

## 1

### INTRODUCTION

#### 1.1 Overview

**Developing and implementing HR strategies and initiatives aligned with the overall business strategy.**

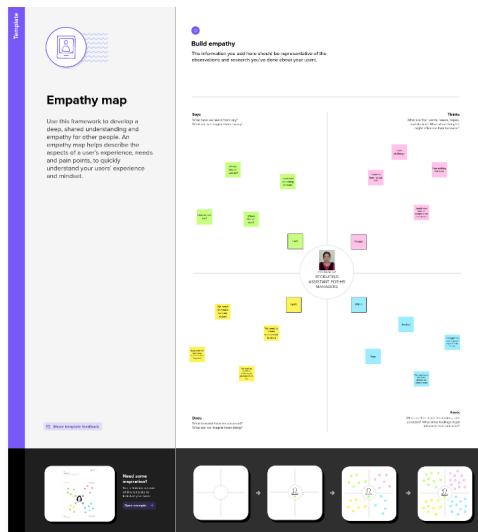
#### 1.2 Purpose

**1.3 Bridging management and employee relations by addressing demands, grievances or other issues.Bridging management and employee relations by addressing demands, grievances or other issues.**

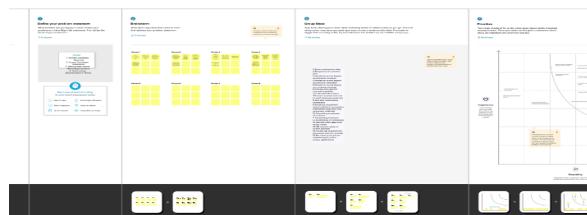
## 2

### Problem Definition & Design Thinking

#### 2.1 Empathy Map



#### 2.2 Ideation & Brainstorming Map



## 3

### RESULT

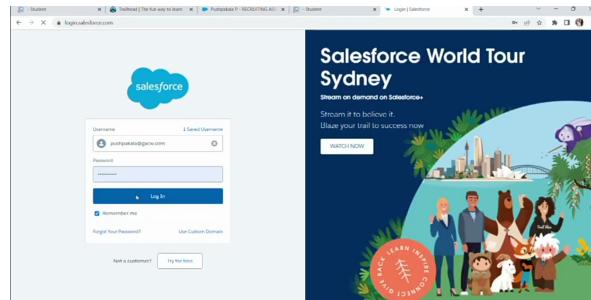
#### 3.1 Data Model:

Objectname	Fields in the Object	
Job Posting site Review	Fieldlabel	Data type
	Job Posting site	Text
	Review	Auto Number

Job Posting site	Fieldlabel	Data type
	Status	URL
	Technical site	URL

### 3.2 Activity & Screenshot

#### MILESTONE 1



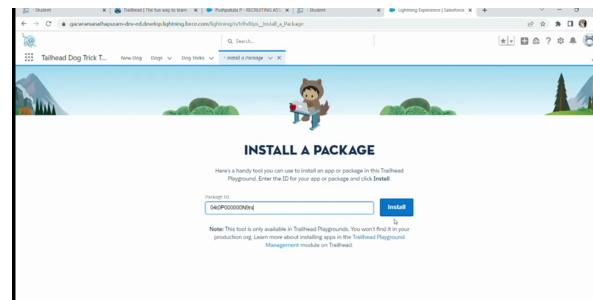
#### Description: Creation of developer account

A Developer org has all the features and licenses you need to get started with Salesforce.

I using username and password into the salesforce org

I Create a developer org and login with my login credentials

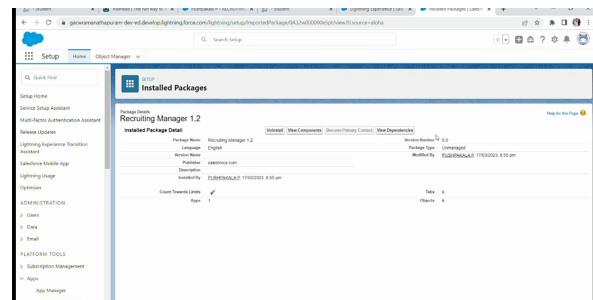
#### MILESTONE 2



#### Description: Package installation

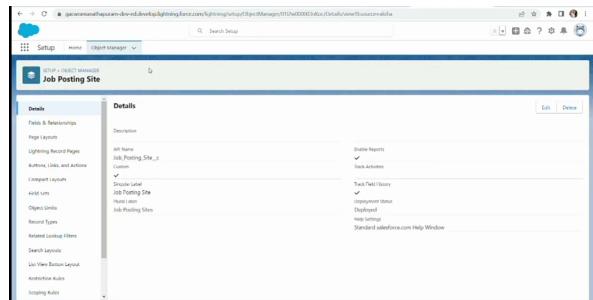
In Salesforce, a package is a collection of Apex classes, triggers, Visualforce pages, and other components that can be installed into an organization.

