

Project Report

Job Application Tracking System

1 INTRODUCTION

1.1 Overview

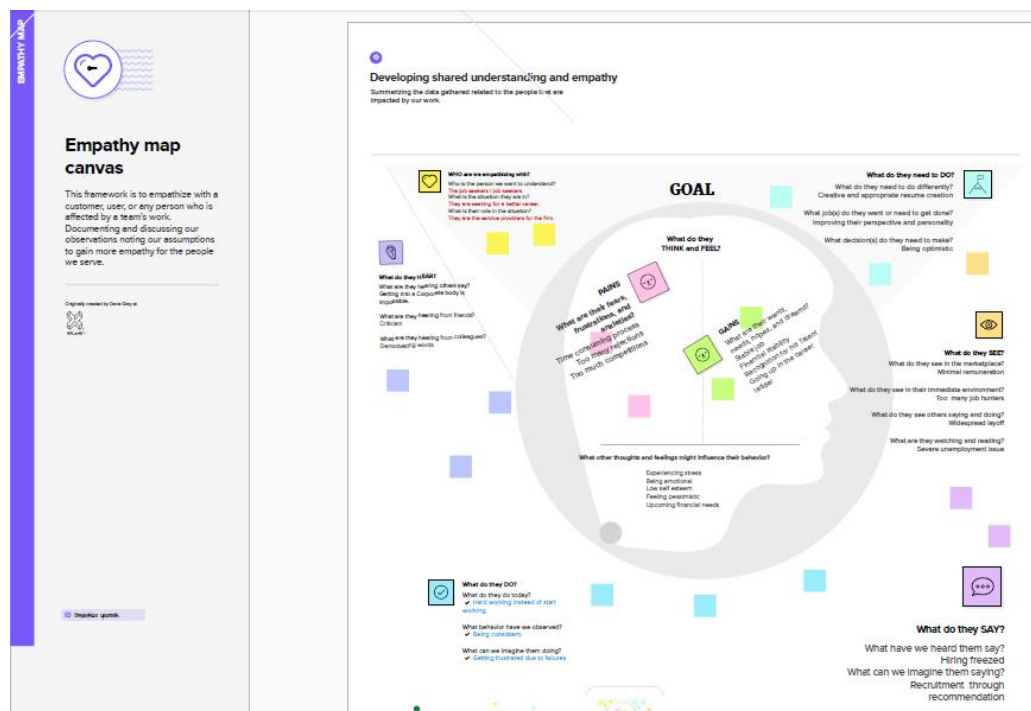
Salesforce is a CRM platform which helps an organisation to run its various processes from any place. Its usage can also be extended to any company's job application and hiring process.

1.2 Purpose

To 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 the various recruiters, find the best attributes to be involved to run the process in a smooth way and easy to track.

2 Problem Definition & Design Thinking

2.1 Empathy Map



2.2 Ideation and Brainstorming Map

Brainstorm & idea prioritization

Using this template in our own brainstorming sessions so our 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
- 10 people recommended

Preparation

Preparing to do a workshop is the first step towards the idea.

- 1. **Workshop**

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1

Workshop is a one session or two sessions workshop with a focus on ideation. It's a one session or two sessions workshop with a focus on ideation.

Workshop

Workshop is a one session or two sessions workshop with a focus on ideation.

2

Brainstorm

Creating an integrated portal which acts as a bridge between multiple recruiters and job seekers.

Person 1

Person 2

Person 3

Person 4

Group Ideas

During time while creating ideas or initial notes.

10 minutes

3

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.

10 minutes

4

Brainstorming Map

During time while creating ideas or initial notes.

