

GOVERNMENT ARTS COLLEGE FOR WOMEN

SALEM-08

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JOB APPLICATION TRACKING SYSTEM

1 INTRODUCTION

1.1 OVERVIEW

Create a CRM application which helps the applicant to track the no.of jobs he applied and helps him to find the job posted by various recruiters, find the best attributes to be involved to run the process in a smooth way and easily to track.

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 and shortlisting candidate, applicant evaluation, scheduling interviews, managing the hiring process, background verification and completing new-hire paperwork.

1.2 PURPOSE

An ATS creates opportunities to automated manual process, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey. Most of the recruiters using this system reports that it has improved the quality of the candidate they hire.

The recruiters can then schedule interviews and also mail rejection letters using application tracking software.

2 PROBLEM DEFINITION & DESIGN THINKING

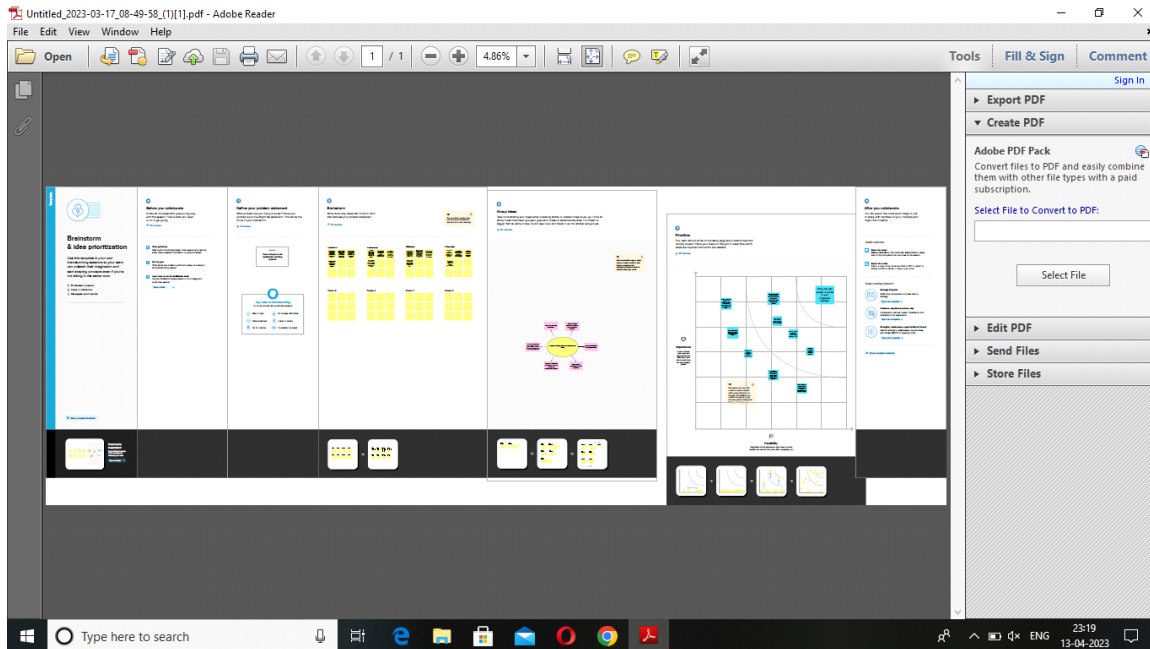
2.1 Empathy map

The screenshot displays the Adobe Reader interface with a document titled "Untitled_2023-03-18_02-37-00[2].pdf". The document content is an "Empathy map" for an ATS system. The map is structured as follows:

- Header:** "Build empathy" with a sub-note: "The information you add here should be representative of the observations and research you've done about your users."
- Central Diagram:** A circular diagram with a central node "Job role: Recruiter" and several surrounding nodes:
 - Top:** "The ATS System" (green box) and "An Applicant Tracking System (ATS) is software for recruiters and employers to track candidates throughout the recruiting and hiring process." (green box).
 - Right:** "No of the user" (pink box) and "The user is not sure how to use the ATS." (pink box).
 - Bottom Right:** "A system of recruiting & hiring" (blue box) and "The user is not sure how to use the ATS." (blue box).
 - Bottom:** "The user is not sure how to use the ATS." (blue box) and "The user is not sure how to use the ATS." (blue box).
 - Bottom Left:** "The user is not sure how to use the ATS." (blue box) and "The user is not sure how to use the ATS." (blue box).
 - Left:** "The user is not sure how to use the ATS." (blue box) and "The user is not sure how to use the ATS." (blue box).
- Footer:** "Empathy map" with a sub-note: "Use this framework to develop a deep, shared understanding and empathy for other people. An empathy map helps describe the aspects of a user's experience, needs, and pain points, to quickly understand your users' experience and mindset."

The right sidebar of the Adobe Reader shows the "Tools" menu with options like "Export PDF", "Create PDF", "Edit PDF", "Send Files", and "Store Files". The bottom status bar shows the page size "200.00 x 148.33 in" and the date "13-04-2023".

1.2 Ideation & Brainstorming Map



RESULT

3.1 Data model:

Object name	Fields in the object	
Recruiter	Field label	Data type
	Recruiter	Auto Number
Jobs	Field label	Data type
	Jobs	Auto Number

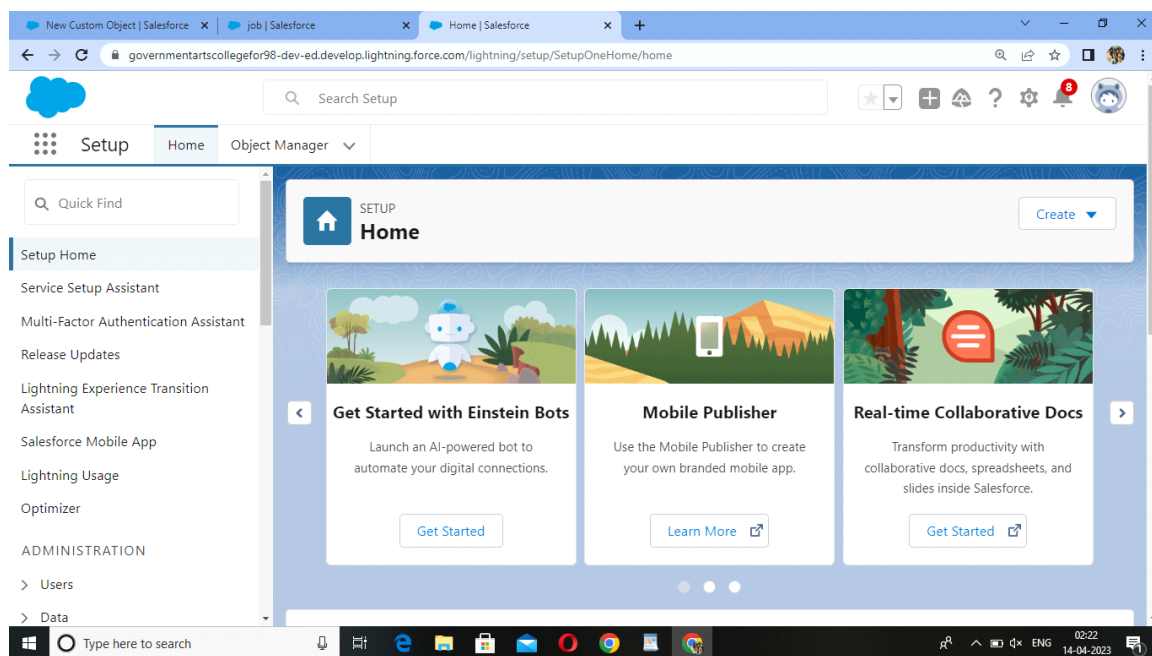
Candidate	Field label	Data type
	Candidate	Auto Number
Job Application	Field label	Data type
	Job Application	Auto Number

