PROJECT REPORT

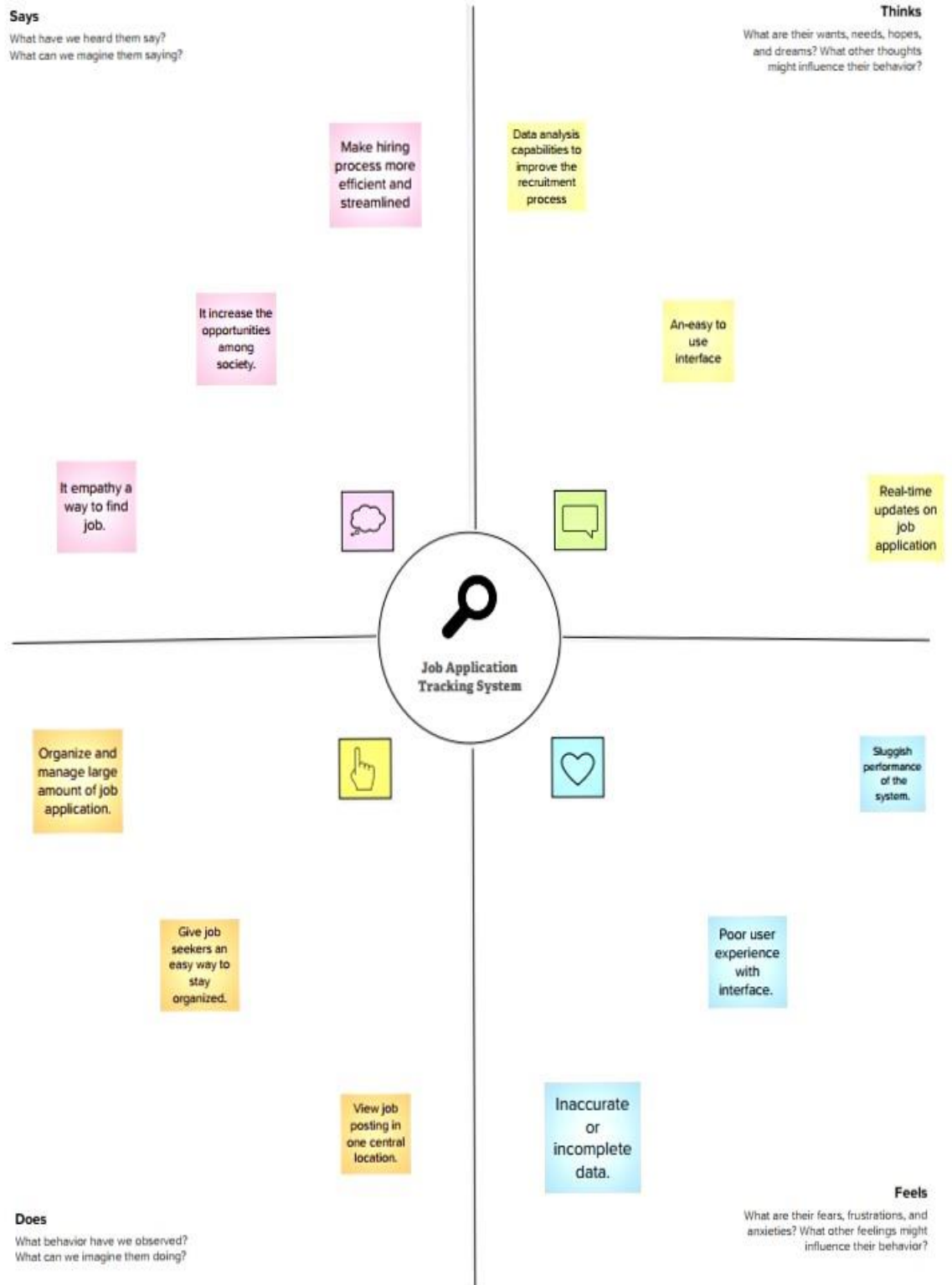# JOB APPLICATION TRACKING SYSTEM

1. INTRODUCTION

1.1 OVERVIEW

- Job Application Tracking System (JATS) is a software platform designed to help companies manage their recruitment process. It allows employers to automate and streamline the process of sourcing, vetting, and tracking job applications. It also helps them to track the progress of each applicant and make informed decisions about who to hire.

- The system can be used to manage the entire recruitment process from initial contact with potential candidates to onboarding and beyond. It also provides powerful insights into recruitment trends and applicant data. This data can help employers optimize their recruitment process and make better hiring decisions.

1.2 PURPOSE

- The system can also be integrated with other HR software to streamline the entire recruitment process.
- It also allows recruiters to automate certain tasks, such as sending out automated emails to candidates and scheduling interviews.
- The system allows recruiters to quickly identify the best-suited candidates for the job.
- It allows recruiters to easily manage, organize, and evaluate job applicants
- It provides an efficient way of managing the large number of applicants, eliminating the need for manual data entry and tracking.

2. PROBLEM DEFINITION & DESIGN THINKING

2.1 EMPATHY MAP

Says
What have we heard them say?
What can we imagine them saying?

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

Make hiring process more efficient and streamlined

Data analysis capabilities to improve the recruitment process

It increase the opportunities among society.

An-easy to use interface

It empathy a way to find job.

Real-time updates on job application

Job Application Tracking System

Organize and manage large amount of job application.

Sluggish performance of the system.

Give job seekers an easy way to stay organized.

Poor user experience with interface.

View job posting in one central location.

Inaccurate or incomplete data.

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 &BRAINSTORMING MAP

Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- ⏱ **10 minutes** to prepare
- ⧗ **1 hour** to collaborate
- 👤 **2-5 people** recommended

Date	08.04.2023

Team ID and Members	ID:NM2023TMID21116
	
	Leader:Sanjit M
	Members:
	  Gowthamraj M
	  Praveen M
	  Sakthivel S
	  Sasikumar A

Project	Job Application Tracking System

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

⏱ 10 minutes

A **Team gathering**
Define who should participate in the session and send an invite. Share relevant information or pre-work ahead.

B **Set the goal**
Think about the problem you'll be focusing on solving in the brainstorming session.

C **Learn how to use the facilitation tools**
Use the Facilitation Superpowers to run a happy and productive session.
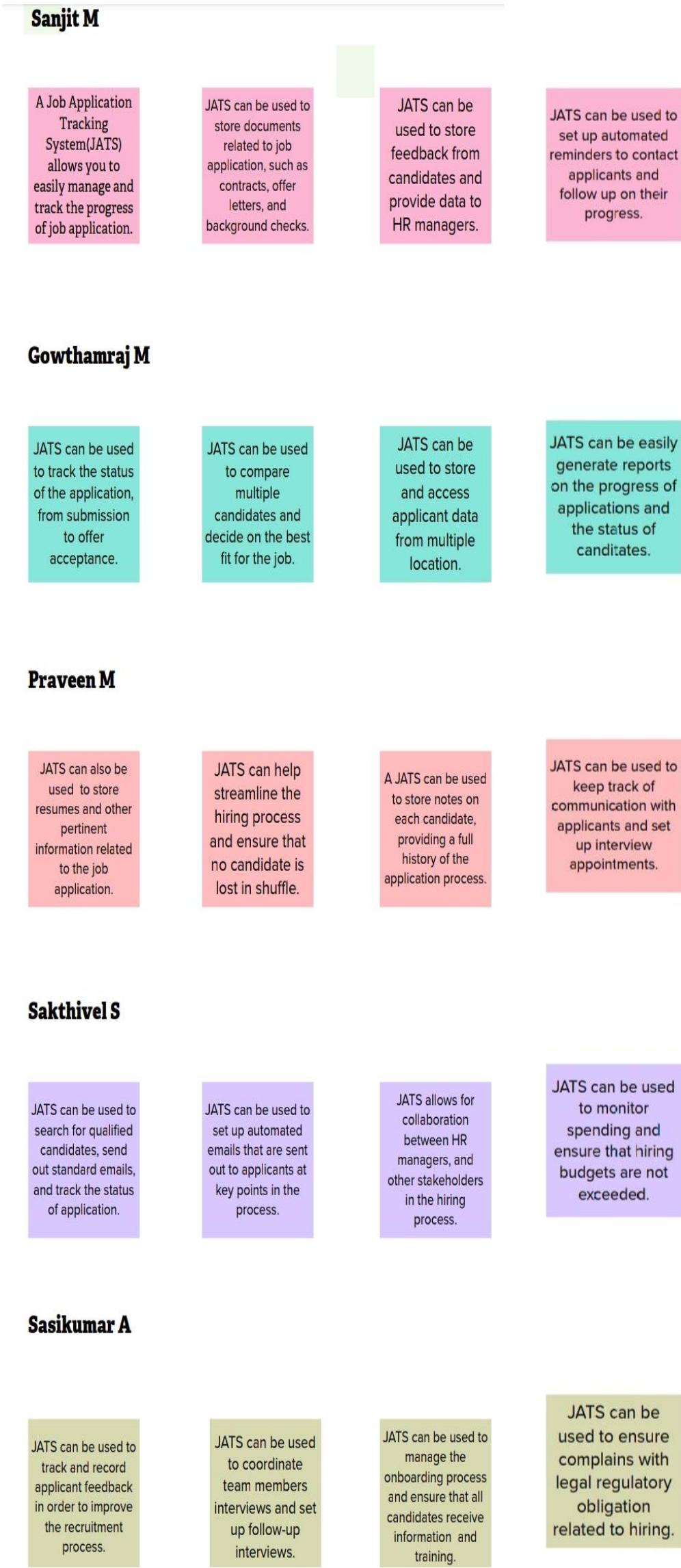
Open article →

1

JOB APPLICATION TRACKING SYSTEM

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

⏱ 5 minutes

3. BRAINSTORM

A Job Application Tracking System Presentation are given by every members in the team.

