Recruiting App

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Abstract- **The Human Resources department has used Microsoft Word documents and Microsoft Excel spreadsheets to manage the recruiting and hiring process for new employees. However, over the last two quarters it's become evident that unless this process is replaced by one that is more collaborative, reliable, and scalable, the department won't be able to meet its hiring goals for this fiscal year. Universal Containers needs a centralized application that can bring all of its recruiting and hiring processes together, and the company has hired us to solve this problem. Our approach will be to leverage their Salesforce account and build a recruiting application on the Lightning platform .Track all of the candidates who apply for a particular position, including the status of their application (whether they've had a phone screen, are scheduled for interviews, have been rejected or hired, or have passed on an offer that was presented). Track the posting of jobs on external employment websites, such as Monster.com. Allow employees to post reviews for candidates whom they've interviewed.**

Index Terms- **Salseforce , Recruiting**

I. INTRODUCTION--RECRUITING APP

Historically, the Human Resources department has used Microsoft Word documents and Microsoft Excel spreadsheets to manage the recruiting and hiring process for new employees. However, over the last two quarters it's become evident that unless this process is replaced by one that is more collaborative, reliable, and scalable, the department won't be able to meet its hiring goals for this fiscal year. Universal Containers needs a centralized application that can bring all of its recruiting and hiring processes together, and the company has hired us to solve this problem. Our approach will be to leverage their Salesforce account and build a recruiting application on the Lightning platform.Track all of the candidates who apply for a particular position, including the status of their application (whether they've had a phone screen, are scheduled for interviews, have been rejected or hired, or have passed on an offer that was presented).

II. TECHNOLOGY USED

Salesforce is the innovative company behind the world's #1 CRM platform. Salesforce began with the vision of reinventing Customer Relationship Management (CRM). This approach has helped to make Sales Cloud the world's number 1 CRM system.

Salseforce works on two type of platform:

- SaaS – Software as a Service
- PaaS – Platform as a Service

III. DESCRIPTION OF PROJECT

Building an App using or loginig to salseforce org.Name the app RECRUITING APP. When app in opened then add the some objects by procedure.
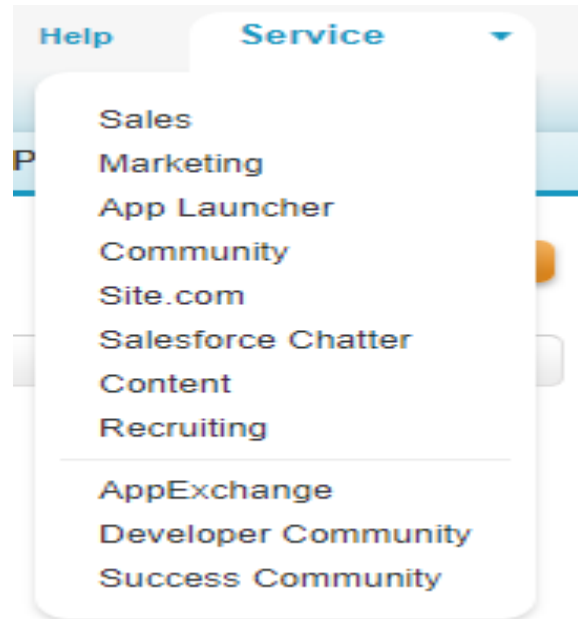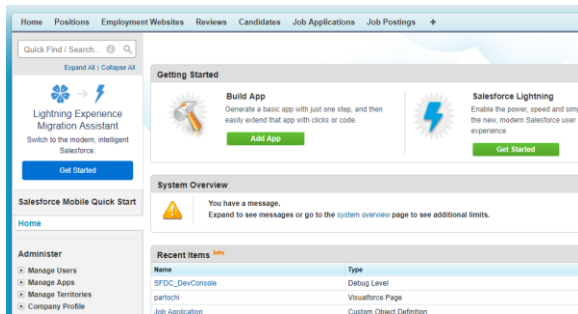

CUSTOM OBJECTS:
Custom objects are the native components that model the data we need to store in our Recruiting app.

