

# JOB APPLICATION TRACKING SYSTEM

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## 1 INTRODUCTION

### 1.1 Overview

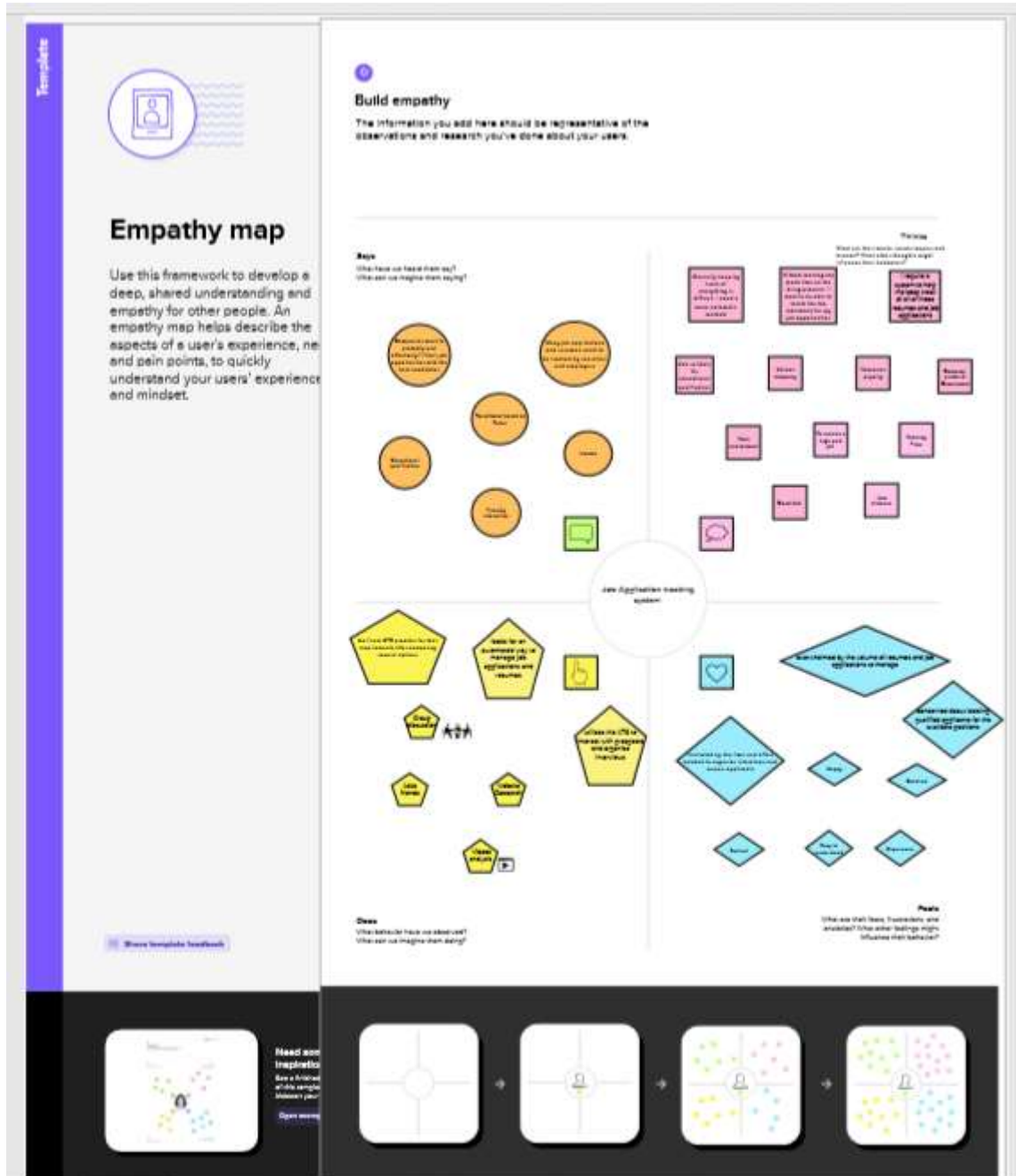
*The applicant tracking system (ATS) makes it simple for recruiters and hiring managers to track job seekers through all stages of the hiring process, from the first application to the actual job offer. The applicant tracking system (ATS) compiles and evaluates resumes and job application materials. The information is then organised into a searchable database, which enables recruiters to easily find and classify possible candidates in accordance with a range of requirements and job specifications.*