Sanjit M

A Job Application Tracking System(JATS) allows you to easily manage and track the progress of job application.

JATS can be used to store documents related to job application, such as contracts, offer letters, and background checks.

JATS can be used to store feedback from candidates and provide data to HR managers.

JATS can be used to set up automated reminders to contact applicants and follow up on their progress.

Gowthamraj M

JATS can be used to track the status of the application, from submission to offer acceptance.

JATS can be used to compare multiple candidates and decide on the best fit for the job.

JATS can be used to store and access applicant data from multiple location.

JATS can be easily generate reports on the progress of applications and the status of candidates.

Praveen M

JATS can also be used to store resumes and other pertinent information related to the job application.

JATS can help streamline the hiring process and ensure that no candidate is lost in shuffle.

A JATS can be used to store notes on each candidate, providing a full history of the application process.

JATS can be used to keep track of communication with applicants and set up interview appointments.

Sakthivel S

JATS can be used to search for qualified candidates, send out standard emails, and track the status of application.

JATS can be used to set up automated emails that are sent out to applicants at key points in the process.

JATS allows for collaboration between HR managers, and other stakeholders in the hiring process.

JATS can be used to monitor spending and ensure that hiring budgets are not exceeded.

Sasikumar A

JATS can be used to track and record applicant feedback in order to improve the recruitment process.

JATS can be used to coordinate team members interviews and set up follow-up interviews.

JATS can be used to manage the onboarding process and ensure that all candidates receive information and training.

JATS can be used to ensure complains with legal regulatory obligation related to hiring.

3.

Group ideas

A Job Application Tracking System

Group Ideas are shortly presented

🕐 20 minutes

Accurate And Timely Data:
Ensuring that the Job Application Tracking System is capturing accurate and timely data is the top priority.This will help to ensure that the data collected is relevant and can be used for accurate decision-making.

Security:
Ensuring that the data stored in a Job Application Tracking System is secure another priority.Security meesures should be in place to protect data from unauthorized users and protect against data breaches.

Integration:
The job application tracking system should be integrated with other systems and processes.This will help to ensure that the data is shared across departments and processes and enable employers to make informed decisions quickly.

Maintenance:
The job application tracking system should have reliable maintenance plan in place.This will help to ensure that the system is running smoothly and any issues are addressed quickly.

4.PRIRITIZE

A Job Application Tracking System (JATS) Project our team make a presentation for prioritize in the project

Salesforce offers a wide range of features and tools, such as lead management, customer servies, marketing automation and analytics.

SALESFORCE

Job Application Tracking System

Salesforce offers a suite of products and services, including sales cloud, service cloud, marketing cloud, app cloud and more.

1. Accurate And Timely Data.
2. Automation And Efficiency.
3. User Experience.
4. Security.
5. Reporting And Analytics.
6. Scalability.
7. Integration.
8. Cost
9. Maintenance.
10. Support.

3.RESULT

3.1 DATA MODEL

OBJECT NAME	FIELDS IN THE OBJECT	
CREATED BY	FIELD LABEL	DATA TYPE
	CREATED BY	LOOKUP(USER)
LAST MODIFIED BY	**FIELD LABEL**	**DATA TYPE**
	LAST MODIFIED BY	LOOKUP(USER)
OWNER	**FIELD LABEL**	**DATA TYPE**
	OWNER	LOOKUP(USER)
JOB TITLE	**FIELD LABEL**	**DATA TYPE**
	JOB TITLE	TEXT

3.1 DATA MODEL

3.2 ACTIVITY AND SCREENSHOT

PROJECT:

JOB APPLICATION TRACKING SYSTEM.

ACTIVITIES:

MILESTONE 1: Creating a Salesforce Developer Account.
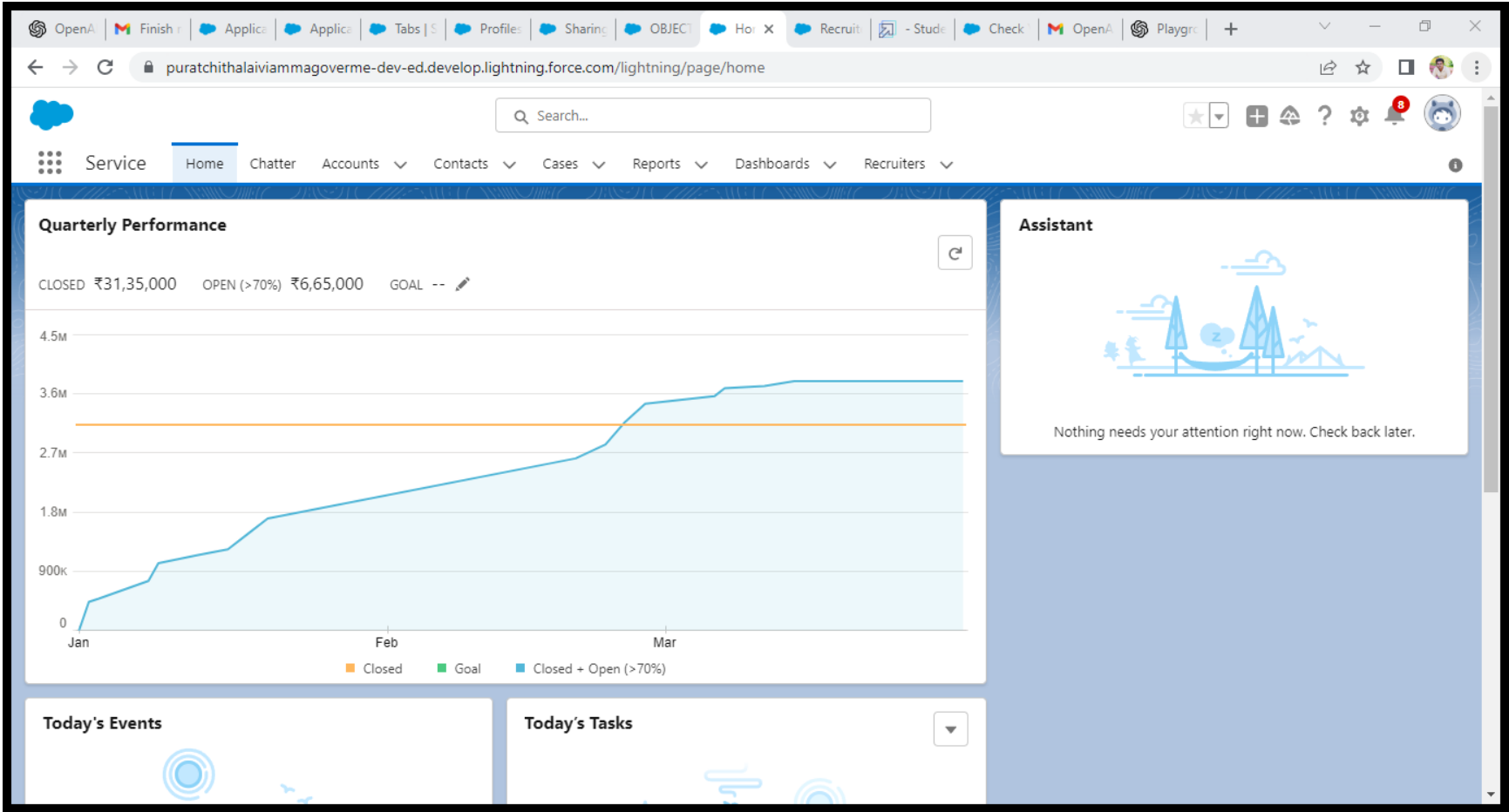
Salesforce is your customer success platform, designed to help you sell, service, market, analyse, and connect with your customers.

Milestone 2: *Object*

Salesforce objects are database tables that permit you to store data that is specific to an organization.

