Project Report Template

INTRODUCTION

1.1Overview

An applicant tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process. This software can come equipped with capabilities ranging from simple database functionality to a full-service suite of tools that makes it easy for businesses of any size to filter, manage, and analyse candidates.

Some organizations lack the reach to connect with top job seekers or to a cast a wide enough net in the marketplace. Others are missing critical data on the right channels to find specific candidates; other organizations may lack brand recognition and the means to develop it. An ATS can help address these critical candidate challenges. Some systems can be enriched with artificial intelligence (AI) and machine learning to create a profile of an ideal candidate, assess and identify skills, and predict success factors to maximize each hire. This helps organizations better understand candidate behaviour, amplify brand recognition, and target specific job seekers on the platforms and channels they use most.

Preview

The term "applicant tracking system" is in wide use, and an ATS is considered a subset of a recruitment management system. The latter acts as an umbrella term for any technology that deals with recruitment, including candidate relationship management systems. Candidates in the ATS, but not selected for an immediate job, might be considered part of the talent pipeline and available for future opportunities. The candidate relationship management system maintains a connection to those prospects.

An ATS can be used to encourage people to apply. Some systems use chat bots to interact with candidates and help them complete their applications. They may also attempt to keep candidates engaged, update job seekers on their status and alert them if additional information is needed.

An ATS also enables collaboration by allowing anyone involved in the hiring process to stay abreast of the progress in filling a job and contribute to the candidate selection discussion.