### 1.2 Purpose

- **Centralizing candidate information**
- **Managing job postings**
- **Tracking application status**
- **Streamlining communication**
- **Improving collaboration**

## 2 Problem Definition & Design Thinking

### 2.1 Empathy Map

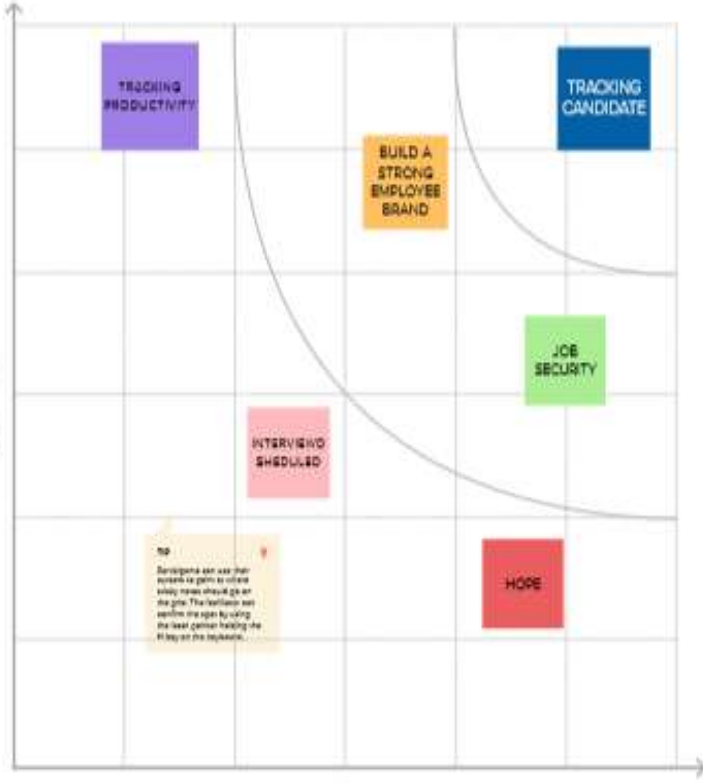


## 2.2 Ideation & Brainstorming Map

### 1 Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on the grid to determine which ideas are important and which are feasible.

[88 examples](#)



**Importance**  
Each of these ideas could get some interesting activity or even, when viewed from the right position, impact!

**Feasibility**  
Regardless of their importance, which ideas are more feasible than others? (Yes, they often simplify, too!)

### 2 After you collaborate

You can export the mural as an image or pdf to share with members of your company who might find it helpful.


[Quick add-ons](#)

- [Share the mural](#)  
Share a view link to the mural with stakeholders to keep them in the loop about the outcomes of the session.
- [Export the mural](#)  
Export a copy of the mural as a PNG or PDF to share in emails, include in slides, or save to your drive.

**Keep moving forward**

- [Strategy blueprint](#)  
Define the components of a new idea or strategy.  
[Open the template >](#)
- [Customer experience journey map](#)  
Understand customer needs, motivations, and behaviors for an experience.  
[Open the template >](#)
- [Strengths, weaknesses, opportunities & threats](#)  
Identify strengths, weaknesses, opportunities, and threats (SWOT) to develop a plan.  
[Open the template >](#)

[Share template feedback](#)

