PROJECT REPORT

JOB APPLICATION TRACKING SYSTEM

1.INTRODUCTION

1.1 Overview

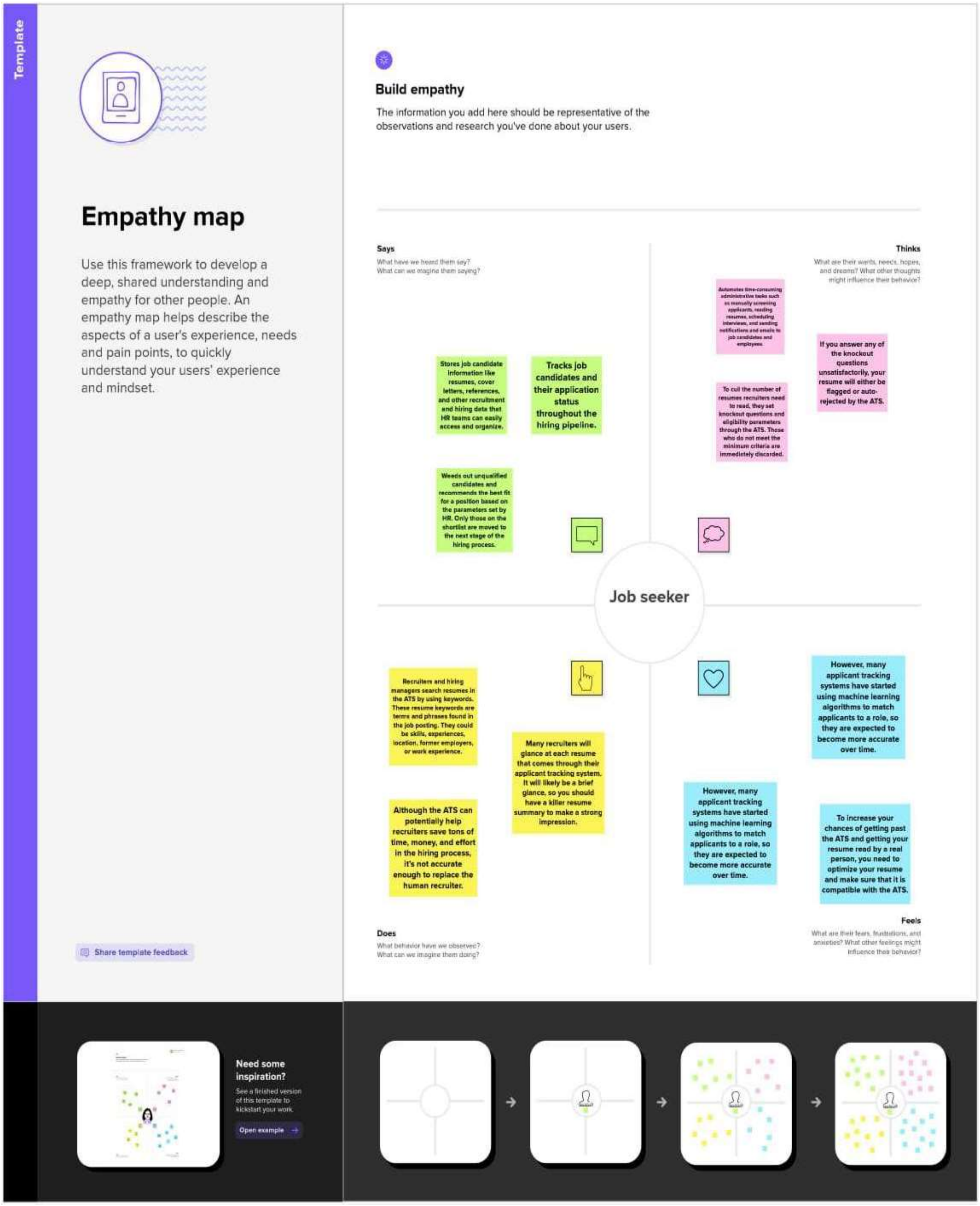
The project aim is to provide real-time knowledge for all the students who have a basic knowledge of salesforce and looking for a Real-time project. This project will also help to those professional who are in cross-technology and wanted to switch salesforce with the help of this project they will gain knowledge and can include into their resumes as well.

1.2 purpose

An JATS is a computer software program that manages the hiring process. It does this by collecting and sorting thousands of resumes. Hiring managers can then screen candidates using the ATS, as well as track their progress through hiring the process.

2. Problem Definition & Design Thinking

2.1 Empathy Map



Empathy map

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.

Build empathy

The information you add here should be representative of the observations and research you've done about your users.

Says

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

Stores job candidate information like resumes, cover letters, references, and other recruitment and hiring data that HR teams can easily access and organize.

Tracks job candidates and their application status throughout the hiring pipeline.

Weeds out unqualified candidates and recommends the best fit for a position based on the parameters set by HR. Only those on the shortlist are moved to the next stage of the hiring process.

Thinks

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

Automates time-consuming administrative tasks such as manually screening applicants, reading resumes, scheduling interviews, and sending notifications and emails to job candidates and employees.

If you answer any of the knockout questions unsatisfactorily, your resume will either be flagged or auto-rejected by the ATS.

To cull the number of resumes recruiters need to read, they set knockout questions and eligibility parameters through the ATS. Those who do not meet the minimum criteria are immediately discarded.

Recruiters and hiring managers search resumes in the ATS by using keywords. These resume keywords are terms and phrases found in the job posting. They could be skills, experiences, location, former employers, or work experience.