10 minutes

3

Result

3.1 Data Model:

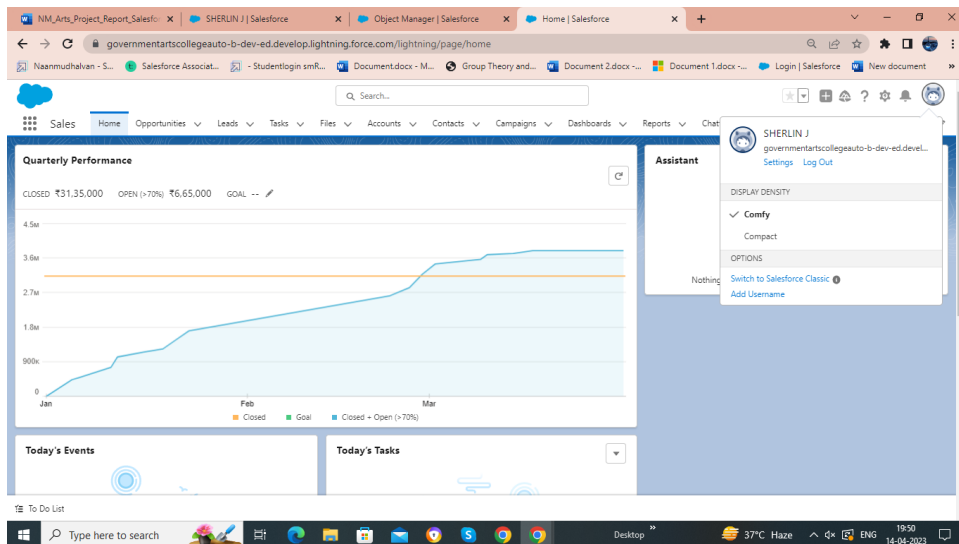
Object name	Fields in the Object	
Recruiter		
	Field label	Data type
	Created By	Lookup(user)
	Job Tittle	Text(30)
	Last Modified By	Lookup(User)
	Owner	Lookup(User,Group)
	Recruiter Number	Auto Number
Candidate		
	Field lable	Data type
	Candidate Number	Auto Number
	Created By	Lookup(User)
	Last Modified By	Lookup (User)
	Owner	Looup (User,Group)
Job application	Field label	Data type
	Created By	Lookup(User)
	Job Application Number	Auto Number
	Last Modified By	Lookup(User)
	Owner	Lookup(User,Group)
Jobs	Field label	Data type
	Created By	Lookup (User)
	Description	Text Area(255)
	Jobs Number	Auto Number
	Last Modified By	Lookup (User)
	Location	Text (30)
	Recruiter	Master-Detail (Recruiter)

3.2 Activity & Screenshot

MILESTONE 1

Activity 1

We have created a salesforce account.



Activity 2

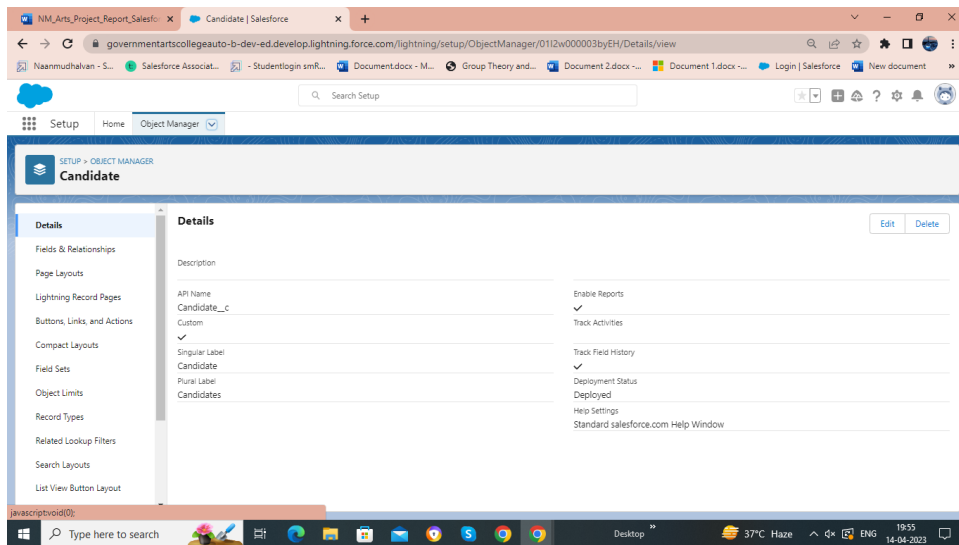
We have created a custom object - RECRUITER

The screenshot shows the Salesforce Setup page for a custom object named 'Recruiter'. The left sidebar contains a navigation menu with options like 'Details', 'Fields & Relationships', 'Page Layouts', 'Lightning Record Pages', 'Buttons, Links, and Actions', 'Compact Layouts', 'Field Sets', 'Object Limits', 'Record Types', and 'Related Lookup Filters'. The main content area is titled 'Details' and contains a table of settings for the 'Recruiter' object. The table has two columns: 'Setting' and 'Value'. The settings include 'API Name' (Recruiter__c), 'Custom' (checked), 'Singular Label' (Recruiter), 'Plural Label' (Recruiters), 'Enable Reports' (checked), 'Track Activities' (checked), 'Track Field History' (checked), 'Deployment Status' (Deployed), 'Help Settings' (Standard salesforce.com Help Window), and 'Standard salesforce.com Help Window'.

