

# Recruiting Assistant for HR Managers

## 1. INTRODUCTION

### 1.1 Overview

The Human Resource Manager will lead and direct the routine functions of the Human Resources (HR) department including hiring and interviewing staff, administering pay, benefits, and leave, and enforcing company policies and practices.

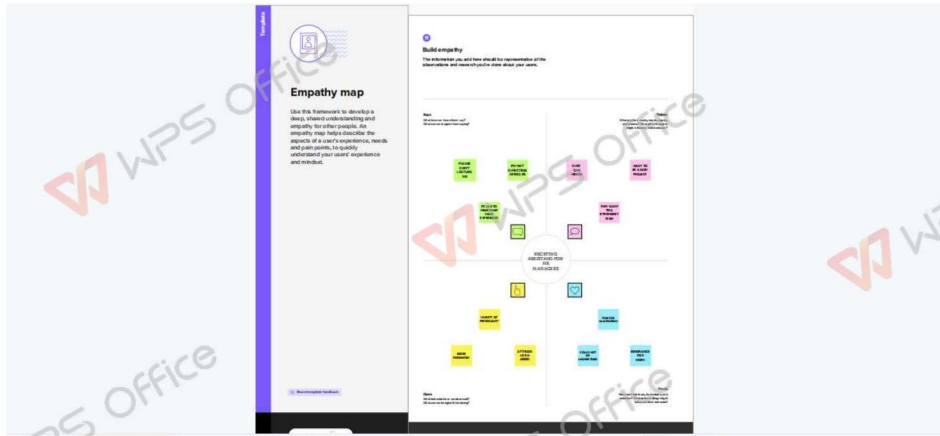
### 1.2 Purpose

Responsible for the daily administrative and HR duties of an organization

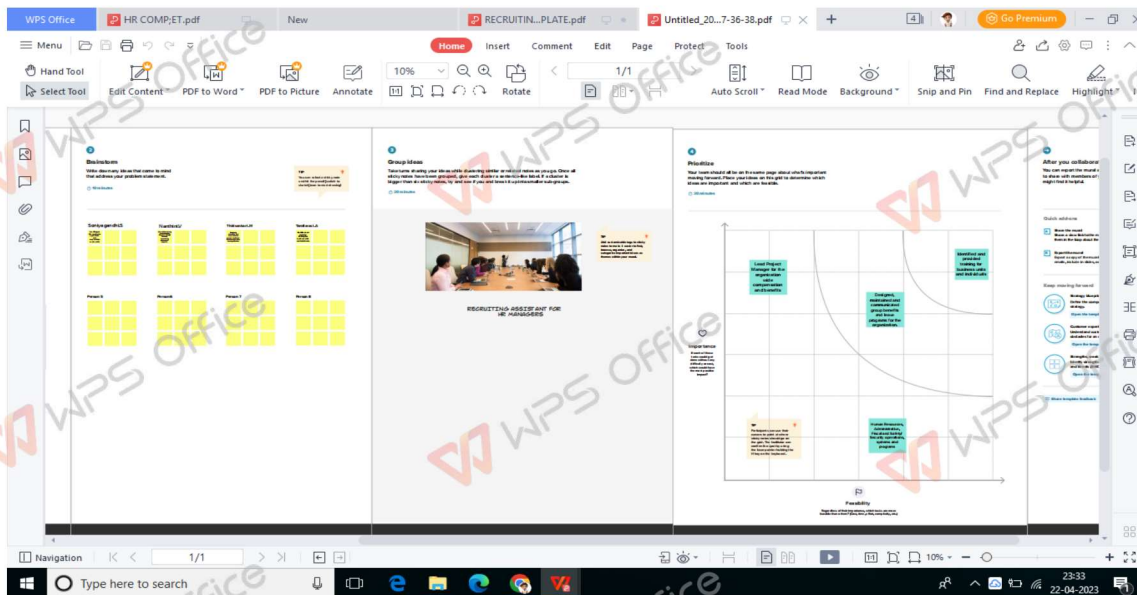
## 2. Problem Definition & Design Thinking