Many recruiters will glance at each resume that comes through their applicant tracking system. It will likely be a brief glance, so you should have a killer resume summary to make a strong impression.

Although the ATS can potentially help recruiters save tons of time, money, and effort in the hiring process, it's not accurate enough to replace the human recruiter.

Does

What behavior have we observed?
What can we imagine them doing?

However, many applicant tracking systems have started using machine learning algorithms to match applicants to a role, so they are expected to become more accurate over time.

However, many applicant tracking systems have started using machine learning algorithms to match applicants to a role, so they are expected to become more accurate over time.

To increase your chances of getting past the ATS and getting your resume read by a real person, you need to optimize your resume and make sure that it is compatible with the ATS.

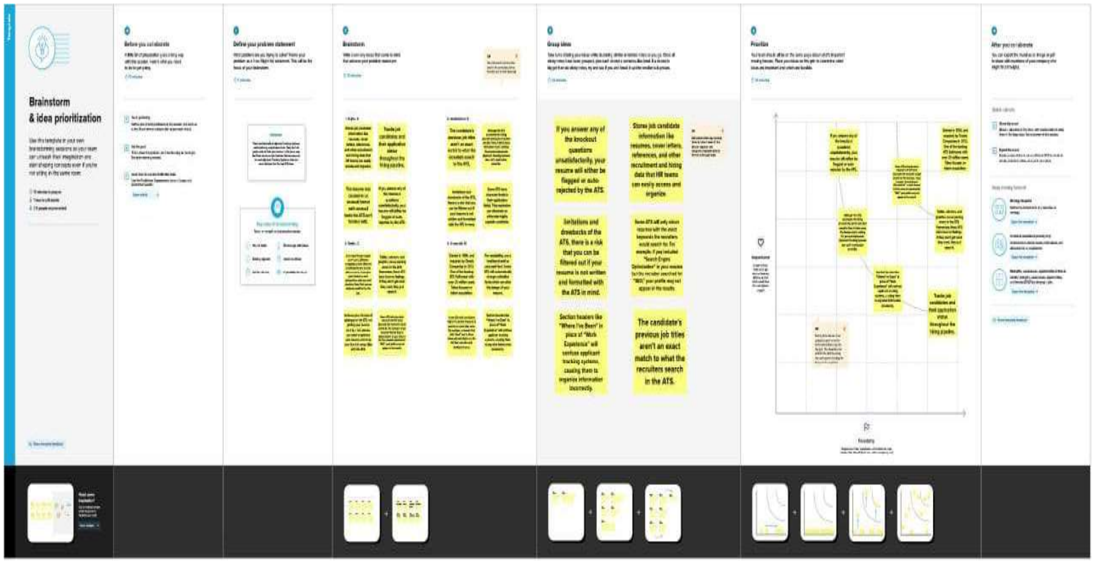
Feels

What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?

Need some inspiration?

See a finished version of this template to kickstart your work.