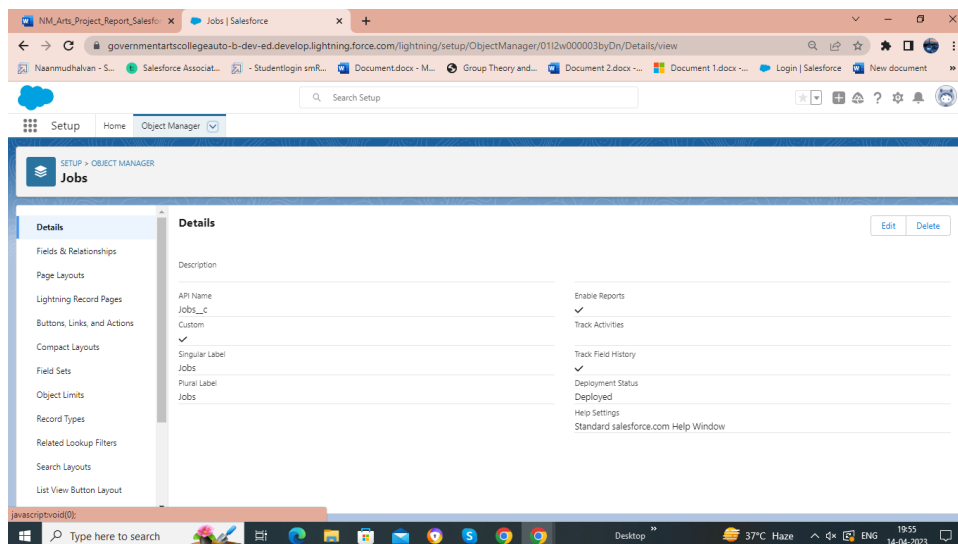
MILESTONE 2

Activity 1

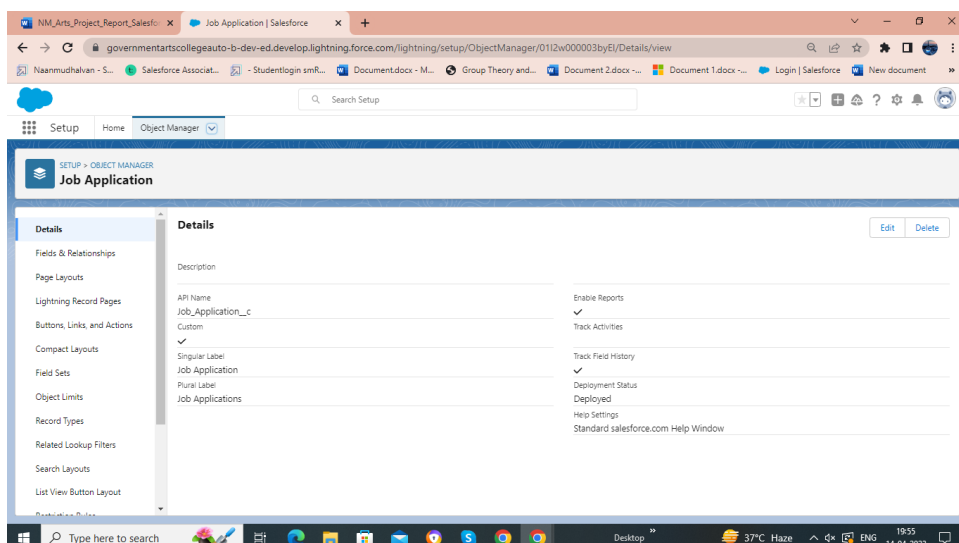
We have created custom objects -
CANDIDATE