3.2 Activity & Screen Shots:

Milestone 1-Salesforce:

Create Salesforce Developer Org:

A developer org has all the features and licences you need to get start with salesforce.

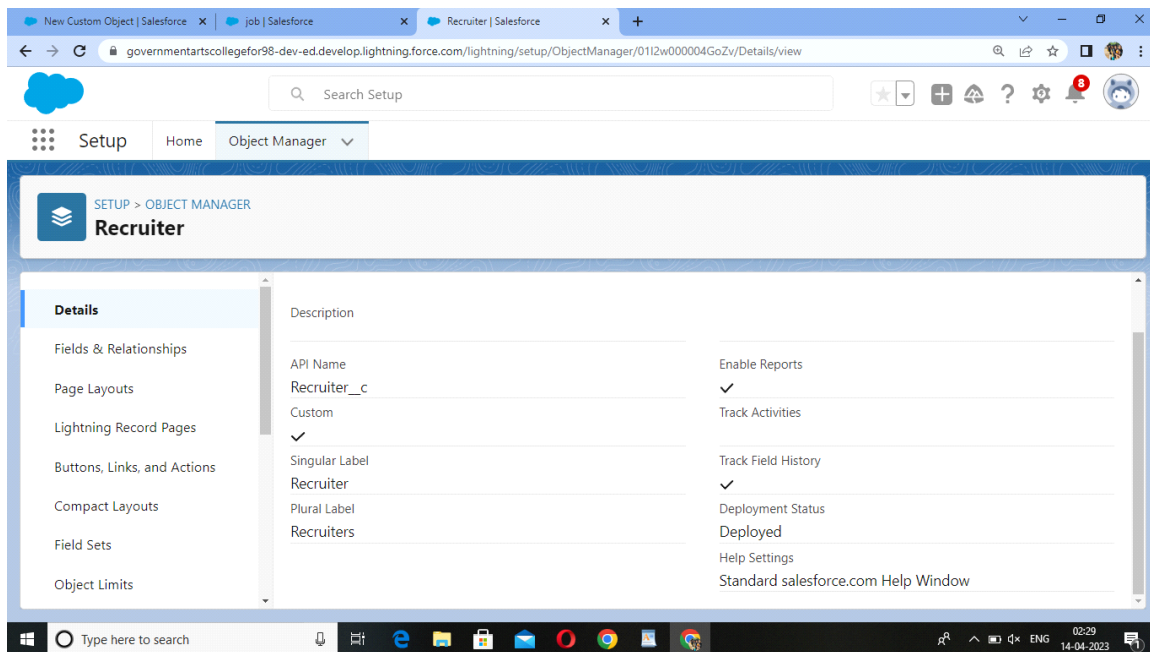


Milestone 2-object:

Salesforce object are database tables that permit you to store data that is specific to an organization. It consists of fields and records.

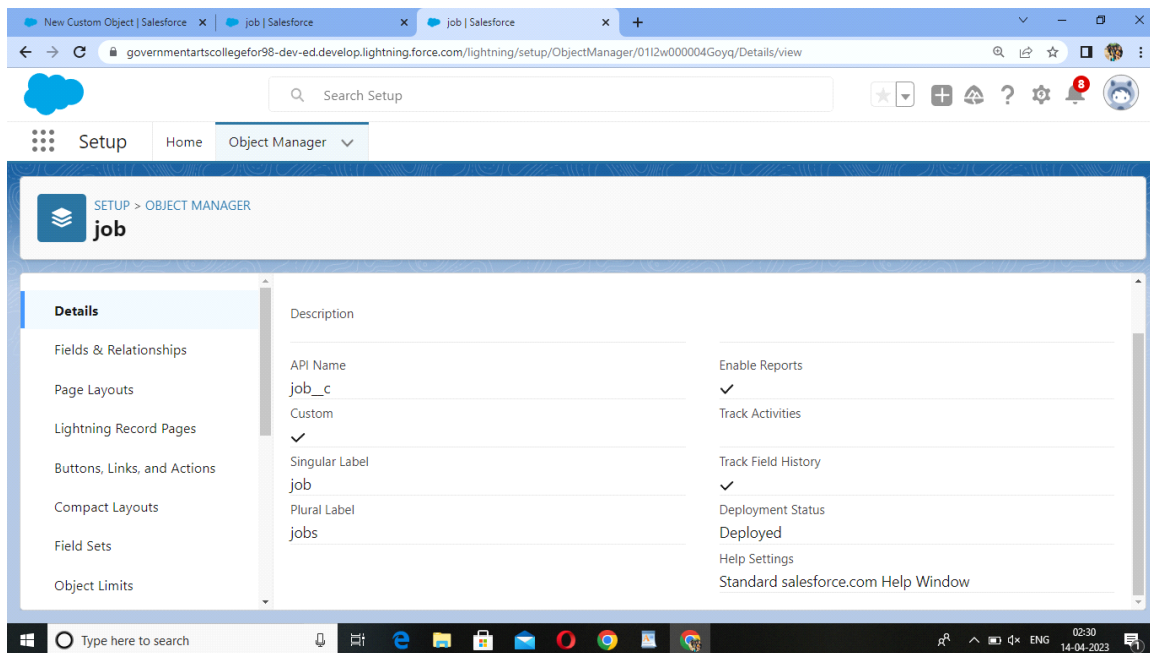
Activity1:

Create a custom object for recruiter:

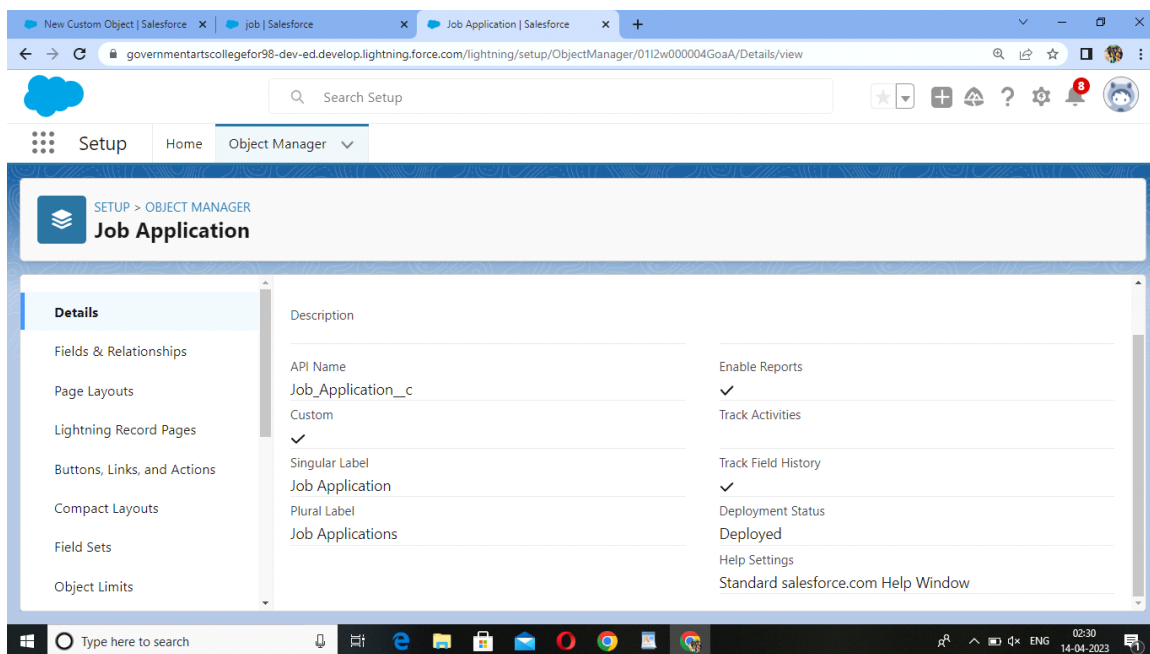


Activity2:

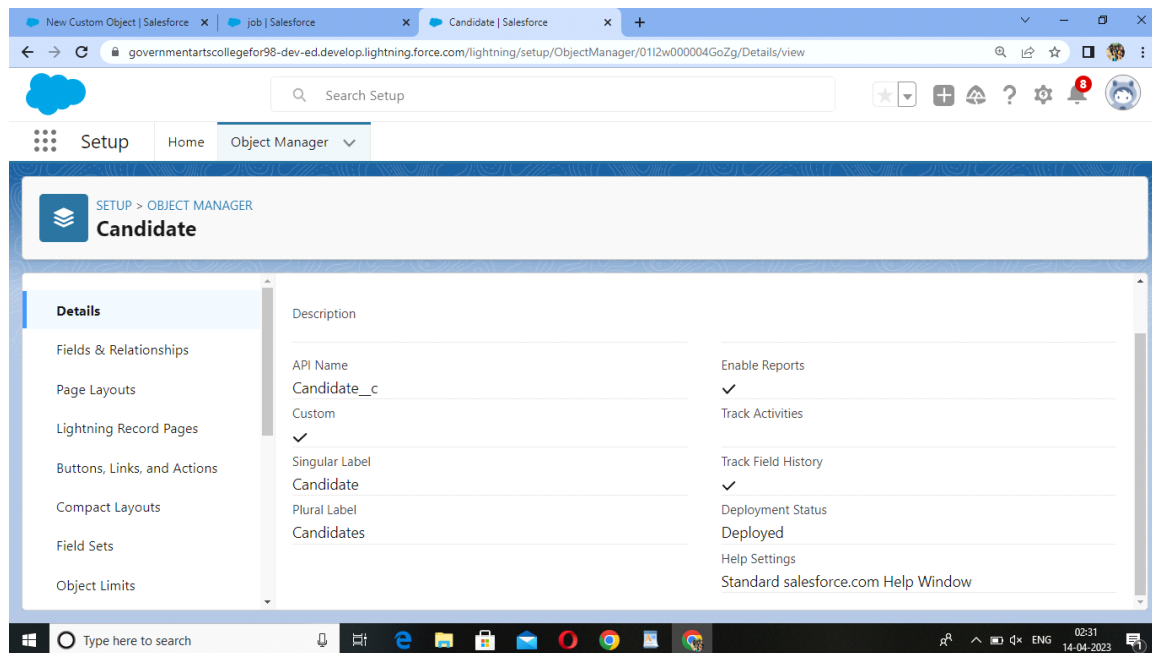
Create a custom object for Jobs:



Create a custom object for job application:



Create a custom object for candidate:

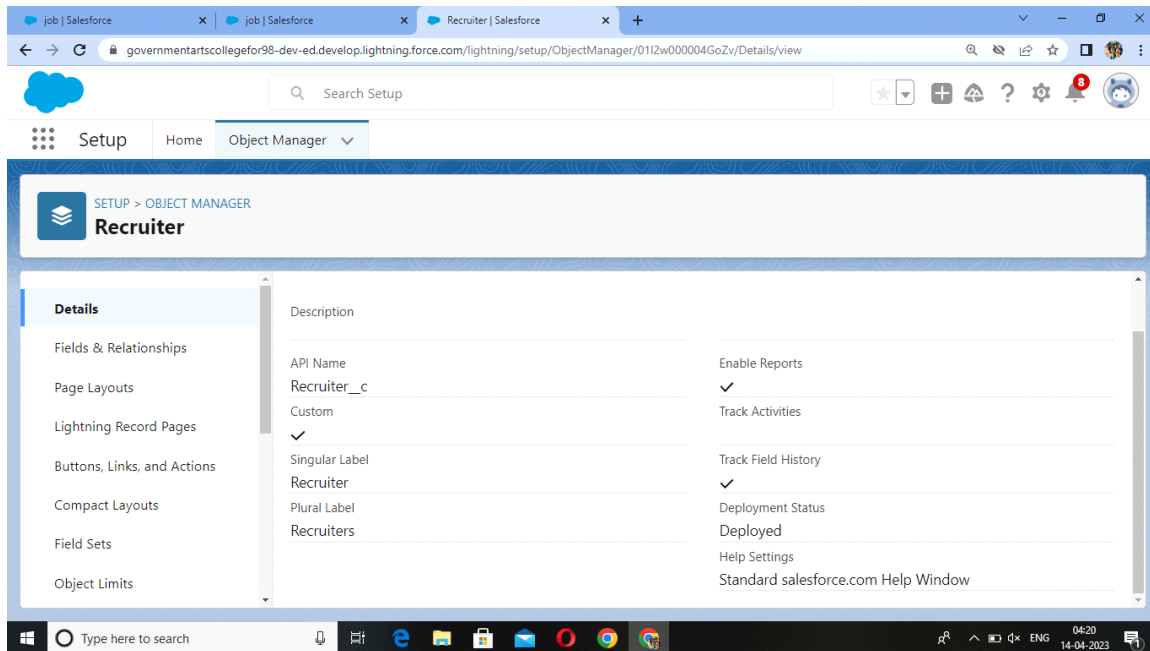


Milestone 3-fields:

Fields in salesforce represent what the columns in relational database. It can store data values which are required for a particular object in a record.