### 2.1 Empathy Map

## Recruiting Assistant for HR Managers



## 2.2 IDEATION BRAINSTORMING MAP



Field label: Job posting site URL

Data type: Master-detail (Job posting site)

## 3.2 Activity & Screenshot

## Recruiting Assistant for HR Managers

Setup Home Object Manager

SETUP > OBJECT MANAGER

### Job posting site

Edit Delete

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

List View Button Layout

Restriction Rules

Description

API Name: Job\_posting\_site\_\_c

Custom

Singular Label: Job posting site

Plural Label: Job posting sites

Enable Reports: ☒

Track Activities: ☒

Track Field History: ☒

Deployment Status: Deployed

Help Settings: Standard salesforce.com Help Window

Setup Home Object Manager

SETUP > OBJECT MANAGER

### Review

Edit Delete

Details

Fields & Relationships

Page Layouts

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Field Sets

Object Limits

Record Types

Related Lookup Filters

Search Layouts

List View Button Layout

Restriction Rules

Description

API Name: Review\_\_c

Custom

Singular Label: Review

Plural Label: Reviews

Enable Reports: ☒

Track Activities: ☒

Track Field History: ☒

Deployment Status: Deployed

Help Settings: Standard salesforce.com Help Window

Search Setup

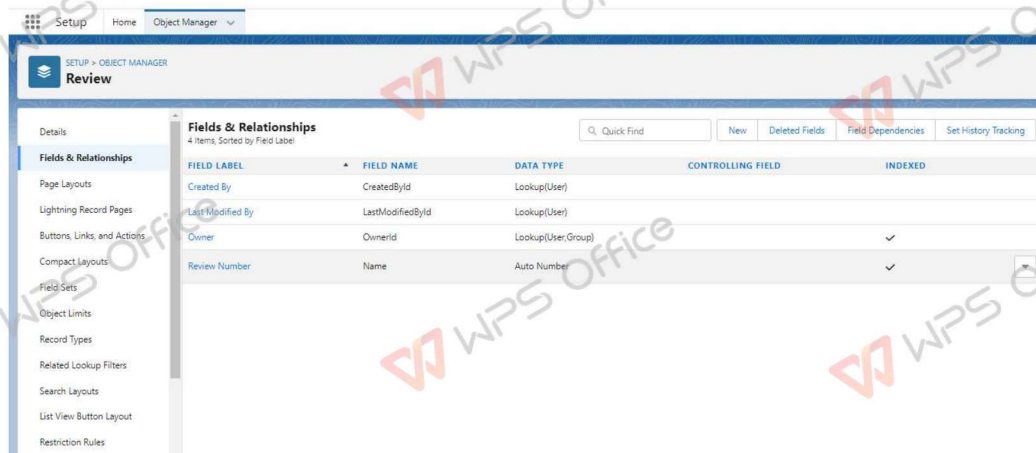
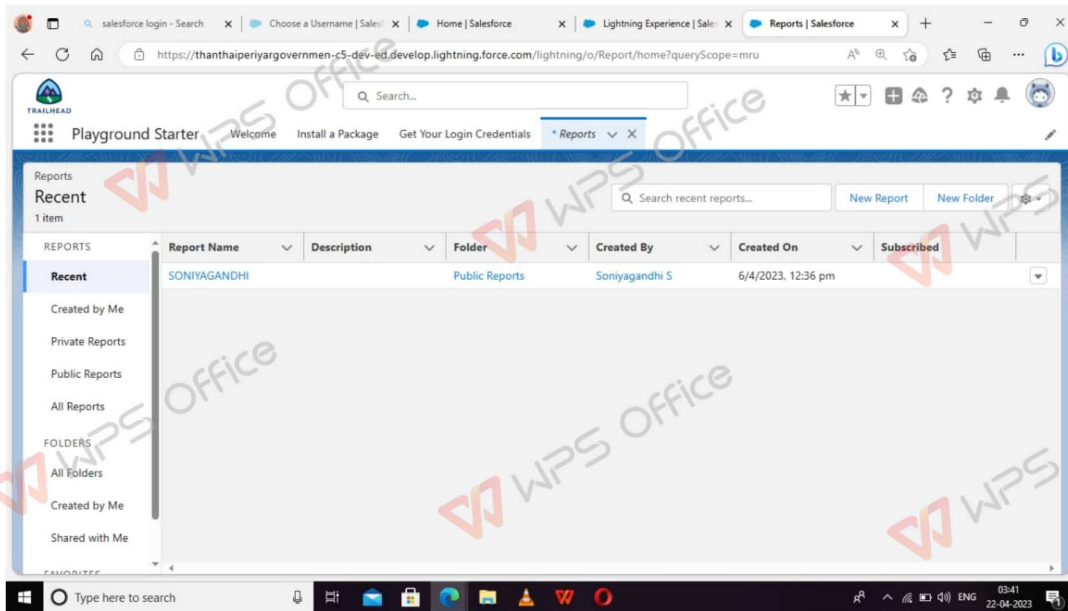
Setup Home Object Manager

