JOB APPLICATION TRACKING SYSTEM

INTRODUCTION:

OVERVIEW:

An ATS is a software application that helps you manage the entire recruitment process, right from receiving resumes to hiring employees. The software helps you automate the process of screening & shortlisting candidates, applicant evaluation, scheduling interviews, managing the hiring process, background verification, and completing new-hire paperwork. ATS helps in sorting through resumes, to determine which ones are the best fit for the open positions. Applicant tracking systems evaluates your resume by checking for keywords or skill sets that fit the job description.

PURPOSE:

USES:

- **An ATS creates oppourtunities to automate manual processes,increase visibility into the hiring cycle for the entire recruiting team,and increase oppourtunities for communication throughout the candidate journey.**
- **78 percentage of recruiters using an ATS report that it has improved the quality of the candidates their hire.**
- **candidate sourcing.**
- **In-built CRM software.**
- **Various integrations.**

ACHIEVE:

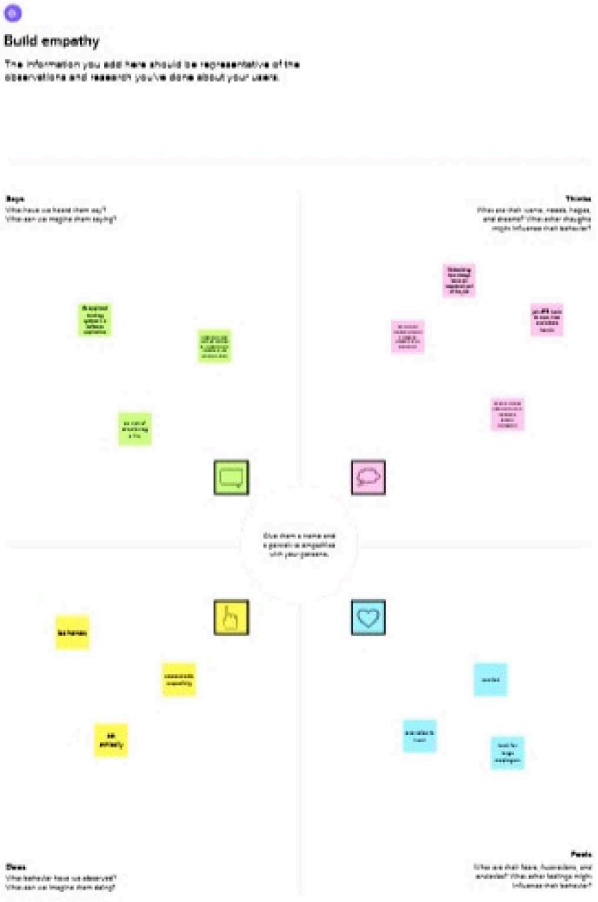
- **An Applicant Tracking System [ATS] simplifies the hiring**

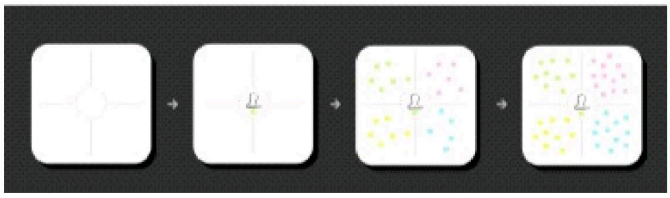
process for recruiters,hiring managers and HR departments.

- 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.
- That means if a resume templates is not written and formatted with the applicant tracking system in mind, a qualified candidate can be easily power.
- The ATS is to toss the loss-qualified candidates, rather than identify the applicants who are the best fit.

PROBLEMS DEFINITIONS &DESIGN THINKING:

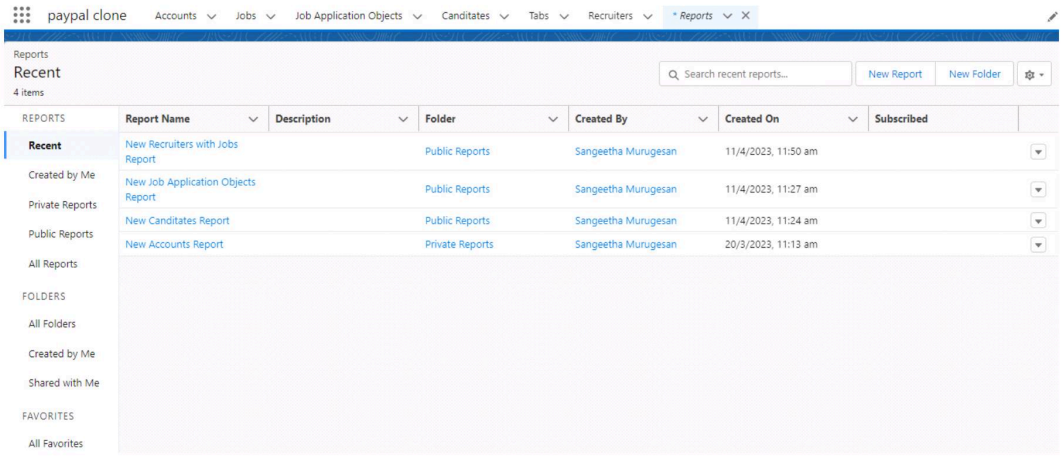
EMPATHY MAP





IDEATION AND BRAINSTROMING MAP:

RESULT:



ADVANTAGES OF JOB APPLICATION TRACKING SYSTEM:

- **Reduces time spent on admin tasks.**
- **Resume and CV screening.**
- **Speeds up the recruitment cycle.**
- **Improves the quality of hire.**
- **Enhances reporting and complaince.**
- **Boosts your barand.**

- **Improves onboarding.**

DISADVANTAGES OF JOB APPLICATION TRACKING SYSTEM:

- **Could filter out good candidates.**
- **Communications can be less personalized.**
- **Switching to an ATS can be difficult.**
- **Technology resistant workforce.**
- **Additional cost.**
- **Good candidates might be missed out.**
- **Unreliable and not perfect.**

APPLICATION:

- **Applicant tracking systems work by scanning your sumbitted resume and cover letter to find keywords that match the job posting.**
- **The ATS may highlight and rank any applications it has determined to be a good match for the role.**
- **The job requisition is created and if necessary,approved within the system.**
- **The ATS may parce resumes and rank new applications as they are sumbitted.**
- **When the preferred candidate is identified,the recruiter will typically use the ATS to send the offer to the candidate.**

CONCLUSION:

Like with all technology, there are benefits and drawbacks to using applicant tracking systems. Whilst they can help businesses to save time and money by reducing admin, at the at the same time they can be unreliable and responsible for businesses losing out on the chance to hire good candidates.

FUTURE SCOPE:

For a long time, ATS was stuck in the "call" with the client phase, representing candidates as little more than names and tokens of information. Now, however, the ATS is entering its Linkedin and other social media phase, ATS will begin to look and act more Like a Social Network.

As more and more people rail against the ATS's overemphasis on keywords and are finding ways to present fuller pictures of candidates as human beings. Soon enough, a candidate's presence in an ATS will be more like a portfolio than a traditional ATS database. Candidates will be able to upload their photos, and of course, explain their experiences and qualifications in much more detail.

APPENDIX:

PDF File

VIDEO LINK:

https://drive.google.com/file/d/12TGka-sGU-_qaYMUy-enPPh1MNtUI-XM/view?usp=drivesdk