2.2 Ideation & Brainstorming Map



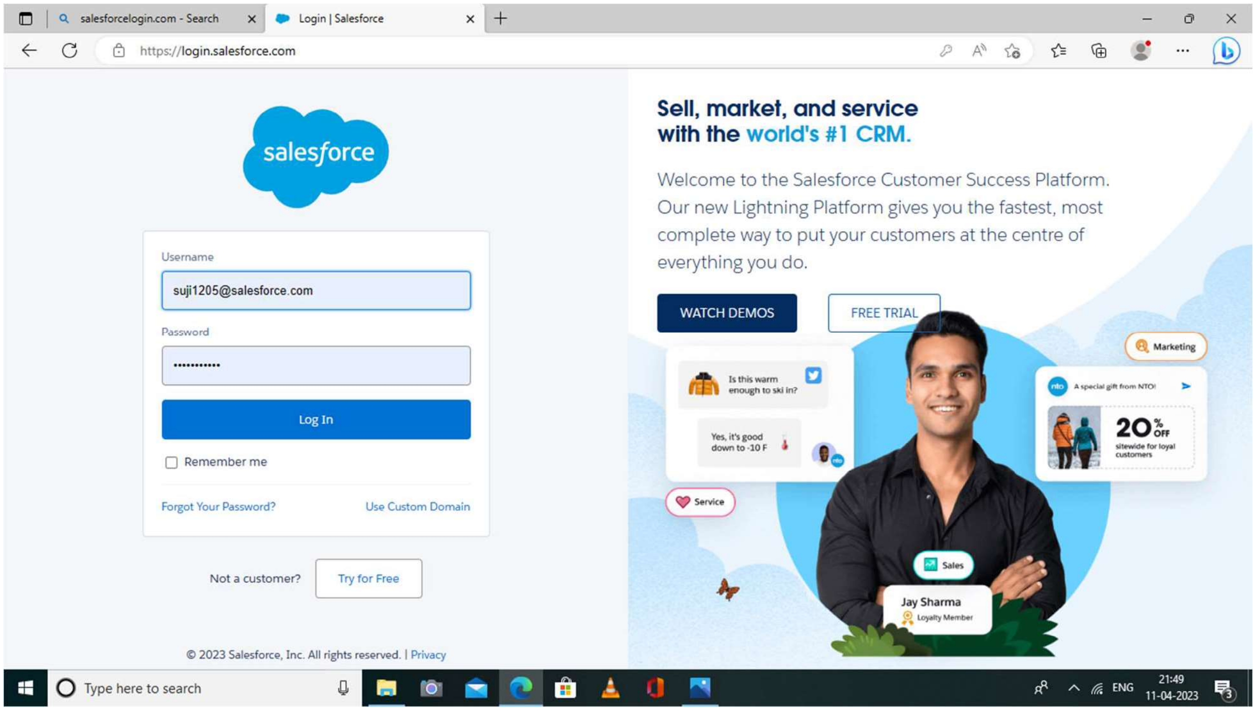
3.RESULT

3.1 Data Model

OBJECT NAME		FIELDS IN THE OBJECT		
RECRUITER			FIELD LABEL	DATA TYPE
			RECRUITER NAME	AUTO NUMBER
JOB APPLICATION TRACKING SYSTEM			FIELD LABLE	DATA TYPE
			JOB NAME	AUTO NUMBER

3.2 ACTIVITY & SCREENSHOT

MILESTONE 1-CREATE SALESORCE ORG


salesforcelogin.com - Search
Login | Salesforce
https://login.salesforce.com
salesforce
Log In
☐ Remember me
Forgot Your Password?
Use Custom Domain
Not a customer?
Try for Free
WATCH DEMOS
FREE TRIAL
