

Job Application Tracking System

1 INTRODUCTION

1.1 Overview

Create a CRM Application which helps the applicant to track the number of jobs he applied and helps him to find the job posted by the various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track.

THERE ARE 8 MILESTONES IN OUR PROJECT:

1. **SALESFORCE ACCOUNT** - We create a Salesforce Developer Account. It is a customer success platform, designed to help us sell, service, market, analyse, and connect with our customers.
2. **OBJECT** - We create a custom objects for Recruiter, Job, Candidate, Job Application Object and Tab. The objects are database tables that permit us to store data that is specific to an organization. It consists of fields (columns) and records (rows).
3. **FIELDS** - we create the custom fields. It is represents what the columns represent in relational databases. It can store data values which are required for a particular object in a record.
4. **TAB** - We create a tab. In Salesforce, a tab is a user interface element that allows users to navigate to different sections of the platform, such as Accounts, Recruiter, Job, Candidate, Job Application Object and Tab. Tabs can also be used to access custom objects and custom pages. They are typically located at the top

of the screen and can be customized to fit the needs of the organization.

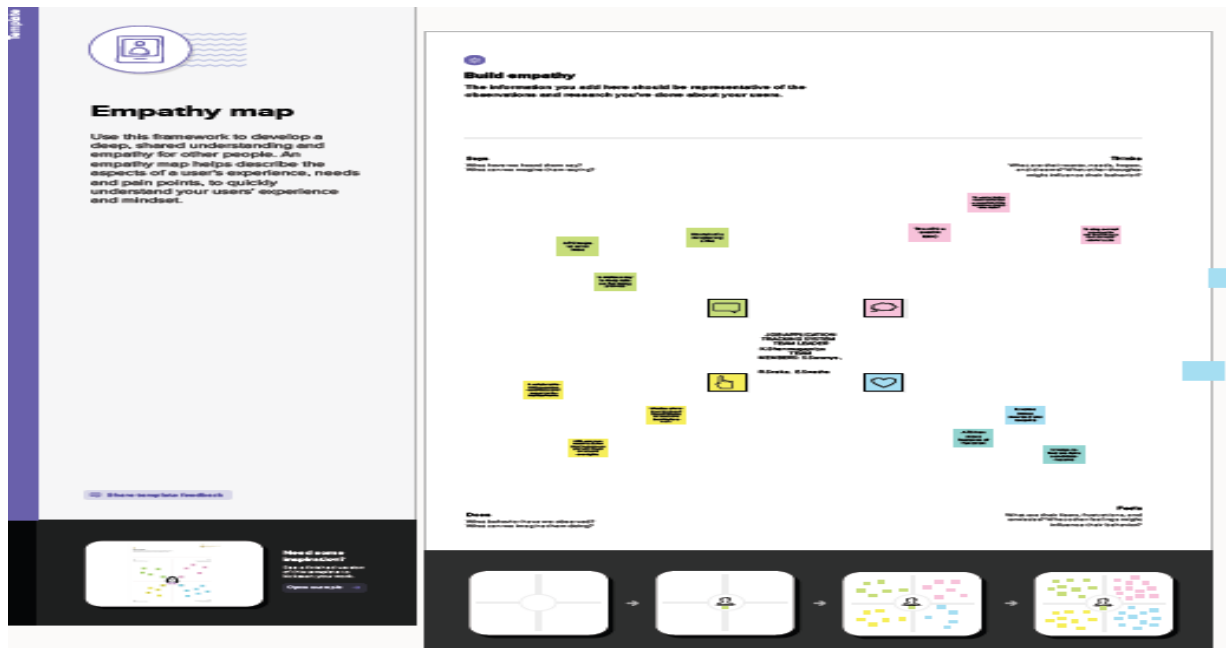
5. **PROFILE** - We create a custom profile. A profile is a group/collection of settings and permissions that define what user can do in Salesforce. A profile can be assigned to many users, but user can be assigned single profile at a time.
6. **USER** - We create a user. A user is anyone who logs in to Salesforce. Users are employees at our company, such as sales reps, manager, and IT specialists, who need access to the company's records. Every user in Salesforce has a user account. The user account identifies the user, and the user account settings determine what features and records the user can access.
7. **SHARING RULES** - We create a sharing rule. It help users to share records based on conditions. It is basically create for objects whose organization-wide defaults (OWD) are set to public read-only or private because sharing rules can only extend the access and not restrict it
8. **REPORT** - We create a report using the objects Accounts, Jobs, Candidate and Job Application. A report is a list of records that meet the criteria us define. It's displayed in rows and columns, and can be filtered, grouped,, or displayed in a graphical chart. Every report is stored in a folder. Folders can be public, hidden, or shared, and can be set to read-only or read/write.

