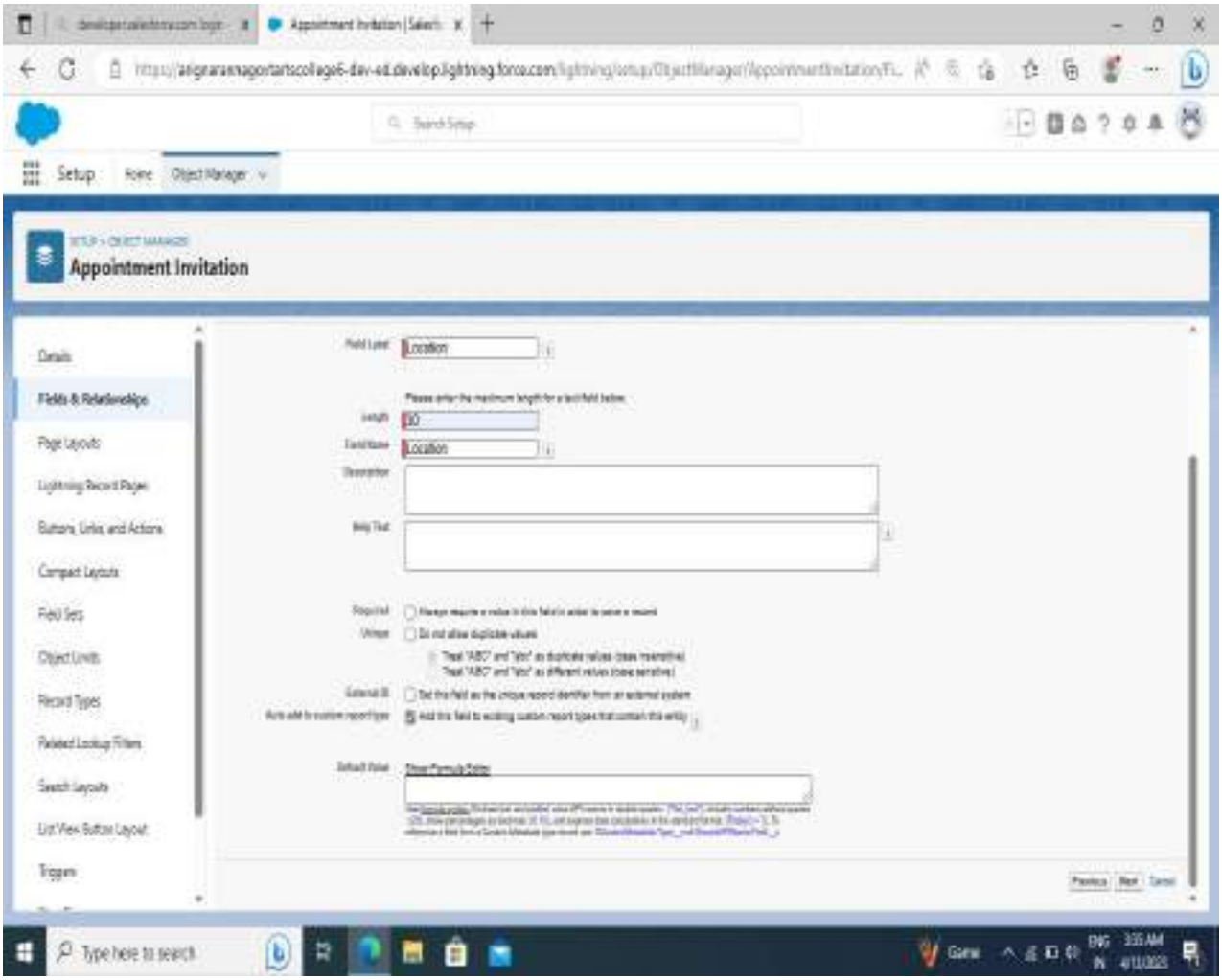
Activity3:

Createanewcustomfield:



Activity4:

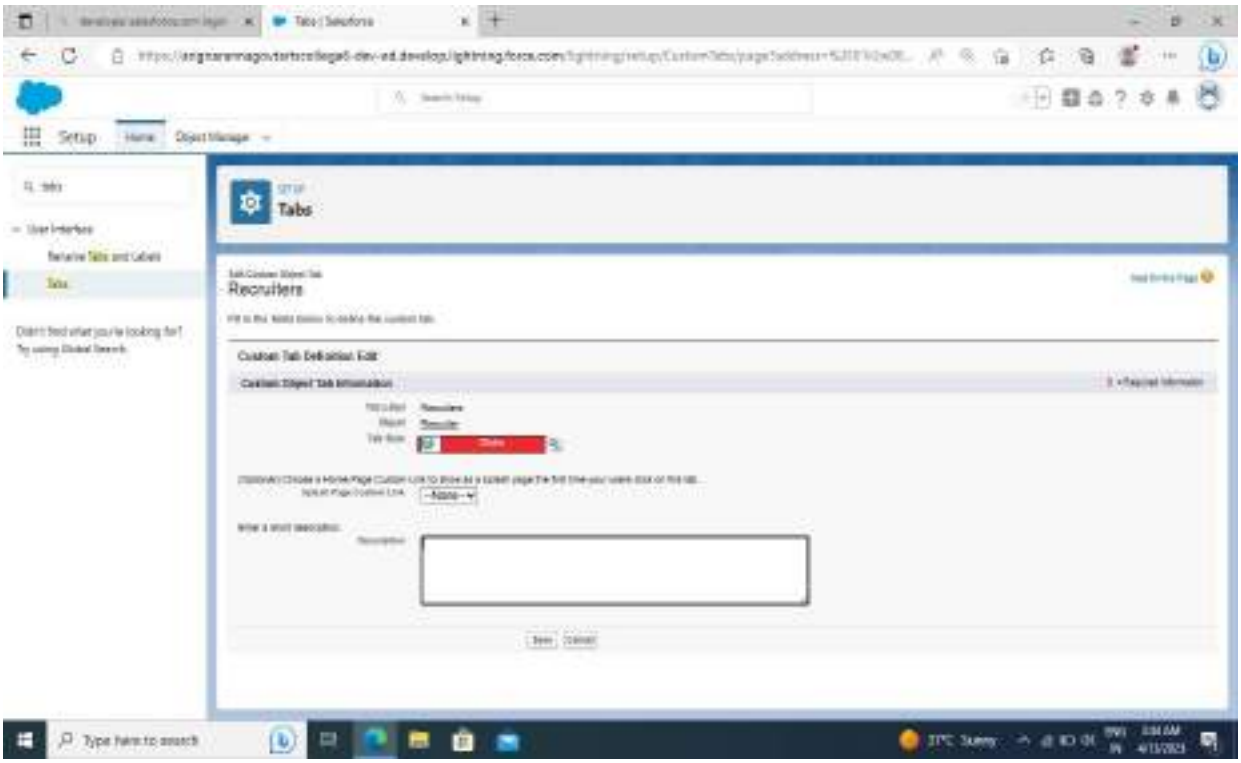
Createanewcustomfield:


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
Triggers
Field Label
Location
Length
80
Field Name
Location
Description
Help Text
Required
Unique
Default Value
Previous
Next
Cancel
Type here to search

Milestone5-Profile

Activity1:

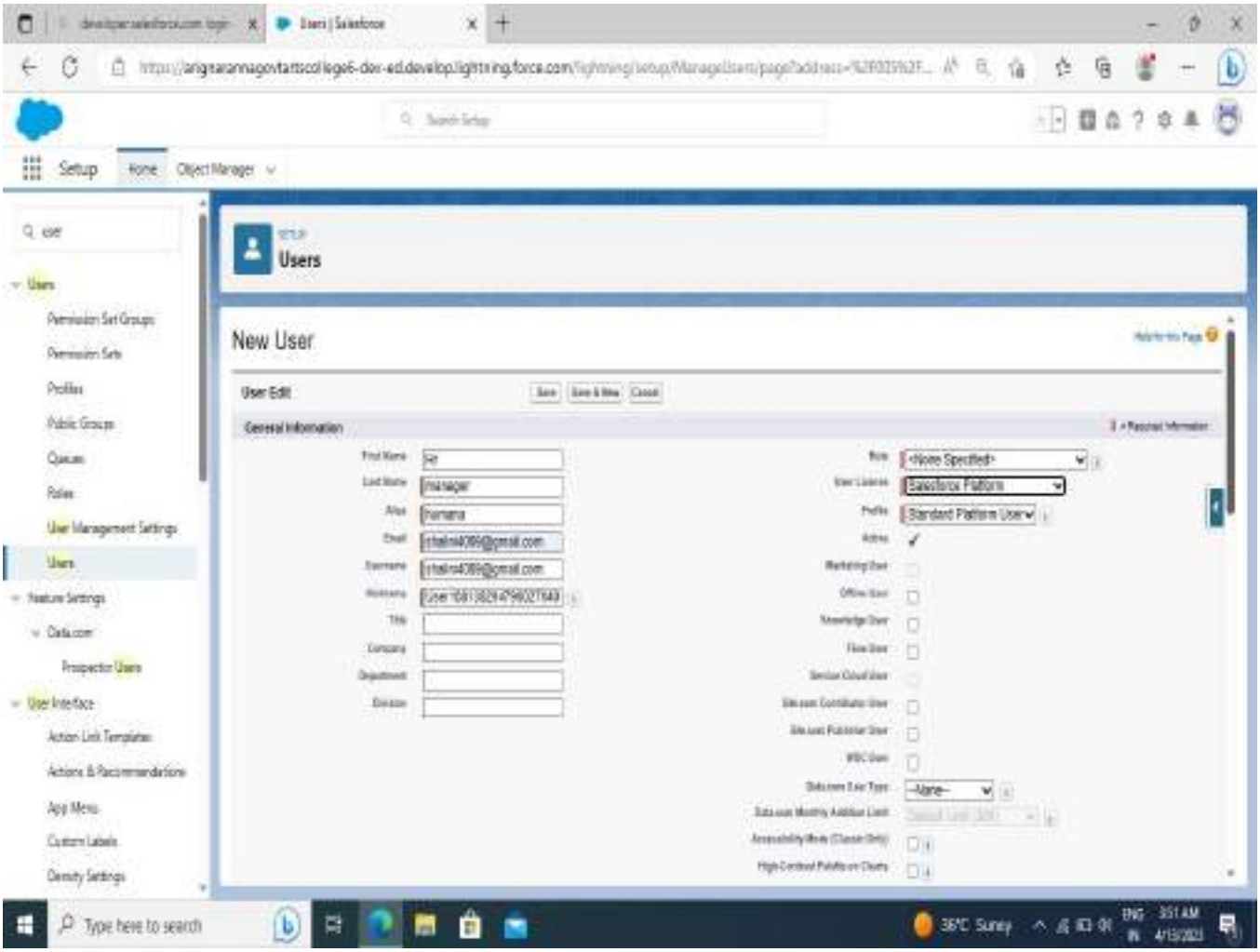
Createacustomprofile:



Milestone6-User

Activity1:

