PROJECT REPORT TEMPLATE

1.INTRODUCTION:-

1.1 OVERVIEW:-

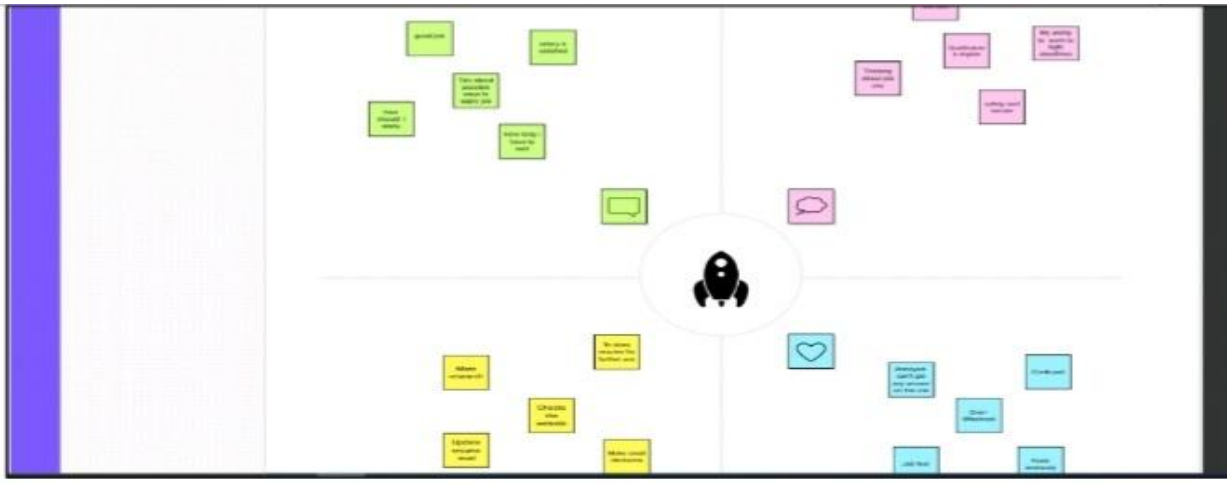
An Applicant Tracking System (ATS) simplifies the hiring process for recruiters, hiring managers, and HR departments. It's one of the most sought-after tools in the recruitment tech stack that help them filter and sort through hundreds and thousands of CVs to locate that one qualified candidate for an open position.

1.2 PURPOSE:-

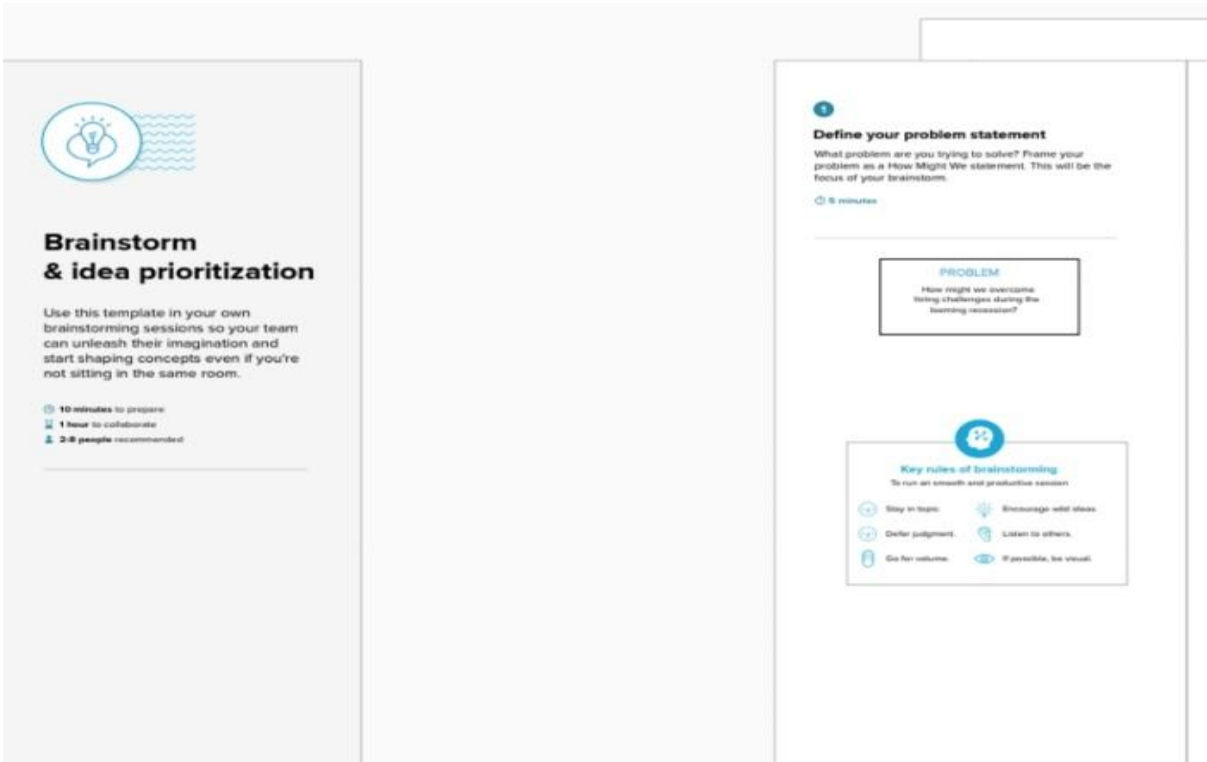
- A job requisition enters into the ATS. This requisition includes information about the position, such as the job title, desired skills, and required experience.
- The ATS then uses this information to create a profile for the ideal candidate.
- As applicants submit their resumes, the ATS parses, sorts, and ranks them based on how well they match the profile.
- Hiring managers then quickly identify the most qualified candidates and move them forward in the hiring process.