Marketing
Service
Sales
Jay Sharma
Loyalty Member
Type here to search
ENG
21:49
11-04-2023

Username: suji1205@salesforce.com

Password: •••••••••••

Sell, market, and service with the world's #1 CRM.

Welcome to the Salesforce Customer Success Platform. Our new Lightning Platform gives you the fastest, most complete way to put your customers at the centre of everything you do.

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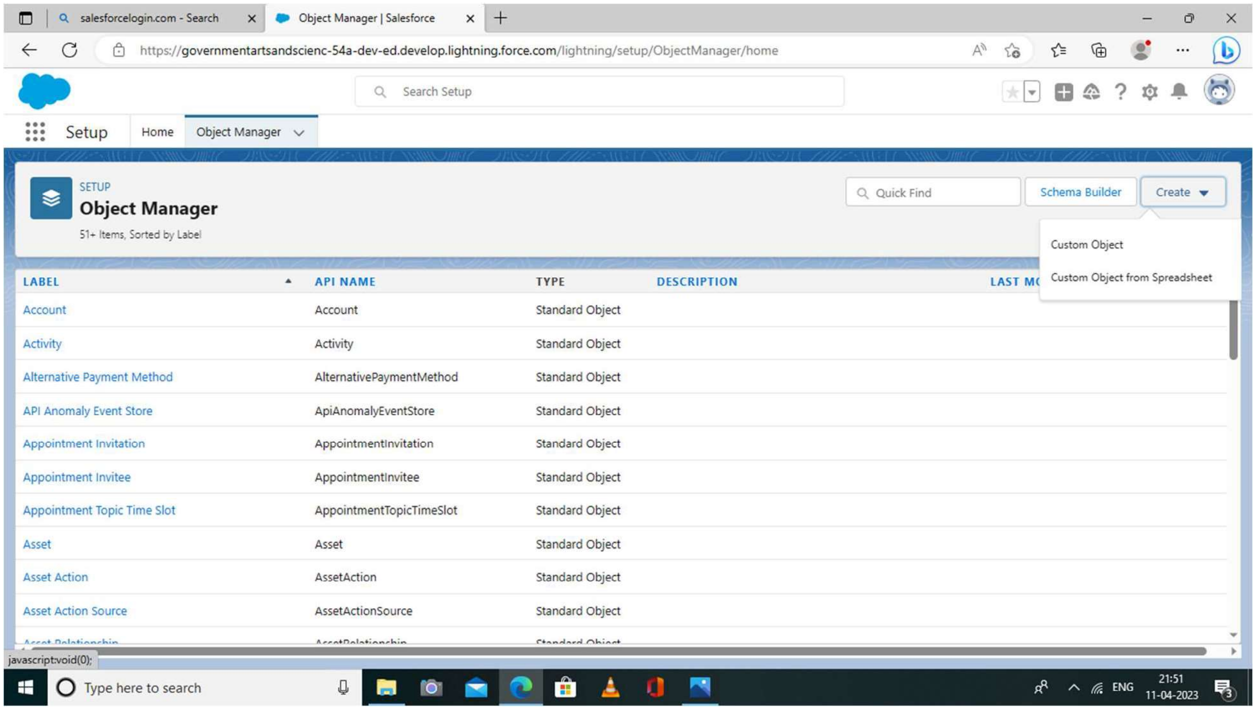
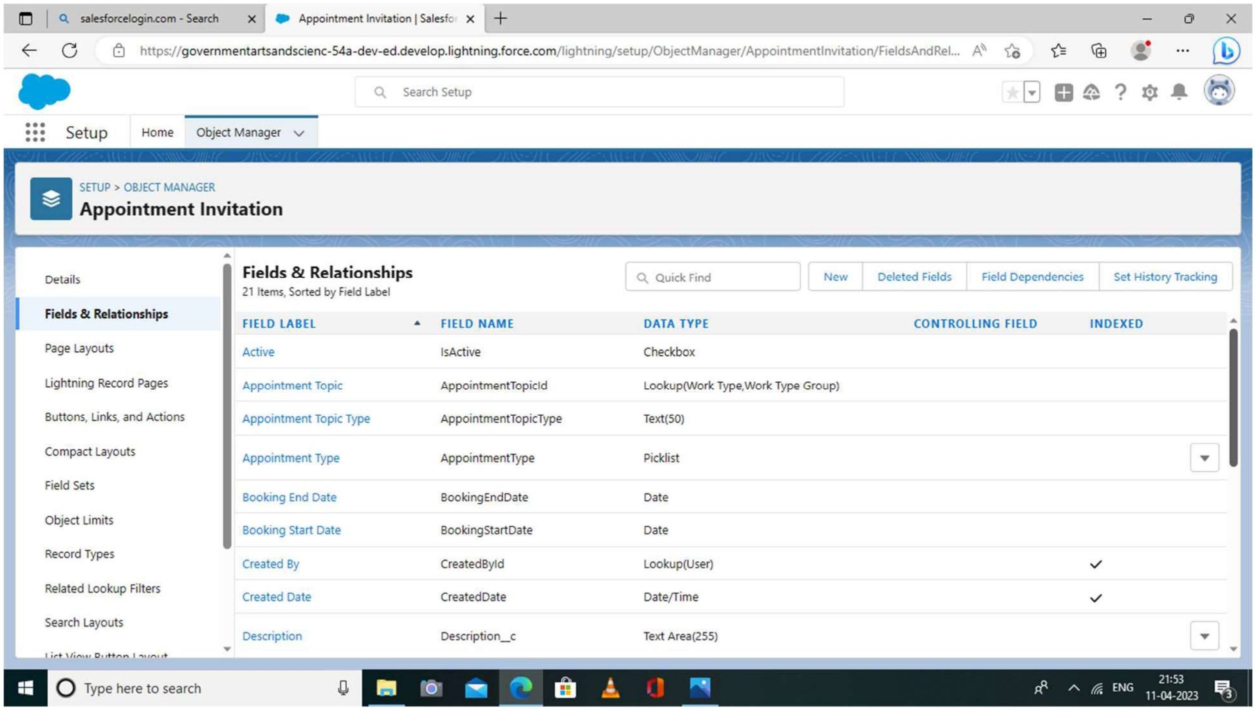
MILESTONE-2 CREATE CUSTOM OBJECT