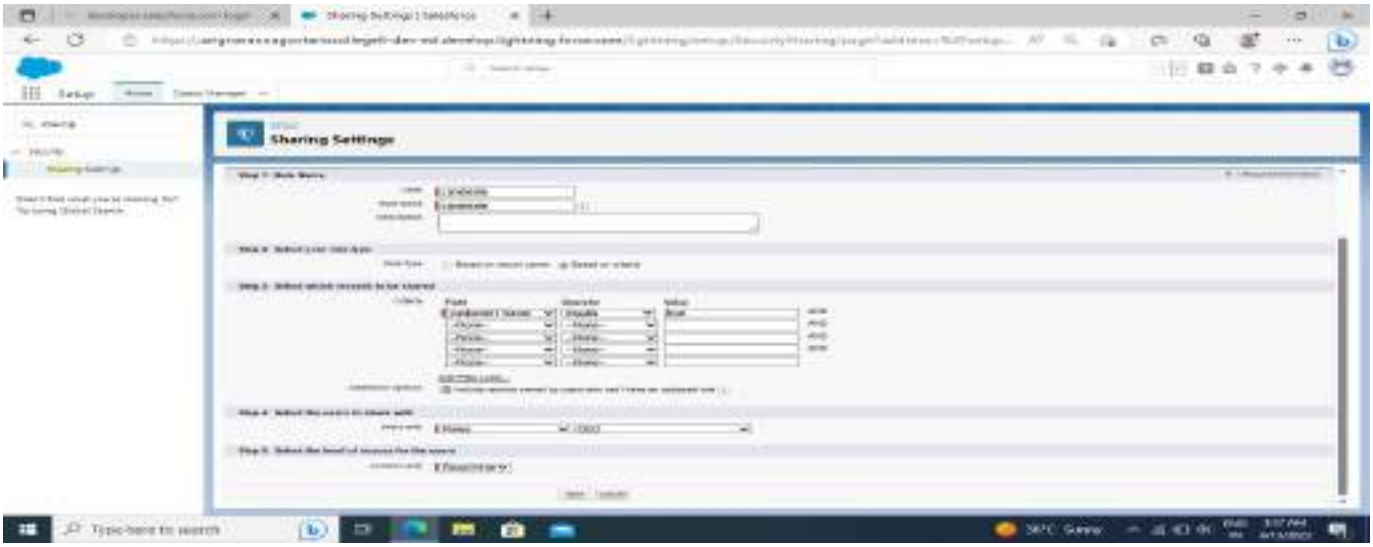
Tocreateauser:


Setup
Home
Object Manager
Users
New User
User Edit
General Information
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
Salesforce Platform
Standard Platform User
Type here to search