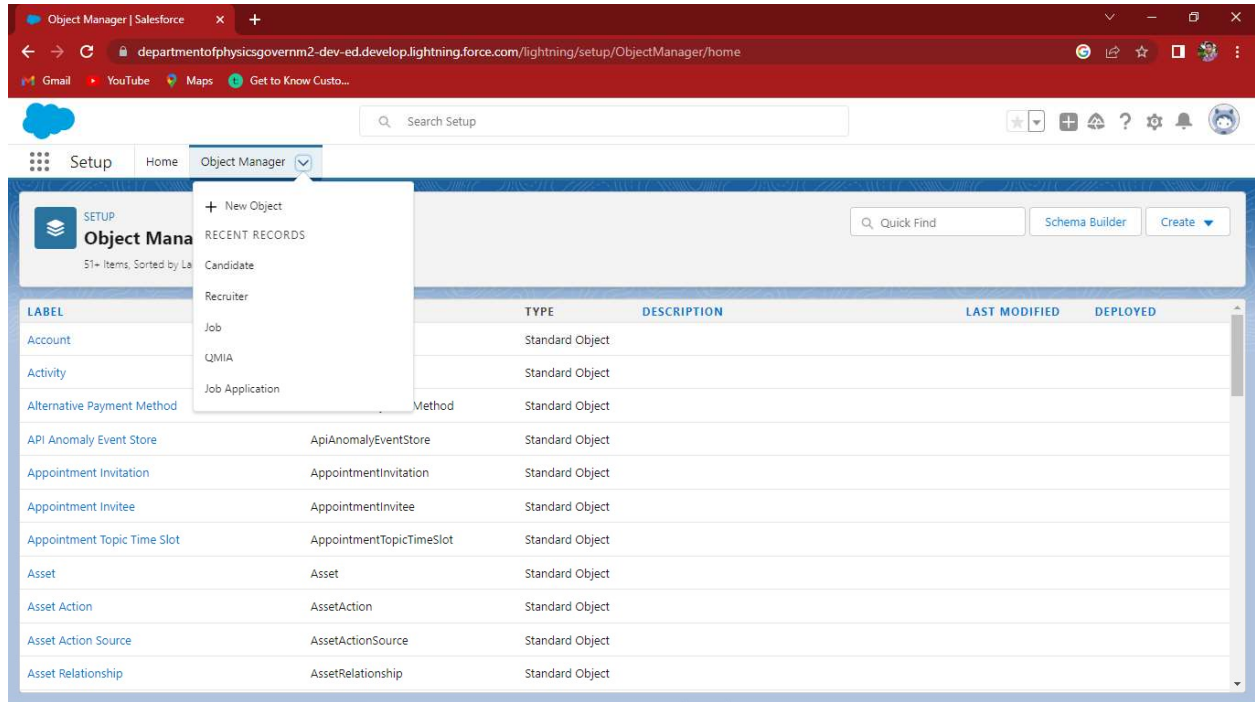


### 3 RESULT

#### 3.1 Data Model:

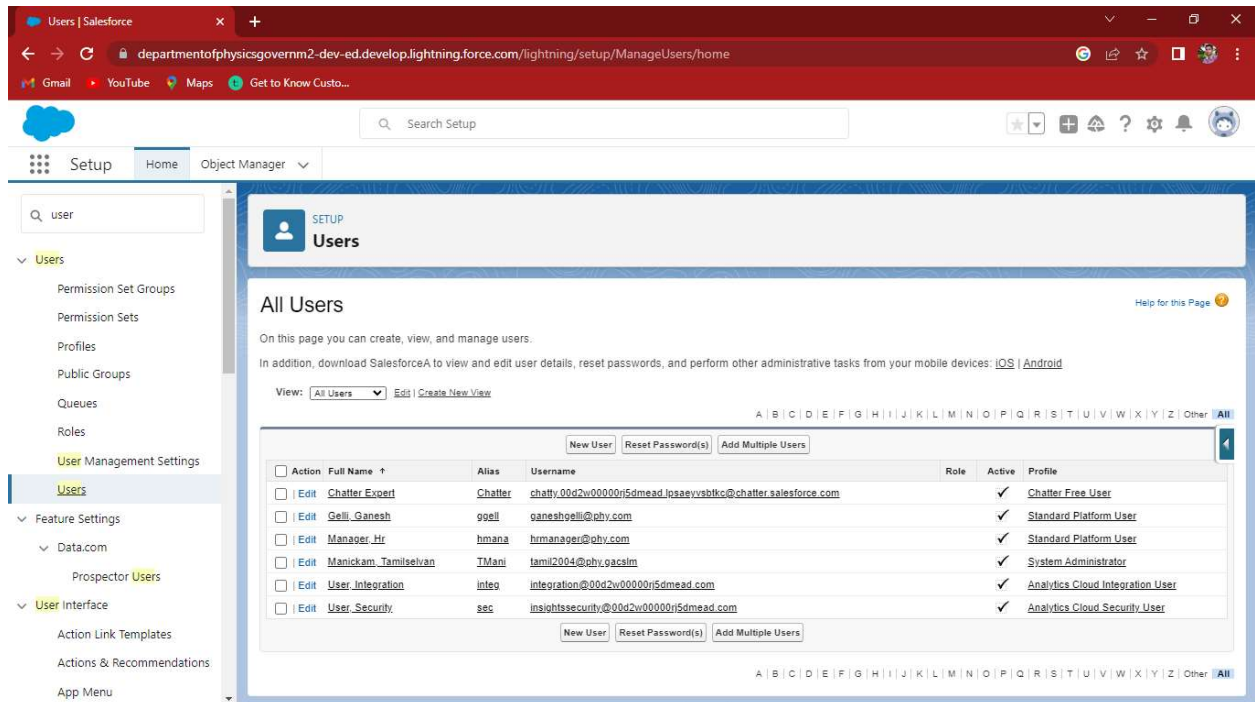
Object Name	Field Name	Data Type
Object 1 <b>RECRUITER</b>	<b>Job title</b>	<b>Text</b>
Object 2 <b>JOBS</b>	<b>Description</b> <b>Location</b>	<b>Text area</b> <b>Text</b>
Object 3 <b>CANDIDATE</b>	<b>Candidate name</b> <b>Candidate number</b>	<b>Text</b> <b>Auto number</b>
Object 4 <b>JOB APPLICATION</b>	<b>Job ID</b> <b>Job Application Number</b>	<b>Number</b> <b>Auto number</b>