salesforcelogin.com - Search
Object Manager | Salesforce
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/home
Search Setup
Setup
Home
Object Manager
SETUP
Object Manager
51+ Items, Sorted by Label
Quick Find
Schema Builder
Create
Custom Object
Custom Object from Spreadsheet
javascript:void(0);
Type here to search
ENG
21:51
11-04-2023

LABEL	API NAME	TYPE	DESCRIPTION
Account	Account	Standard Object	
Activity	Activity	Standard Object	
Alternative Payment Method	AlternativePaymentMethod	Standard Object	
API Anomaly Event Store	ApiAnomalyEventStore	Standard Object	
Appointment Invitation	AppointmentInvitation	Standard Object	
Appointment Invitee	AppointmentInvitee	Standard Object	
Appointment Topic Time Slot	AppointmentTopicTimeSlot	Standard Object	
Asset	Asset	Standard Object	
Asset Action	AssetAction	Standard Object	
Asset Action Source	AssetActionSource	Standard Object	

MILESTONE-3 CREATE FIELD & RELATIONSHIP

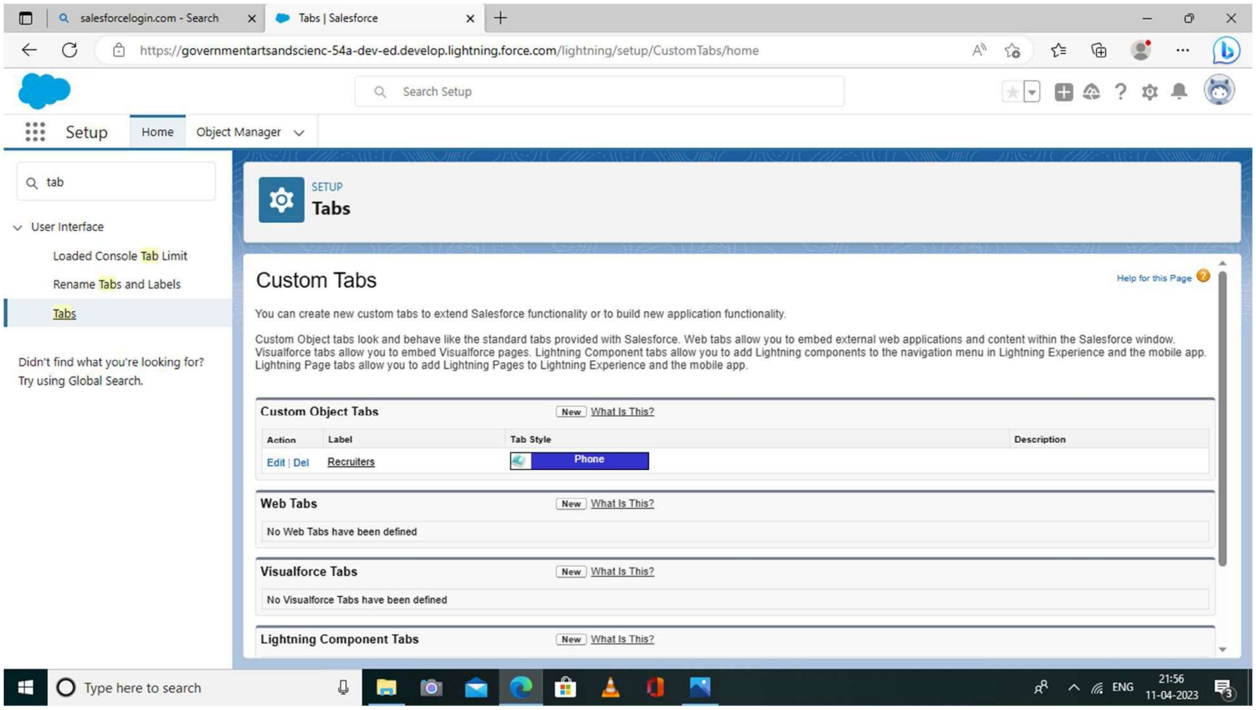

salesforcelogin.com - Search
Appointment Invitation | Salesfor
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/AppointmentInvitation/FieldsAndRel...
Search Setup
Setup
Home
Object Manager
SETUP > OBJECT MANAGER
Appointment Invitation
Details
Fields & Relationships
Page Layouts
Lightning Record Pages
Buttons, Links, and Actions
Compact Layouts
Field Sets
Object Limits
Record Types
Related Lookup Filters
Search Layouts
Quick Find
New
Deleted Fields
Field Dependencies
Set History Tracking
Type here to search
ENG
21:53
11-04-2023

Fields & Relationships

21 Items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Active	IsActive	Checkbox		
Appointment Topic	AppointmentTopicId	Lookup(Work Type,Work Type Group)		
Appointment Topic Type	AppointmentTopicType	Text(50)		
Appointment Type	AppointmentType	Picklist		
Booking End Date	BookingEndDate	Date		
Booking Start Date	BookingStartDate	Date		
Created By	CreatedById	Lookup(User)		✓
Created Date	CreatedDate	Date/Time		✓
Description	Description__c	Text Area(255)		

MILESTONE-4 IMPORT CUSTOM OBJECT TAB


salesforcelogin.com - Search
Tabs | Salesforce
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/setup/CustomTabs/home
Search Setup
Setup
Home
Object Manager
tab
User Interface
Loaded Console Tab Limit
Rename Tabs and Labels
Tabs
SETUP
Tabs
Help for this Page
New
What Is This?
Type here to search
ENG
21:56
11-04-2023

Didn't find what you're looking for? Try using Global Search.

Custom Tabs

You can create new custom tabs to extend Salesforce functionality or to build new application functionality.

Custom Object tabs look and behave like the standard tabs provided with Salesforce. Web tabs allow you to embed external web applications and content within the Salesforce window. Visualforce tabs allow you to embed Visualforce pages. Lightning Component tabs allow you to add Lightning components to the navigation menu in Lightning Experience and the mobile app. Lightning Page tabs allow you to add Lightning Pages to Lightning Experience and the mobile app.

Custom Object Tabs

Action	Label	Tab Style	Description
Edit | Del	Recruiters	Phone	

Web Tabs

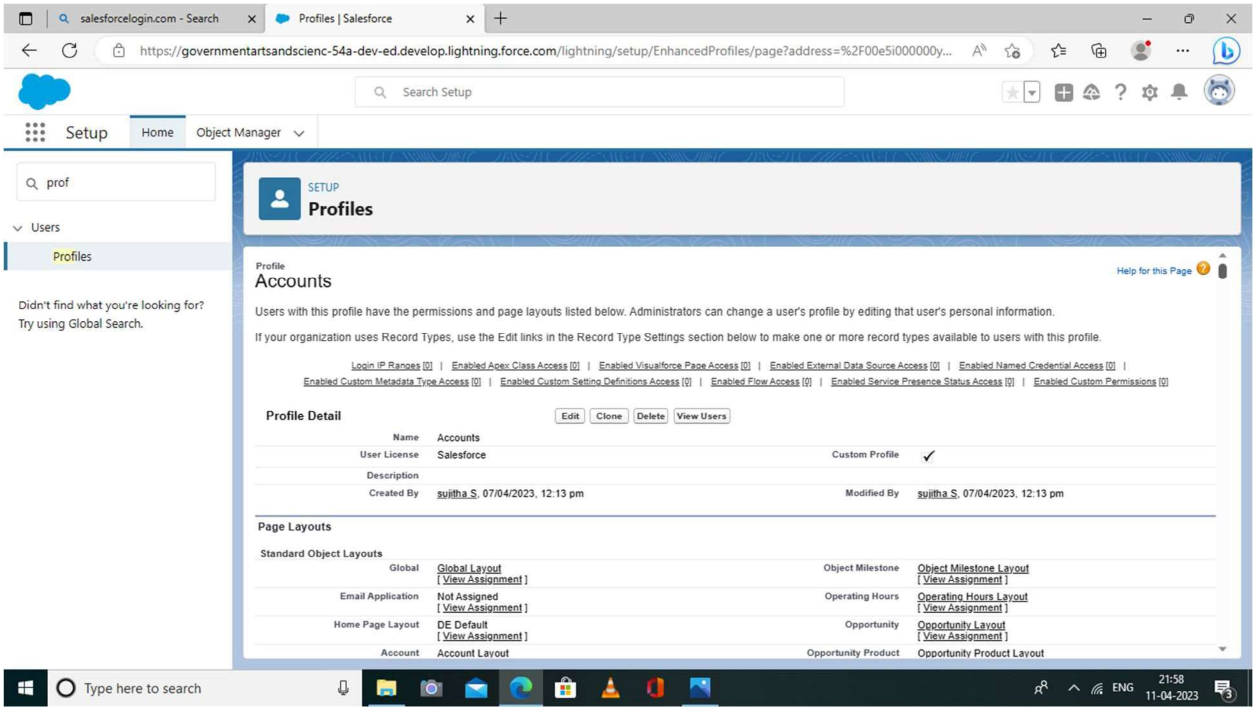
No Web Tabs have been defined

Visualforce Tabs

No Visualforce Tabs have been defined

Lightning Component Tabs

MILESTONE-5 CREATE A PROFILE


salesforcelogin.com - Search
Profiles | Salesforce
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/page?address=%2F00e5i000000y...
Search Setup
Setup
Home
Object Manager
prof
Users
Profiles
Didn't find what you're looking for? Try using Global Search.
Type here to search
ENG
21:58
11-04-2023