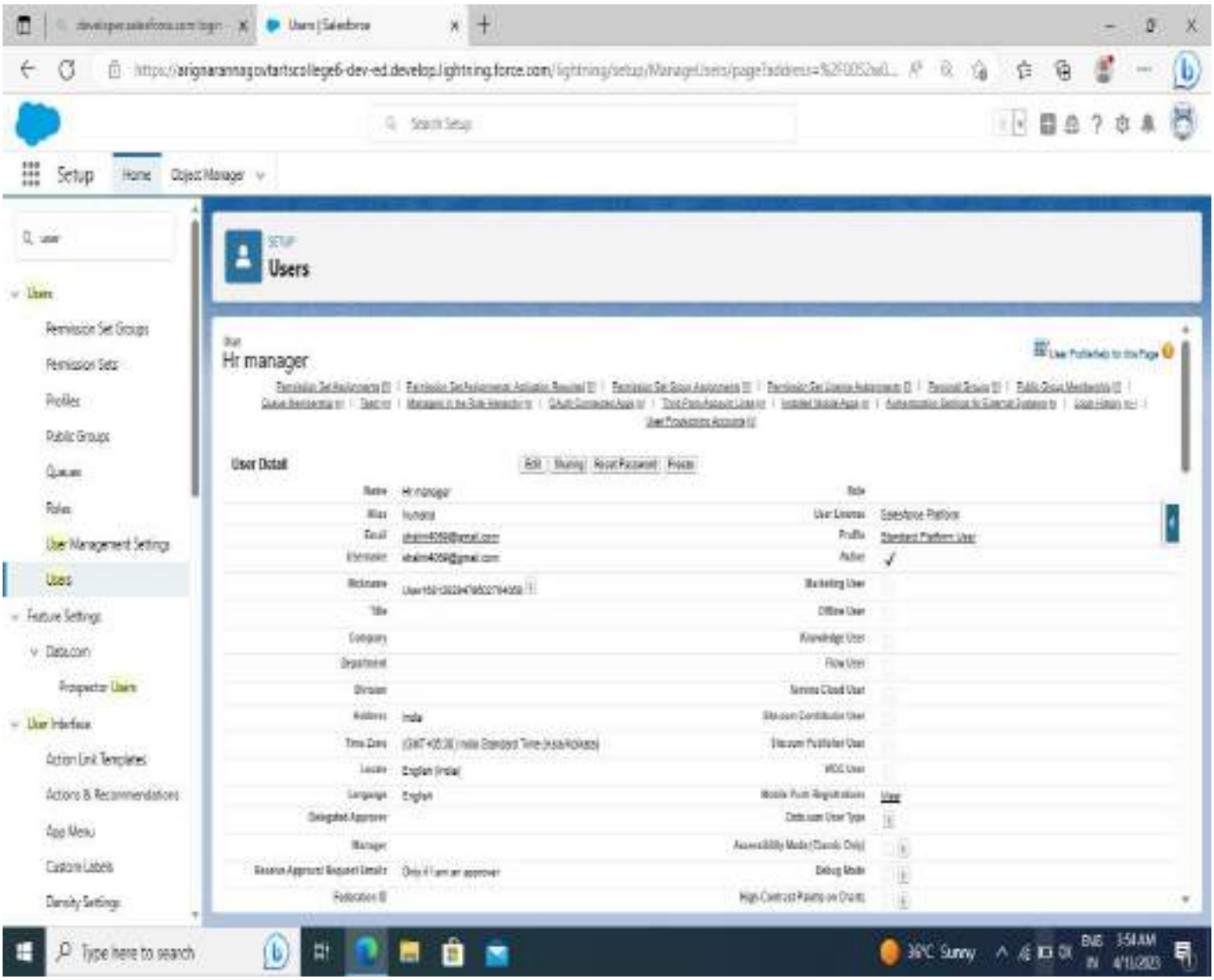
Milestone7-SharingRules

Activity1:

Createasharingrule



Activity2:

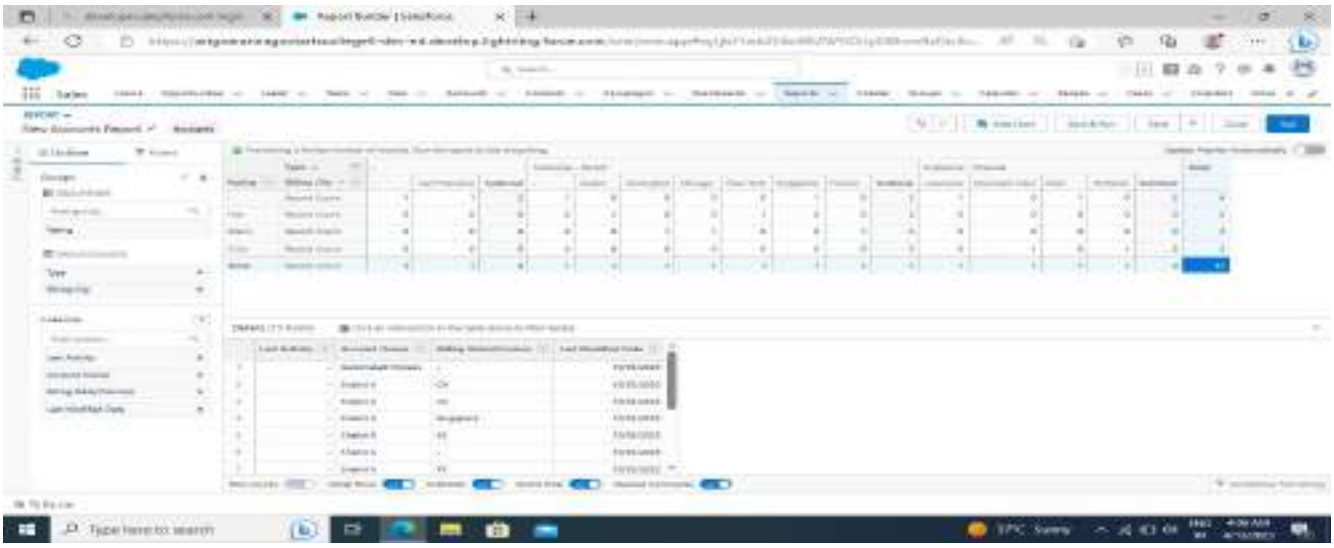

Setup
Home
Object Manager
Users
Hr manager
User Detail
Edit
Reset Password
Freeze
Permission Set Groups
Permission Sets
Profiles
Public Groups
Queues
Roles
User Management Settings
Users
Feature Settings
Data.com
Prospector Users
User Interface
Action Link Templates
Actions & Recommendations
App Menu
Custom Labels
Density Settings
Type here to search
Sunny

Milestone8-Report

Activity

1:Createarepor

t:



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-addedserviceworthfurtherinvestigation
- ifarecruiterweretoscanaresumemanually,he/shewouldhavelookedforkeywordsinthesame manner too. A job application tracking system makes this process faster with

addedfunctionalities,savingtimeandmoneywithfewermarginsoferror

- there'snodoubtinthefactthataJobApplicationtrackingsoftwarecantrackdownthemostqualifiedcandidatesforanopenrole.Itmakesyourfirststeptowardshiringmucheasier.
- JobApplicationTrackingsystemhavein-builtresumeparsingfeaturesthatpulloutimportantinformationfromacandidate'sCVandlayitoutforrecruiterstotakenoteof.

Disadvantages:

- Adisadvantageofthisprojectismissingqualifiedapplicantduetowrongkeywordselection.
- Automationeliminationofresumesthatsoftwarecannotrecognizeandinterpretisanotherofthisproject
- Ajobapplicanttrackingsystemdisadvantagethatthattheyareopentomanipulation.
- misreadresumesinPDFformat.
- Theinabilitytoreadmost,ifnotall,graphics.

incorrectlycategorizeddatafromresumesthatwerecreatedinanunusualformat.

6. Applications

- stramlinesrecruiting
- postsjobsonmultiplejobboards.
- savestimesbyautomatingmundanetasks.
- buildsyourbrand
- managingtalentdatabase
- promoteseasycollaborationamongtherecruitingteams.
- helpsfindstherightcandidatesthatdon'tfittherolewell.
- centralizescandidatesmanagementanddocumenttracking.
- reducescostperhire.
- Generateskeyrecruitinginsights.

7.Conclution

TheapplicantTrackingSystemforrecruitersisaveryeffectivehiringsolutionthatmostofthesuccessfulrecruitersutilize.

Becausewithoutit,thereisagoodchancethatyourprocessofmovingapplicantsthroughdifferentstagescanbecomeverydifficult.

Thistoolisveryimportantforoptimizingthehiringprocesswiththehelpofartificialintelligence and technology.

Aswemoveforward,theJobapplicationtrackingsystemtoolsareevolvingandmakingthemon otonoustasks easy.

8. Futurescope

ModernApplicantTrackingSystem

Therecruitment-technologydomainhasaddednewaspectsandinnovativefeatures,makingATS the core of the recruitment industry. It has embraced multiple processes of accessing anddistributingingenreslikesocialnetworkingviaWhatsAppandvideoconferencing.Givenall thesedevelopmentsandinnovations,ithasbecomeextremelyeasyforanHRleadertostayuptodate.