JOBS



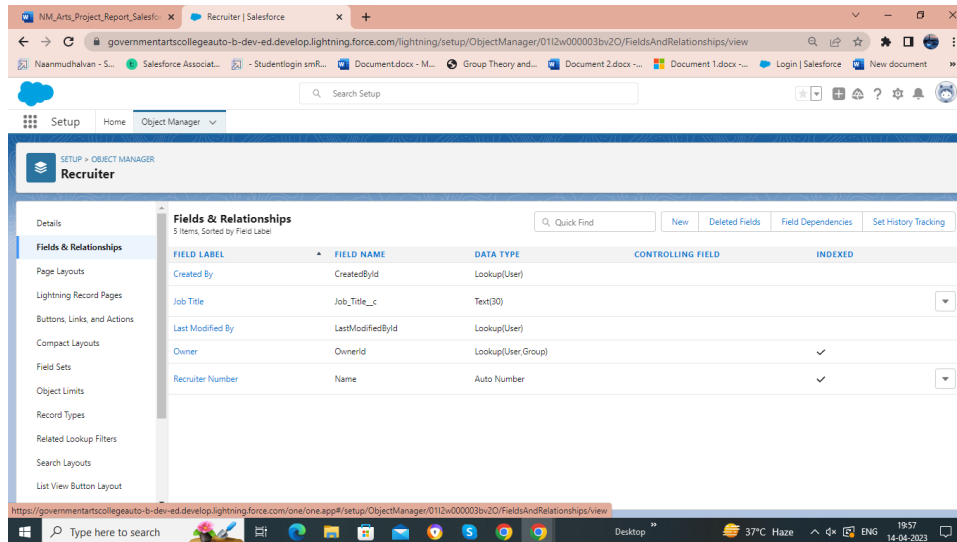
JOB APPLICATION



MILESTONE 3

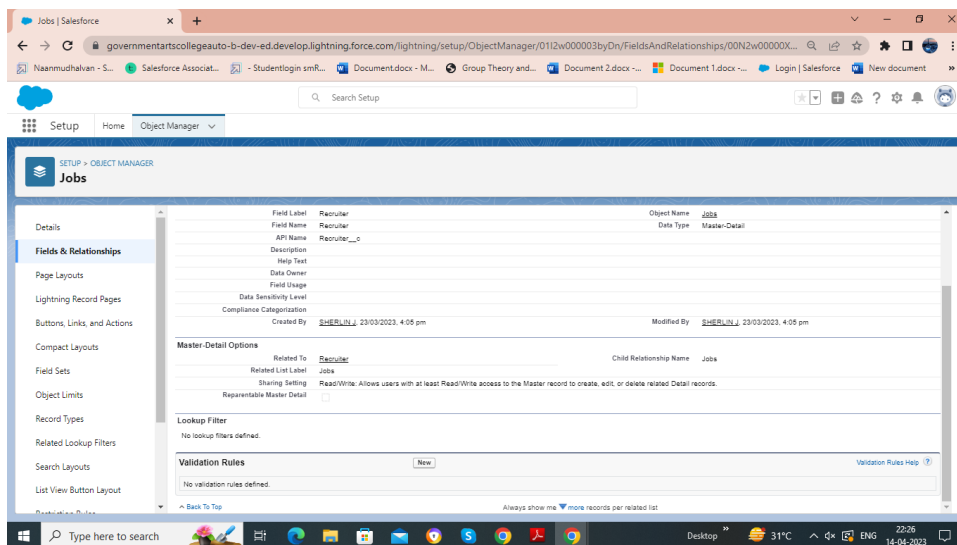
Activity 1

We have created a field – JOB TITLE



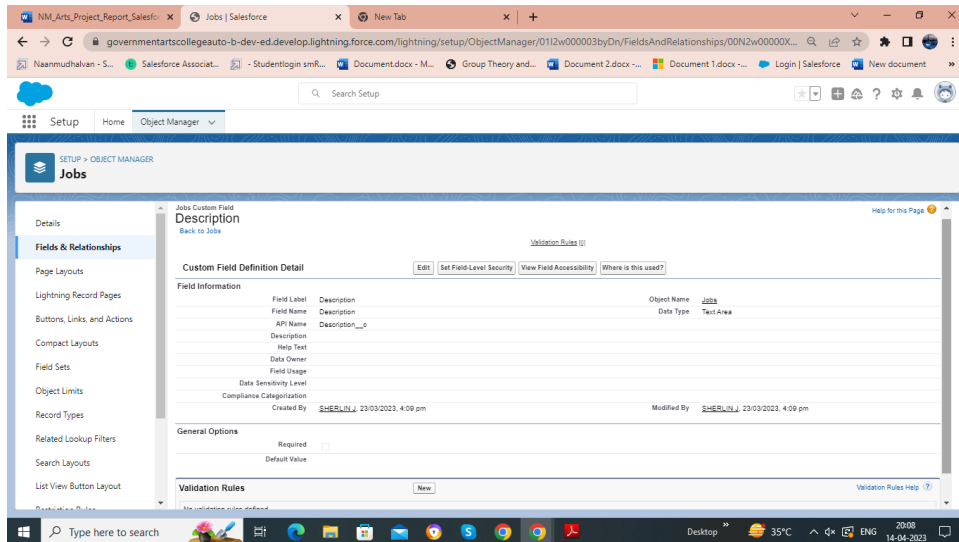
Activity 2

We have created a MASTER-DETAIL RELATIONSHIP for Recruiter.



