

## Project Report Template

### TITLE: JOB APPLICATION TRACKING SYSTEM

## 1. INTRODUCTION

### 1.1.Overview:

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

An ATS is a type of software application that handles the recruitment process, namely by sorting through thousands of resumes, to determine which ones are the best fit for the positions for which they were submitted.

An ATS compliant resume is **one that can be easily scanned and interpreted by an applicant tracking system (ATS)**. This means that your resume should be formatted clearly, with relevant keywords included.

### 1.2.Purpose:

An ATS creates opportunities to automate manual processes, increase visibility into the hiring cycle for the entire recruiting team, and increase opportunities for communication throughout the candidate journey.

78% of recruiters using an ATS report that it has improved the quality of the candidates they hire.

## 2.Problem Definition & Design Thinking

### 2.1 Empathy Map

Template



#### 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.

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01

#### 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?

They are very patient in waiting

They want to be notified for the best interview

They are impressed that we get a job



##### Thinks

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

They are very confident in their capabilities

When they are not at work, they are a professional person

They are proud and happy to get a job



Job Application Tracking system

They are very patient in waiting



They are very patient in waiting

They are very patient in waiting

They are very patient in waiting



They are very patient in waiting

They are very patient in waiting

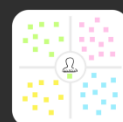
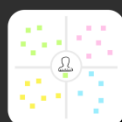
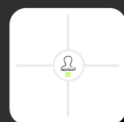
They are very patient in waiting

##### Does

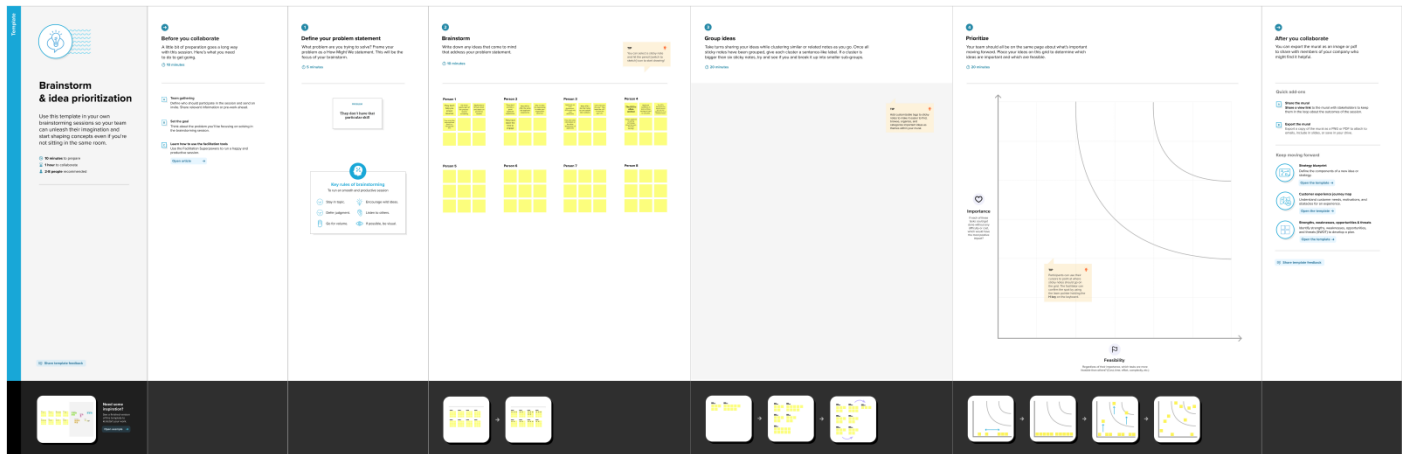
What behavior have we observed?  
What can we imagine them doing?

