INTRODUCTION:

Overview:

An applicant tracking system (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process.

Purpose:

Every organization is unique, but each one thrives on attracting, hiring, and maximizing top talent. Many businesses face major challenges at some point in the hiring or onboarding process. An ATS can offer a variety of capabilities that can help the organization find, hire, and retain the best candidates.

RESULT

Data Model:

Object name	Fields in the Object	
obj1: Manager	**Field label**	**Data type**
	Recruiter	Recruiter
	Owner	User
obj2: Employees	**Field label**	**Data type**
	Invitation number	Auto Number
	Location	30

Trailhead Profile Public URL :

Team Lead – https://trailblazer.me/id/rkrishnan131

Team Member 1 – https://trailblazer.me/id/sakthi191319

Team Member 2– https://trailblazer.me/id/mmarilaksh

Team Member 3 – https://trailblazer.me/id/gsaravana17

ADVANTAGES & DISADVANTAGE :

Advantages:

1.The Biggest Applicant Tracking System Advantage is Streamlined Hiring Process

2.Improved Quality of Hire is another advantage of ATS.

3.Better Candidate Experience is one of the top benefits of Applicant Tracking System.

4.Strong employer brand is another advantage of an ATS.

5.Collaborative hiring is another benefit of Applicant Tracking Software.

Disadvantages :

1.A Disadvantage of ATS is missing qualified applicants due to wrong keyword selection.

2.Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.

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

APPLICATIONS :

* Applicant tracking systems have come a long way in the past 10 years.

* Once used primarily to simplify the most routine tasks, today they can host video interviews, parse candidate resumes and more.

* Every organization is unique, but each one thrives on attracting, hiring, and maximizing top talent.

* Many businesses face major challenges at some point in the hiring or onboarding process.

* An ATS can offer a variety of capabilities that can help the organization find, hire, and retain the best candidates.

CONCLUSION

- 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.

- 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.

FUTURE SCOPE

* The future of applicant tracking systems will most likely bring a refinement of the functions they already provide.
* Examples include a continued focus on usability, out-of-the-box integrations with additional HR systems and improvements to the AI capabilities.
* It is also expected that vendors will keep looking for opportunities to simplify the end-to-end process for recruiters.
* With some job postings attracting hundreds of applicants, anything that can be done to make the recruiter's job of reviewing applications, communicating with candidates and working with hiring managers simpler should pay big dividends.