

**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 (ATS) is a software tool used by employers and recruiters to manage the hiring process. It streamlines the recruitment process by automating and organizing the recruitment workflow, from posting job listings to screening candidates and scheduling interviews.

An ATS typically includes a database for storing resumes and job applications, as well as features for searching, filtering, and ranking candidates based on keywords, skills, and experience. Some systems also offer analytics and reporting features to track the effectiveness of recruitment strategies.

An ATS is designed to make the hiring process more efficient and effective by reducing the time and resources required to review and screen candidates. It also helps employers comply with equal employment opportunity (EEO) regulations by providing an objective and consistent screening process.

For job seekers, it's important to understand how ATS works and how to optimize their resumes and applications for ATS screening. This may include using relevant keywords, formatting the resume appropriately, and tailoring the application to the specific job requirements.

1.1 OVERVIEW

A job application is a document that individuals fill out when applying for employment with a particular company or organization. It typically includes personal information, educational qualifications, work experience, and relevant skills. In addition, job applications may require applicants to provide references, cover letters, and other supporting documents.

Job applications are an important part of the hiring process, as they provide employers with an initial screening tool to identify potential candidates. They allow employers to compare the qualifications and skills of multiple candidates and assess which ones are most suitable for the position.

Job applications can be submitted in a variety of ways, including online through a company's website, via email, or in person. In recent years, online job

applications have become increasingly common, with many companies using applicant tracking systems (ATS) to manage and screen applications.

When filling out a job application, it's important to carefully read the instructions and provide accurate and complete information. It's also important to tailor the application to the specific job requirements and to highlight relevant skills and experience. By presenting themselves in the best possible light, job applicants can increase their chances of being considered for the position.

1.2 PURPOSE

The primary purpose of a job application is to provide employers with the information they need to evaluate a candidate's qualifications and suitability for a particular job. Job applications are typically the first point of contact between job seekers and employers, and they serve as a screening tool for employers to identify qualified candidates for further consideration.

Job applications typically ask for information about an individual's education, work experience, skills, and other qualifications that are relevant to the job. Employers use this information to assess whether a candidate meets the minimum requirements for the job and to determine if they have the necessary skills and experience to perform the job effectively.

In addition to providing information about qualifications, job applications may also require candidates to provide additional information, such as references, cover letters, or other supporting documents. These additional materials can provide employers with a more complete picture of a candidate's qualifications, experience, and potential fit for the job.


Overall, the purpose of a job application is to help employers identify the most qualified and suitable candidates for a particular job. By providing accurate and complete information, job seekers can increase their chances of being considered for the job and ultimately securing an offer of employment.

PROBLEM DEFINITION & DESIGN THINKING :

2.1 EMPATHY MAP

:

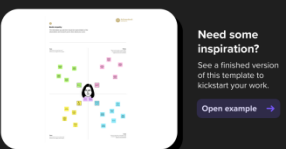
Template



Empathy map

Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs and pain points, to quickly understand your users' experience and mindset.

[Share template feedback](#)



Build empathy

The information you add here should be representative of the observations and research you've done about your users.

Says

What have we heard them say?
What can we imagine them saying?

Resume posting

Caroline's communication

Social media

Recruite application

Ranking

Connecticut

Give them a name and a portrait to empathize with your persona

Feels

What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

Does

What behavior have we observed?
What can we imagine them doing?

Thinks

What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?

Taker your application

Follow motivations

Keep it concise

Frustrating

ATS systems


Realistic

Heart icon

Hand icon

Speech bubble icon

Cloud icon



5

The image displays a collection of 10 creative problem-solving templates, each designed for brainstorming and idea prioritization. The templates are arranged in a grid-like fashion, with each template occupying a distinct rectangular space. The templates are as follows:

- Brainstorm & idea prioritization:** Features a brain icon and a list of steps: 1. Write down your problem, 2. Brainstorm ideas, 3. Prioritize ideas, 4. Implement ideas.
- Before you collaborate:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Before you problem statement:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Brainstorm:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Group ideas:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Prioritize:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Before you collaborate:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Before you problem statement:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Brainstorm:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.
- Group ideas:** Includes a list of steps: 1. Set the context, 2. Define the problem, 3. Brainstorm ideas, 4. Prioritize ideas, 5. Implement ideas.

Each template is designed to be a visual aid for creative problem-solving, with clear instructions and a structured layout for brainstorming and prioritizing ideas. The templates are presented in a clean, professional style, with a focus on clarity and ease of use.