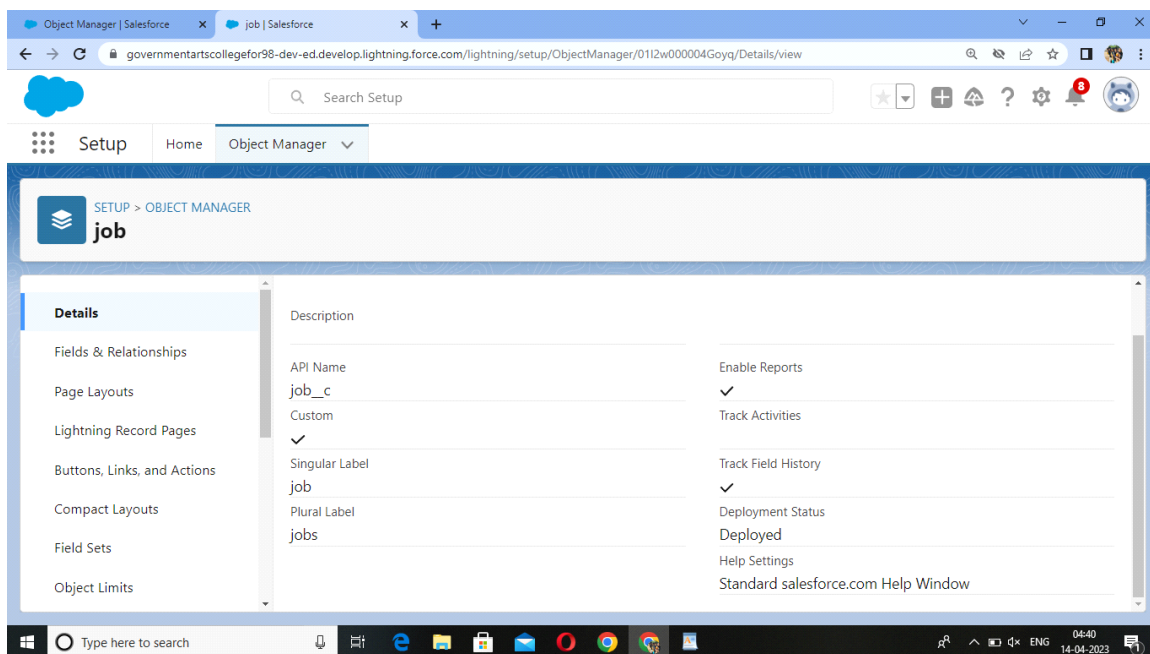
Activity 1:

create a custom field :



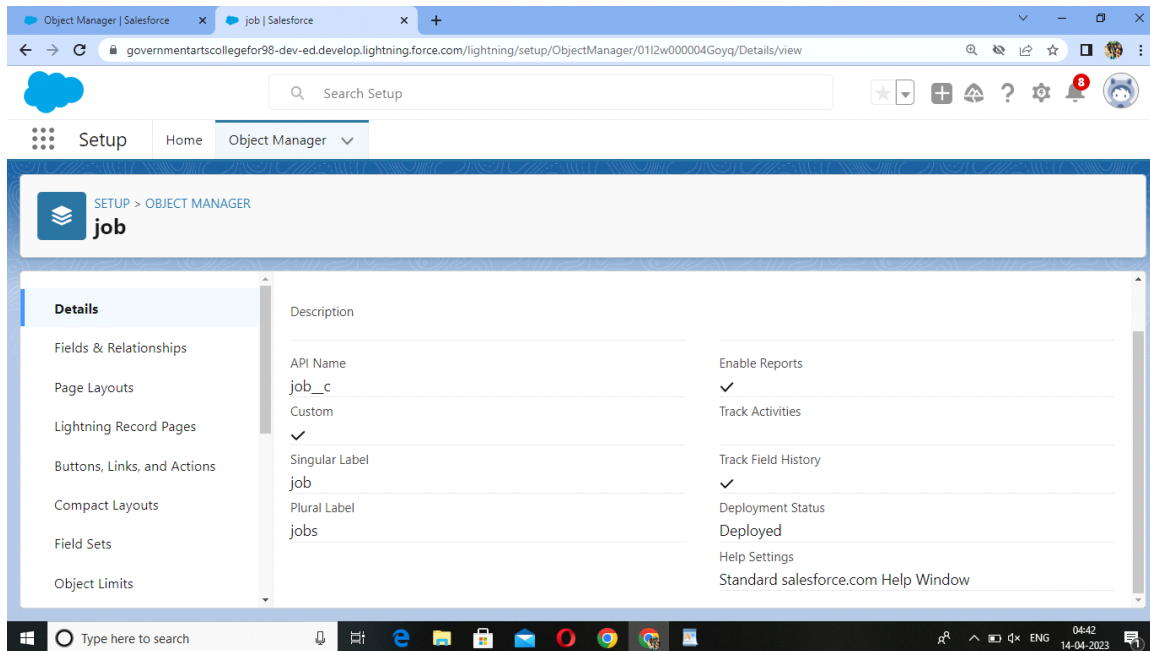
Activity 2:

Creation of master-detail relationship field :