I Click the install a package tab . i Paste 04t0P000000N9rs into the field. Click install and I Select install for admins only.



**Finally I installed Recruiting Manager.**

## MILESTONE 3



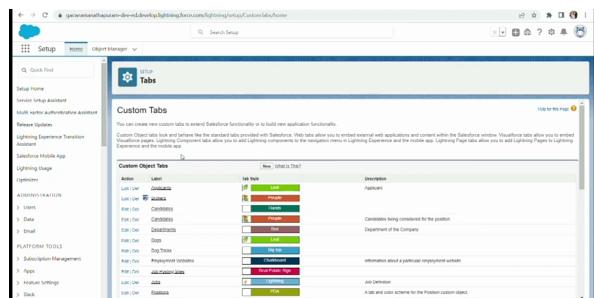
### Description: Object

**Salesforce objects** are database tables that permit you to store data that is specific to an organization. It consists of fields (columns) and records (rows).

I create a custom object for Job Posting site

I select data type as Text and In the Optional Features section, select Allow Reports and Track Field History and I select Allow search and then I create another one Object is Review.

## MILESTONE 4



### Description: Tabs

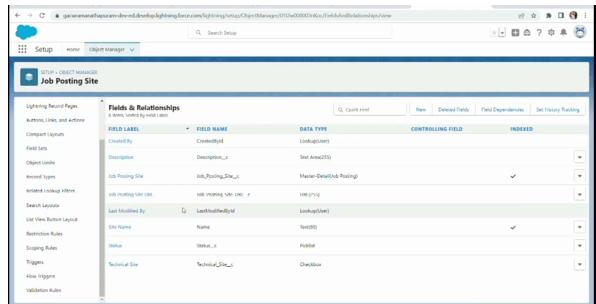
In Salesforce, a tab is a user interface element that allows users to navigate to different sections of the platform, such as Accounts.

I Click the magnifying glass and select Real Estate

And I create a tab style for Job Posting site

## MILESTONE 5

## ProjectReportTemplate



### Description: Fields

**Fields in Salesforce** represents what the columns represent in relational databases. It can store data values which are required for a particular object in a record.

There are 2 types of fields in salesforce:

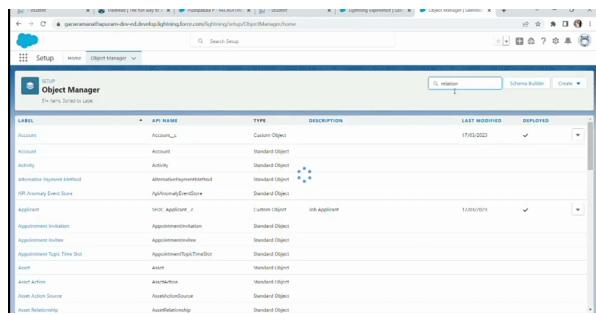
- Standard fields and • Custom fields

From the object manager. I click on the job posting site. then I click on Fields & Relationships. In data type I click URL I create New Field for Job Posting site

Follow the steps Create the left over fields

1. Status
2. Technical site
3. Description

### MILESTONE 6



### Description: Junction Object

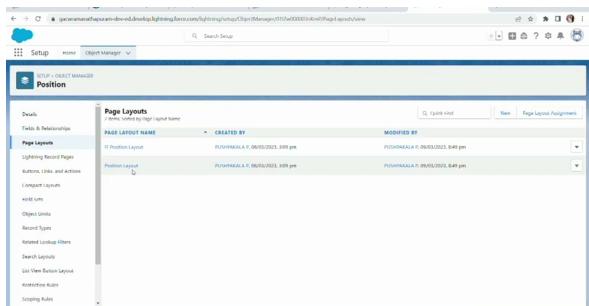
In Salesforce, a junction object is a custom object that is used to create a many-to-many relationship between two other objects.