Similar to a database table, a custom object is composed of several fields that store information such as a job applicant's name, or the maximum salary for a particular position. However, unlike traditional database tables, we don't need to write any SQL in order to create custom objects. We can simply point and click in the platform to create as many objects as we need.

For our Recruiting app, we'll be creating six custom objects to track recruiting-related data:

- Position
- Candidate
- Job Application
- Review
- Job Posting
- Employment Website

One of the powerful features of a custom object is the fact that it can have relationships with other objects in the system. For example, for every review written by an interviewer and entered into the system, we'll want to associate it with the job application of the candidate who was being interviewed. Another important function that we'll need to build into our app is the ability to restrict access to data that particular users shouldn't see, without preventing other users from performing their jobs effectively.
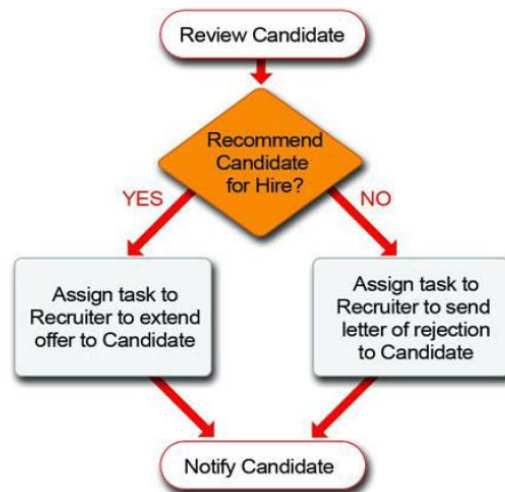
AUTOMATED PROCESS:
Three of our requirements involve automation business processes, such as triggering an alert email to a recruiter whenever a job application's status has changed, and submitting new job openings for executive approval.Once again, the Lightning Platform platform makes these requirements easy for us to implement natively with the built-in *Process Builder* and *approval process* components.
Process Builder and approval processes allow us to create business logic based on rules:

- Process Builder can assign tasks to users, update fields, or send email alerts.
- Approval processes allow users to submit sensitive records like new contracts or purchase orders to other users for approval.

FIELD DATA TYPES IN SALSEFORCE:
- Number
- Text
- Phone
- Picklist
- Textarea
- url
- percent
- multipicklist
- multipicklist

IV. FEATURES OFF APP

- Track the posting of jobs on external employment websites, such as Monster.com.
- Track positions in all stages of the process, from those that are open to those that have been filled or canceled.
- Allow employees to post reviews for candidates whom they've interviewed.
- Provide security for the recruiting data so that it's not mistakenly viewed, edited, or deleted by employees who shouldn't have access.
- Automatically inform the relevant recruiter about the next steps that should be taken when a decision has been made about an applicant.

- Automatically inform all employees of new positions that have been posted.
- Make sure that a new job opening has executive approval before it becomes active.
- Include reports that give users an overview of recruiting status.
- Allow recruiters to map the locations of all candidates who are applying for a position, to better understand relocation expenses.
- Make it easy to perform several similar tasks at once, like rejecting multiple job applications.
- Automatically post open positions on Universal Containers' public website
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V.CONCLUSION

Using Salesforce can extend the usefulness of the platform that the sales (and possibly support) team is already using, and meet HR's recruiting requirements. Automating the recruiting process can greatly increase productivity, efficiency, and ROI of the hiring process. Recruiting app for the company that allows it to move away from the Microsoft Word documents and Microsoft Excel spreadsheets that it has traditionally used to an application that's available on demand.

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ACKNOWLEDGMENT

REFERENCES

[1]https://trailhead.salesforce.com
[2]www.developer.salesforce.com