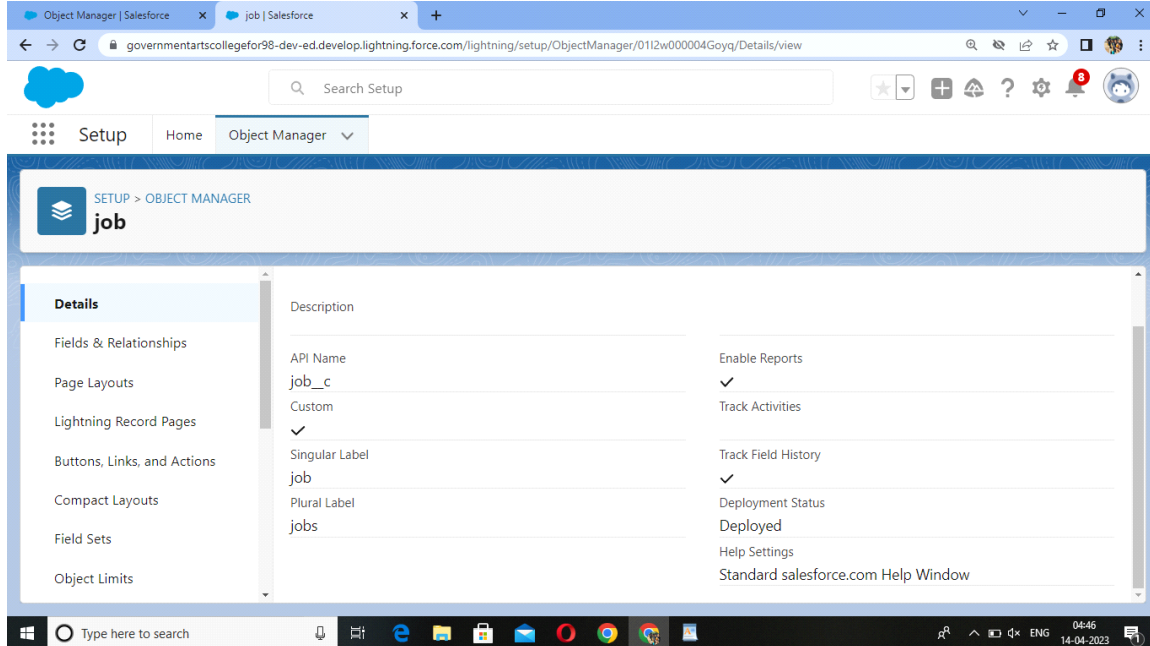
Activity:3

Create a new custom field:



Activity 4:

Create a new custom field:



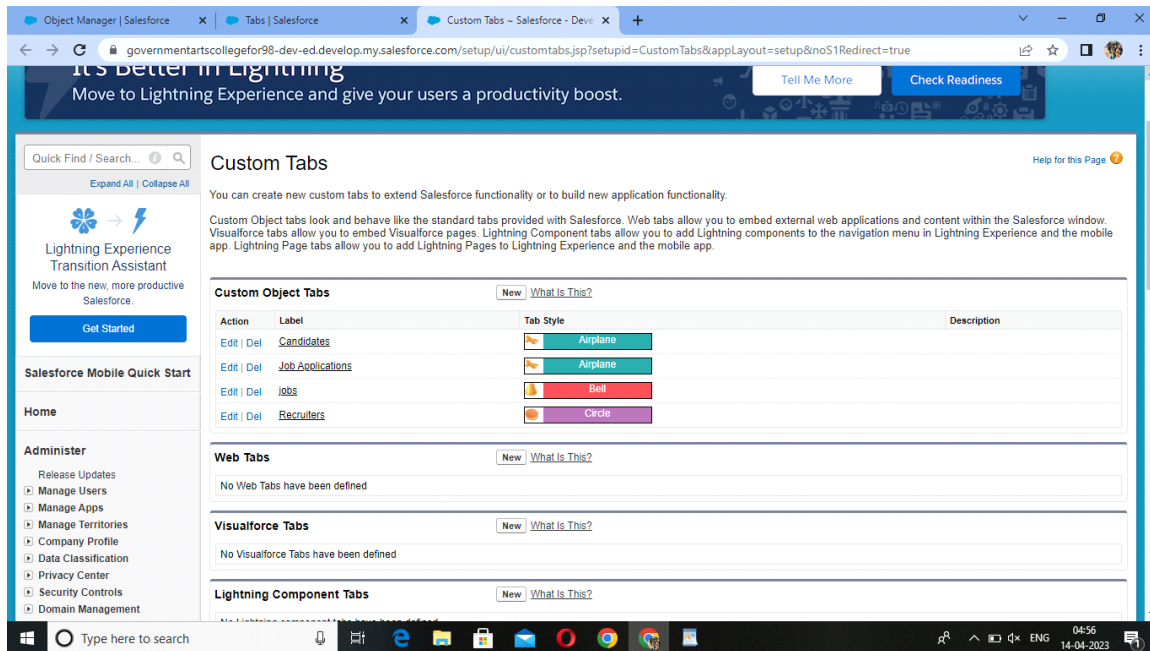
Milestone 4-tab:

In salesforce,a tab is a user interface element that allows users to navigate to different sections of the platform ,such as accounts,contacts,leads,and

opportunities. Tabs can also be used to access custom objects and custom pages. They are typically located at the top of the screen and can be customized to fit the needs of the organization.

Activity 1:

Create a tab:



Milestone 5-profile

A profile is a group/collection of settings and permission that defines what a user can do in salesforce. A profile controls "object permission, field permissions,user permissions, tab settings ,app settings,apex settings,apex class access ,visualforce page access, page layout,record types,login hours & login IP ranges.

A profile can be assigned to many users, but user can be assigned single profile at a time.

Activity 1:

Create a custom profile with recruiter:

The screenshot shows the Salesforce 'Profiles' page for a user named 'Recruiter'. The page is titled 'Profile: Recruiter - Salesforce' and includes a navigation bar with links like Home, Chatter, Libraries, Content, Subscriptions, Candidates, Job Applications, Recruiters, and jobs. A banner at the top promotes 'It's Better in Lightning' with a 'Check Readiness' button. The main content area shows the 'Profile Detail' for the 'Recruiter' profile, including fields for Name, User License, Description, Created By, and Modified By. Below this is a 'Page Layouts' section with a table of standard object layouts and their corresponding page layouts. The table includes columns for Object, Global, Email Application, Home Page Layout, Account, Alternative Payment Method, Appointment Invitation, Asset, Asset Action, and Asset Action Source. The table lists various layouts such as 'Global Layout', 'Email Application', 'Home Page Layout', 'Account', 'Alternative Payment Method Layout', 'Appointment Invitation Layout', 'Asset Layout', 'Asset Action Layout', and 'Asset Action Source Layout'. The bottom of the page shows a Windows taskbar with various application icons and a system clock indicating 06:02 on 14-04-2023.