I Creating a custom junction object for Job Posting

I Enter the label as "Job posting" and I select the data type as . "Auto Number". I follow the given step and I click save and

I create a Relationships Object.

### MILESTONE 7



## Description: Page Layout

**In Salesforce, a page layout is a visual design of a page that determines the organization and arrangement of fields, buttons, and other components on a page.**

I Modifying the page layouts From the available fields section.

select

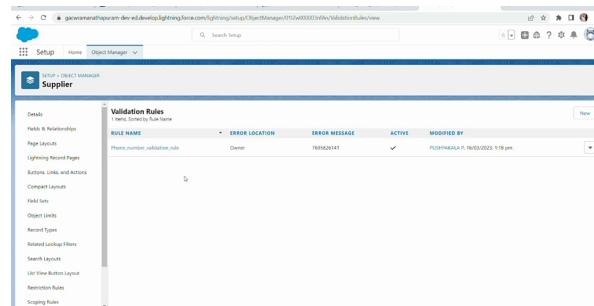
Job posting site : Status . Job posting site : Technical Site

Then I click add and From the selected fields section. select job posting : Job posting number and click remove

Then I finish Page Layout for Position

Then I create a another one Page layout for Review Object.

## MILESTONE 8



## Description: Validation Rules

**A validation rule is a process which checks out (validate) the inputs given by any user is correct or not according to your requirement.**

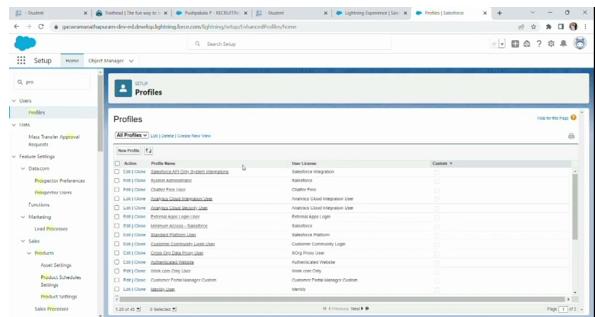
I create a validation rule for Supplier

Under Error Condition Formula: i write the condition using insert field. insert operator. insert function and I Using check syntax: check if the formula i entered is valid or not.

Then follow the steps and I click save

**I create a another one validation rule for Technical Site Checkbox is equal to True**

## MILESTONE 9



### Description: Profile

**A profile is a group/collection of settings and permissions that define what a user can do in salesforce.**

**From Setup enter Profiles in the Quick Find box. and select Profiles.**

**From the list of profiles. I find Standard User and I click clone and I**

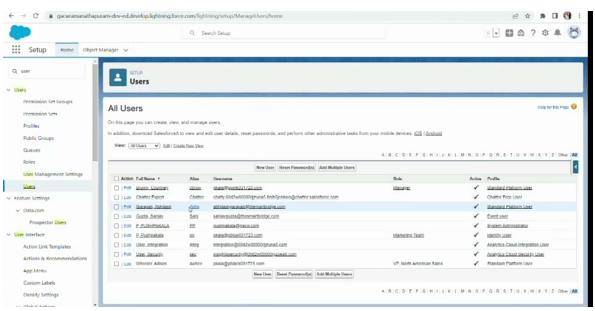
**I Enter Profile name as Event User Profile then click save**

**I still on the Event profile page. then click Edit and Scroll down to**

**Custom Object Permissions and I Give view all access permissions to the Order details. supplier. product. customer. category. payment.**

**Then I Create a profile with the profile name as "Sales profile".**

## MILESTONE 10

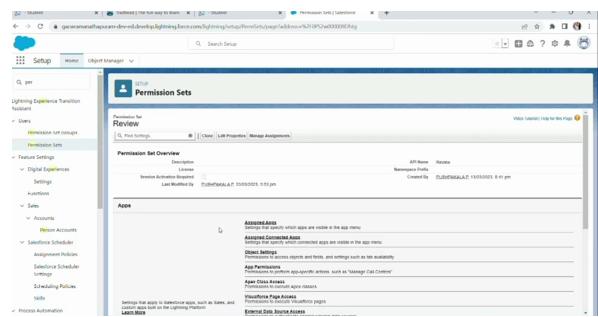


### Description: Users

**A user is anyone who logs in to Salesforce. Users are employees at your company. such as sales reps. managers. and IT specialists. who need access to the company's records.**