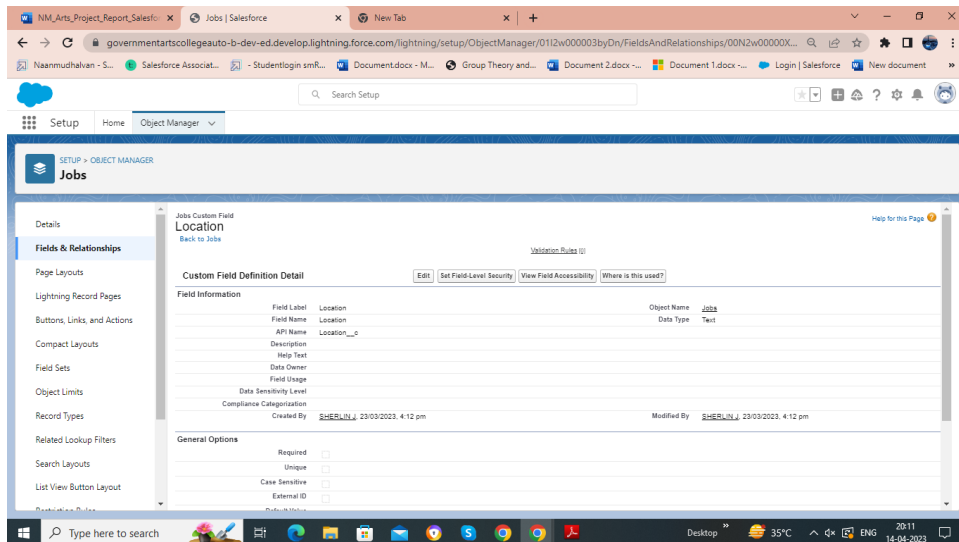
Activity 3

We have created a field DESCRIPTION in Jobs.



Activity 4

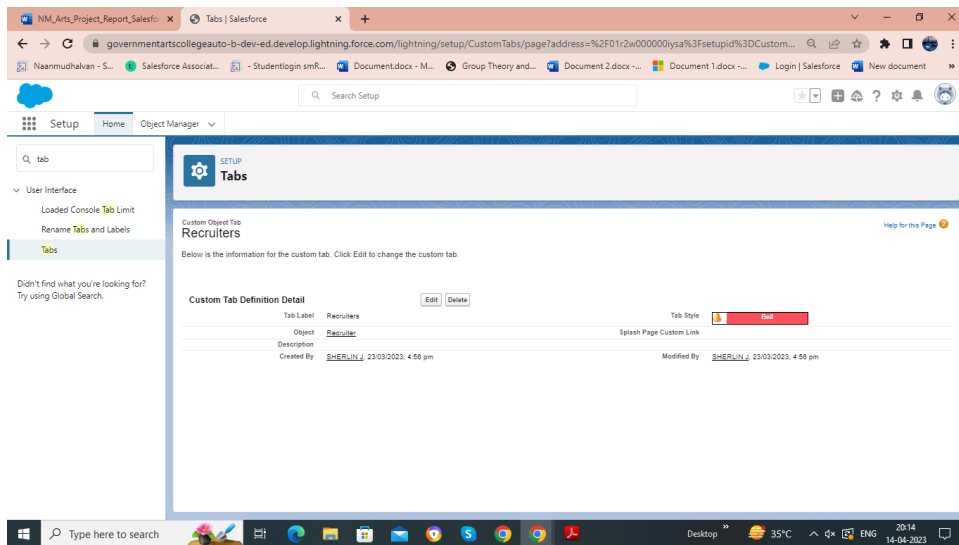
We have created a field - LOCATION in Jobs.



MILESTONE 4

Activity 1

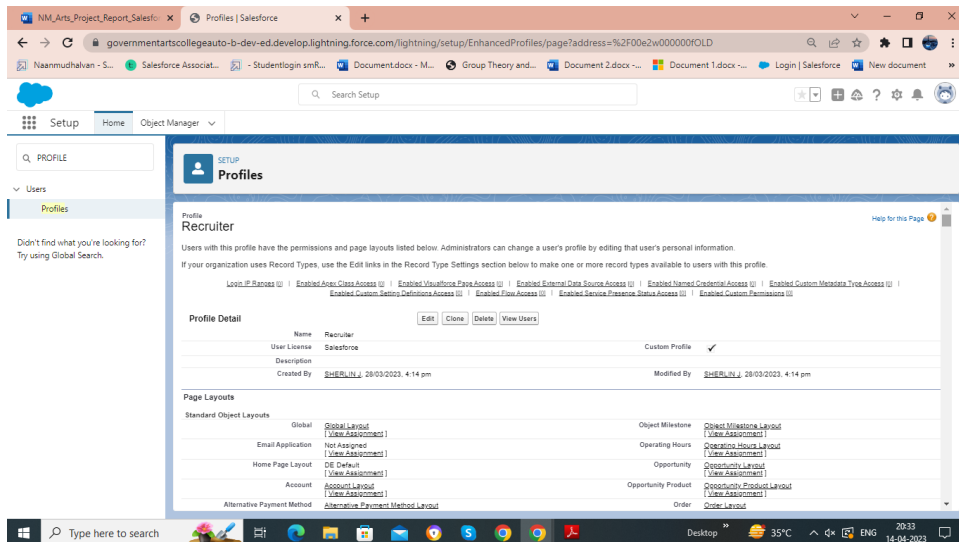
We have created a Tab for Recruiters.