ACTIVITY 1:

Create a custom object for Recruiter:
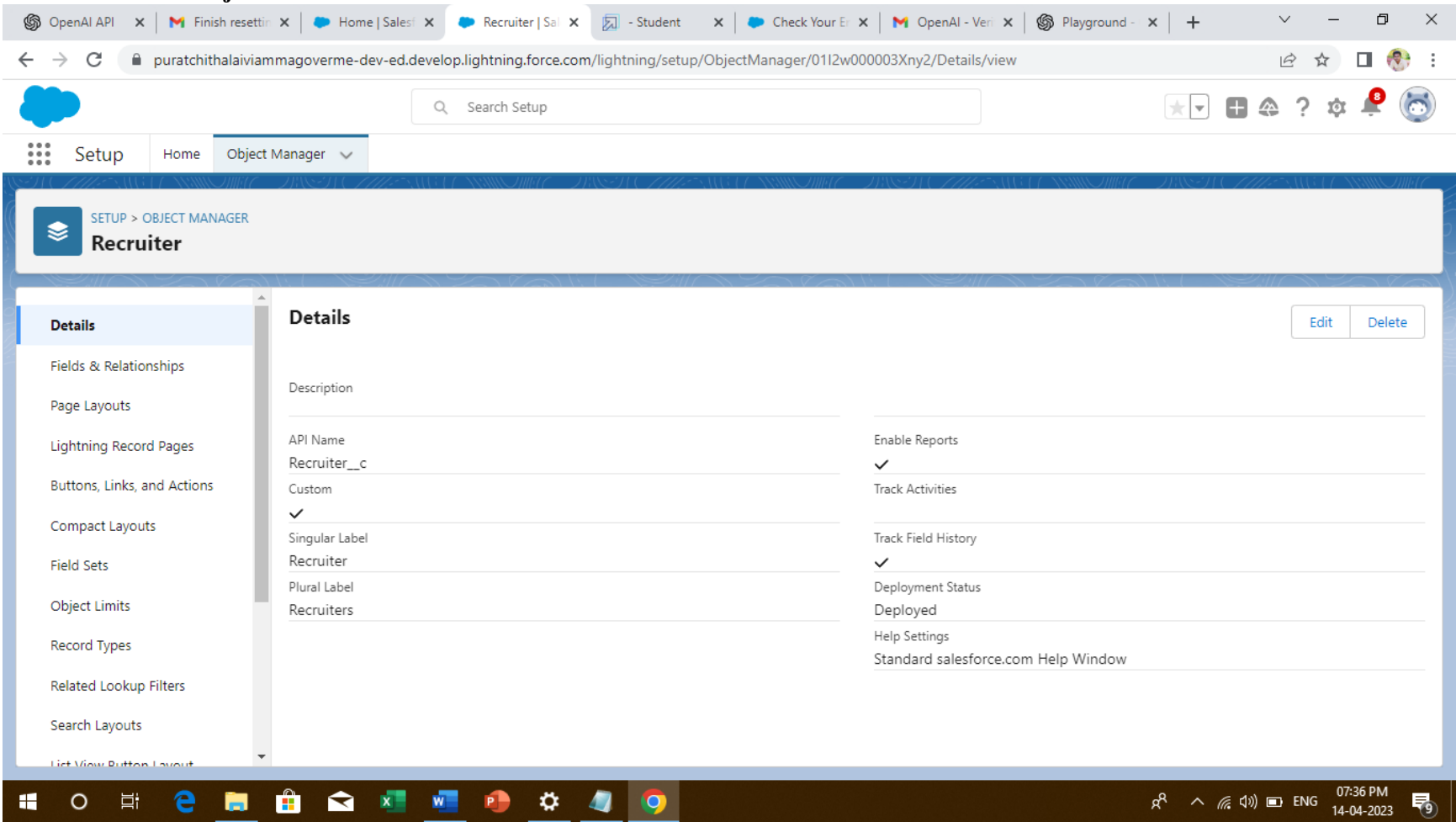
ACTIVITY 2: Create a Jobs, Candidate, Job Application Object and Tab
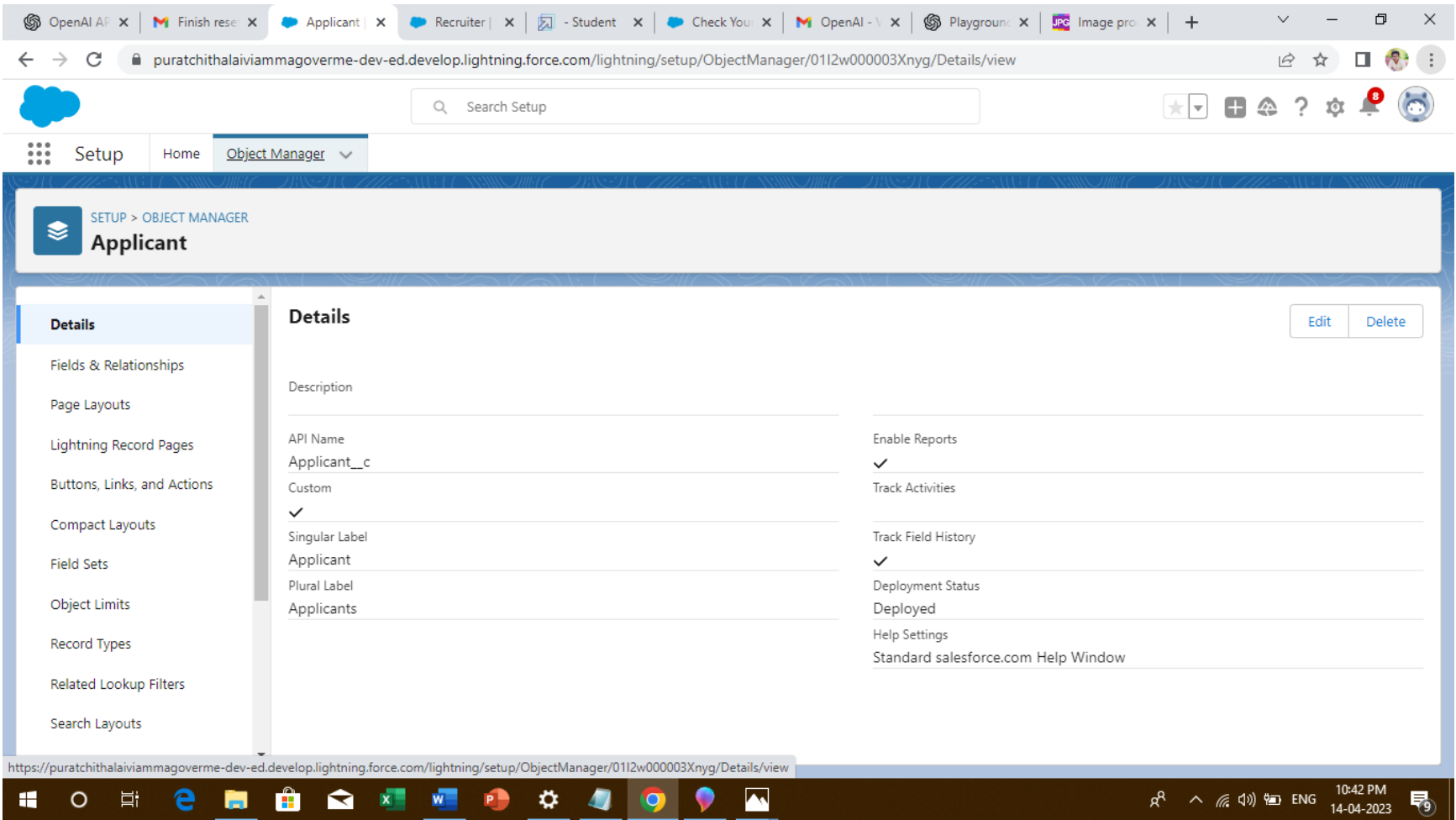
MILESTONE 3:

Fields

ACTIVITY 1:

Create the custom fields:
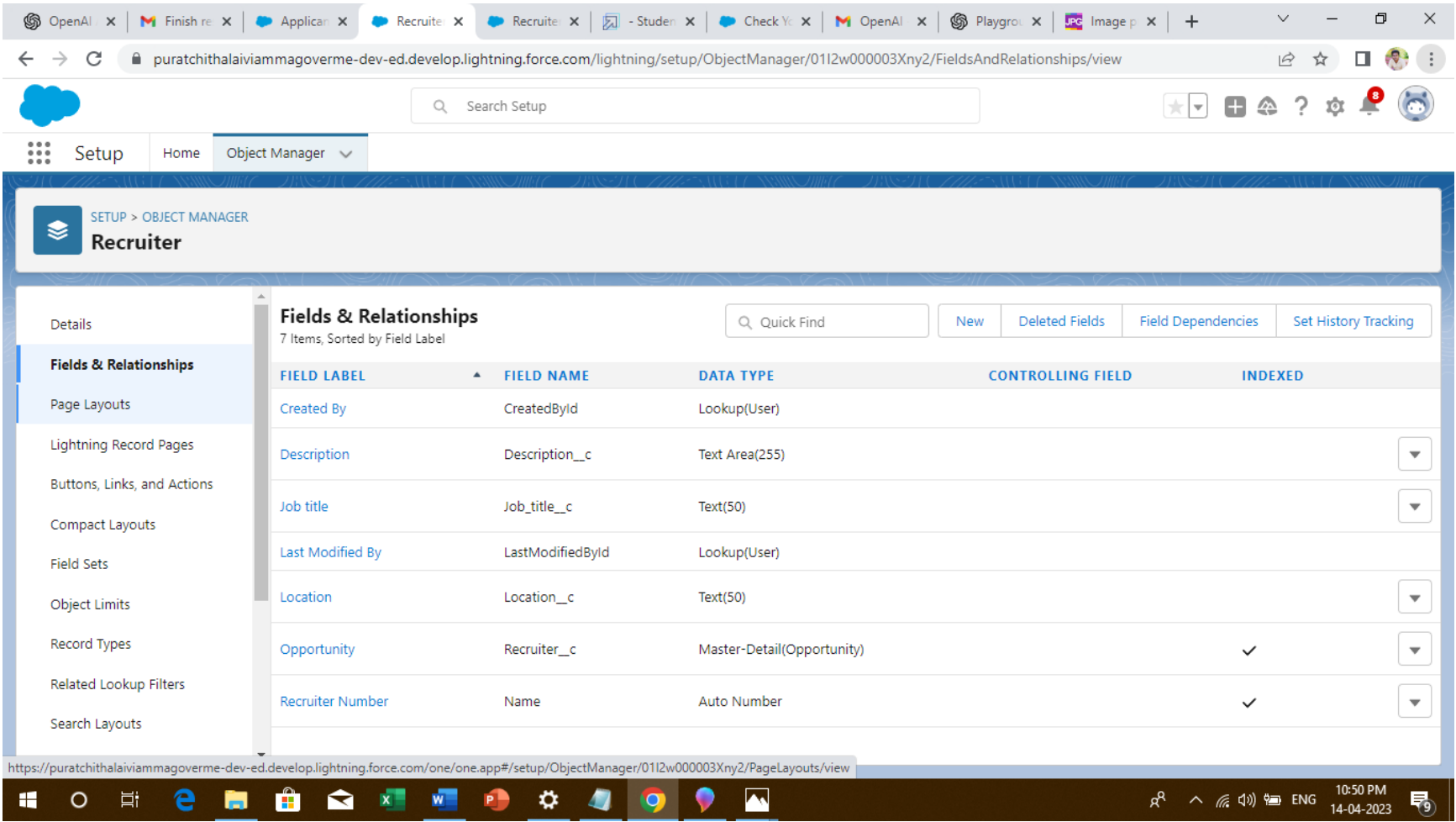
ACTIVITY 2:

Creation of Master-detail relationship:

ACTIVITY 3:

Create a new custom field:

ACTIVITY 4:

Create a new custom field:
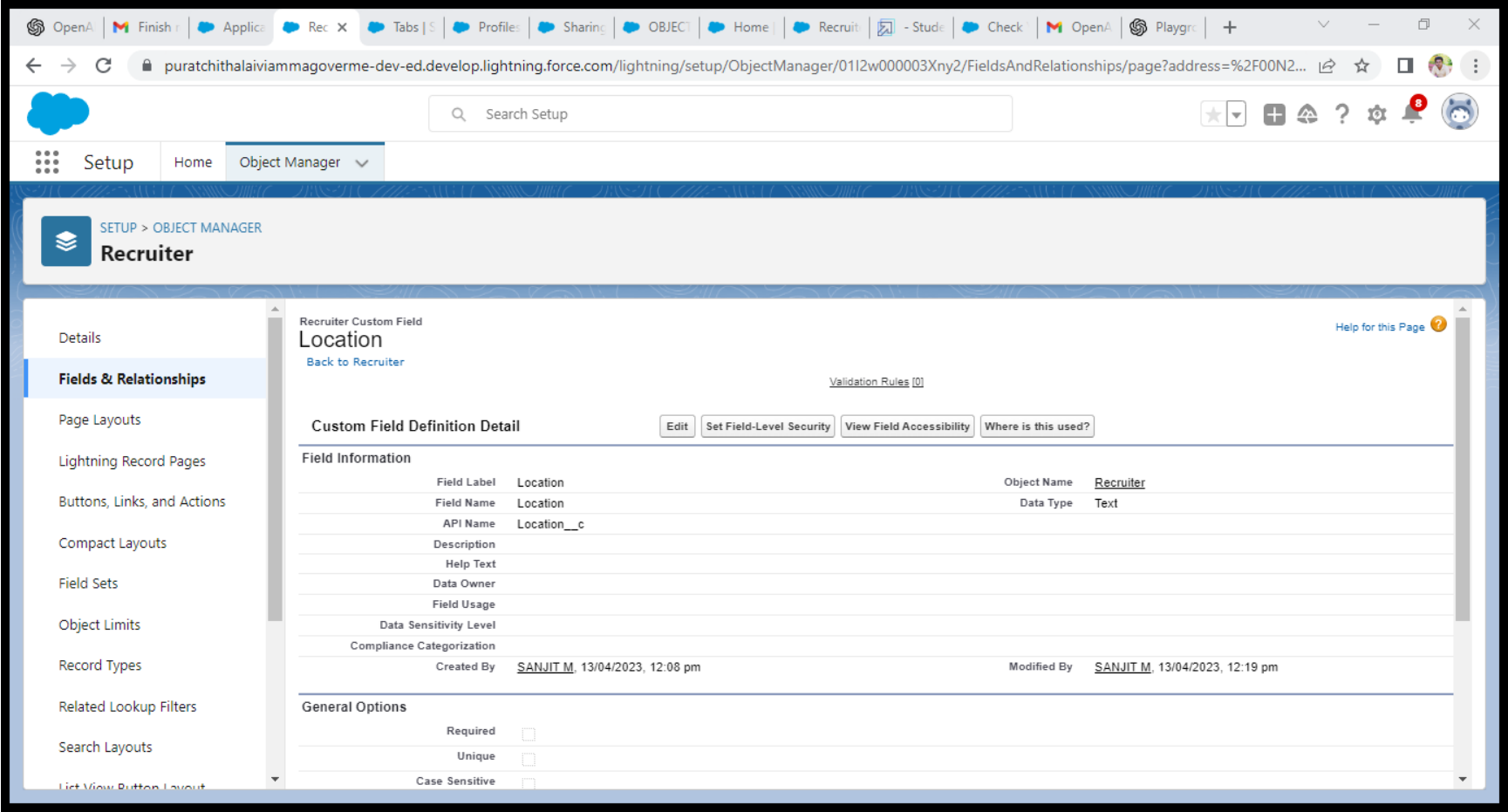
Milestone 4-Tab:

Activity 1:

Create a tab:
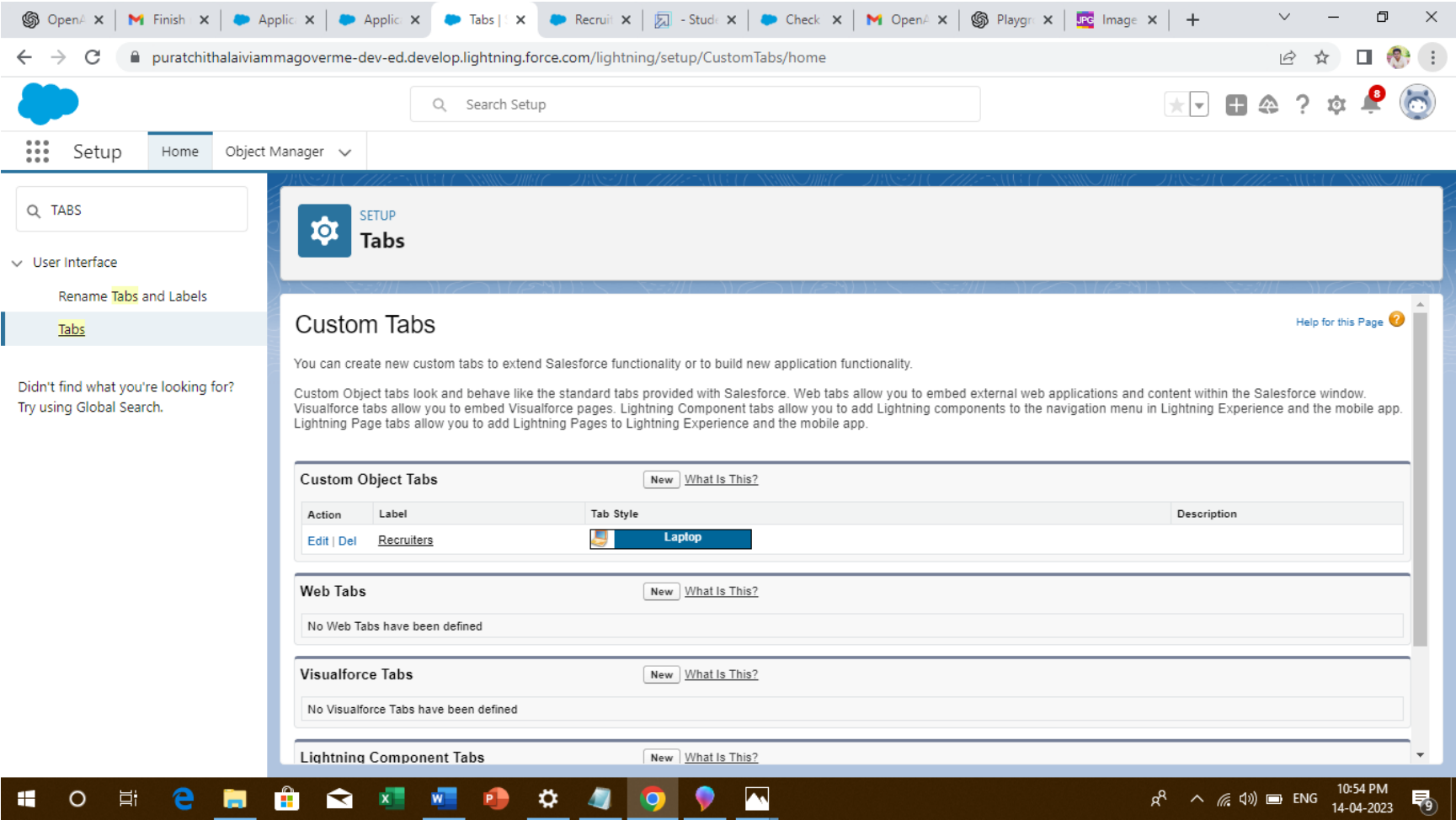
Milestone 5- Profile:

Activity 1:

Create a custom profile :
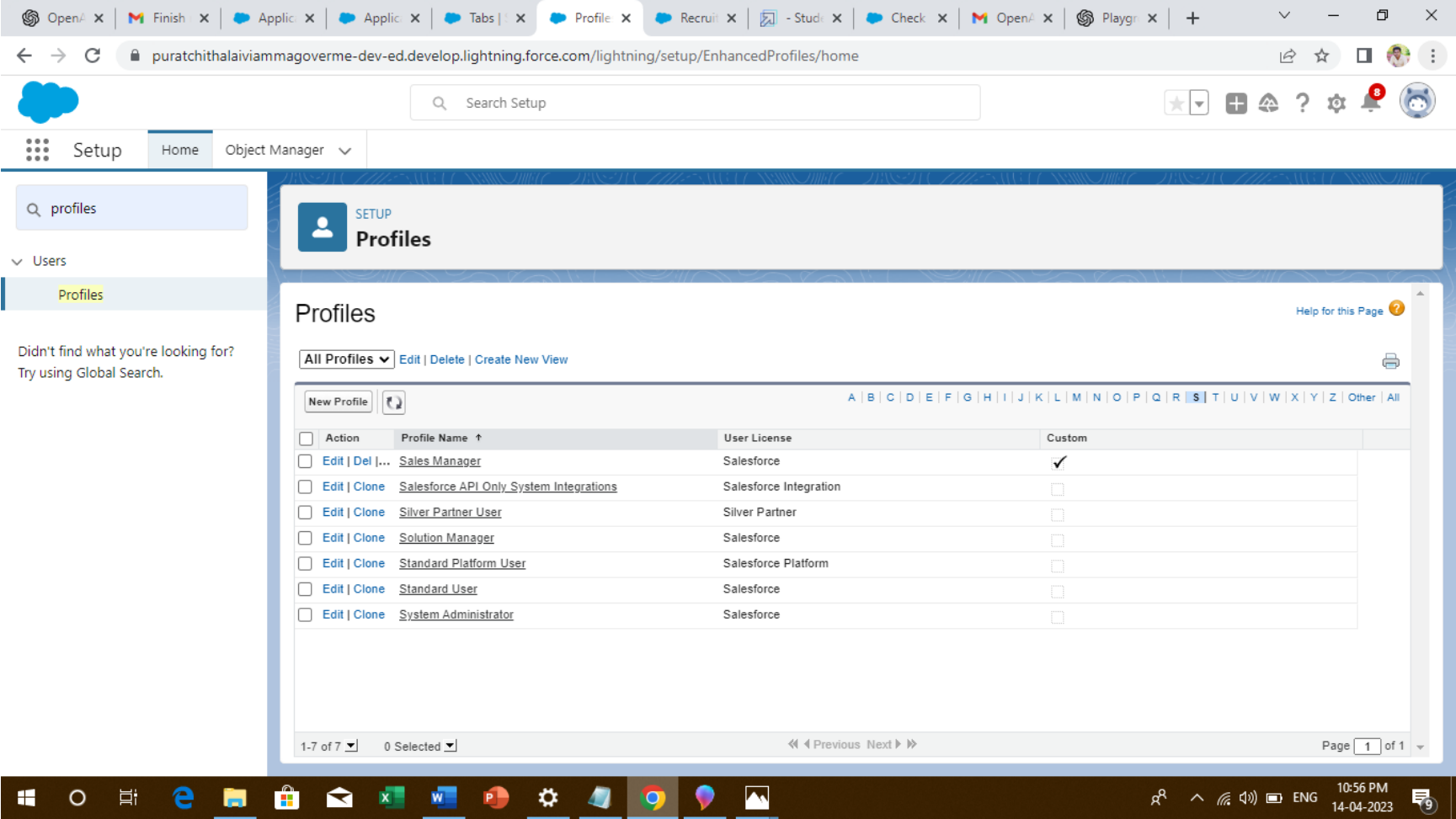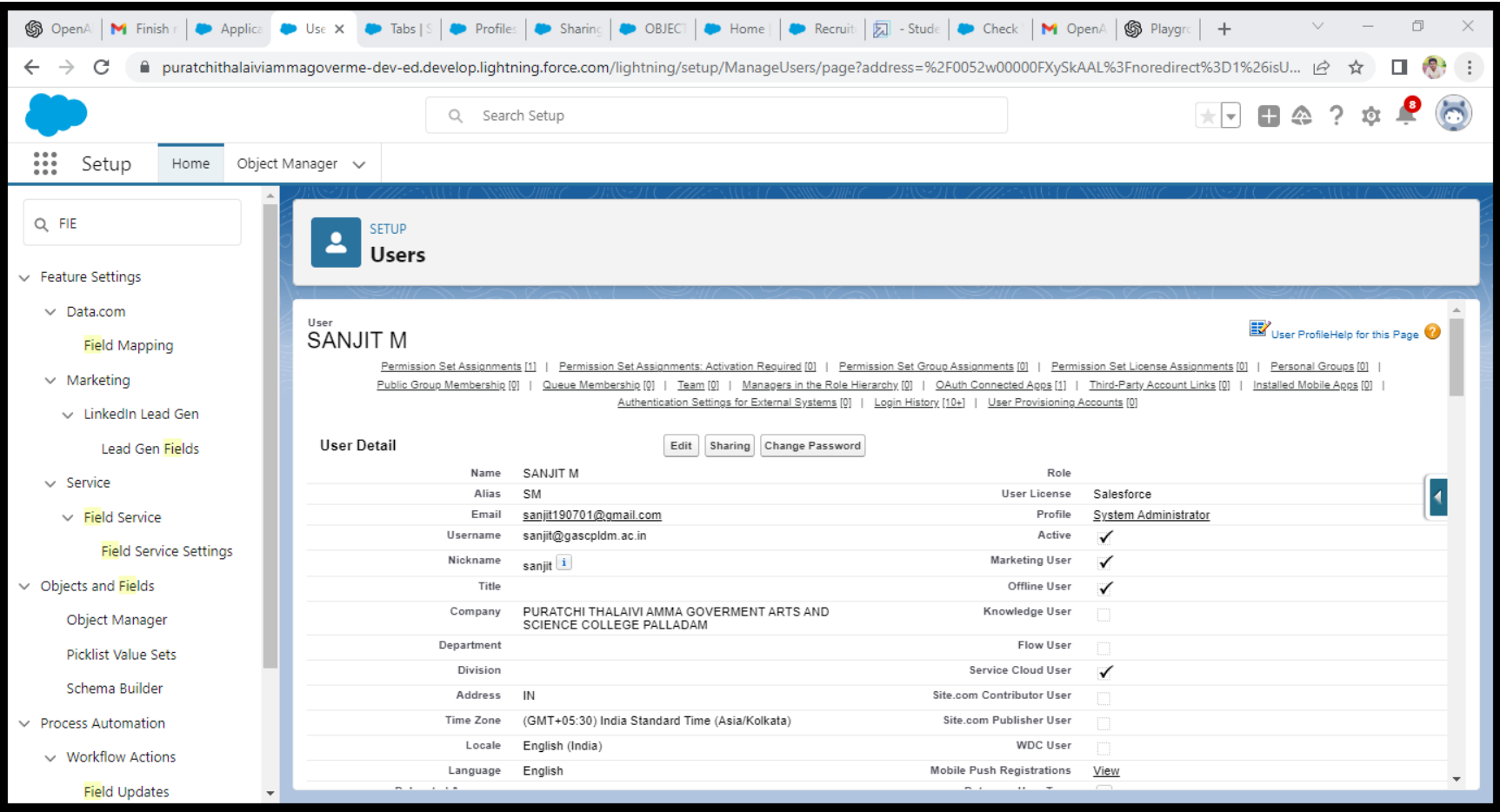