2 .Problem Definition and Design Thinking:-

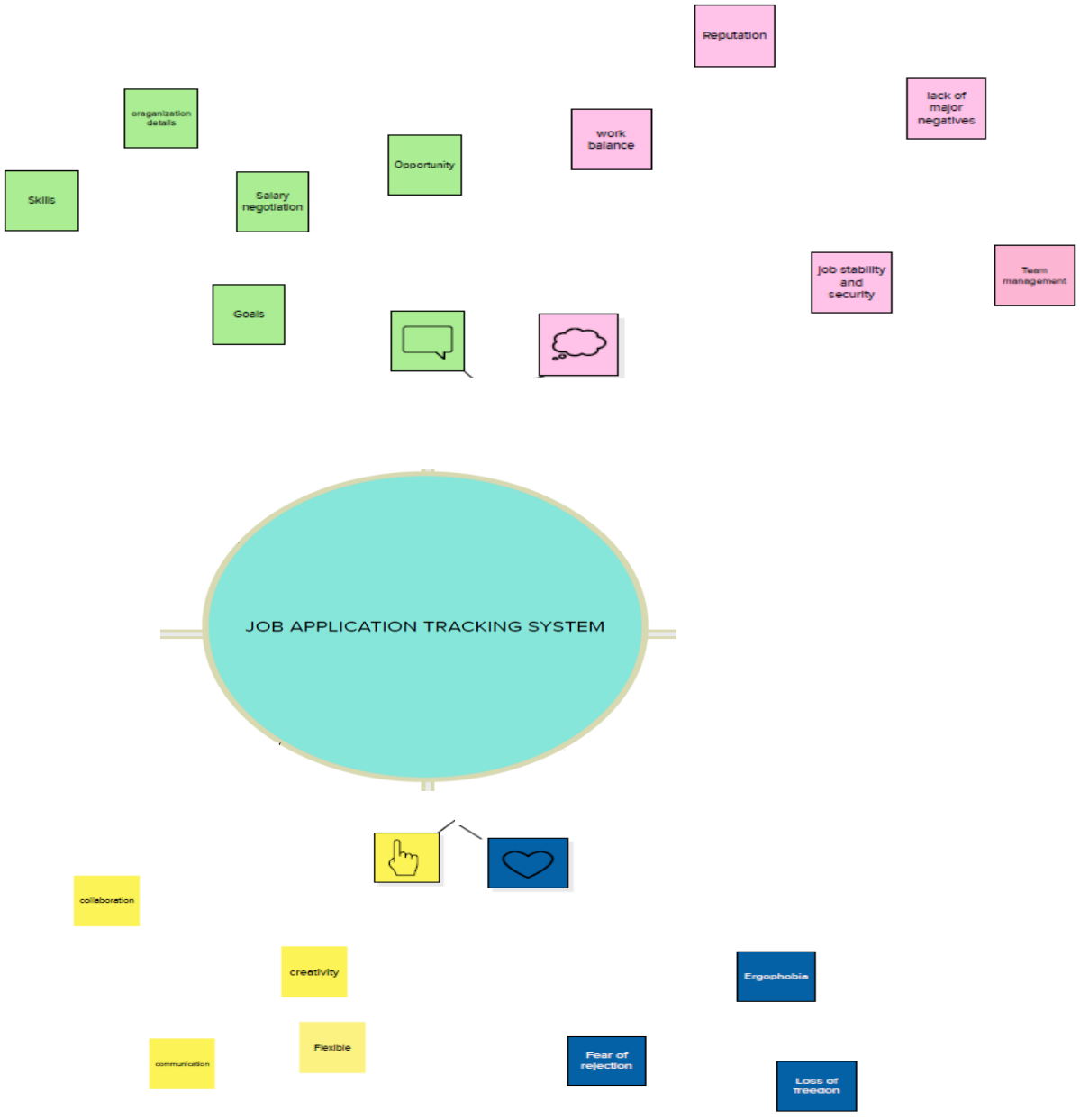
2.1.Empathy Map

Says

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

Thinks

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



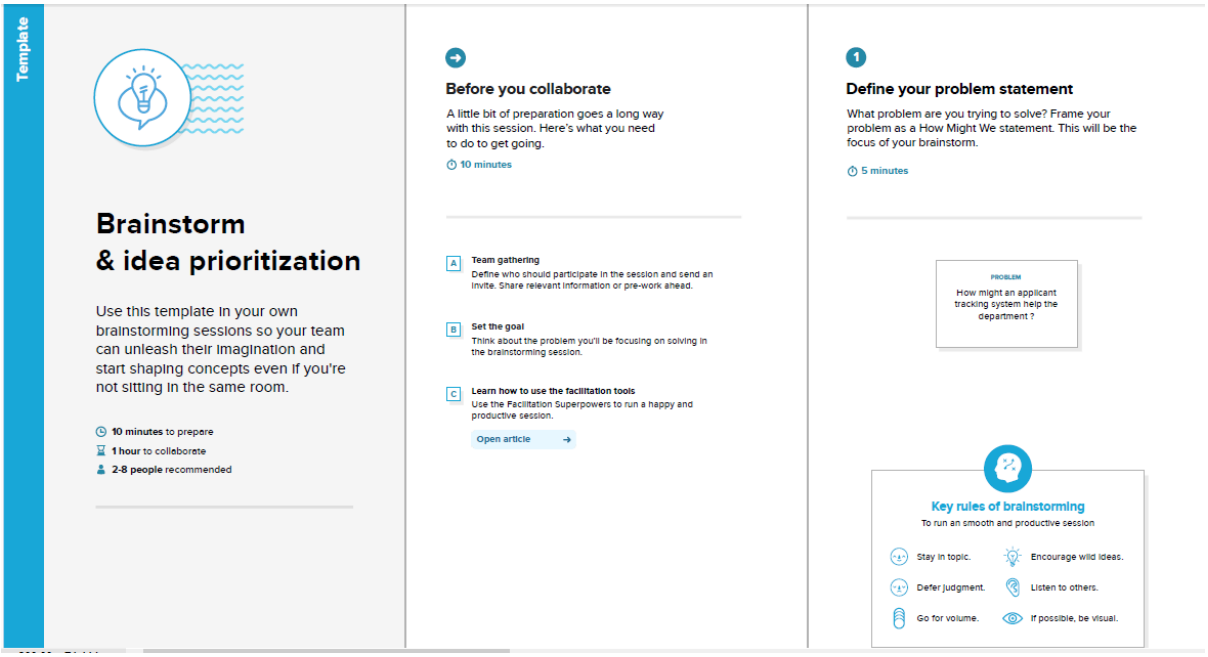
Does

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

Feels

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

2.2 Ideation and Brainstorming map Screenshot:



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!

REVATHI J

- Every organisation is unique
- Storing applicant data
- Screening applications for potential matches

SARANYA S

- Filter based on keywords
- Set parameters
- Hiring process for both recruiters and candidates

RAMYA S

- Avoid interview blounders
- Easily meet the mobile demand
- Conserve time ,reduce drop off

SASIKALA K

- Improve efficiency and lower costs
- Filter them out based on their qualification
- Posts job on multiple job boards

3

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you and break it up into smaller sub-groups.

20 minutes

Application things

- Every organisation is unique
- Storing applicant data
- Screening applications for potential matches

Importance of ATS

- Filter based on keywords
- Set parameters
- Hiring process for both recruiters and candidates

TIP

Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.

Benefits of ATS

- Avoid interview blounders
- Easily meet the mobile demand
- Conserve time ,reduce drop off

Quality

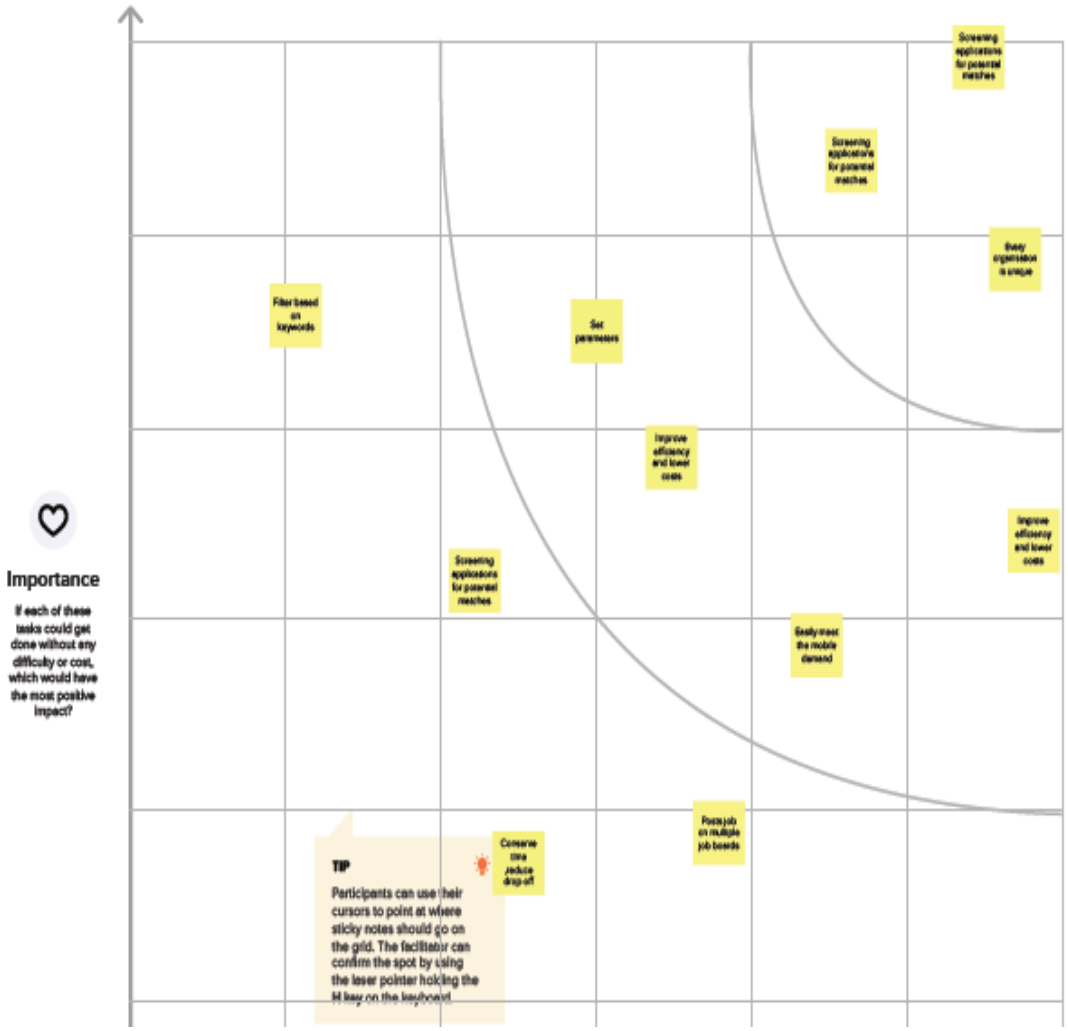
- Improve efficiency and lower costs
- Filter them out based on their qualification
- Posts job on multiple job boards