SETUP

Profiles

Profile

Accounts

Help for this Page

Users with this profile have the permissions and page layouts listed below. Administrators can change a user's profile by editing that user's personal information.

If your organization uses Record Types, use the Edit links in the Record Type Settings section below to make one or more record types available to users with this profile.

Login IP Ranges [0] | Enabled Apex Class Access [0] | Enabled Visualforce Page Access [0] | Enabled External Data Source Access [0] | Enabled Named Credential Access [0] | Enabled Custom Metadata Type Access [0] | Enabled Custom Setting Definitions Access [0] | Enabled Flow Access [0] | Enabled Service Presence Status Access [0] | Enabled Custom Permissions [0]

Profile Detail Edit Clone Delete View Users

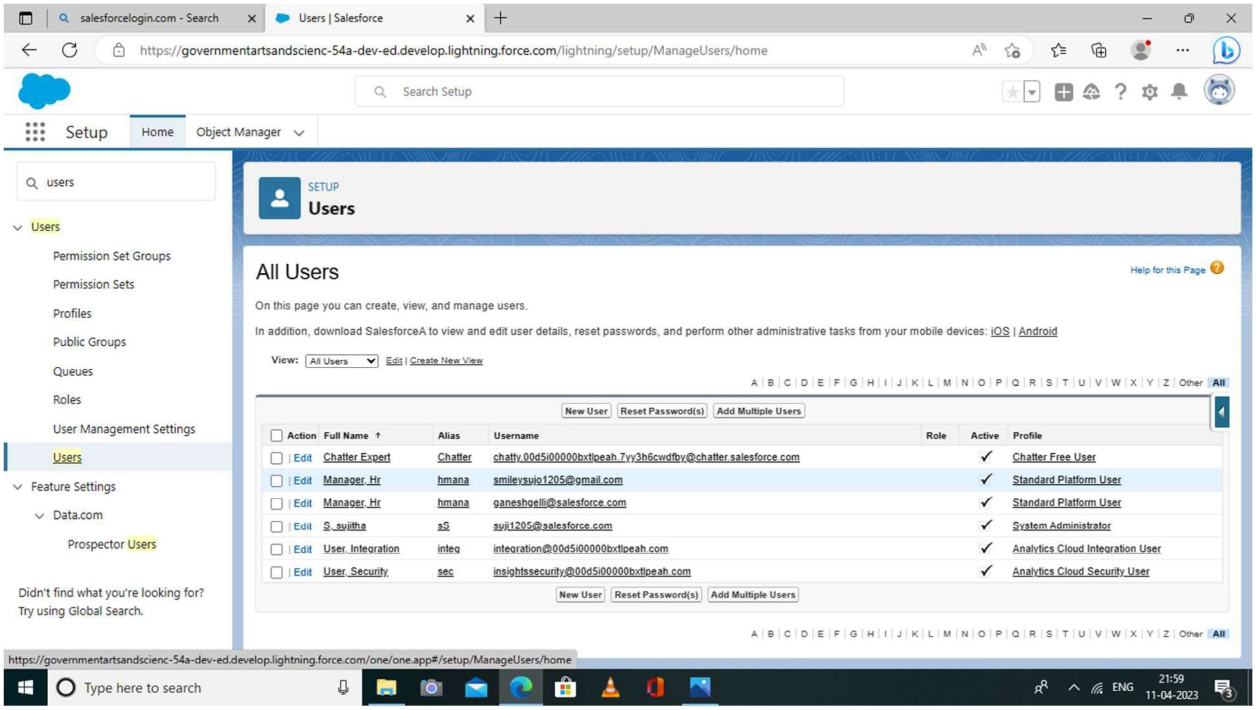
Name	Accounts		
User License	Salesforce	Custom Profile	✓
Description			
Created By	sujitha S, 07/04/2023, 12:13 pm	Modified By	sujitha S, 07/04/2023, 12:13 pm

Page Layouts

Standard Object Layouts

Global	Global Layout [View Assignment]	Object Milestone	Object Milestone Layout [View Assignment]
Email Application	Not Assigned [View Assignment]	Operating Hours	Operating Hours Layout [View Assignment]
Home Page Layout	DE Default [View Assignment]	Opportunity	Opportunity Layout [View Assignment]
Account	Account Layout	Opportunity Product	Opportunity Product Layout

MILESTONE-6 USE CUSTOM DOMAINS


salesforcelogin.com - Search
Users | Salesforce
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/setup/ManageUsers/home
Search Setup
Setup
Home
Object Manager
users
Users
Permission Set Groups
Permission Sets
Profiles
Public Groups
Queues
Roles
User Management Settings
Users
Feature Settings
Data.com
Prospector Users
Didn't find what you're looking for? Try using Global Search.
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/one/one.app#/setup/ManageUsers/home
Type here to search
ENG
21:59
11-04-2023

SETUP

Users

All Users

Help for this Page

On this page you can create, view, and manage users.