MILESTONE 5

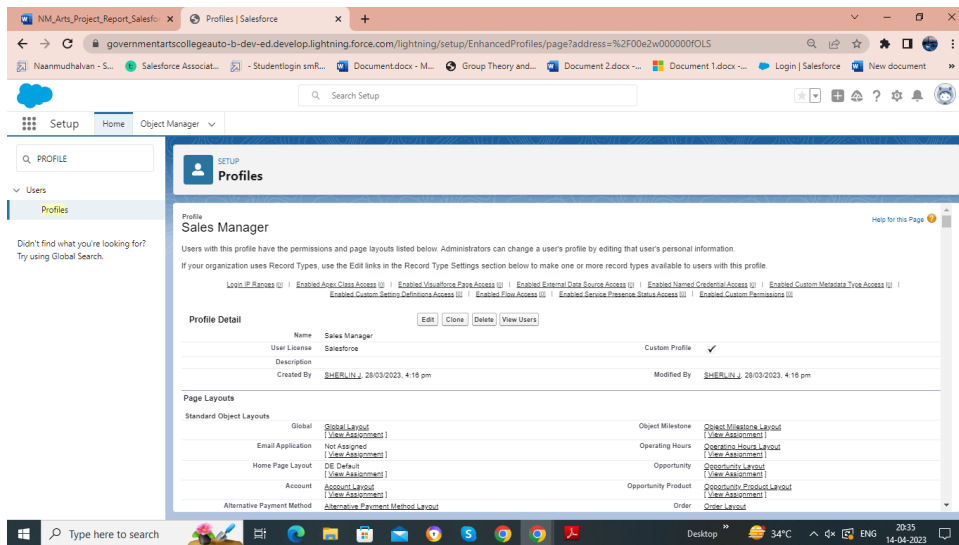
Activity 1

We have created a custom profile – RECRUITER



Activity 2

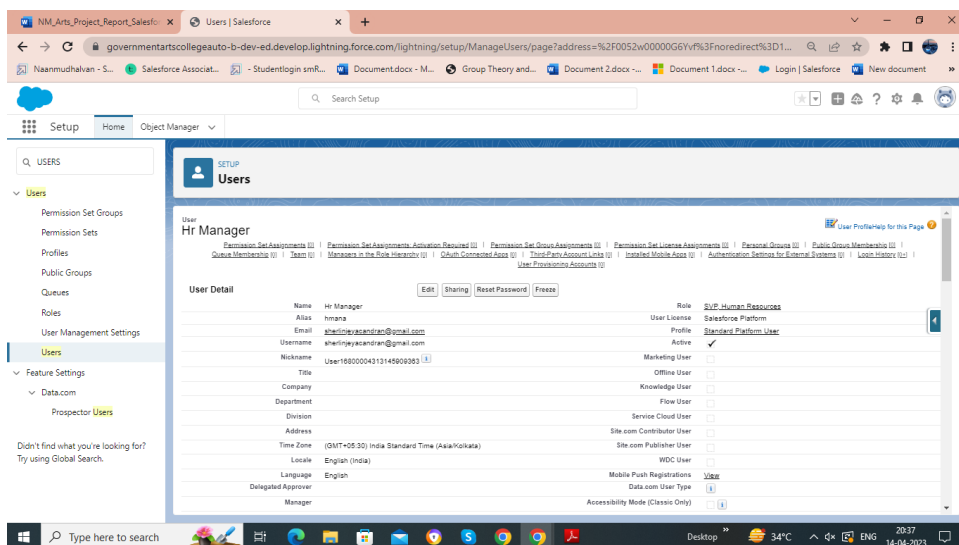
We have created a profile – SALES MANAGER