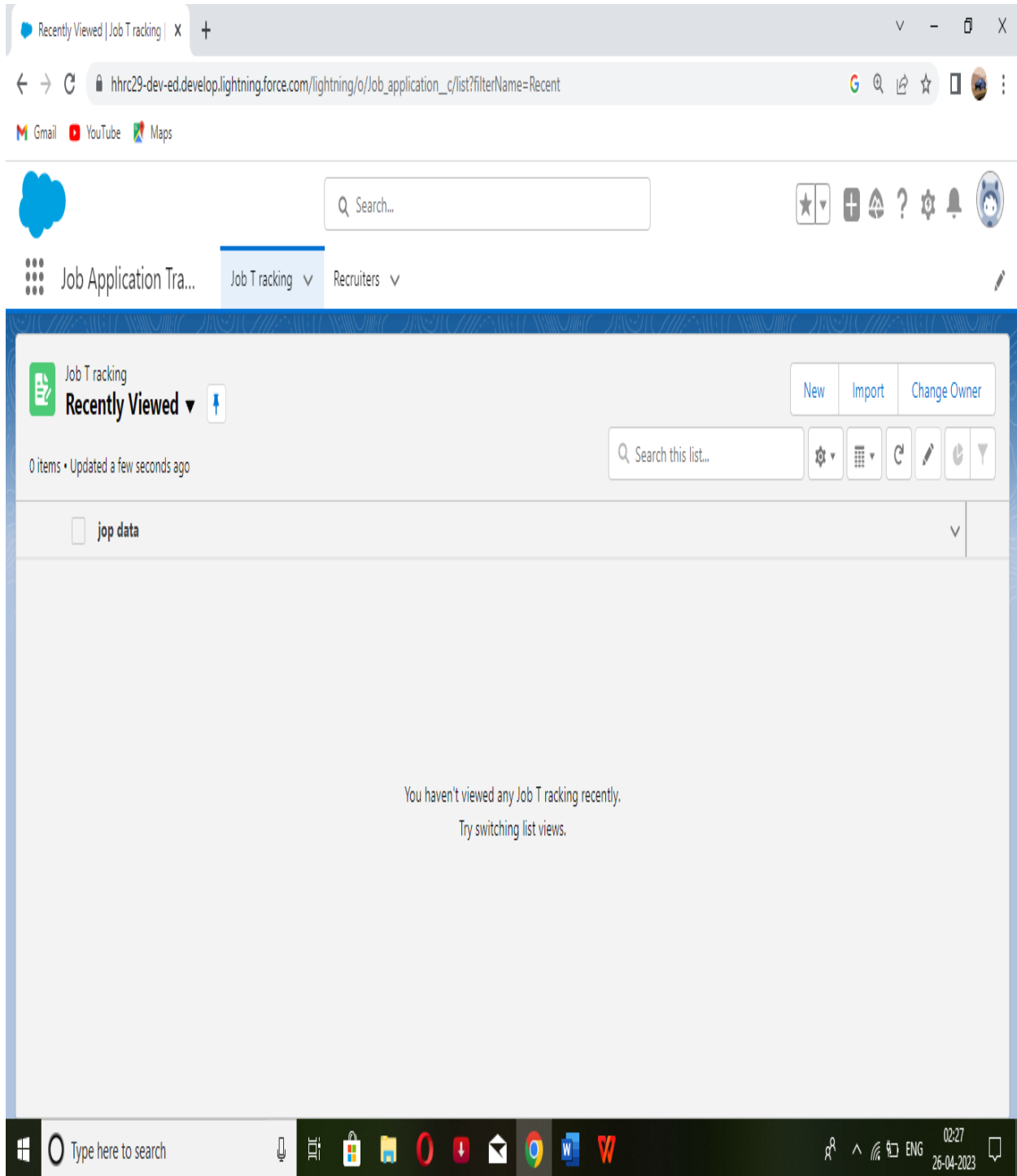
3.RESULT :

DATA MODEL :

Object Name	Fields in the object		
Object 1 ; RECUITER	Field Label	Data Type	
	RECUITER	DATE	
		TEXT	
		EMIL	
		AUTO NUMBER	
Object 2 JOB APPLICATION TRACKING	Field Label		Data Type
	JOB APPLICATION TRACKING		PHONE
			DATE
			AUTO NUMBER

3.2 Activity & Screenshot

Over all App view : JOP APPLICATION TRACKING



Object 1: RECRUITER

The screenshot shows a web browser with multiple tabs. The active tab is 'New job | Salesforce'. The address bar shows the URL: `hhrc29-dev-ed.develop.lightning.force.com/lightning/o/job_c/new?count=1&nooverride=1&useRecordTypeCheck=1&navigationLocation=LIST_VIEW&backgrou...`. The browser's taskbar at the bottom shows icons for Windows, search, and various applications. The Salesforce interface is visible in the background, showing a 'Job Application Tracking' page with a 'Recently Viewed' section. A 'New job' modal form is open in the foreground. The form has a title bar 'New job' and a section header 'Information'. It contains several input fields: 'Recruiter Name', 'Owner' (with a dropdown showing 'Prakash G'), 'Joining date' (with a calendar icon), 'contct number' (note the typo), and a required field '*Recruiter'. At the bottom of the form are three buttons: 'Cancel', 'Save & New', and 'Save'.