4

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes



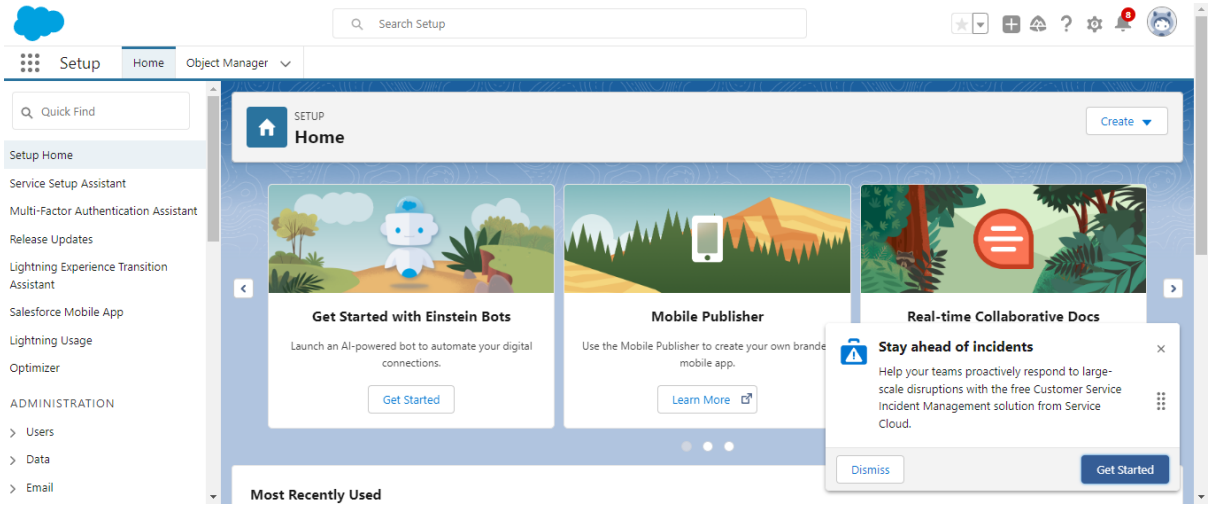
3. RESULT:-

3.1 Data Model:

Object Name	Fields in the object
Object-1	Field label: Tab Data type: Auto number
Object-2	Field label: Job application Data type: Auto number
Object-3	Field label: Candidate Data type: Auto number
Object-4	Field label: Job Data type: Auto number
Object-5	Field label: Recruiter Data type: Auto number

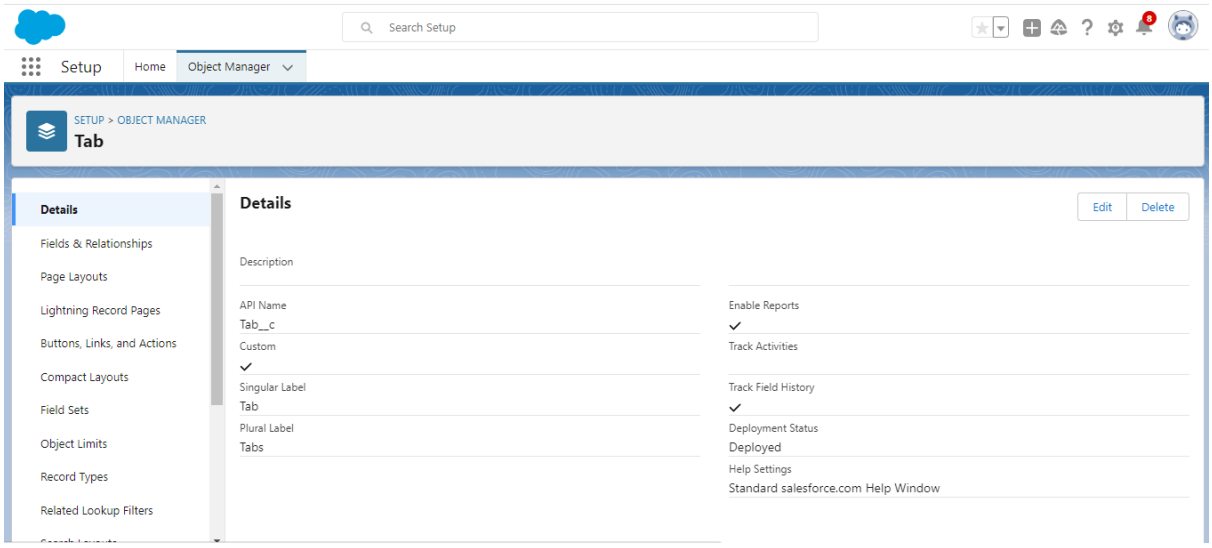
3.2 Activity and Screenshot:

Creating A Salesforce Developer Org

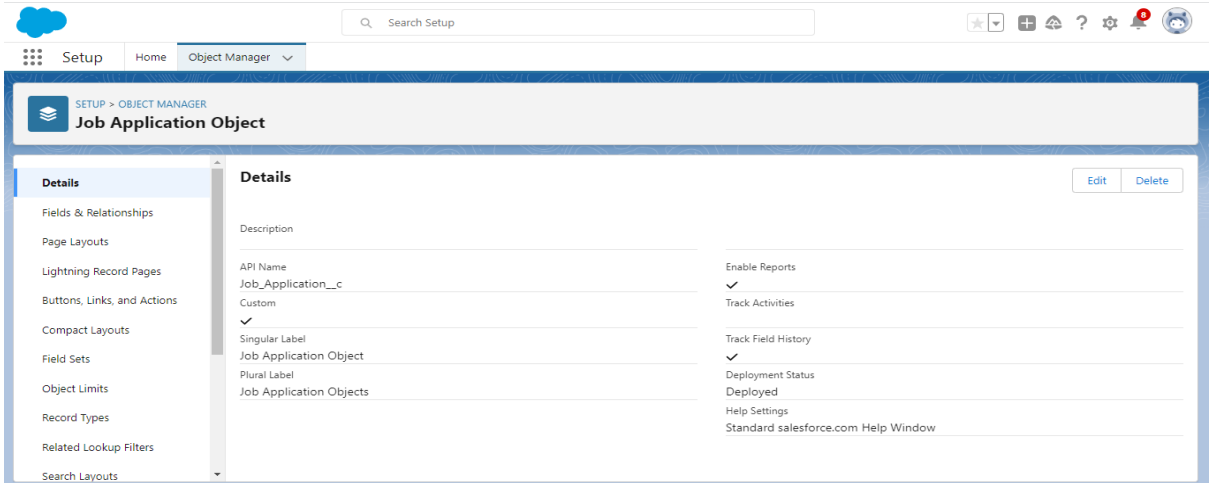


Object

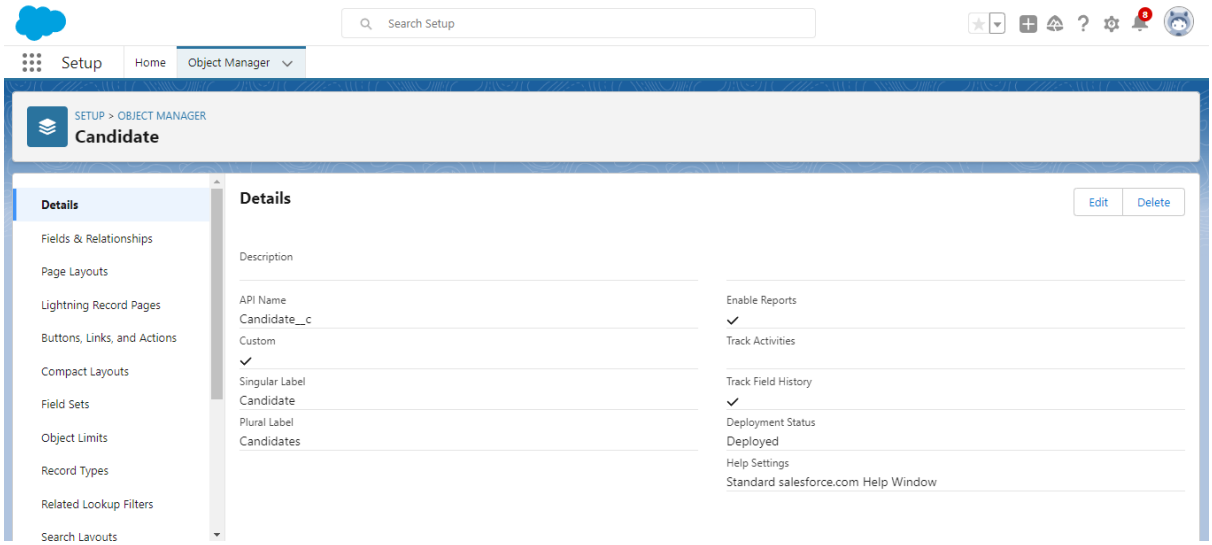
Creation of TAB object



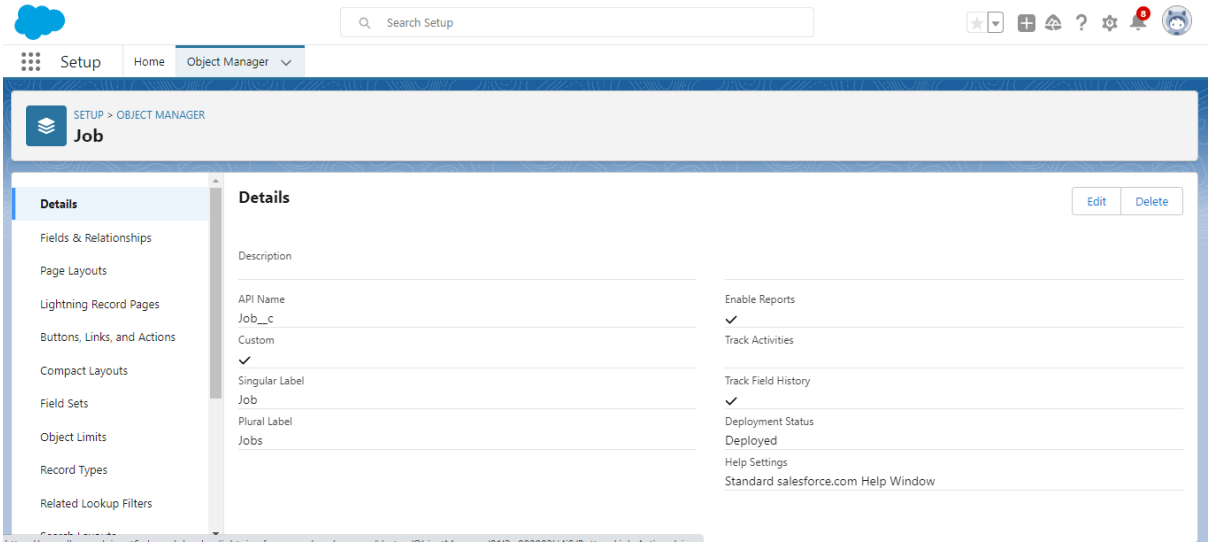
Creation of Job Application Object



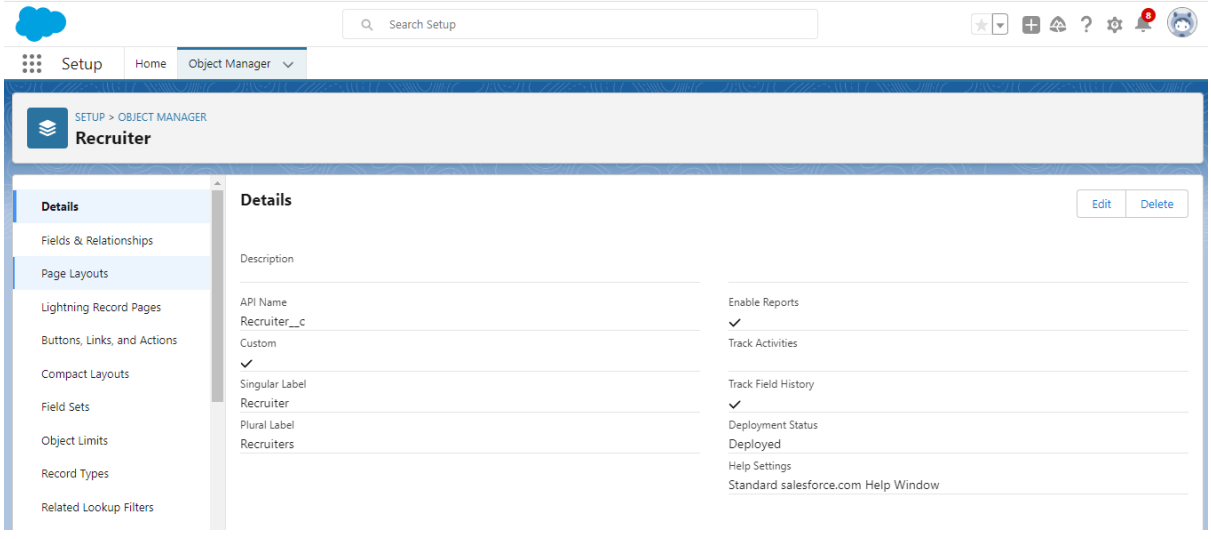
Creation of Candidate



Creation of Job

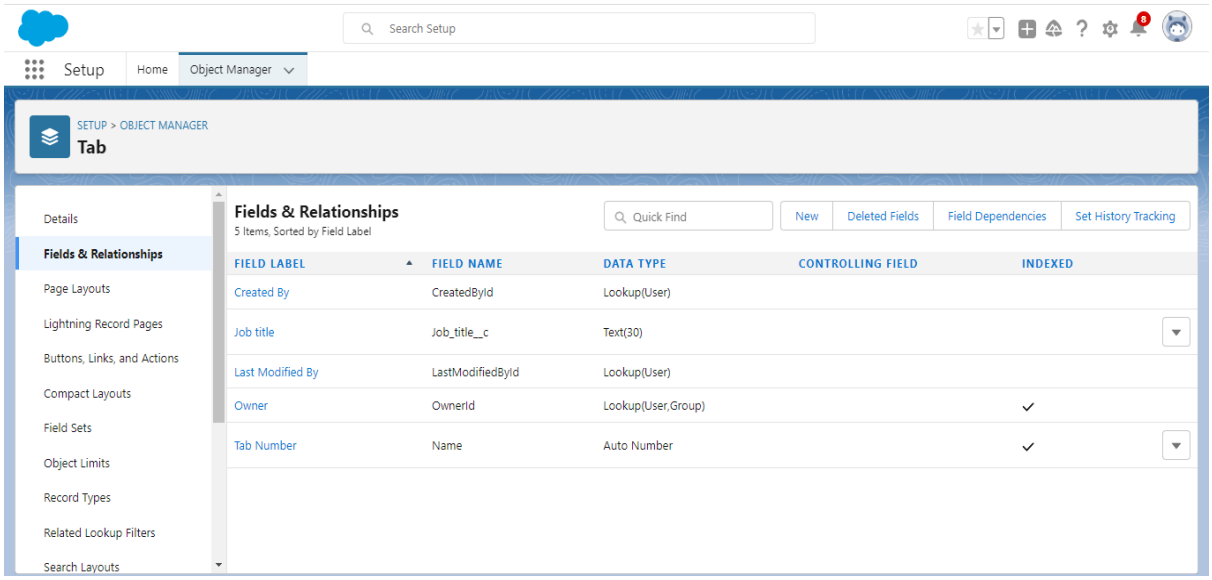


Creation of Recruiter

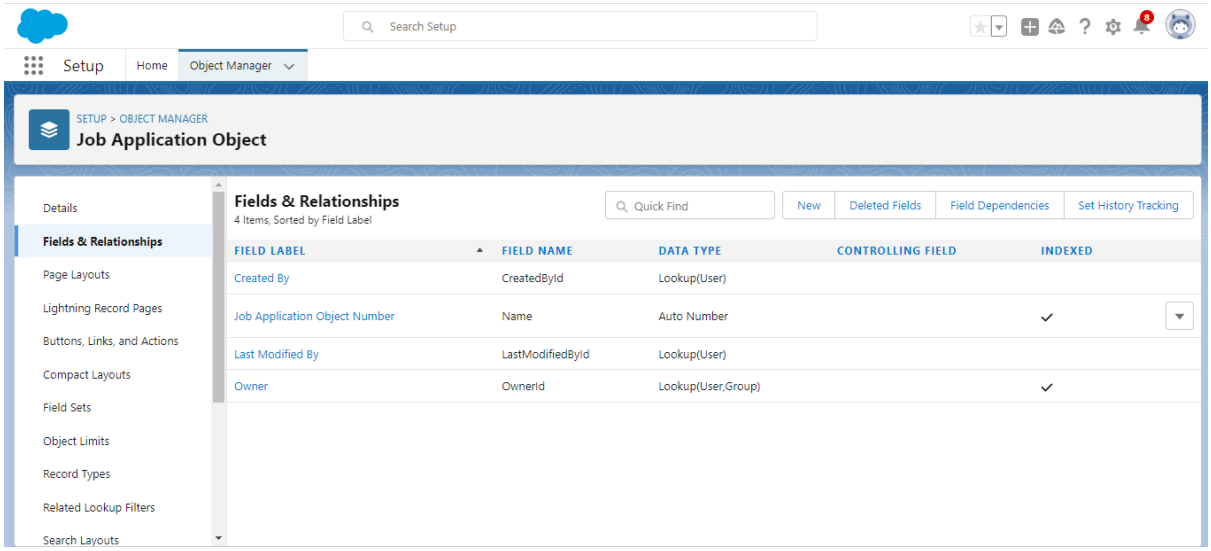


Field and relationship

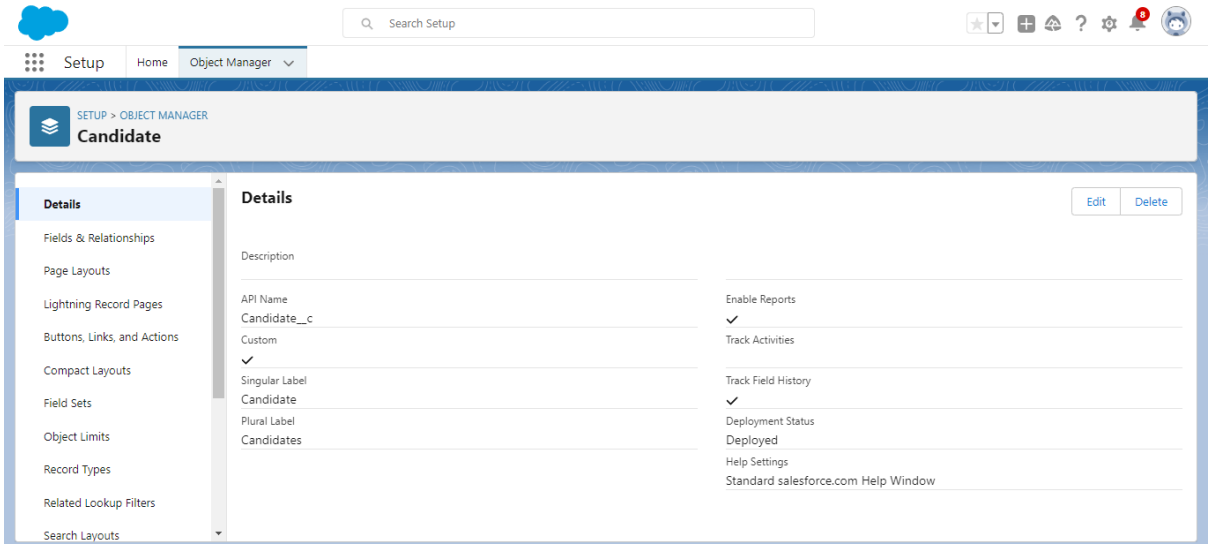
Field for Tab



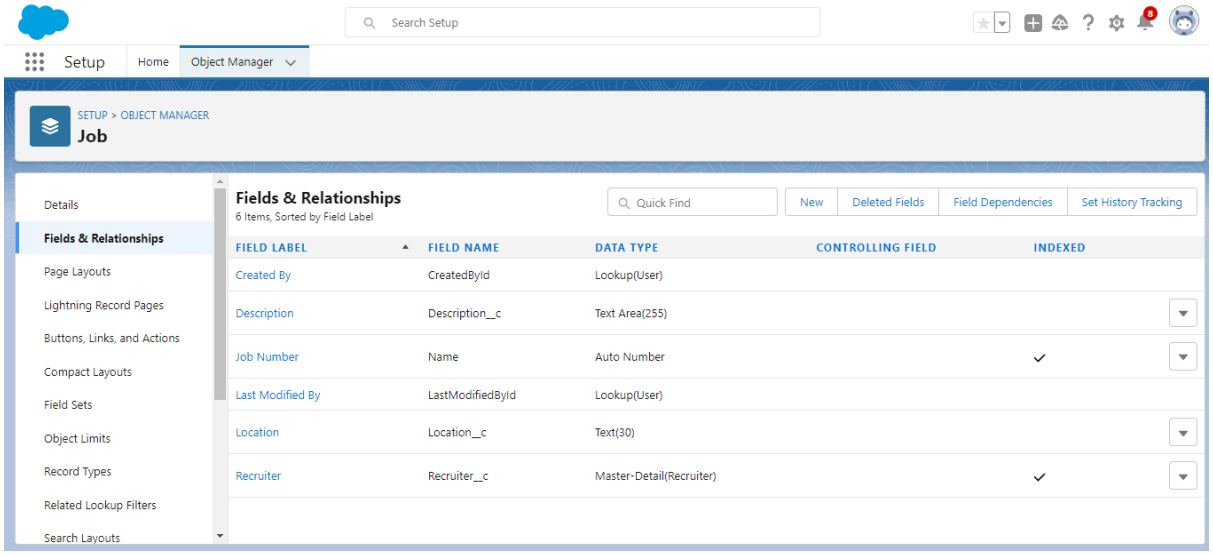
Field for Job Application



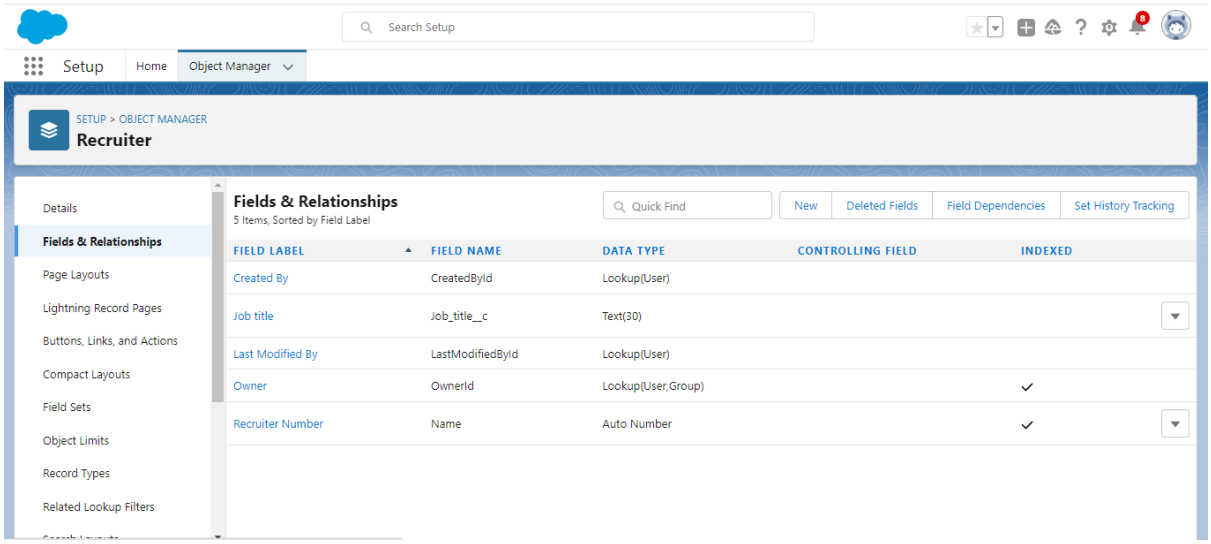
Field for Candidate



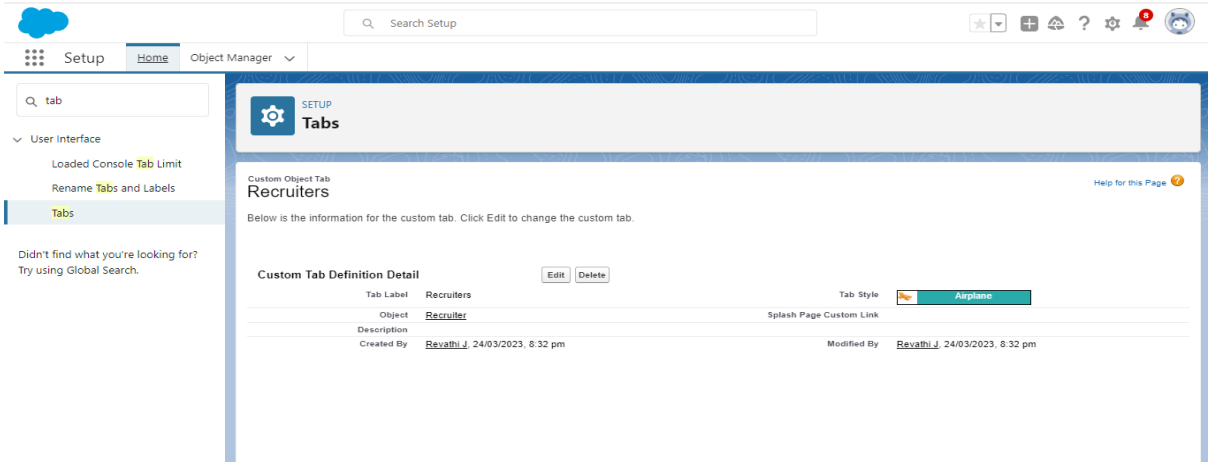
Field for Job



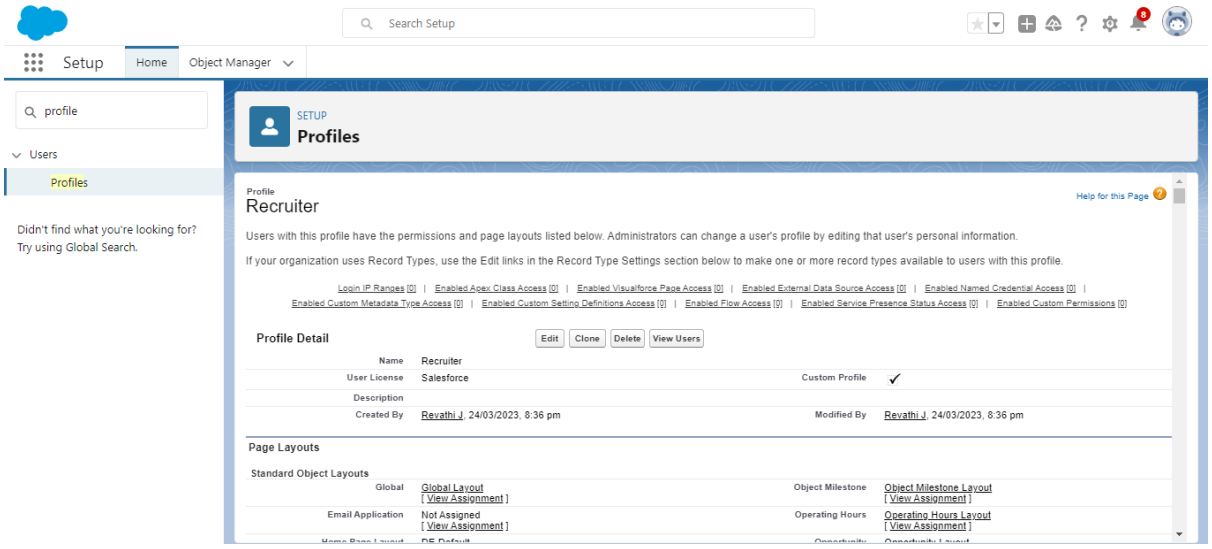
Field for Recruiter



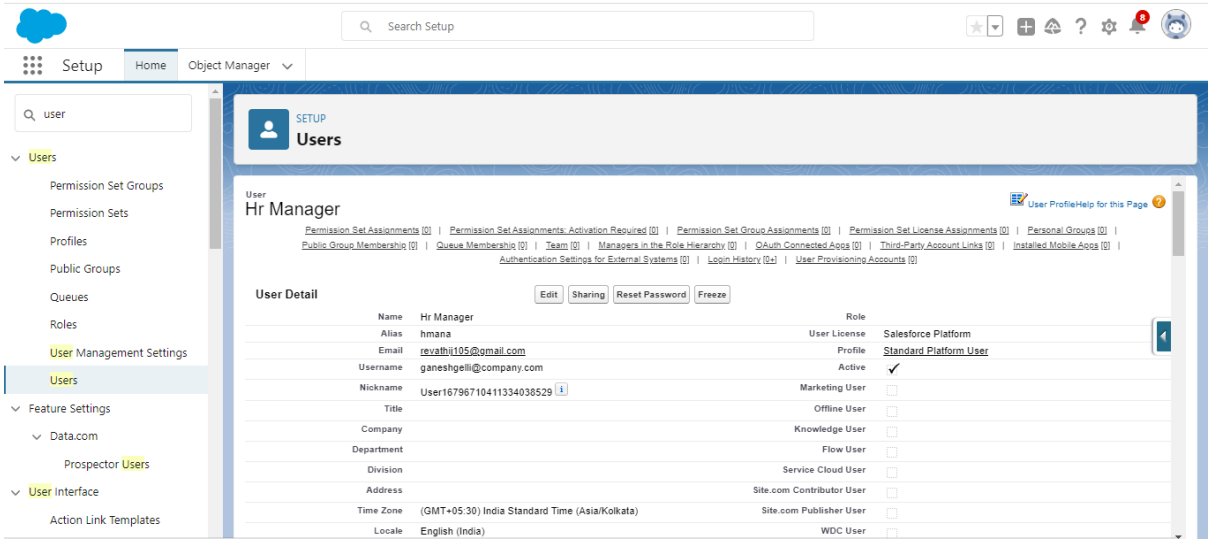
TABS



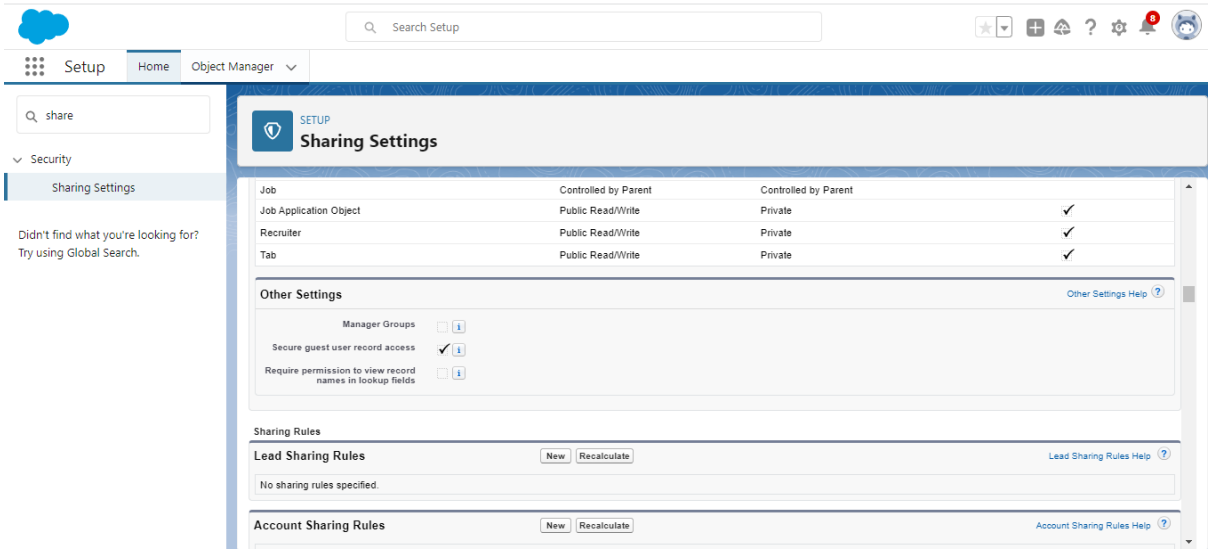
PROFILES



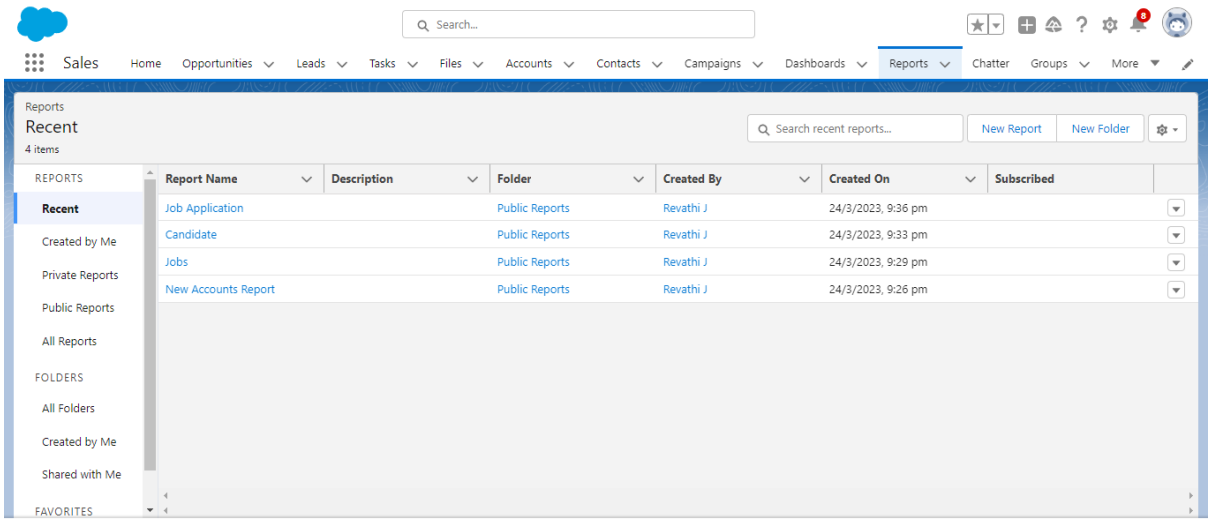
USERS



SHARING SETTING



REPORT



4 .Trailhead Profile public URL

Team Leader- https://trailblazer.me/id/revaj2

Team member 1- https://trailblazer.me/id/saras327

Team member 2- https://trailblazer.me/id/rramyasrinivasan

Team member 3- https://trailblazer.me/id/skalak23