MILESTONE 6

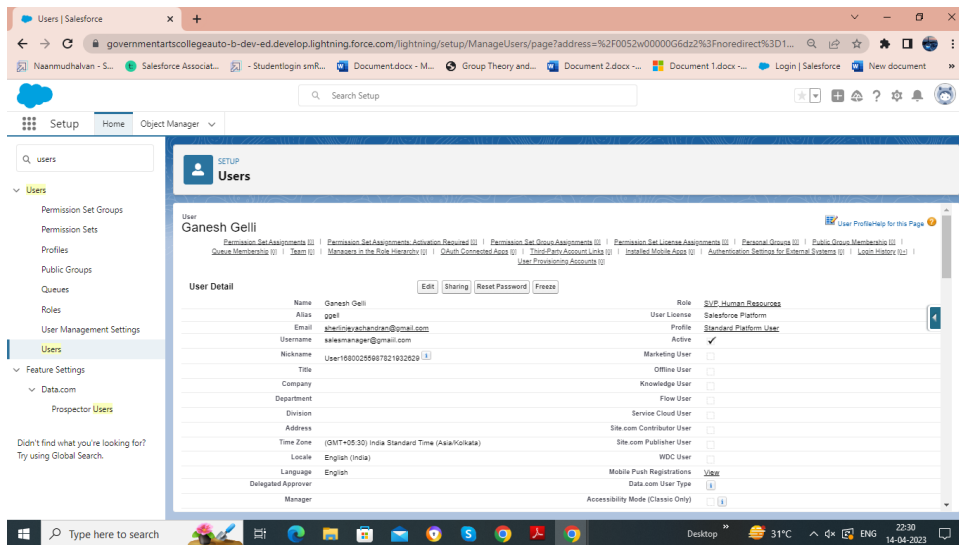
Activity 1

We have created a user – HR MANAGER



Activity 2

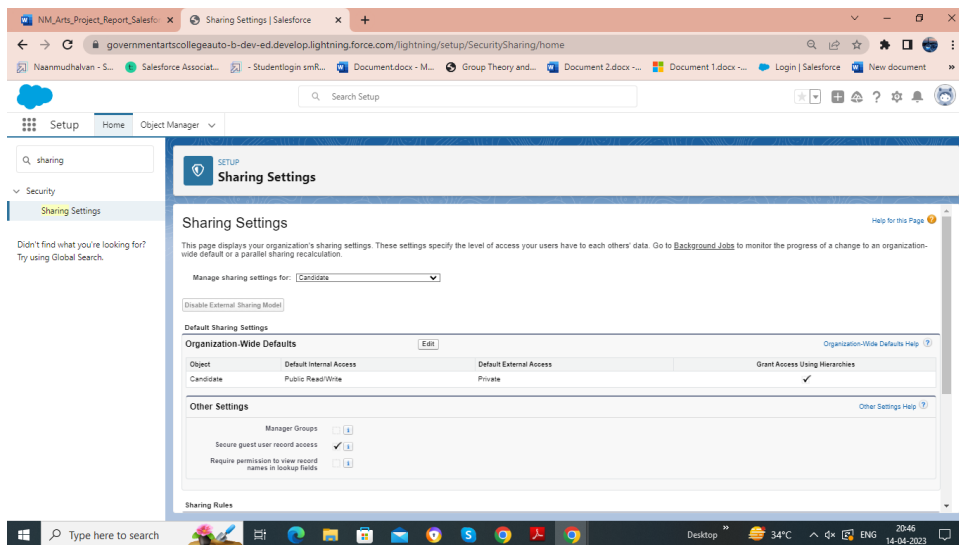
We have created a user – GANESH GELLI with sales manager profile.



MILESTONE 7

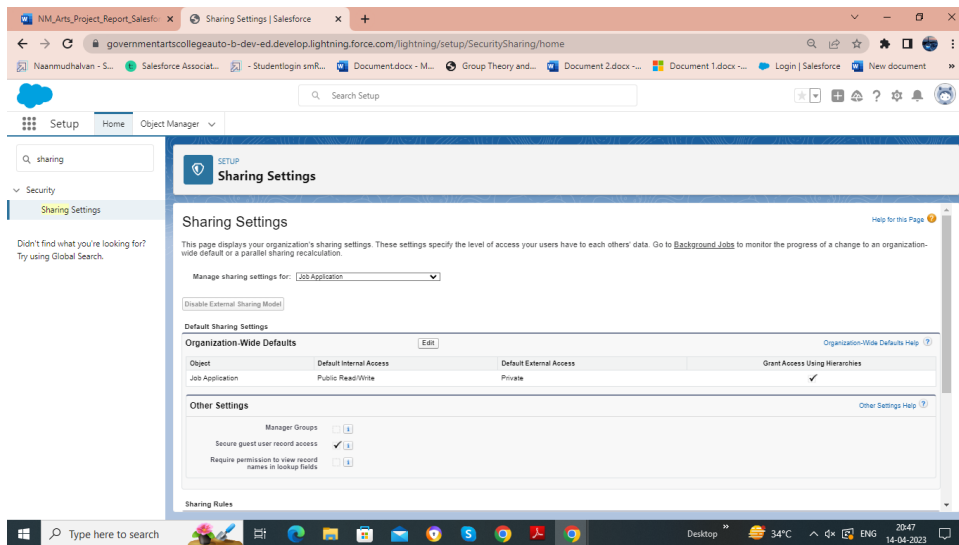
Activity 1

We have created a sharing rule to share the records of Candidates to Hr Manager with the access of Read/Write.



Activity 2

We have created a sharing rule to share the records of Job Application to Hr Manager with the access of Read/Write.