## 3.2 Activity & Screenshot



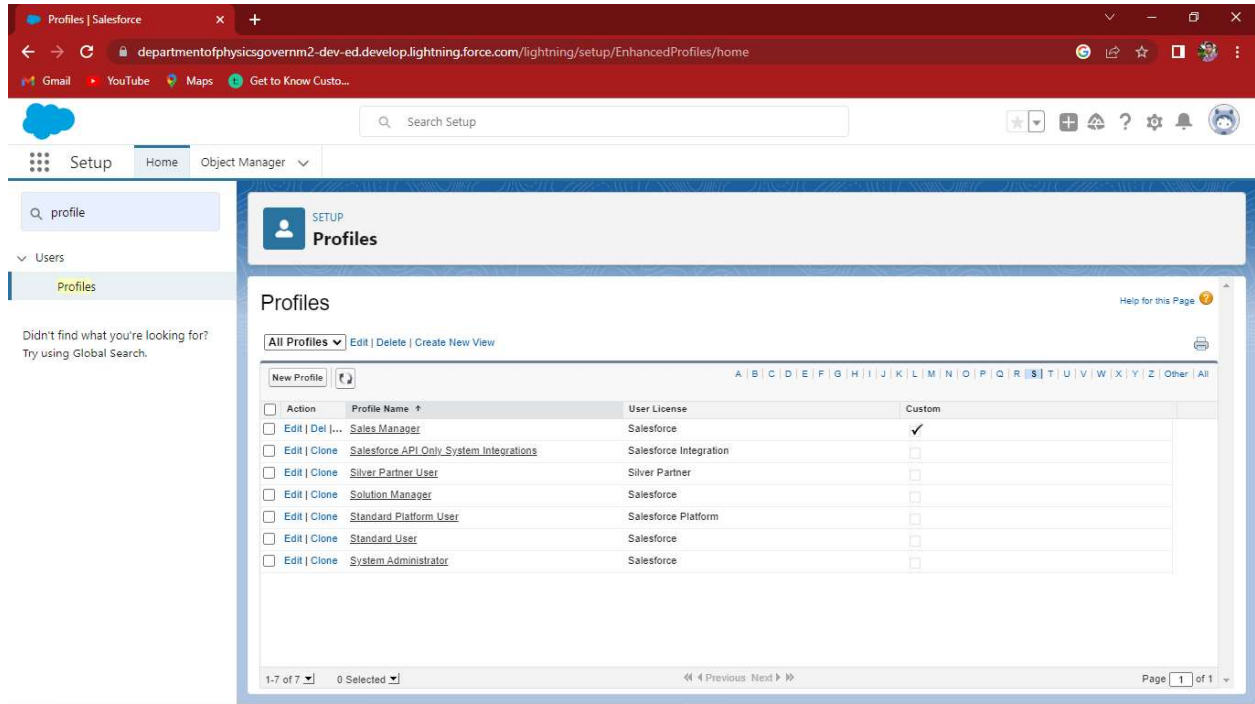
The screenshot shows the Salesforce Object Manager setup page. The browser address bar displays the URL: `departmentofphysicsgovernm2-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/home`. The page header includes a search bar and navigation tabs for Setup, Home, and Object Manager. A dropdown menu for Object Manager is open, showing options: New Object, Recent Records, Candidate, Recruiter, Job, QMIA, and Job Application. The main content area displays a table of objects with columns: LABEL, TYPE, DESCRIPTION, LAST MODIFIED, and DEPLOYED. The table lists various standard objects such as Account, Activity, Alternative Payment Method, API Anomaly Event Store, Appointment Invitation, Appointment Invitee, Appointment Topic Time Slot, Asset, Asset Action, Asset Action Source, and Asset Relationship.