1.2 Purpose

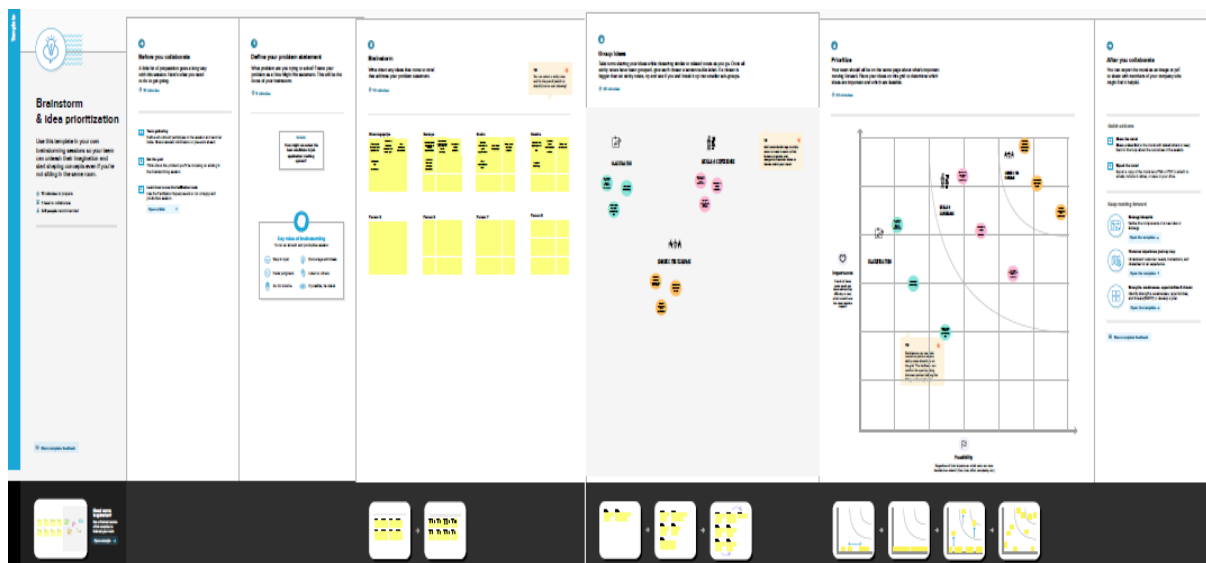
An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. 78% of recruiters using an ATS report that it has improved the quality of the candidates they hire.

2 PROBLEM DEFINITION & DESIGN THINKING

2.1 Empathy Map

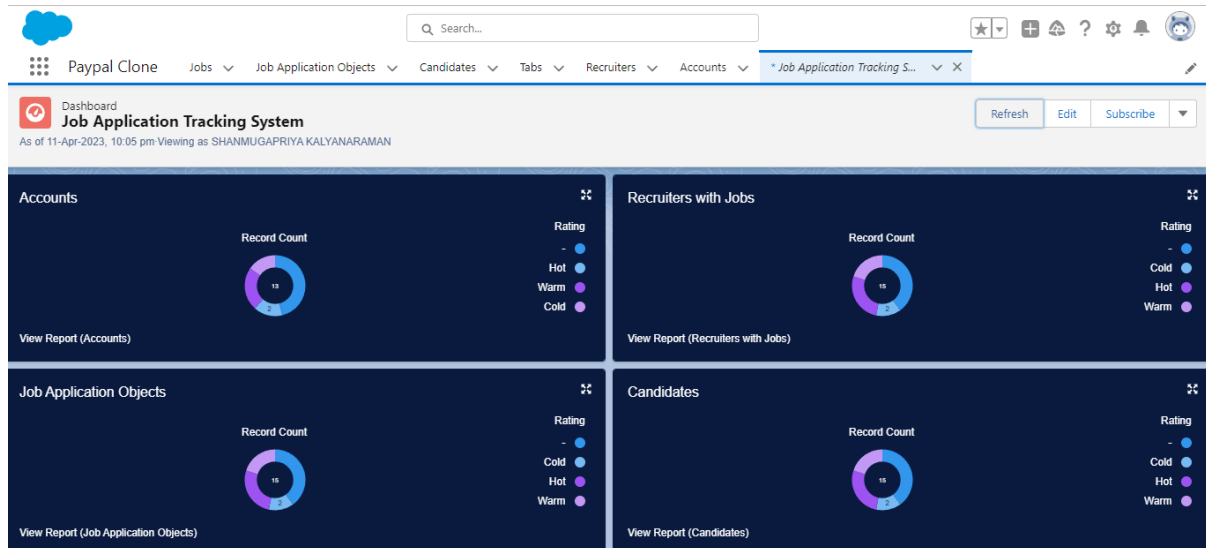


2.2 Ideation & Brainstorming Map



3 RESULT

Create a Report using the Objects Accounts, Jobs, Candidates and Job Application.



4 ADVANTAGES & DISADVANTAGES

4.1 List of Advantages

- **The Biggest Applicant Tracking System Advantage is Streamlined Hiring Process.**
- **Improved Quality of Hire.**
- **Better Candidate Experience is one of the top benefits of Applicant Tracking System.**
- **Strong employer brand and Collaborative hiring.**

4.2 List of Disadvantages

- **A Disadvantages of ATS is missing qualified applicants due to wrong keyword selection.**
- **Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.**

- **An Applicant Tracking System Disadvantage is that they are open to manipulation.**

5 APPLICATIONS

5.1 Organisation

In Organisation, HR department where looking for suitable employees for they organisation.

5.2 Job Seekers

Person who is actively looking for employment for they suitable position by using job application tracking system. Job seekers will search for job by Indeed, Monster, LinkedIn, Dice, ZipRecruiter etc.,

6 CONCLUSION

An ATS can transform and automate manual processes across the hiring cycle with tools like automated job posting and communication, and digitized, flexible interview scheduling. Employers can reduce their dependence on decentralized, paper and email processes.

7 FUTURE SCOPE

Consider the candidates who have previously applied. Zero in on the right candidates. Keep track of candidates as they progress. Replicate the established workflow in the ATS. The world knows that Applicant Tracking Systems (ATS) made their way into the recruitment domain just a few years ago. Although. Previously, ATS solutions were implemented only by a few companies that could bear the heavy investment costs. Now their use in HR arena has risen to a great extent. According to recently

released survey report, the majority of staffing firms worldwide will option for an Applicant Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.

8 APPENDIX

A. Source Code



Job_Application_Tr
acking_System.pdf