2. PROBLEM DEFINITION AND DESIGN THINKING:-

2.1 EMPATHY MAP:-



2.2 IDEATION AND BRAINSTORMING MAP SCREENSCOT:-



2

Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

TIP

You can select a sticky note and hit the pencil [switch to sketch] icon to start drawing!

Person 1

Prepare a task force of recruiters

Continue developing in-house talent

Integrated text recruiting

Person 2

Reprioritize roles

Implement the in-built CRM software

Person 3

Increasing the recruitment process

Cut lost through other ways than hiring

Person 4

Check-in with passive candidates

Switch to remote work

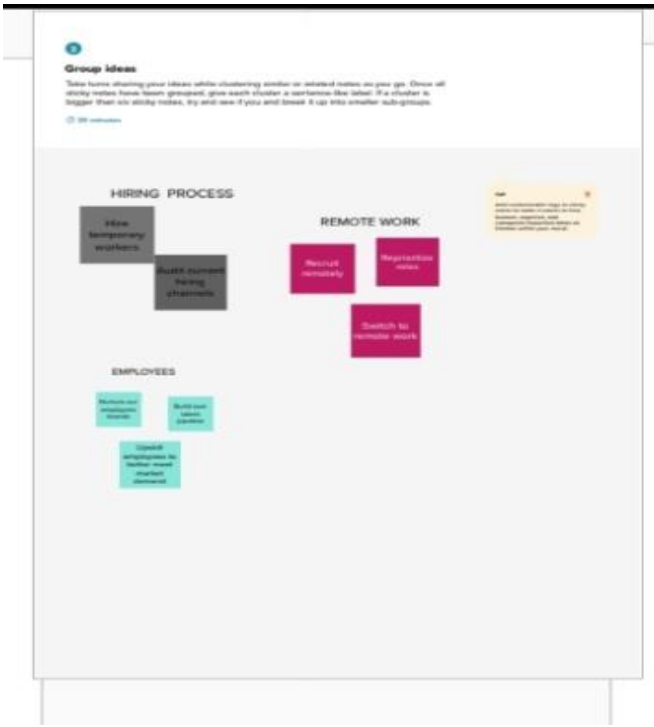
Conduct a skills gap analysis

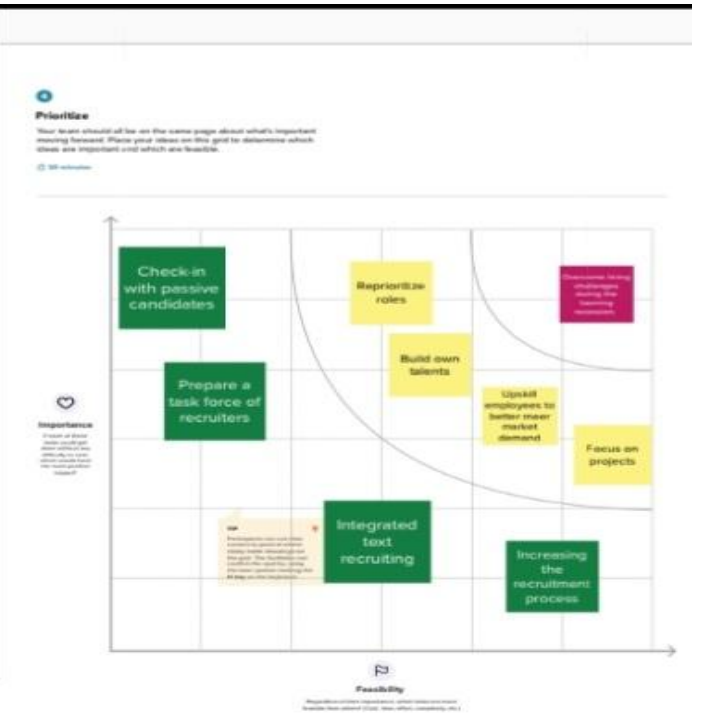
Person 5

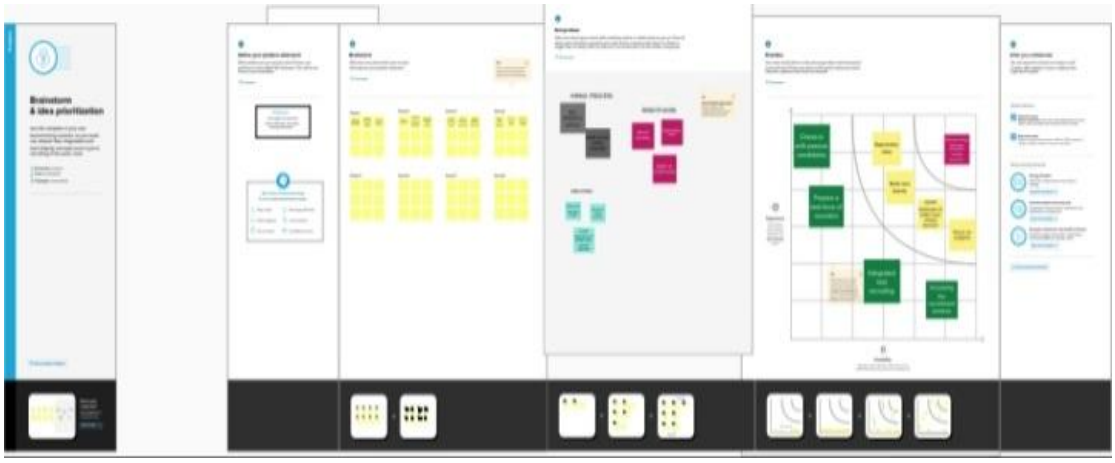
Person 6

Person 7

Person 8







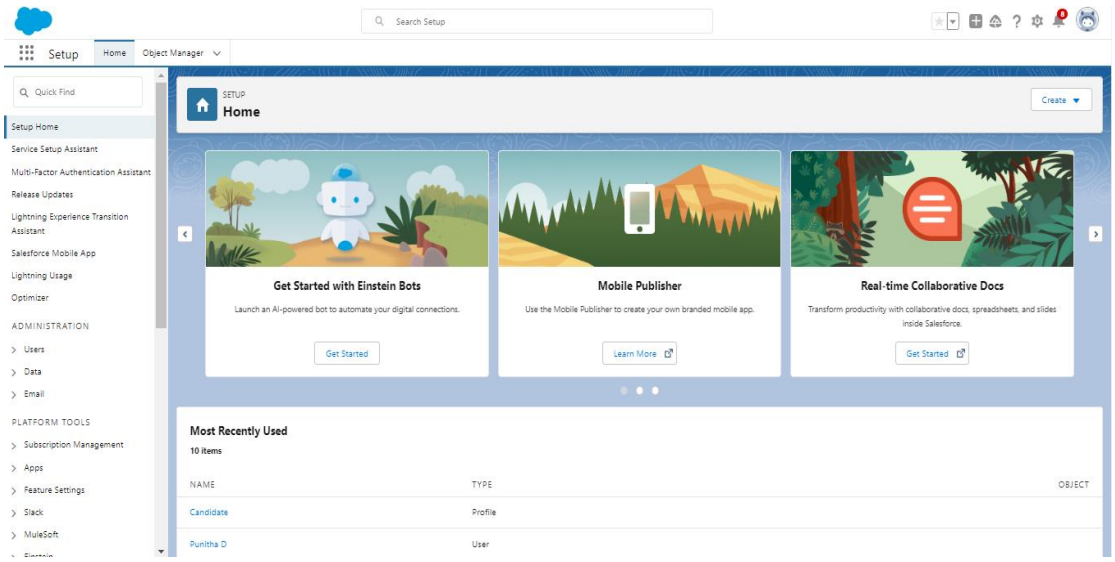
3.RESULT:-

Object name	Field in the object
Object 1	Field label:Recruiter Data Type:Auto Number
Object 2	Field label:Object Tab Data Type:Tab