Activity 2:

Create a profile with the profile name as "Sales Manager"
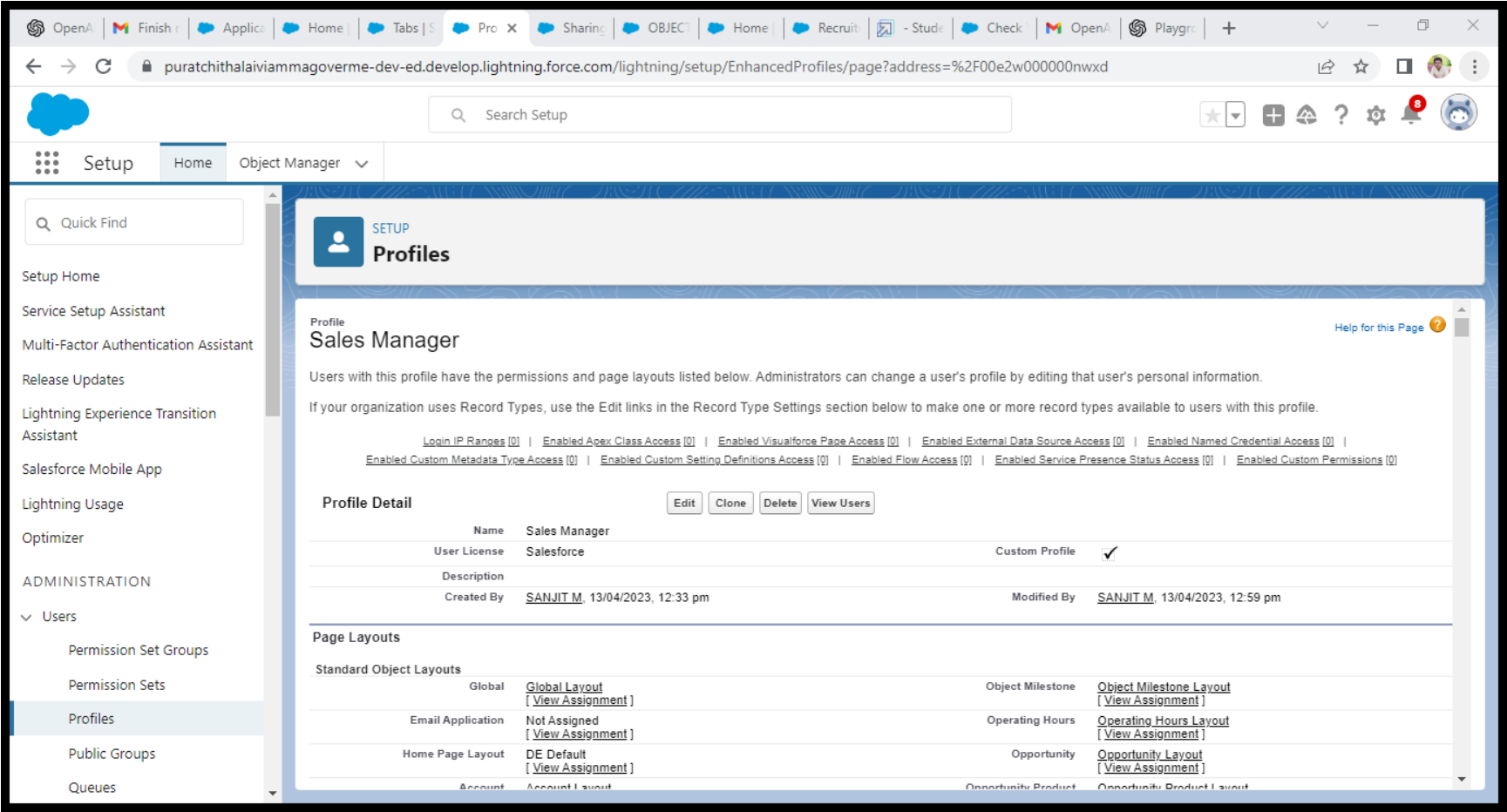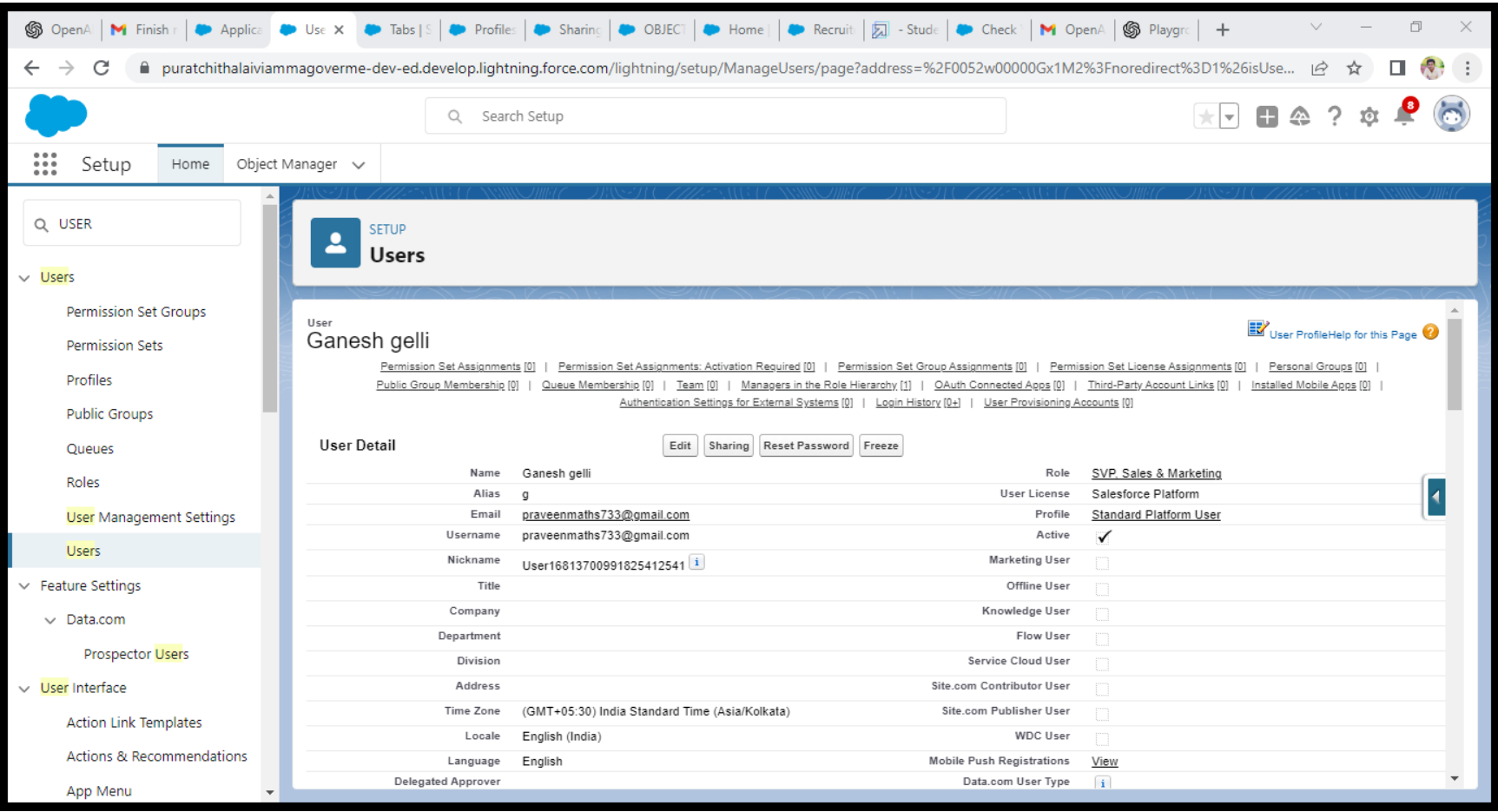