Activity 2:

create a custom profile with sales manager:

The screenshot shows the Salesforce 'Profiles' page for a user named 'sales manager'. The page is titled 'Profile: sales manager - Salesforce' and includes a navigation bar with links like Home, Chatter, Libraries, Content, Subscriptions, Candidates, Job Applications, Recruiters, and jobs. A banner at the top promotes 'It's Better in Lightning' with a 'Check Readiness' button. The main content area shows the 'Profile Detail' for the 'sales manager' profile, including fields for Name, User License, Description, Created By, and Modified By. Below this is a 'Page Layouts' section with a table of standard object layouts and their corresponding page layouts. The table includes columns for Object, Global, Email Application, Home Page Layout, Account, Alternative Payment Method, Appointment Invitation, Asset, Asset Action, and Asset Action Source. The table lists various layouts such as 'Global Layout', 'Email Application', 'Home Page Layout', 'Account', 'Alternative Payment Method Layout', 'Appointment Invitation Layout', 'Asset Layout', 'Asset Action Layout', and 'Asset Action Source Layout'. The bottom of the page shows a Windows taskbar with various application icons and a system clock indicating 06:04 on 14-04-2023.

Milestone 6-user:

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.

Every user in salesforce has a user account. The user account identifies the user , and the user account settings determine what features and recods the user can access.

Activity 1:

To create a user with HR manager:

The screenshot displays the Salesforce User Manager interface. The top navigation bar includes links for Profiles, Users, Home, and User: hr Manager. The main content area shows the 'User Detail' for 'hr Manager' with the following information:

Field	Value	Field	Value
Name	hr Manager	Role	Salesforce Platform
Alias	hrmana	User License	Standard Platform User
Email	soumyasavarn00@gmail.com	Profile	Standard Platform User
Username	soumyasavarn00@matha.com	Active	<input checked="" type="checkbox"/>
Nickname	User10002279074037622700	Marketing User	<input type="checkbox"/>
Title		Offline User	<input type="checkbox"/>
Company		Knowledge User	<input type="checkbox"/>
Department		Flow User	<input type="checkbox"/>
Division		Service Cloud User	<input type="checkbox"/>
Address	Nimakkal, mangalapuram Mangalapuram 632002 Salem State India	Site.com Contributor User	<input type="checkbox"/>
Time Zone	(GMT+05:30) India Standard Time (Asia/Kolkata)	Site.com Publisher User	<input type="checkbox"/>
Locale	English (India)	WDC User	<input type="checkbox"/>
Language	English	Mobile Push Registrations	<input checked="" type="checkbox"/>
Delegated Approver	Manager	Mobile Push Registrations	<input checked="" type="checkbox"/>
Receive Approval Request Emails	Only if I am an approver	Mobile Push Registrations	<input checked="" type="checkbox"/>
Federation ID		Mobile Push Registrations	<input checked="" type="checkbox"/>
App Registration: One-Time Password Authentication	<input checked="" type="checkbox"/>	Mobile Push Registrations	<input checked="" type="checkbox"/>
App Registration: Salesforce Authentication	<input checked="" type="checkbox"/>	Mobile Push Registrations	<input checked="" type="checkbox"/>
Security: New (HTTP or WebAuthn)	<input checked="" type="checkbox"/>	Mobile Push Registrations	<input checked="" type="checkbox"/>

Activity 2:

To create a user with Ganesh Gelli:

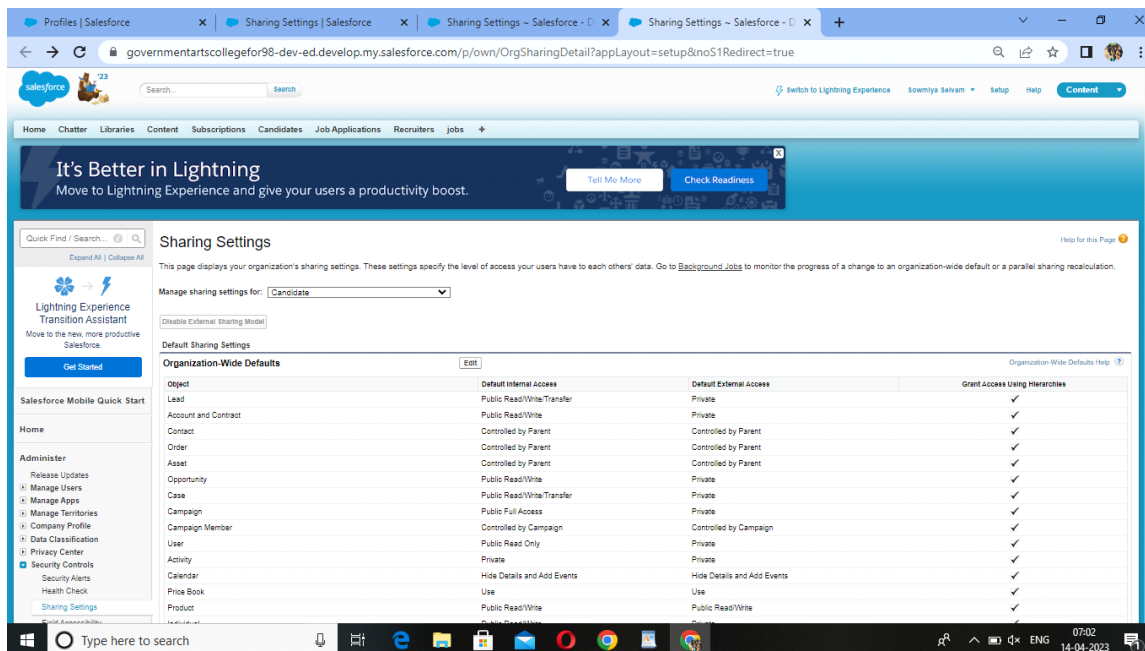
The screenshot shows the Salesforce user profile page for Ganesh Gelli. The page is titled "User: Ganesh Gelli" and includes a search bar at the top. The user's profile information is displayed, including their name, email, username, and role. The user is active and has the role of Standard Platform User. The page also shows a list of permissions and various settings, such as "Lightning Experience Transition Assistant" and "Salesforce Mobile Quick Start".

Milestone 7-sharing rules

Sharing rules helps user to share records based on condition. It is basically created for objects whose organization-wide defaults (OWD) are set to public read-only or private because sharing rules can only extend the access and not restrict it.