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



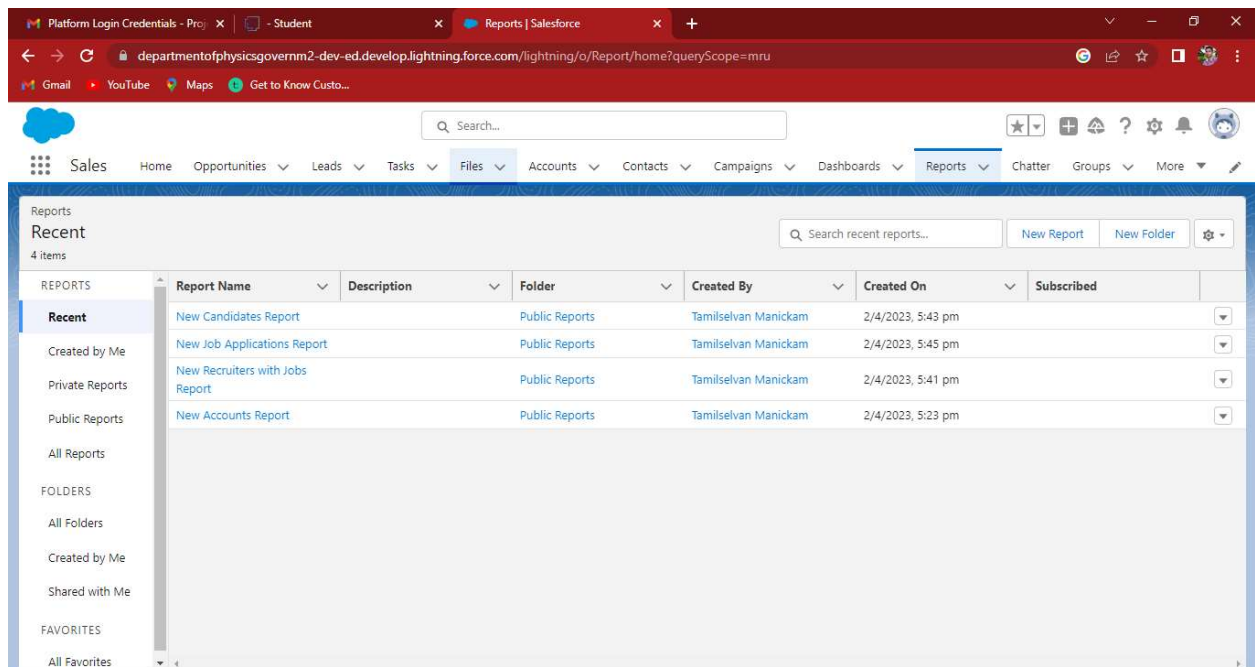
The screenshot shows the Salesforce Users management page. The browser address bar displays the URL: `departmentofphysicsgovernm2-dev-ed.develop.lightning.force.com/lightning/setup/ManageUsers/home`. The page header includes a search bar and navigation tabs for Setup, Home, and Object Manager. The main content area displays the 'All Users' page, which includes a table of users with columns: Action, Full Name, Alias, Username, Role, Active, and Profile. The table lists several users, including Chatter Expert, Gelli Ganesh, Manager Hr, Manickam, Tamiselvan, User Integration, and User Security.

Action	Full Name	Alias	Username	Role	Active	Profile
<input type="checkbox"/> Edit	Chatter Expert	Chatter	chatter.00d2v00000r5dmead_loaavvshkco@chatter.salesforce.com		✓	Chatter Free User
<input type="checkbox"/> Edit	Gelli Ganesh	gelli	ganeshgelli@phy.com		✓	Standard Platform User
<input type="checkbox"/> Edit	Manager Hr	hmana	hrmanager@phy.com		✓	Standard Platform User
<input type="checkbox"/> Edit	Manickam, Tamiselvan	TMani	tamil2004@phy.gacslm		✓	System Administrator
<input type="checkbox"/> Edit	User Integration	inteo	integration@00d2v00000r5dmead.com		✓	Analytics Cloud Integration User
<input type="checkbox"/> Edit	User Security	sec	insightsecurity@00d2v00000r5dmead.com		✓	Analytics Cloud Security User



The screenshot shows the Salesforce Setup interface for Profiles. The left sidebar contains a search bar and a list of items including Users and Profiles. The main content area is titled 'Profiles' and includes a 'New Profile' button and a table of existing profiles.