**Create a user with a username as Sanjay Gupta and I create another one Username as "Abhilash Garapati" and assign him the Sales Profile**

## MILESTONE 11



### Description: Permission set

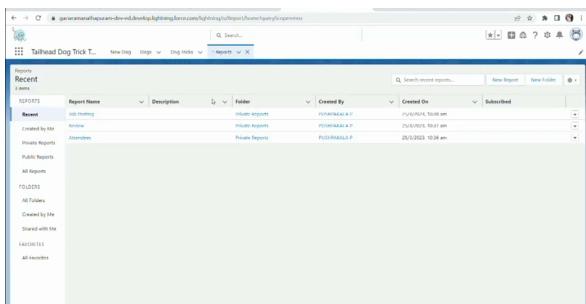
In Salesforce, a permission set is a collection of settings and permissions that give users access to various tools and functionality in the platform

I Enter label as: Supplier Permits and save

Then follow the given steps using manual and save

Then I create another one permission set for Review object

### MILESTONE 12



### Description: Report

A report is a list of records that meet the criteria you 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.

From the Reports tab, I click New Report.

Select the report type Attendees with events for the report, and I click create. Customize my report accordingly and I include all fields, then I save or run it.

Then I create another one Report for review and Job Posting Objects.

**TeamMember1- <http://trailblazer.me/id/ppachamal>**

**Team Member 2 -**  
**<http://trailblazer.me/id/risai8>**

**TeamMember3– <http://trailblazer.me/id/rrohinili>**

**5 ADVANTAGES & DISADVANTAGE**

**ADVANTAGES:** Partnering with an HRM expert can help you secure top talent, create a stronger onboarding process.

A human resources assistant is a professional who aids the company's HR manager with daily tasks such as recruitment, benefits administration, and payrolls. Additionally, an HR assistant ensures a company's HR operations run smoothly.

While the HR manager makes more significant decisions, the HR assistant is there to manage smaller tasks or implementation of plans. Therefore, they deal with various tasks and must be confident in time and task management. You should learn about the role in detail to understand what duties they have to handle during an average office day. It will help you train better and become a talented HR assistant.

Using a recruitment agency will shorten the time needed to fill your open job positions. You won't have to spend time attracting candidates and going through tons of profiles and applications to find a few qualified ones. A recruitment agency will do all that and deliver only a few top candidates for your consideration.

**DISADVANTAGE:** A disadvantage of adding a human resources department is that it requires you to relinquish control regarding how your business operates.

Using a recruitment agency can be quite expensive endeavor. In general, recruitment agencies' fees are around 20 to 30% of the employee's annual salary. The cost of using a recruitment agency can get even higher if you're looking to make a hire for a hard to fill role. Either way, when using a recruitment agency, you will have to pay a fixed fee every time you want to make a hire.

On the other hand, if you're handling your recruitment process in-house, you can experiment and test your recruitment methods and channels. That way, you can stop wasting money on recruitment methods and channels which don't work for you and invest it into those that yield the highest return on investment. You can also invest your money in building your talent pool for your future hiring needs, thus saving money in the long run.

**6 APPLICATIONS**

Software companies

Business related industries

**Associate Recruitment and development manager**

**Senior HR Recruiter-Assistant Manager-HR**

**HR managers**

**HR Assistant**

## **7 CONCLUSION**

**We develop the Recruiting Assistant for HR Manager having**

**Package installation**

**Object**

**Tabs**

**Fields**

**Junction Object**

**Page Layout**

**Validation Rule**

**Profile**

**User**

**Permission Set**

**Reports**

## **8 FUTURESCOPE**

**The HR recruiter career path is the one in which an individual specialises in recruiting, screening, interviewing and placing potential employees in various teams.**

**\*It provides more exhaustive exposure to industries, processes, functions, job grades, levels, pay scales, employment trends etc.**

**\* One gets to know amazing types, variety, diversity of applications from different locations.**

**\* Its highly interactive in its reach and sources, phones, sms, e mails, face to face, social sites, campus, volume drives etc**

**\* Its target based, measurable performance standards and numbers.**

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- Provides humorous moments. when so much interaction with fellow human kinds are involved. fun is bound to be there.
- Learning and development of self is more faster, quicker and satisfying.
- Make more friends. Make lives and careers.
- Its one of the noble ways to help people get a job, income, respect, affiliation and most of all meaning in life.