Browser tabs: Welcome to Salesforce: Verify you... | Salesforce - Developer Edition | Recently Viewed | Accounts | Sale... | New job | Salesforce

Address bar: `hhrc29-dev-ed.develop.lightning.force.com/lightning/o/job_c/new?count=1&nooverride=1&useRecordTypeCheck=1&navigationLocation=LIST_VIEW&backgrou...`

Browser extensions: Gmail, YouTube, Maps

Search bar: Search...

Job Application Tracking

Job Tracking Recently Viewed

0 items • Updated a few seconds ago

job data

New job

Information

Recruiter Name

Owner: Prakash G

Joining date

contct number

*Recruiter

Buttons: Cancel, Save & New, Save

Taskbar: Type here to search, 01:14, 26-04-2023

Object 2 :

The screenshot shows a web browser window with multiple tabs. The active tab is 'New Job Tracking | Salesforce'. The address bar shows the URL: `hhrc29-dev-ed.develop.lightning.force.com/lightning/o/Job_application_c/new?count=3&nooverride=1&useRecordTypeCheck=1&navigationLocation=LIST_VIEW...`. Below the browser window, a Windows taskbar is visible with the search bar and several application icons.

The main content is a 'New Job Tracking' form. The form has a title 'New Job Tracking' and a section 'Information'. The form fields are as follows:

- Job data**: A text input field.
- Owner**: A dropdown menu showing 'Prakash G'.
- Job data**: A date input field with a calendar icon.
- *Roll number**: A text input field.
- Joining date**: A date input field with a calendar icon.
- *contuct number**: A text input field.

At the bottom of the form, there are three buttons: 'Cancel', 'Save & New', and 'Save'. The 'Job title' field is partially visible at the bottom left of the form.

Customize your applications

4 Trailhead Profile Public URL

Team Lead : <https://trailblazer.me/id/prakg11>

Team Member 1 : <https://trailblazer.me/id/ssingamuthu1>

Team Member 2 : <https://trailblazer.me/id/s20mt2256>

Team Member 3 : trailblazer.me/id/iraja36trailblazer.me/id/iraja36

5 ADVANTAGE & DISADVANTAGE

Advantages:

1. Time savings: ATS streamlines the hiring process by automating tasks such as posting job listings, screening resumes, and scheduling interviews. This saves recruiters and hiring managers a significant amount of time and allows them to focus on other important tasks.
2. Improved candidate screening: ATS can automatically rank and filter resumes based on keywords and other criteria, making it easier for recruiters to identify the most qualified candidates for the job.
3. Consistent and objective screening: By using an ATS, employers can ensure that every applicant is screened using the same criteria, which helps to eliminate biases and promote equal opportunity.
4. Increased efficiency and productivity: With an ATS, recruiters can manage the entire recruitment process from a single platform, which eliminates the need for manual data entry and reduces the risk of errors.
5. Improved data management: ATS systems provide a centralized database for storing and managing candidate information, which makes it easier to track applicant status, communicate with candidates, and comply with data protection regulations.
6. Better reporting and analytics: ATS systems can provide valuable insights into recruitment metrics such as time-to-hire, cost-per-hire, and applicant sources, which can help organizations optimize their recruitment strategies.

Disadvantages:

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APPLICATIONS

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CONCLUSION

Job application tracking systems (ATS) have become an essential tool for many organizations looking to streamline their recruitment process and make more data-driven hiring decisions. By automating tasks such as resume screening, scheduling interviews, and tracking applicant data, ATS systems can help recruiters and hiring managers save time, reduce bias, and improve the overall efficiency of the recruitment process.

While there are some potential disadvantages to using an ATS, such as the risk of errors, lack of personalization, and difficulty in capturing soft skills, these can be mitigated through careful planning and proactive management.

Overall, the benefits of using an ATS system far outweigh the drawbacks for many organizations, especially those with high-volume recruitment needs or limited resources. By leveraging technology to improve the recruitment process, companies can attract

FUTURE SCOPE

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