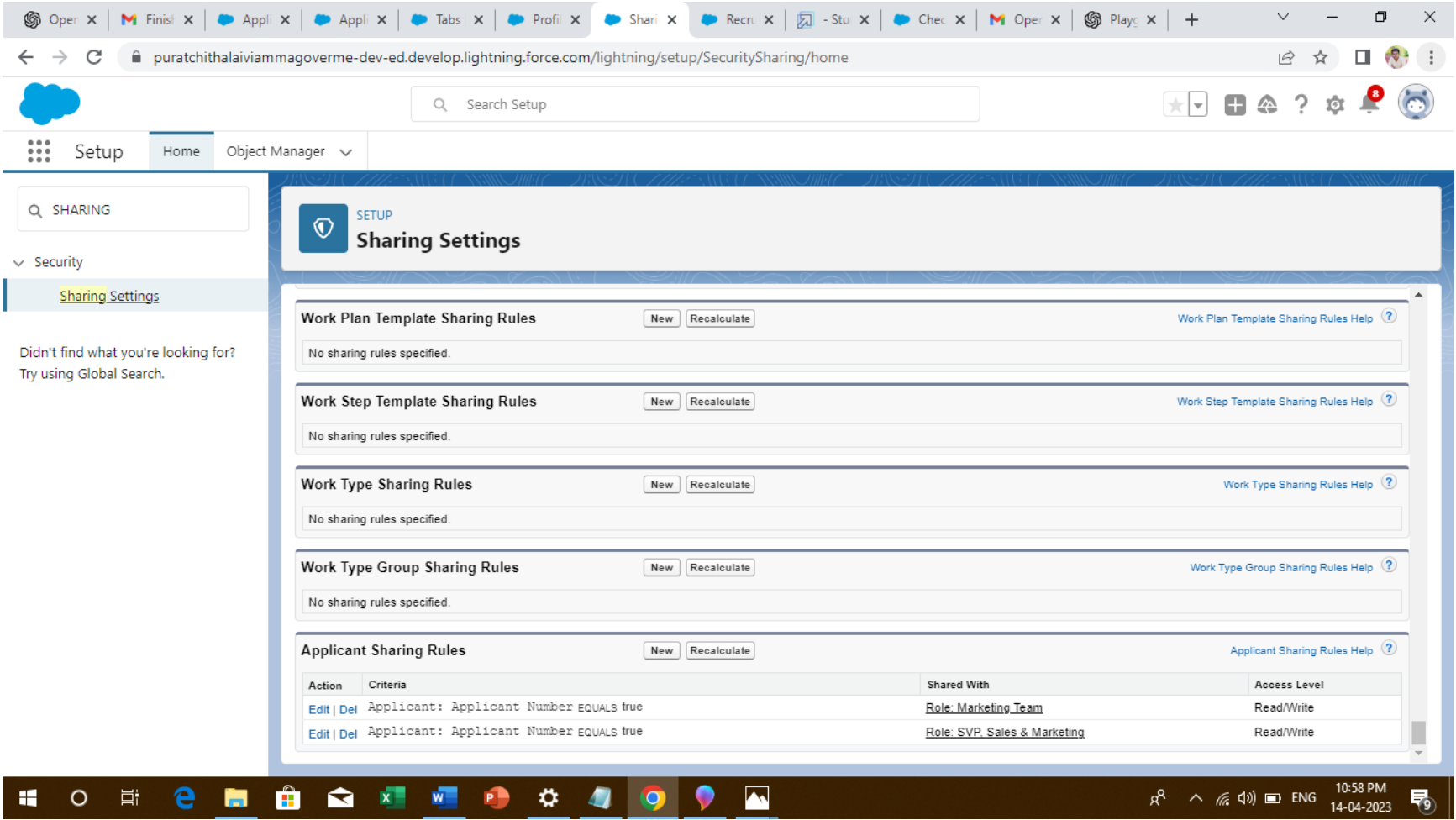**Milestone 6-User**

Activity 1:
To Create a user:

Activity 2:

Create a user with a username as "Ganesh Gelli", and assign him the sales Manager profile.
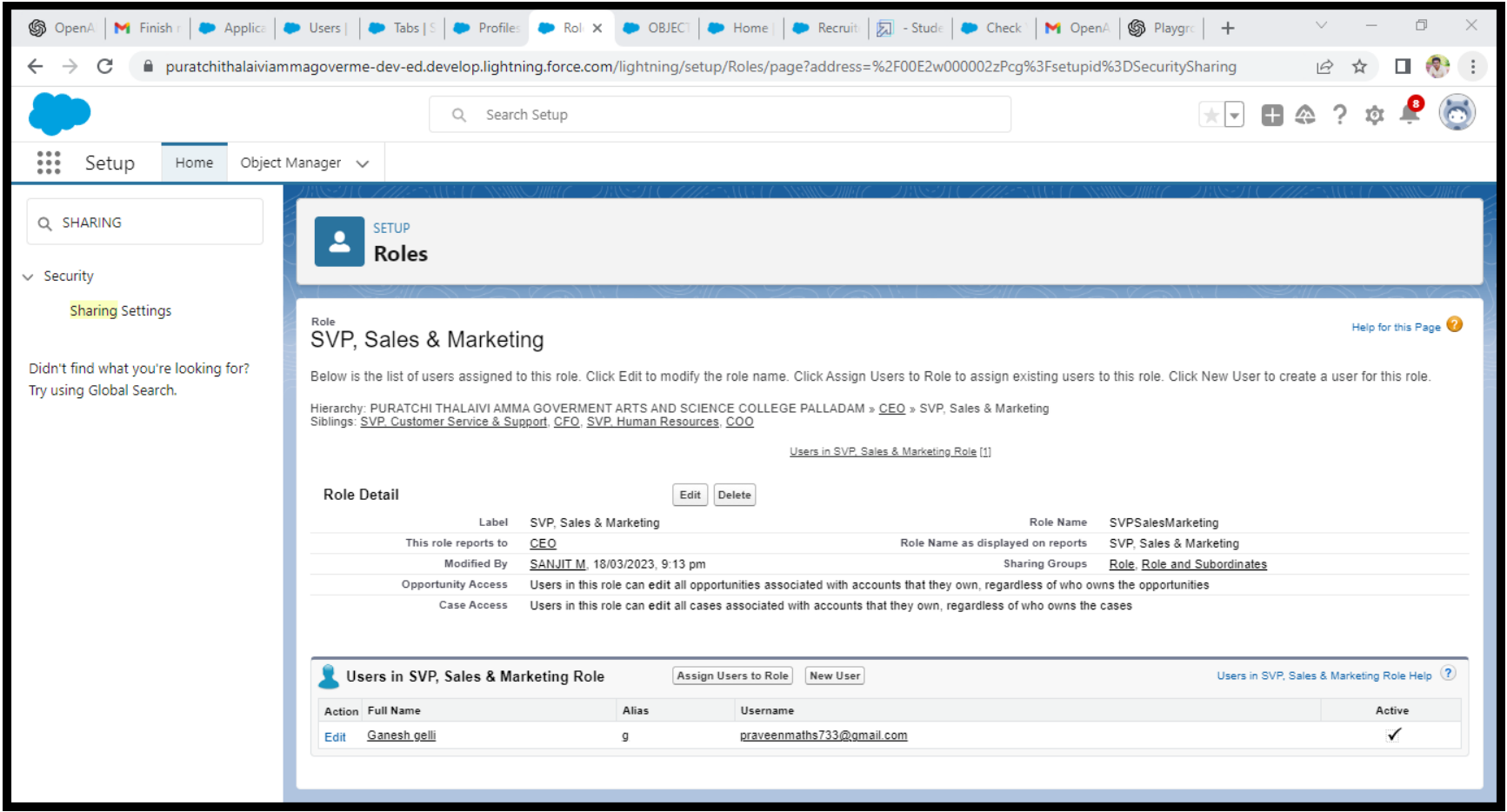

Milestone 7-Sharing Rules
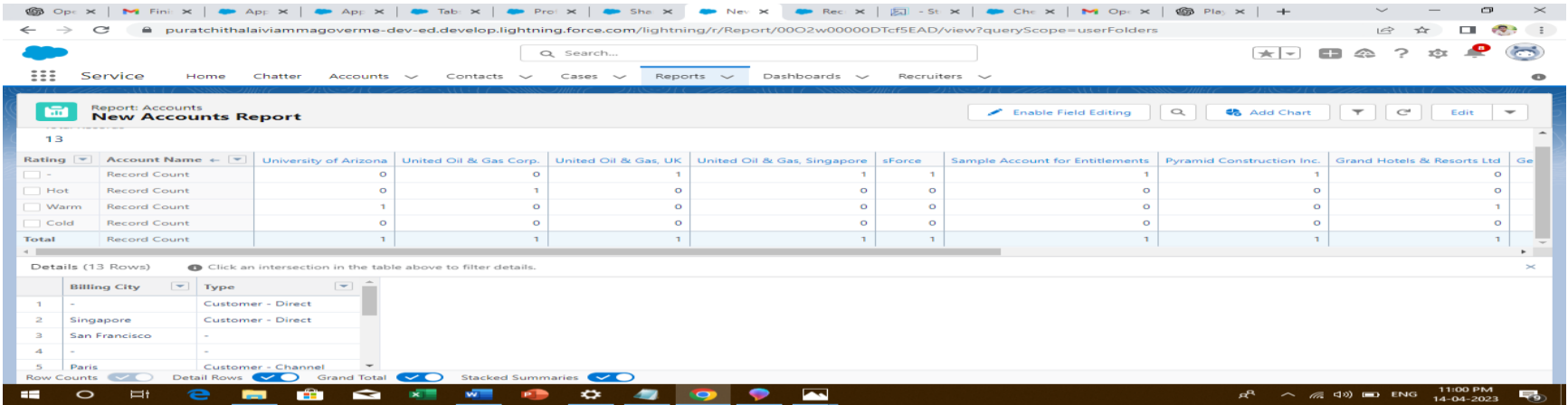
Activity 1:
Create a sharing rule