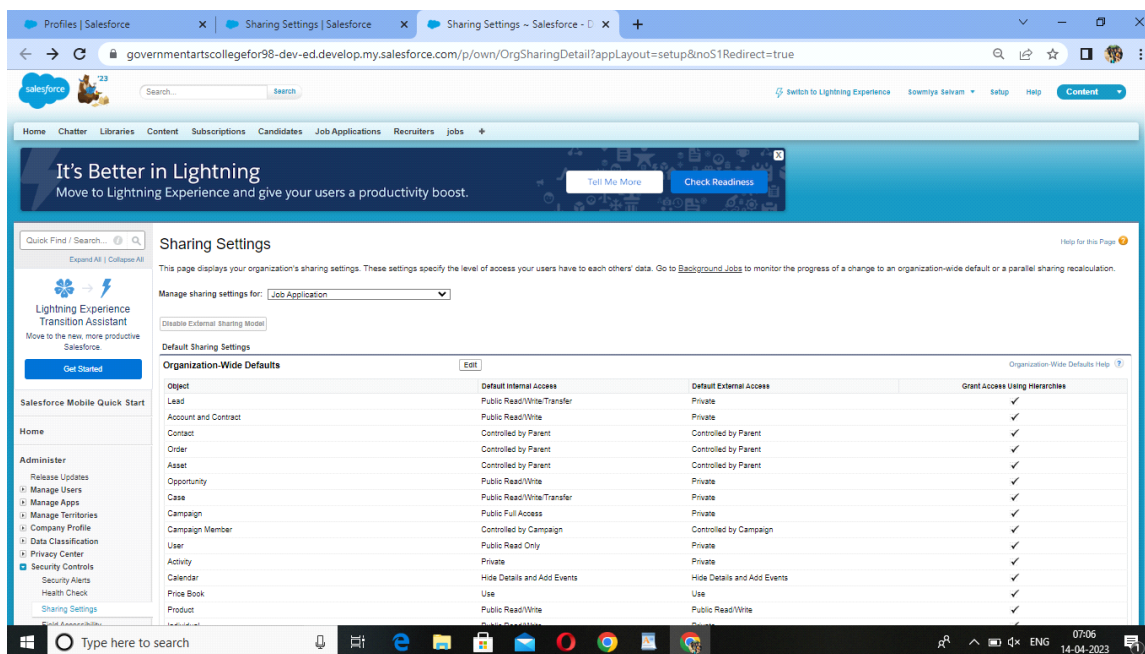
Activity 1:

Create a sharing rule :



Activity 2:

Create a sharing rule:



Milestone 8-Reports:

A report is a list of records that meet the criteria you define .It's displayed in rows and column ,and can be filtered,grouped, or displayed in a graphical chat .Every reports

are stored in folder. Folder can be public, hidden are shared, and can be set to read-only or read/write.

Activity 1:

Create a new account report:

Report Types | Salesforce x New Accounts Report | Salesforce x +

governmentartscollegefor98-dev-ed.develop.lightning.force.com/lightning/r/Report/00O2w00000EP2RKEA1/view?queryScope=userFolders

Search...

job application trac... Job Applications v jobs v Candidates v New Accounts Report v X

Report: Accounts
New Accounts Report

Enable Field Editing Add Chart Edit

Total Records: 13

Billing City		Austin		Burlington		Chicago		Lawrence		Mountain View		New York	
Rating	Type	Customer - Direct	Subtotal	Customer - Direct	Subtotal	Customer - Direct	Subtotal	Customer - Direct	Subtotal	Customer - Channel	Subtotal	Customer - Channel	Subtotal
-	Record Count	1	2	0	0	0	0	0	0	1	1	0	0
Hot	Record Count	0	0	1	1	0	0	0	0	0	0	0	0
Warm	Record Count	0	0	0	0	1	1	1	1	0	0	0	0
Cold	Record Count												

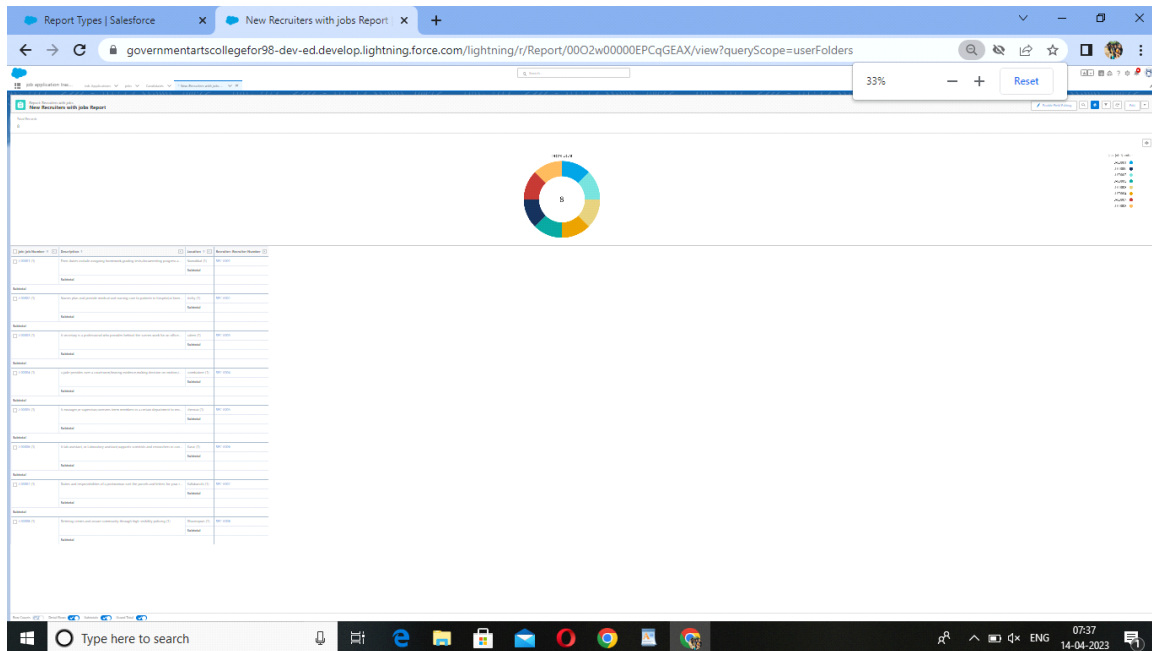
Details (13 Rows) Click an intersection in the table above to filter details.

	Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	-	Automated Process	Sample Account for Entitlements	-	11/03/2023
2	-	Sowmiya Selvam	United Oil & Gas, UK	UK	11/03/2023
3	-	Sowmiya Selvam	Dickenson plc	KS	11/03/2023
4	-	Sowmiya Selvam	Pyramid Construction Inc.	-	11/03/2023
5	-	Sowmiya Selvam	sForce	CA	11/03/2023