In addition, download SalesforceA to view and edit user details, reset passwords, and perform other administrative tasks from your mobile devices: iOS | Android

View: All Users Edit | Create New View

A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | Other | All

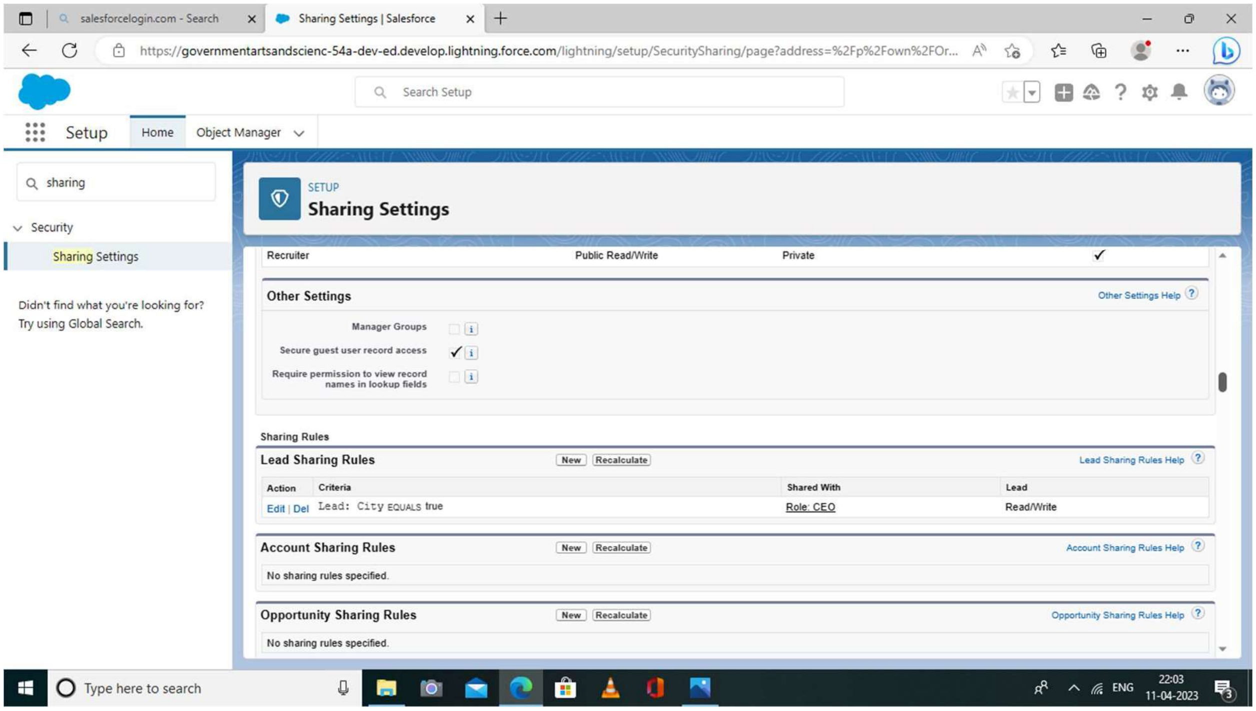
New User | Reset Password(s) | Add Multiple Users

☐ Action	Full Name ↑	Alias	Username	Role	Active	Profile
☐ | Edit	Chatter Expert	Chatter	chatty.00d5i00000bxtlpeah.7yy3h6cwdfby@chatter.salesforce.com		✓	Chatter Free User
☐ | Edit	Manager, Hr	hmana	smileysujo1205@gmail.com		✓	Standard Platform User
☐ | Edit	Manager, Hr	hmana	ganeshgelli@salesforce.com		✓	Standard Platform User
☐ | Edit	S, sujitha	sS	suji1205@salesforce.com		✓	System Administrator
☐ | Edit	User, Integration	integ	integration@00d5i00000bxtlpeah.com		✓	Analytics Cloud Integration User
☐ | Edit	User, Security	sec	insightssecurity@00d5i00000bxtlpeah.com		✓	Analytics Cloud Security User

New User | Reset Password(s) | Add Multiple Users

A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | Other | All

MILESTONE-7 CREATE CANDIDATE SHARING RULES


salesforcelogin.com - Search
Sharing Settings | Salesforce
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/setup/SecuritySharing/page?address=%2Fp%2Fown%2FOr...
Search Setup
Setup
Home
Object Manager
sharing
Security
Sharing Settings
Didn't find what you're looking for? Try using Global Search.
SETUP
Sharing Settings
Type here to search
ENG
22:03
11-04-2023

Recruiter	Public Read/Write	Private	✓

Other Settings

Manager Groups	☐
Secure guest user record access	☑
Require permission to view record names in lookup fields	☐

Sharing Rules

Lead Sharing Rules

Action	Criteria	Shared With	Lead
Edit | Del	Lead: City EQUALS true	Role: CEO	Read/Write