5. ADVANTAGES OF JOB APPLICATION TRACKING SYSTEM

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.

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.

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 analyse your time commitments and see if your valuable time could be invested in another task.

Customizable Screening

This may be the biggest advantage of Applicant Tracking Systems. If you have five positions to fill, the ATS can easily sort through the candidates that are right for each spot.

This would be much more difficult and time-consuming if you were looking through a stack of resumes and trying to narrow down which candidate would be right for each role by hand.

In the same way, an ATS may red-flag a candidate who may seem ideal on thesurface but has a drawback that should lead to their removal from consideration.

DISADVANTAGES OF JOB APPLICATION TRACKING SYSTEM

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.

Limit Potential Candidates

While keywords can be useful in organizing applicant data, people don't always speak or write in keywords. If a candidate doesn't have the exact keyword you are using, that candidate could slip through the cracks.

In addition, by picking up keywords in resumes, an ATS may miss candidates with innate abilities that don't match their experience. These include younger and older candidates, as well as those with gaps in their resumes due to serving in the military or caring for family members.

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:

Application tracking system basically handles the recruitment process electronically by filtering, organizing and streamlining the job applications according to the job posting. An Application Tracking System simply reduce the complexity of the recruitment process by providing a simple centralized platform to view applications ,track their progress through the hiring process and filter the applications and resumes based on different requirements specified in the job postings.

The Best Fit For a Job:

Applicant Tracking Systems efficiently reduces the gap between job seekers and their desired jobs. Hiring a candidate through an ATS who fulfils all the criteria mentioned in the job posting can helps maintain candidate retention.

Speeds Up The Hiring Process:

ATS is basically designed to speed up the HR's task of reviewing job applications and resumes. Before coming to a real person, the different applications and resumes get filtered according to the keywords and criteria of the job posting by an ATS .This speeds up the hiring process efficiently.

Cost -Efficient:

In a recent survey the companies which don't use a recruitment tool spend about $1,872 on average to hire someone new .Most ATS is quite cheaper and more efficient than the various other methods of recruiting and reaching out to candidates like advertisements in various mass media platforms, posting in job portals etc. This makes ATS quite cost-efficient.

Increases Relevance Of Job Application:

One of the main goals of an ATS is to cull the candidates. The streamlining of job applications that an ATS does on the basis of the requirements mentioned in the job opening, reduce the number of irrelevant applications and help the recruiters to choose from the best of the candidates available.

Helps you in Building A Great Team For Your Organization:

This is the most important advantage of using an ATS , an application tracking system is remarkably effective while building your dream organization. The fact is 90% of FORTUNE 500 COMPANIES use Application Tracking Software to build great teams.

Benefits of an ATS:

There are many benefits of using an ATS, and you can except to see metrics like times, cost, and candidate quality improve. Interview Scheduling is easy with automated emails allowing candidates to choose a time that works for both hiring managers and themselves.

An applicant tracking system can also allow recruiters and hiring managers to see all the information and metrics they need with a click of a

button. The best systems include robust ,user-friendly dashboards and configurable workflows including key. performance metrics and industry benchmarks.

Conclusion:

Application Tracking System for recruiters is a very effective hiring solution that most of the successful recruiters utilize.

Because without it, there is a good change that your process of moving applicants through different stages can become very difficult. this tool is very important for optimizing the hiring process with the help of artificial intelligence and technology. As we move forward , the ATS tools are evolving and making the monotonous tasks easy.