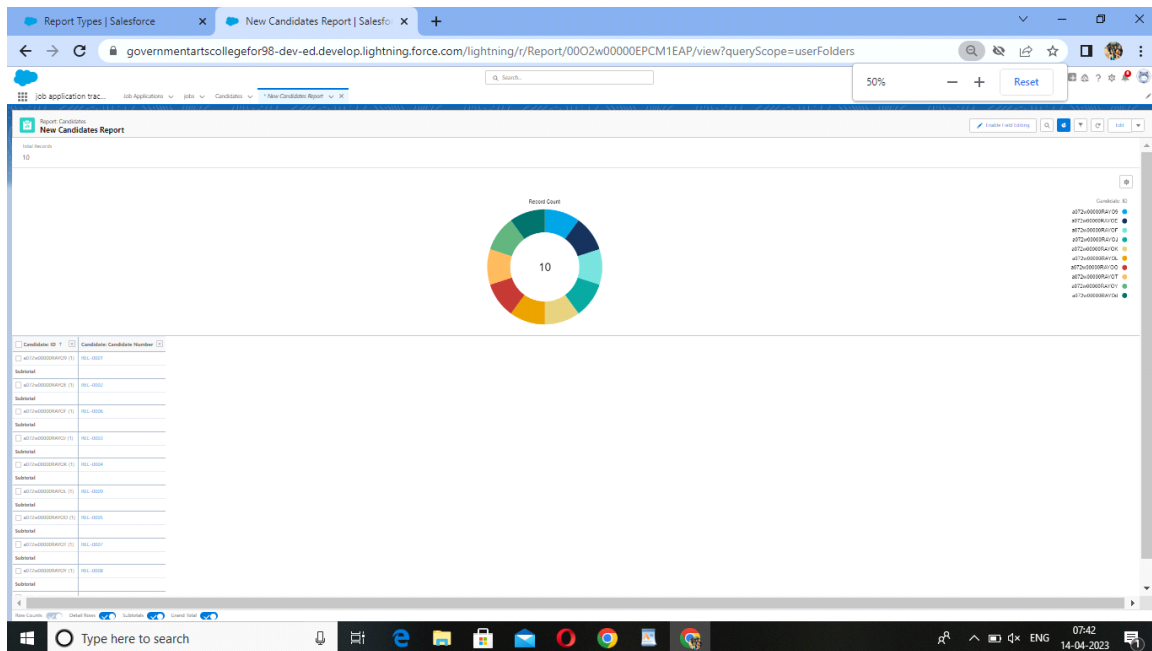
Row Counts Detail Rows Subtotals Grand Total Stacked Summaries

Activity 2:

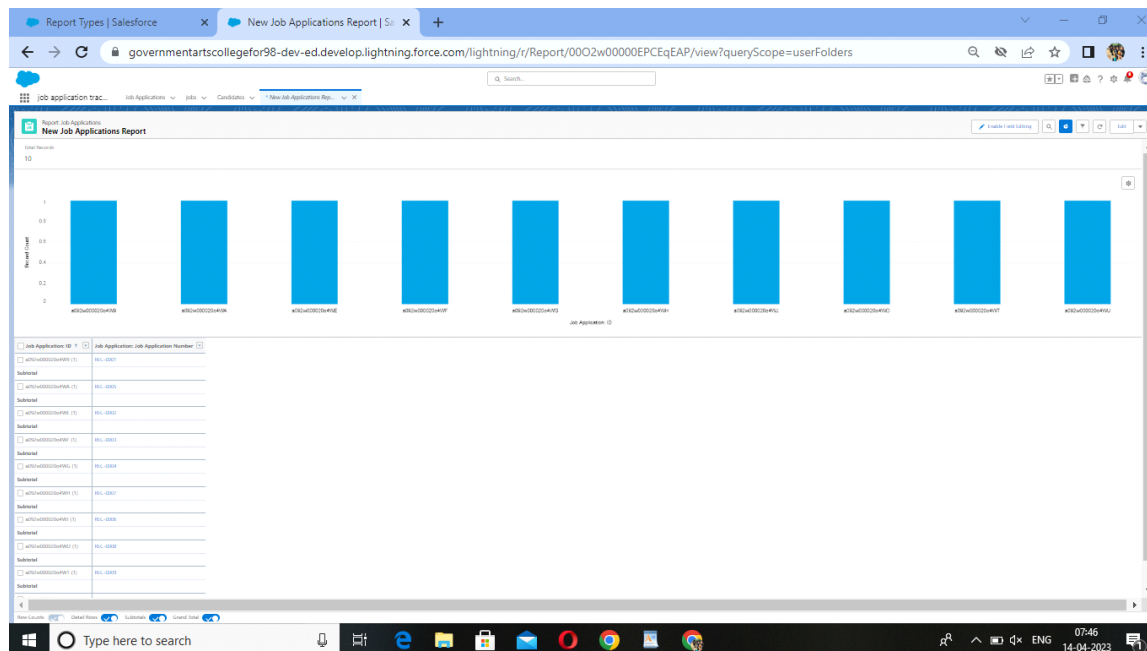
Create a new recruiter with job report report:



Create a new candidate report:



Create a new job application report:



4 Trailhead profile public URL:

Team Lead -<https://trailblazer.me/id/ssaravanan58>

Team Member 1 -<http://trailblazer.me/id/shobp812>

Team Member 2 -<https://trailblazer.me/id/sselvam57>

Team Member 3 -<https://trailblazer.me/id/svaiyapuri2>

5 Advantages & Disadvantages

Advantages

- Tailored to your business needs.
- Optimal for larger companies.
- Cost-effective-only pay for the features you actually need.
- Full ownership and control over the project.
- One of a kind project.

- On-demand support from developers.
- Affordable at the entry-level.
- Create for small business.
- Ready to use.
- Wide variety of features.
- Support and existing community.

Disadvantages

- High initial cost.
- Requires significant time investment.
- Doesn't work with the hand-off approach.
- Gets pretty expensive as you add more users and advanced features.
- Compromise between the existing functionality and unique business processes.
- Additional customization cost.
- Difficult to integrate with your existing tools and infrastructure.

6 Applications

- Application tracking software enables the electronic handling of recruitment needs.
- Application tracking software provides a central location and database for a company's recruitment efforts.
- Application tracking software are designed for recruitment tracking purpose and they filter application automatically.

- Application tracking system helps business to handle the recruitment process electronically.
- Applicant tracking software helps to streamline the entire staffing process via a defined workflow.
- Application tracking software helps the employer to manage every stage of the recruitment process and provides a central database and tools.
- The software helps to manage the candidates engagement and responsiveness with the application.

7 Conclusion

In this project, we made to effectively introduce the concept of job application tracking system already that are existing in daily life. We also give the brief overview of job application tracking system. AI have emerged as an essential tool for present day recruiters looking to drive innovative hiring result. This project can be further refined and extended by introducing new and more innovative features.

8 Future Scope

The world is moving into automation and AI, and leads way to the new age application tracking system. Read further to understand what the future might be like for the ATS.

Leaving tradition behind, the recruitment-technology domain has added aspects and innovative features, making ATS the core of the recruitment industry. It has embraced multiple processes of accessing and distributing in genres like social networking via whatsapp and video conferencing. Given all these developments and innovation, it has become easy for an HR leader to stay up to date.

Let's have a snake peek at the improvement that ATS has brought in recent years that have reached the next level of excellence and automation.