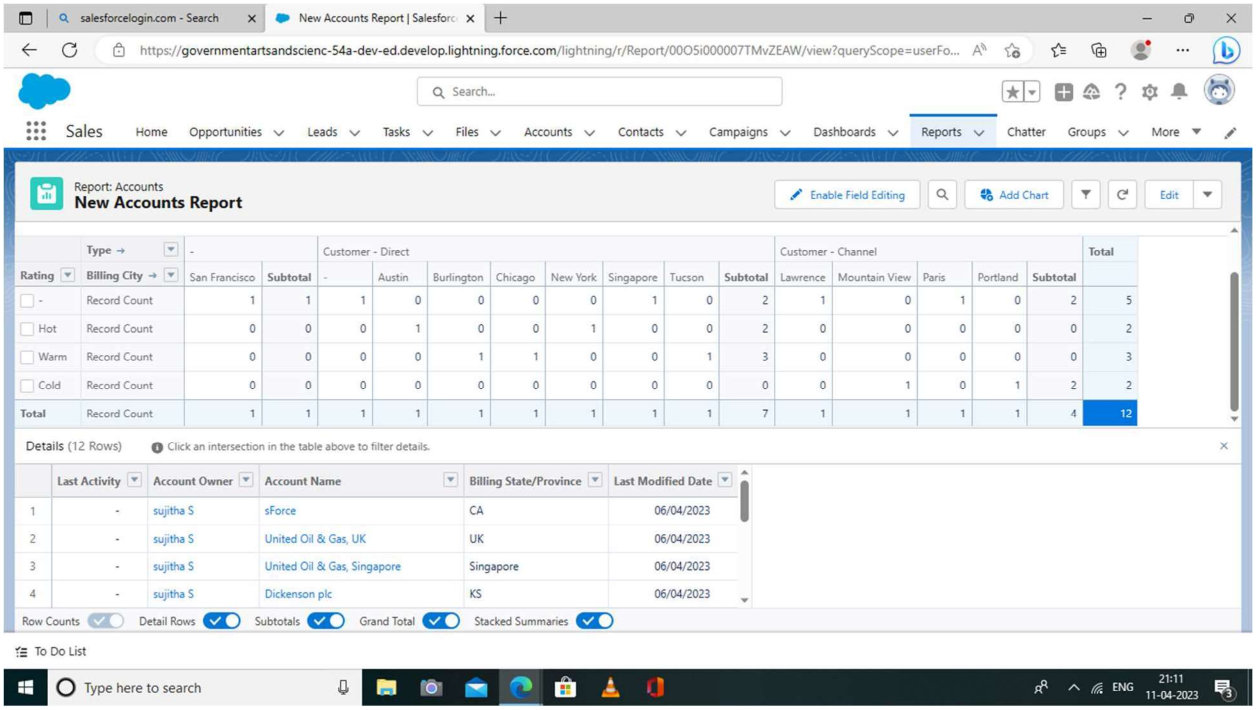
Account Sharing Rules

No sharing rules specified.

Opportunity Sharing Rules

No sharing rules specified.

MILESTONE-8 WHAT ARE REPORTS


salesforcelogin.com - Search
New Accounts Report | Salesforce
https://governmentartsandscienc-54a-dev-ed.develop.lightning.force.com/lightning/r/Report/00O5i000007TMvZEAW/view?queryScope=userFo...
Search...
Sales
Home
Opportunities
Leads
Tasks
Files
Accounts
Contacts
Campaigns
Dashboards
Reports
Chatter
Groups
More
Enable Field Editing
Add Chart
Edit
To Do List
Type here to search
ENG
21:11
11-04-2023

Report: Accounts
New Accounts Report

	Type →	-		Customer - Direct								Customer - Channel					Total
Rating	Billing City →	San Francisco	Subtotal	-	Austin	Burlington	Chicago	New York	Singapore	Tucson	Subtotal	Lawrence	Mountain View	Paris	Portland	Subtotal	
☐ -	Record Count	1	1	1	0	0	0	0	1	0	2	1	0	1	0	2	5
☐ Hot	Record Count	0	0	0	1	0	0	1	0	0	2	0	0	0	0	0	2
☐ Warm	Record Count	0	0	0	0	1	1	0	0	1	3	0	0	0	0	0	3
☐ Cold	Record Count	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	2
Total	Record Count	1	1	1	1	1	1	1	1	1	7	1	1	1	1	4	12

Details (12 Rows) Click an intersection in the table above to filter details.

	Last Activity	Account Owner	Account Name	Billing State/Province	Last Modified Date
1	-	sujitha S	sForce	CA	06/04/2023
2	-	sujitha S	United Oil & Gas, UK	UK	06/04/2023
3	-	sujitha S	United Oil & Gas, Singapore	Singapore	06/04/2023
4	-	sujitha S	Dickenson plc	KS	06/04/2023

Row Counts ○ Detail Rows ● Subtotals ● Grand Total ● Stacked Summaries ●

4 .Trailhead Profile Public URL

TEAM LEAD -https://trailblazer.me/id/sujis26

TEAM MEMBER 1-https://trailblazer.me/id/unnik14

TEAM MEMBER 2-https://trailblazer.me/id/vinic311

TEAM MEMBER 3-https://trailblazer.me/id/van27

5. ADVANTAGES & DISADVANTAGE

ADVANTAGES

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

DISADVANTAGES

- Automatic elimination of every resume (even great ones) that the system can't read and interpret.
- Missing out on potential great hires and great pipeline talent when resumes are eliminated.
- Misread resumes in PDF format.
- The inability to read most, if not all, graphics.

6.APPLICATIONS

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

7.CONCLUSION

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.

8.FUTURE SCOPE

According to a recently released survey report, the majority of staffing firms worldwide will opt for an Applicant Tracking System by the end of 2020 to improve the overall talent acquisition efficacy, in this scope the future of ATS definitely looks bright.