Action	Profile Name	User License	Custom
<a href="#">Edit   Delete</a>	Sales Manager	Salesforce	<input checked="" type="checkbox"/>
<a href="#">Edit   Clone</a>	Salesforce API Only System Integrations	Salesforce Integration	<input type="checkbox"/>
<a href="#">Edit   Clone</a>	Silver Partner User	Silver Partner	<input type="checkbox"/>
<a href="#">Edit   Clone</a>	Solution Manager	Salesforce	<input type="checkbox"/>
<a href="#">Edit   Clone</a>	Standard Platform User	Salesforce Platform	<input type="checkbox"/>
<a href="#">Edit   Clone</a>	Standard User	Salesforce	<input type="checkbox"/>
<a href="#">Edit   Clone</a>	System Administrator	Salesforce	<input type="checkbox"/>



The screenshot shows the Salesforce Reports interface. The left sidebar contains a list of reports and folders. The main content area is titled 'Reports' and includes a search bar and a table of recent reports.

Report Name	Description	Folder	Created By	Created On	Subscribed
New Candidates Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:43 pm	<input type="checkbox"/>
New Job Applications Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:45 pm	<input type="checkbox"/>
New Recruiters with Jobs Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:41 pm	<input type="checkbox"/>
New Accounts Report		Public Reports	Tamilselvan Manickam	2/4/2023, 5:23 pm	<input type="checkbox"/>

<https://departmentofphysicsgovemm2-dev-ed.develop.lightning.force.com/lightning/o/ContentDocument/home>

#### 4 Trailhead Profile Public URL

Team Lead - <https://trailblazer.me/id/mselvan77>

Team Member 1 - <https://trailblazer.me/id/guru2003>

Team Member 2 – <https://trailblazer.me/id/pyash29>

Team Member 3 – <https://trailblazer.me/id/sultr1>

#### 5 ADVANTAGES & DISADVANTAGE

##### *Advantages:*

- ◇ *Simplifies application process*
- ◇ *Provides real-time application status*
- ◇ *Increases visibility*
- ◇ *Saves time*
- ◇ *Improves candidate experience*
- ◇ *Enhances collaboration*
- ◇ *Improves data analysis*

##### *Disadvantages:*

- \* *Can be impersonal*



- \* *May not catch all relevant information*
- \* *Requires investment*
- \* *Could limit candidate pool*
- \* *Could create bias*
- \* *Potential for technical glitches*

## 6 APPLICATIONS

*Candidate management: The ATS tracks the status of job applications and manages candidate information, allowing recruiters and hiring managers to easily search and organize candidate profiles*

*Reporting and analytics: The ATS generates reports and analytics that allow employers to track the effectiveness of their recruitment strategies and identify areas for improvement*

*Compliance management: The ATS ensures that the recruitment process is compliant with relevant laws and regulations, such as equal opportunity employment laws and data privacy regulations*

## 7 CONCLUSION

*job application tracking systems have become an essential tool for modern recruiters and job seekers. These systems allow for the efficient and streamlined management of the recruitment process, from initial application screening to final hiring decisions.*

## 8 FUTURE SCOPE :

***Artificial intelligence (AI):** AI and machine learning technology can help automate the hiring process even more by identifying the top candidates, evaluating applicant fit, and even conducting preliminary interviews.*

***Mobile integration:** As more job seekers use mobile devices to search and apply for jobs, job application tracking systems will need to be optimized for mobile devices and provide a seamless mobile user experience.*

***Personalised and engaging applicant experience:** Job application tracking systems will need to offer features like personalised job suggestions, chatbots, and virtual interviews in order to attract and keep top talent.*

***Better data analysis:** Job application tracking systems will continue to evolve to provide more sophisticated data analysis and reporting, allowing recruiters to make more informed decisions about their recruitment strategy and candidate pool.*

*Integration with other HR tools: To provide a more comprehensive perspective of the complete employee lifecycle, job application tracking systems will need to link more fluidly with other HR resources, such as HR information systems, talent management systems, and performance management systems.*