Activity 2:

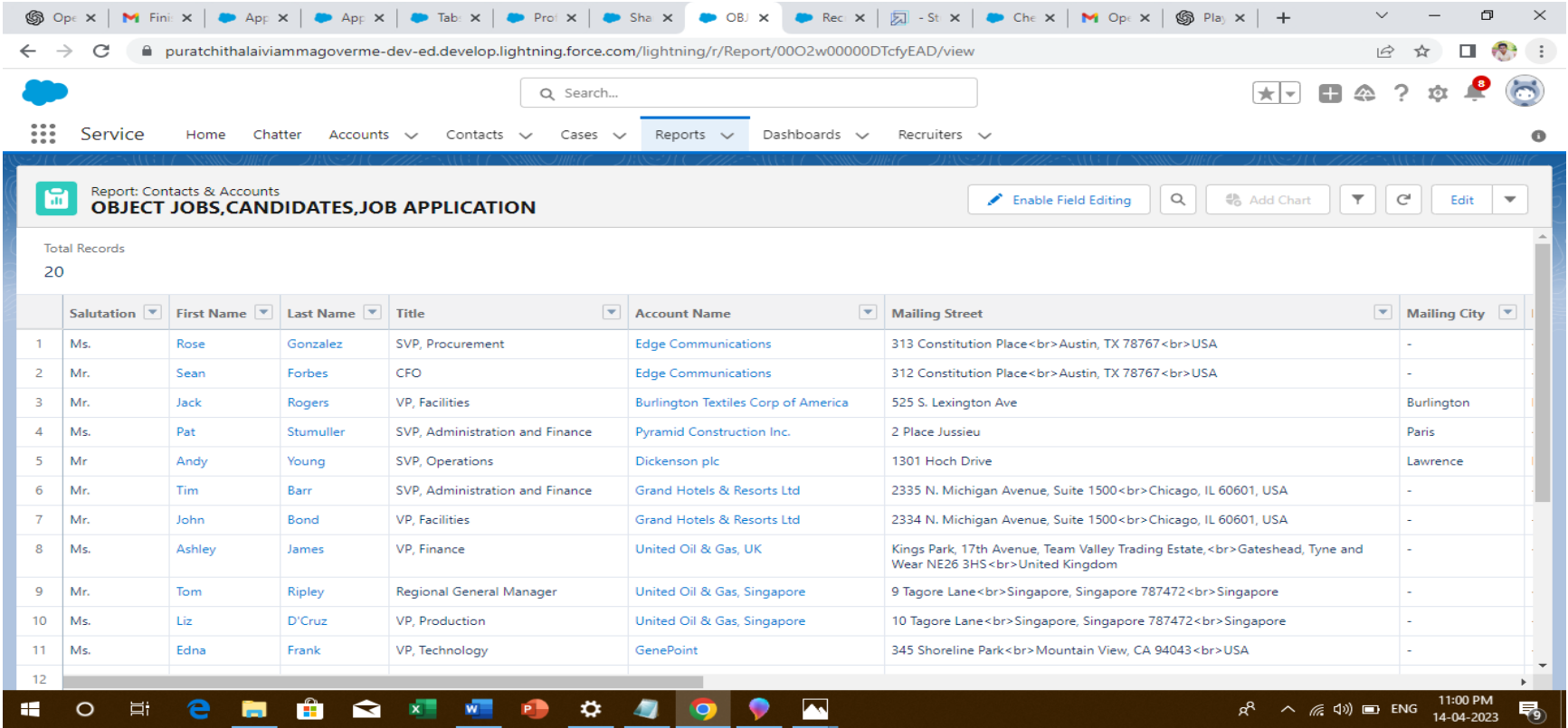Create a Sharing Rule to Share the records of Job Application to Hr Manager with the Access of Read/Write.

Milestone 8-Reports:

Activity 1:
Create a report:

Activity 2:
Create a Report using the Objects Jobs, Candidate and Job Application.

4. TRAILHEAD PROFILE PUBLIC URL

TEAM LEAD: https://trailblazer.me/id/san1907

TEAM MEMBER 1: https://trailblazer.me/id/raj1107

TEAM MEMBER 2: https://trailblazer.me/id/pra7601

TEAM MEMBER 3: https://trailblazer.me/id/sakthi9636

TEAM MEMBER 4: https://trailblazer.me/id/sasi2023

5.ADVANTAGES & DISADVANTAGE

➔Advantages

1. Streamlines the Hiring Process: A job application tracking system streamlines the hiring process by automating many of the tasks associated with recruiting. This includes tracking applicants, creating job postings, managing interviews, and collecting and evaluating candidate feedback.

2. Improves Efficiency: A job application tracking system makes it easier to manage the entire hiring process, from the initial job posting to the final selection of the candidate. By having all of the relevant information in one place, recruiters can quickly review applications and select the best candidate for a position.

3. Increases Visibility: A job application tracking system gives recruiters a comprehensive view of the hiring process. Recruiters can easily review the status of each applicant, compare candidate side-by-side, and make informed decisions about which candidates to move forward with.

4. Enhances Communication: A job application tracking system makes it easier for recruiters to communicate with their applicants. The system provides recruiters with the ability to send automated emails to keep applicants informed about their applications and to schedule interviews.

5. Enhances Candidate Experience: By using a job application tracking system, recruiters can ensure a more positive experience for candidates throughout the hiring process.

7. Improved compliance: An ATS helps recruiters stay compliant with relevant laws and regulations by providing a secure system for storing candidate data.

8. More effective screening: With an ATS, recruiters can quickly screen out unqualified candidates and focus on those who are best suited for the job.

➔ Disadvantage

1. Expensive: Job application tracking systems are usually expensive and require a large initial investment for set up and implementation.

2. Complexity: These systems can be complicated and difficult to use, which can cause frustration and delays in managing the recruitment process.

3. Limited Flexibility: Job application tracking systems are often designed to be used in one specific way, which can limit the flexibility of their use and make them difficult to customize.

4. Data Security: These systems often contain sensitive information about applicants, so organizations must ensure that they have secure systems in place to protect the data.

5. Unreliable: Job application tracking systems can be unreliable, as they rely on technology which may fail or crash.

7. Lack of Automation: Many job application tracking systems do not offer automated features, which can lead to manual errors and inefficiencies.

8. Limited Integration: Some job application tracking systems may not be easily integrated with other systems, such as applicant tracking systems

6.APPLICATIONS

1. Automation of Job Application Process: A job application tracking system can automate the entire job application process, from posting job openings to screening applications, scheduling interviews, and tracking applicant progress throughout the recruitment process.

2. More Efficient Hiring: A job application tracking system can help employers identify the best candidates quickly and efficiently. By streamlining the hiring process, employers can reduce the time spent on reviewing applications and make faster hiring decisions.

3. Cost Savings: A job application tracking system can help employers reduce costs associated with hiring by eliminating the need for manual data entry and streamlining the recruitment process.

4. Improved Applicant Experience: By automating the job application process, a job application tracking system can provide a better experience for applicants by reducing the time it takes to apply and receive feedback.

5. Enhanced Reporting: A job application tracking system can generate reports and analytics to provide employers with insights into the effectiveness of their recruitment process. This can help employers improve the hiring process and ensure they are making the right hiring decisions.

7.CONCLUSION

- The Job Application Tracking System is an invaluable tool for businesses of any size.
- It is a great way to keep track of applicants, manage recruitment processes, and streamline the hiring process.
- It helps employers to easily and quickly track the progress of applications and provides an efficient way to store and organize data.
- The system also helps employers to quickly review candidates and quickly identify the best ones for a job. In addition, the system can help employers to save time and money by streamlining the recruitment process and eliminating unnecessary paperwork.

8.FUTURE SCOPE

1. Automated Applicant Tracking System: Job Application Tracking Systems can be further improved by integrating automated tools such as Artificial Intelligence (AI) and Machine Learning (ML). These technologies can be used to Analyses resumes, identify potential candidates and automate the screening process.

2. Cloud-Based System: Cloud-based systems can be used to store and manage job applications. This will enable recruiters to access applications from any location, making it easier to track and manage applications.

 3. Integration with Social Media Platforms: Integration with social media platforms like LinkedIn will allow recruiters to track applications more effectively. Recruiters can also use social media to attract and engage with potential candidates.

 4. Automated Email Notifications: Automated email notifications can be used to alert recruiters about new job applications. This will help them keep track of applications and ensure that no candidate is missed out.

 5. Candidate Database: Companies can make use of a centralised database to store candidate information. This will enable recruiters to easily search and analyse data, reducing the time taken to find suitable candidates.