##### Feels

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



2.2 Ideation & Brainstorming Map



3. RESULT

3.1 Data Model:

Object Name	Field in the Object										
JOB	<table><tr><th>Field Label</th><th>Data Type</th></tr><tr><td>Job Name</td><td>Text(80)</td></tr><tr><td>Recruiter</td><td>Master Detail</td></tr><tr><td>Location</td><td>Text(30)</td></tr><tr><td>Description</td><td>Text area(255)</td></tr></table>	Field Label	Data Type	Job Name	Text(80)	Recruiter	Master Detail	Location	Text(30)	Description	Text area(255)
Field Label	Data Type										
Job Name	Text(80)										
Recruiter	Master Detail										
Location	Text(30)										
Description	Text area(255)										
CANDIDATE	<table><tr><th>Field Label</th><th>Data Type</th></tr><tr><td>Candidate Name</td><td>Text</td></tr></table>	Field Label	Data Type	Candidate Name	Text						
Field Label	Data Type										
Candidate Name	Text										
RECRUITER	<table><tr><th>Field Label</th><th>Data Type</th></tr><tr><td>Rec Name</td><td>Text</td></tr><tr><td>Job Title</td><td>Text</td></tr></table>	Field Label	Data Type	Rec Name	Text	Job Title	Text				
Field Label	Data Type										
Rec Name	Text										
Job Title	Text										

JOB APPLICATION OBJECT	Field Label	Data Type
	Job Application Name	Text

## 3.2 Activity & Screenshot

### Objects Creation :

#### Job :

The screenshot shows the Salesforce Object Manager interface for the 'Job' object. 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, Related Lookup Filters, Search Layouts, List View Button Layout, and Restriction Rules. The main content area is titled 'Fields & Relationships' and shows 6 items, sorted by Field Label. A table lists the fields with columns for Field Label, Field Name, Data Type, Controlling Field, and Indexed status.

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Description	Description__c	Text Area(255)		
Job Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Location	Location__c	Text(30)		
Recruiter	Recruiter__c	Master-Detail(Recruiter)		✓

Candidate :


Sign in - Google Accounts

pyuvaraj113/Retail-Management








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Candidate | Salesforce

← → ↻ rsgc7-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003cZZn/FieldsAndRelationships/view



Search Setup



Setup

Home

Object Manager

SETUP > OBJECT MANAGER

Candidate

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

Fields & Relationships

4 Items, Sorted by Field Label

Quick Find

New

Deleted Fields

Field Dependencies

Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Candidate Name	Name	Text(80)		✓
Created By	CreatedById	Lookup(User)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

Job Application Object :


Sign in - Google Accounts

pyuvaraj113/Retail-Management








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Job application Object | Salesforce

← → ↻ rsgc7-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w000003cZZx/FieldsAndRelationships/view



Search Setup



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SETUP > OBJECT MANAGER

Job application Object

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4 Items, Sorted by Field Label

Quick Find

New

Deleted Fields

Field Dependencies

Set History Tracking

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job application Name	Name	Text(80)		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

## Recruiter :

The screenshot shows the Salesforce Recruiter Object Manager interface. The left sidebar contains a navigation menu with options: Details, Fields & Relationships (selected), 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, and Restriction Rules. The main content area is titled 'Fields & Relationships' and shows a table of 5 items, sorted by Field Label. The table has columns: FIELD LABEL, FIELD NAME, DATA TYPE, CONTROLLING FIELD, and INDEXED. The data rows are: Created By (CreatedById, Lookup(User)), Job title (Job\_title\_\_c, Text(30)), Last Modified By (LastModifiedById, Lookup(User)), Owner (OwnerId, Lookup(User,Group)), and Rec Name (Name, Text(80)).

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job title	Job_title__c	Text(30)		
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓
Rec Name	Name	Text(80)		✓

## 4. Trailhead Profile Public URL

Team Lead – Visalam R - <https://trailblazer.me/id/vviram611>

Team Member 1 – Sangeetha A- <https://trailblazer.me/id/sangeetha2003>

Team Member 2 – Virthiha P- <https://trailblazer.me/id/virthiha17>

Team Member3 – Madhavan P- <https://trailblazer.me/id/mmadhaw1>

## 5. ADVANTAGES & DISADVANTAGE

Advantages:

- Saves Time for Value Added Work. ...
- Flexible System for Both Employer & the Agency
- Better Overview of Applications. ...
- Easy Job Posting. ...
- Improved Cost-per-Hire. ...
- Improved Quality of Hire. ...
- Improved Inter-Departmental Communication. ...
- Faster & Better Decisions.

Disadvantages:

- A Disadvantage of ATS is missing qualified applicants due to wrong keyword selection.
- Automatic elimination of resumes that software cannot recognize and interpret is another drawback of ATS.
- An Applicant Tracking System Disadvantage is that they are open to manipulation.

## **6. APPLICATIONS:**

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

## **7. 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 SCOPES:**

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.