Object Manager

2 items. Sorted by Label

Label	API Name	Type	Description	Last Modified	Deployed
Job posting	Job_posting__c	Custom Object		05/04/2023	<input checked="" type="checkbox"/>
Job posting site	Job_posting_site__c	Custom Object		29/03/2023	<input checked="" type="checkbox"/>

## Recruiting Assistant for HR Managers



### 3. TRAILHEAD URL :

TEAM LEADER : <https://trailblazer.me/id/sonis36>

TEAM MEMBER 1: <https://trailblazer.me/id/nantv3>

TEAM MEMBER 2: <https://trailblazer.me/id/thirm9>

TEAM MEMBER 3: <https://trailblazer.me/id/tamia25>



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## 4. ADVANTAGES & DISAVANTAGE

### 10 of the Biggest HR Challenges in 2023

1. Rethinking the employee value proposition
2. Re-engaging the workforce
3. Attracting talent to the enterprise
4. Strengthening manager-employee relationships
5. Promoting talent mobility and skill-building
6. Retaining talent with a better employee experience
7. Pushing ahead with DEIB programs
8. Managing uncertainty
9. Focusing on employee health and well-being
10. Learning into your strategic impact as an HR leader

HR	HR Business Partner
<ul style="list-style-type: none"><li>• Recruiting new employees</li></ul>	<ul style="list-style-type: none"><li>• Consulting with line management</li></ul>
<ul style="list-style-type: none"><li>• Maintaining policies and HR records</li></ul>	<ul style="list-style-type: none"><li>• Providing daily HR guidance</li></ul>
<ul style="list-style-type: none"><li>• Administering compensation</li></ul>	<ul style="list-style-type: none"><li>• Analysing trends and metrics with HR department</li></ul>
<ul style="list-style-type: none"><li>• Ensuring employee wellness</li></ul>	<ul style="list-style-type: none"><li>• Working closely with management</li></ul>
<ul style="list-style-type: none"><li>• Maintaining company programs</li></ul>	<ul style="list-style-type: none"><li>• Providing HR policy guidance</li></ul>
<ul style="list-style-type: none"><li>• Handling employee concerns</li></ul>	<ul style="list-style-type: none"><li>• Monitoring &amp; reporting on workforce and succession planning</li></ul>
<ul style="list-style-type: none"><li>• Handling risk management</li></ul>	<ul style="list-style-type: none"><li>• Evaluating training programs</li></ul>
	<ul style="list-style-type: none"><li>• Suggesting new HR strategies</li></ul>

## 6.APPLICATIONS

Typical employers include: banking and finance firms charities and not-for-profit

organisations

## 7.CONCLUSION

On the one hand, the Soft and Hard Human ResourceManagement influence on the business and lets them development rapidly. Itcan improve employee's motivation in a business and pay attention tocompany's policy and law respectively, which can increase the efficiency ofcompany and get higher profits

## 8. FUTURE SCOPE

One should remember that HR needs to adapt and be agile i.e. an HR professional must not stop learning. HR will not be replaced, but HR professional must take up relevant courses to empower your working and be in a race. Thus, MBA in HR future scope is bright