MILESTONE 8

Activity 1

We have created a report for the object Recruiter.

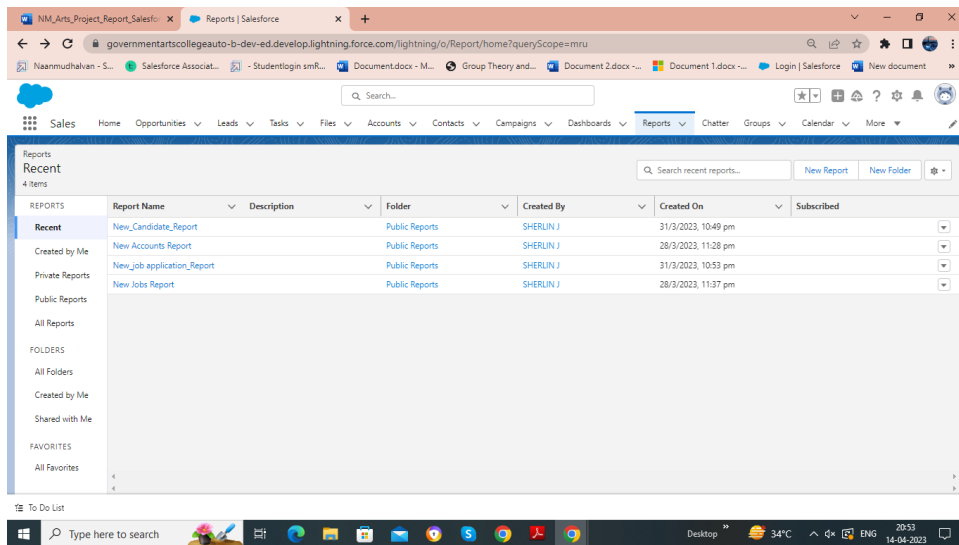
The screenshot shows the Salesforce 'New Accounts Report' page. The report is titled 'New Accounts Report' and includes a 'Total Records' count of 13. The table below shows the data for the report. The 'Details' section shows a list of accounts with columns for Last Activity, Account Owner, Billing State/Province, Type, Last Modified Date, and Billing City.

Rating	Account Name	Burlington Textiles Corp of America	Dickenson pic	Edge Communications	Express Logistics and Transport	GenePoint	Grand Hotels & Resorts Ltd	Pyramid Construction Inc	Sample Account for Entitlements	sforce	United C
-	Record Count	0	1	0	0	0	0	1	1	0	0
Hot	Record Count	0	0	1	0	0	0	0	0	0	0
Warm	Record Count	1	0	0	0	0	1	0	0	0	0
Cold	Record Count	0	0	0	0	1	1	0	0	0	0
Total	Record Count										

Last Activity	Account Owner	Billing State/Province	Type	Last Modified Date	Billing City
1	SHERLIN J	KS	Customer - Channel	21/03/2023	Lawrence
2	SHERLIN J	-	Customer - Channel	21/03/2023	Paris
3	Automated Process	-	-	21/03/2023	-
4	SHERLIN J	CA	-	21/03/2023	San Francisco
5	SHERLIN J	Singapore	Customer - Direct	21/03/2023	Singapore

Activity 2

We have created a report for the objects Jobs, Candidate, and Job application.



4 Trailhead Profile Public URL

Team Lead – Sherlin J

<https://trailblazer.me/id/sherlinj203>

Team Member 1 - Abarna G

<https://trailblazer.me/id/abarg52>

Team Member 2 - Soundhiriya S

<https://trailblazer.me/id/s20bma204>

Team Member 3 - Vaishnavi M

<https://trailblazer.me/id/vaish22>

3 ADVANTAGES & DISADVANTAGE

Advantages :

- ◆ In this competitive job market Job application tracking system can help in the process of posting, accepting and managing the application.
- ◆ Using application tracking system is an effective way for the recruiters to connect with the job seekers.
- ◆ It helps the recruiters seek the right person to be recruited as per their requirement.
- ◆ It enables the applicants to track their applications throughout the hiring process.

- ◆ Application deadline, Interview and job appointment schedule can be notified and reminded.

Disadvantages :

- ◆ Depending on the role and industry the application process may vary which is a disadvantage. This system can't screen resumes and CVs.

4 APPLICATIONS

This system acts as a great platform for both the recruiter to hire efficient employees and the job seekers to find their desired job.

5 CONCLUSION

This system provides the best customer support to the job seekers by enhancing their selection process. It also makes the hiring process and the handling of the applicant's data much easier for the recruiters.

6 FUTURE SCOPE

This system can be enhanced by incorporating Artificial Intelligence to screen the resumes and CVs of the applicants which helps in improved recruitment.