Let'shaveasneakpeekattheimprovementsthatATShasbroughtinrecentyearsthathave reachedthenextlevelofexcellenceandautomation

Featuresofjobapplicationtrackingsystem

JobapplicationtrackingsystemWillBegintoLookandActMoreLikeSocialNetwork

Foralongtime,ATSwasstuckinthe"call"withtheclientphase,representingcandidatesaslittle more than names and tokens of information. Now, however, the ATS is entering it. Likedandothersocialmediaphase,ATSwillbegintolookandactmoreLikeaSocialNetwork.

As more and more people rail against the ATS's overemphasis on keywords and are findingways to present fuller pictures of candidates as human beings. Soon enough, a candidate'spresenceinanATSwillbemorelikeaportfoliothanatraditionalATSdatabase.Candidates will beabletouploadtheirphotos,andofcourse,explaintheirexperiencesandqualificationsinmuchmoredet ail.

ApplicantTrackingSystemshavebecomemoreuser-friendly

ItisaknownfactthatApplicantTrackingSystemshavenowbecomemoreuser-friendly,andrecruitersdonothavetoundergoanyspecifictrainingcoursetomakeeffectiveuseofthem. Modern-day ATS solutions feature a highly effective user interface along with simple-to-usecontrolbuttonstoensurethatHRprofessionalscaneasilycreateefficientworkflowsandkeepaconstantcheckonthehiringprocesswithoutanydifficulty.

ThereisariseinAI-basedApplicantTrackingSystem

HRprofessionalsworldwidehavebegunharnessingthepowerofAI-poweredApplicantTrackingSoftwaretooptimizetheefficiencyoftheirrecruitmentprocess.Unlikepreviously,ATS software-drivenbyAIismakingiteasierforrecruiterstonavigatetaskslikeliveinterview scheduling,Feedbackmechanism,andenablingthemtogivebetterjobrecommendations,therebygiving a noteworthy boost to their hiring endeavors. This way modern-day HR managers caneasily source exceptionally skilled passive job candidates, fill vacant positions faster, andsignificantlyremovebias fromthehiringprocess.

ApplicantTrackingSoftwarenowhavedeepintegrationcapabilities

Nowadays, the majority of ATS solutions come packed with excellent deep integrationcapabilitiestoensurebetterfunctionalityaroundtheclock.Thebestpartaboutanintegrated ATS solutionisthatitreducesthetotalamountoftimespentonboardingnewworkersandgivesdeeperinsights to human resources personnel that they can use to make improvements in the hiringprocess.Integrationpreparesthewayforcontinuousrecruitingworkflowsandhelpshuman resourcesprofessionalstoremovebottlenecksfromthetalentacquisitionprocessforproducingfavorable business outcomesattheearliestpossibletime.

ThereisariseofcloudbasedATSsolutions

TherewasatimewhenATSsolutionswereinstalledonthecompany'ssystemandaccessibility waslimitedonlytoacoupleofusers.Butwiththeriseofmodern-daytechnologiesinthehiring landscape, most Applicant Tracking Systems are now based in the Cloud. Since the software ishostedvirtually,thispavesthepathforimprovedflexibilityasthesolutioncanbeaccessedfromanyloc ationintheglobeifyouhaveasteadyinternetconnection.

ATSWillTurnRejectedTalentsintoFutureHiresAnalytics

Theproblemwiththissetupisthatthereisanassumptionthatacandidatewhoisn'trightatthismomentwo n'tberightlaterdowntheline.Manyrecruitersarealreadychallengingthis supposition by nurturing talent pools, which serve as pre-filled talent pipelines. By maintainingrelationshipswithhigh-qualitycandidatesinthelongterm,recruiterscanmoreeasilyfindthebesttalentwhenpositions openinthefuture.