3.2 ACTIVITY AND SCREENSHOT:-

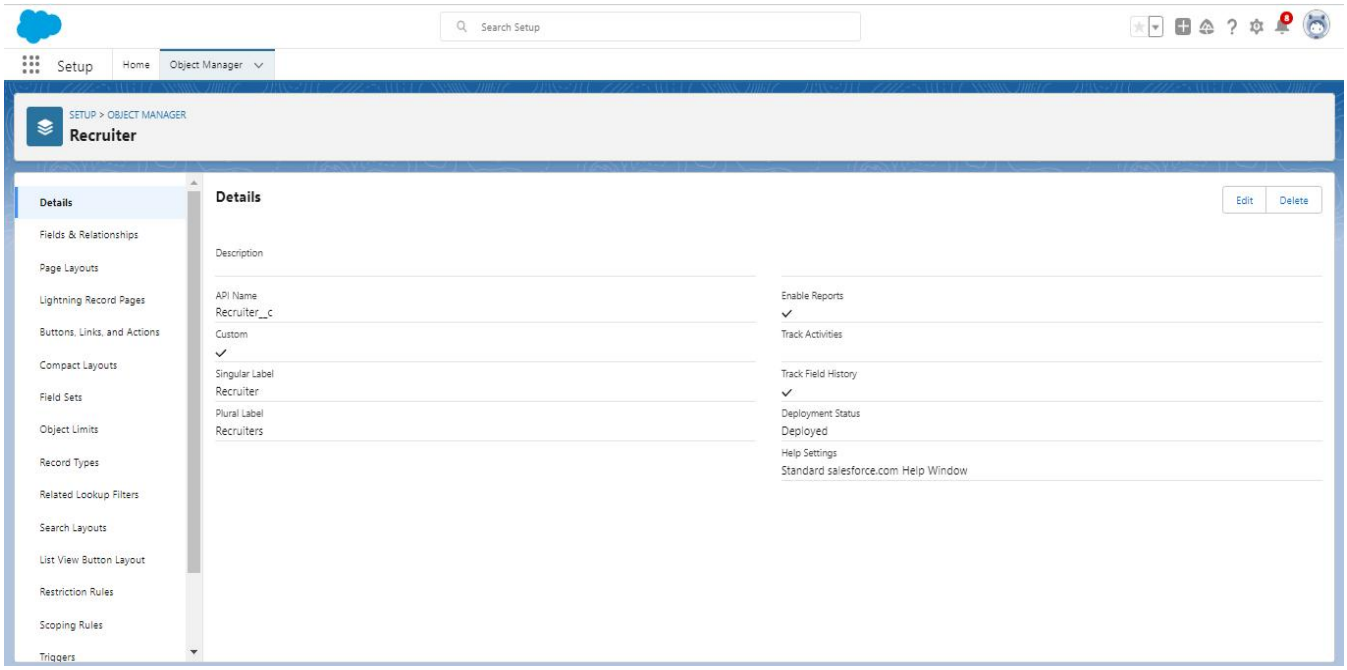
SALESFORCE

CREATE A CUSTOM OBJECT FOR RECRUITER:

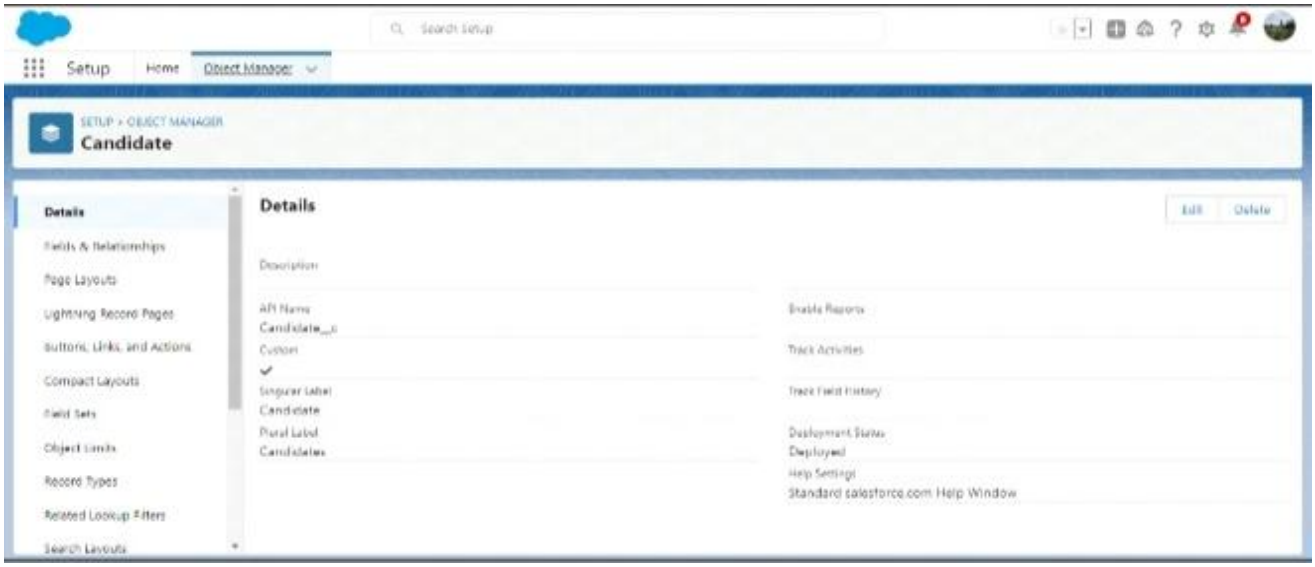


OBJECT

Create A Custom Object for Recruiter:

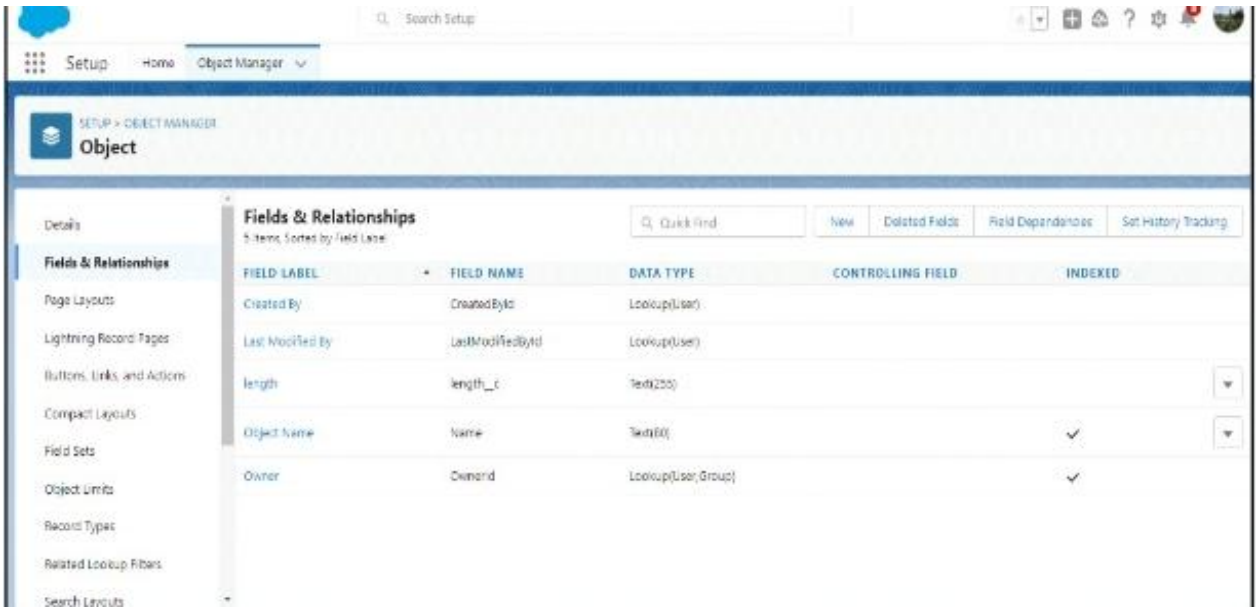


Create A Jobs,Candidate,Job Application Object and Tab:

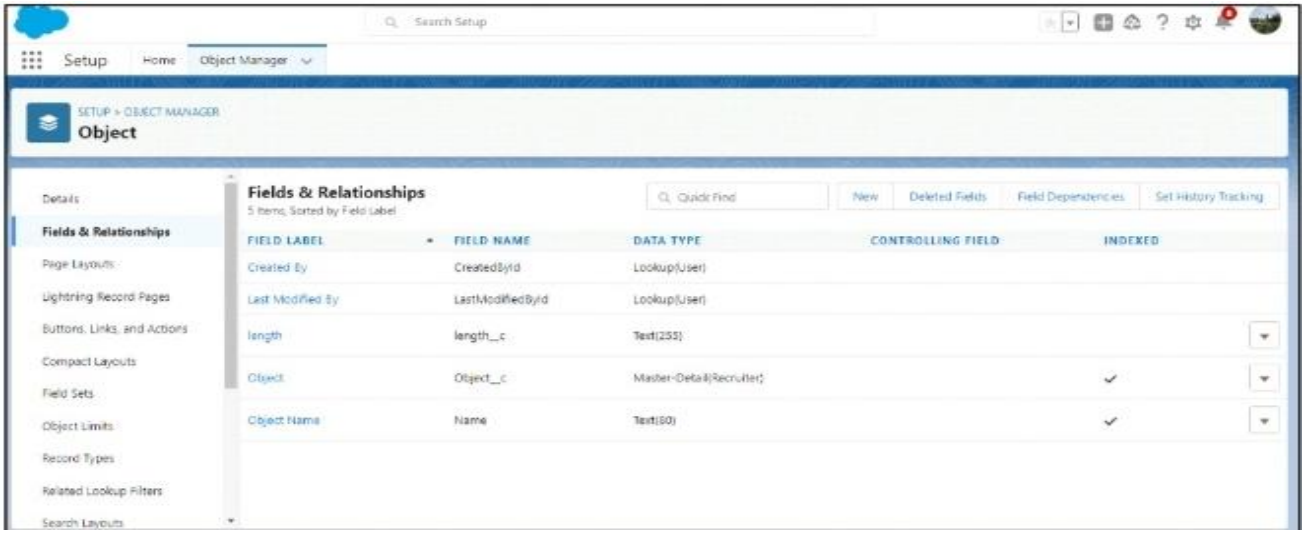


Fields

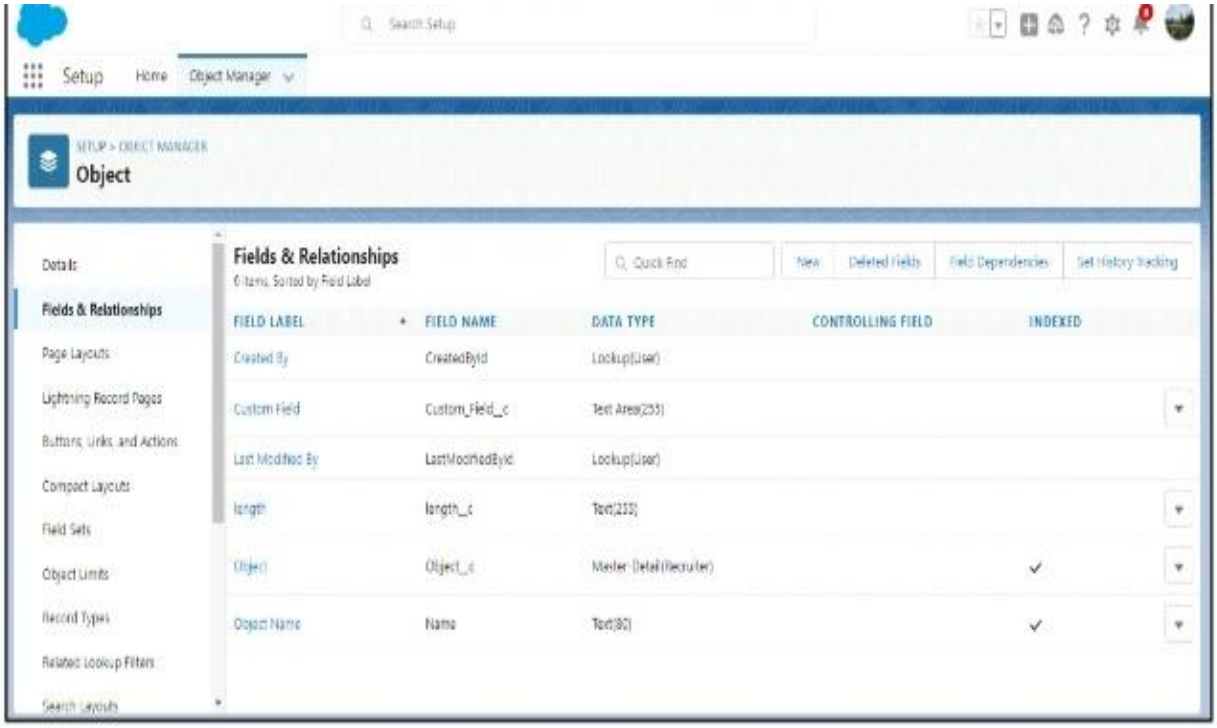
Create The Custom Object Field:



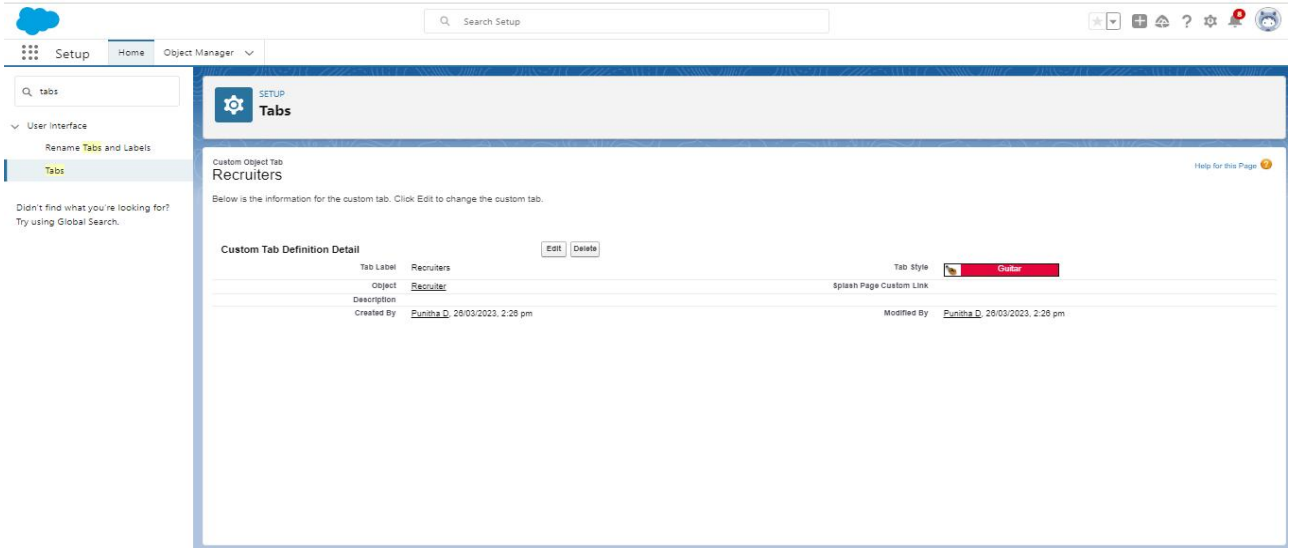
Create Of Master-Detail Relationship:



Create A New Custom Field:

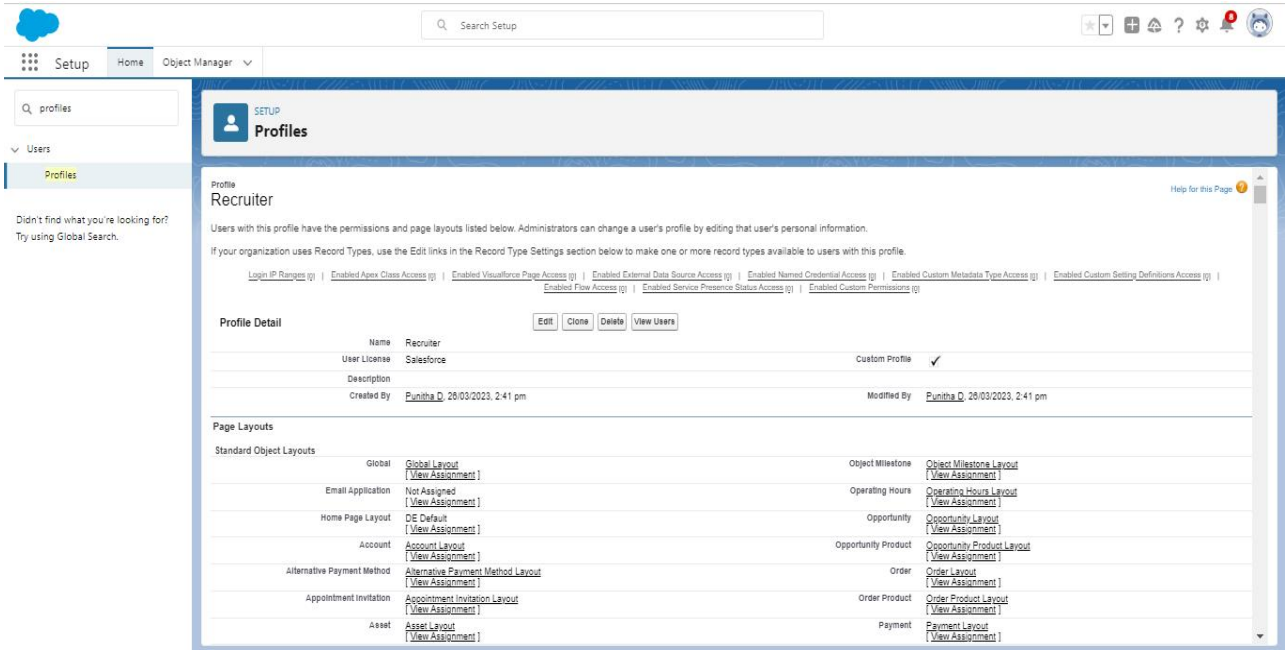


TAB:

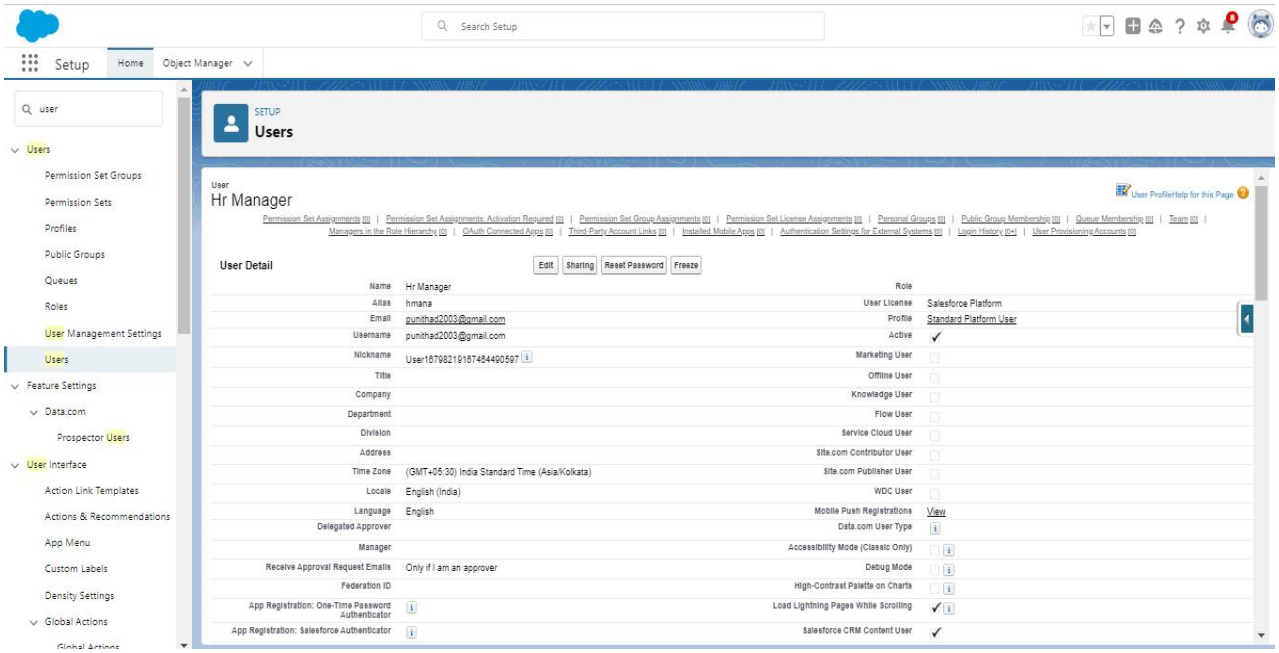


PROFILE:

Create A Custom Profile:

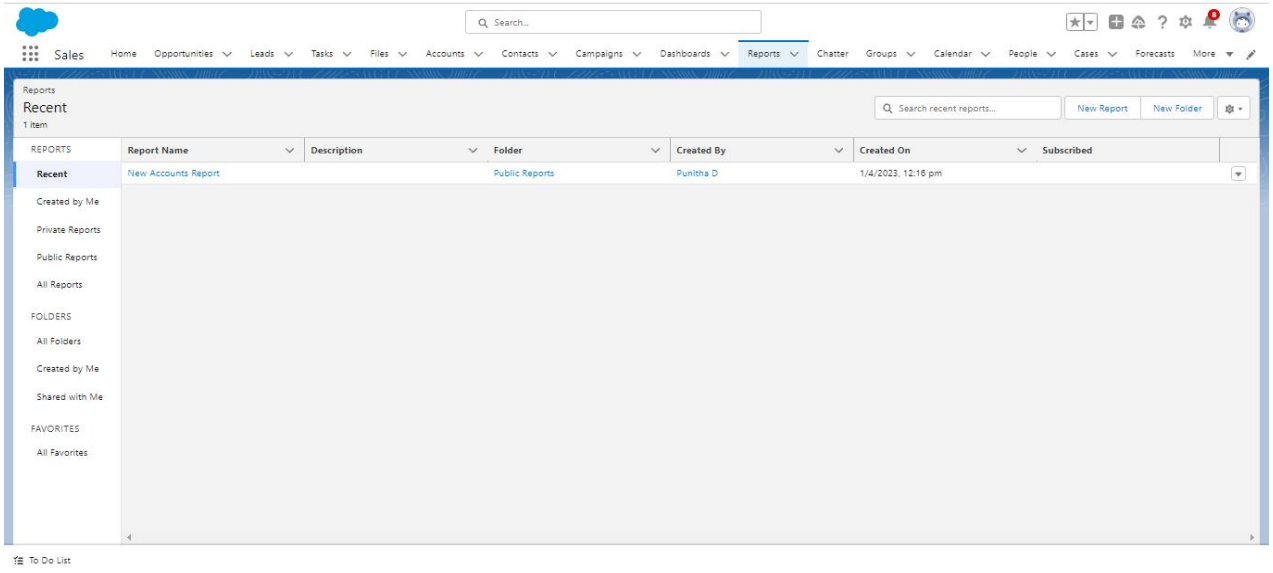


USERS:



REPORT:

Create a report and using the objects job,candidate and application:



3.TRAILHEAD PROFILE PUBLIC URL:

Team Lead:https://trailblazer.me/id/punitha2002
Team Member 1-https://trailblazer.me/id/pretj
Team Member 2-https://trailblazer.me/id/rammu27
Team Member 3-https://trailblazer.me/id/pgayathri27

4.ADVANTAGES AND DISADVANTAGES:-

1.Saves Time

The biggest advantage of ATS is the time it saves. Imagine 72 resumes stacked on your desk. How could you even find one? With everything organized on the ATS, you can find the candidates you want and organize them by the skills they possess.
Recruiters often succeed because of their people skills. If ATS software can give them more time to connect with real people, they will be more successful at placing candidates.

2.Seamless Searching

In addition to organizing the best candidates for an open position, ATS can locate previous job applicants who did not get hired for their desired position but are perfect for the current one.This is an advantage because you are not limited to current job seekers. Some of the best talent may have no idea that you could have an even better opportunity available than the one for which they previously applied.

3.Wealth of Data

In addition to selecting the right job applicants, an ATS can collect data to improve the overall recruiting process. It can keep track of the best sources of applicants and track the time it takes to complete the placement process.This way, you can analyze your time commitments and see if your valuable time could be invested in another task.

4.Harder to Integrate

Switching to an ATS can be difficult, as it can be difficult to integrate the new system with previous recruiting methods. Fortunately, Top Echelon's ATS excels at data integration, allowing you to seamlessly transition to the new software while staying focused on placing job candidates quickly.

5.Only Focuses on Data/Analytical Information

Candidates that could be a great fit for particular job openings might be overlooked if recruiters rely solely on ATS to parse through resumes for certain keywords. Even though a candidate might be right for the job, they may be unable to make that case by typing into a computer with a limited number of characters in each application field.

APPLICATION:-

- Easier communication among hiring managers
- Faster applicant screening
- Reduced time spent on repetitive tasks
- Improved net hiring score
- Increased candidate engagement
- Better overview of applications
- Easy job posting
- Improved cost per hire
- Improved quality of hire

CONCLUTION:-

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.

FUTURE SCOPE:-

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 the HR arena has risen to a great extent. According to a recently released survey report, the majority of staffing firms worldwide will opt 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.