

Recruitment Application using Salesforce

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Abstract: *One of the newest technologies on the information super highway is cloud computing. It has been resentful as the computer simulation of the future generation for its benefits. Following numerous data, parallel computing, and concurrent computing (analogous and comparable), this is the greatest simulation. They must have access to all internal and external resources in order to be productive. The next candidates can upload their resumes and academic records using the requirement feature of the system. Everything was done at a reasonable pace and in a lively manner earlier. All of this is now achievable in a millisecond. Salesforce for Recruiting offers large-scale, personalized candidate experiences that increase loyalty and engagement. A 360-degree picture of customers and candidates enables recruiters to provide linked, value-added services that gobeyond conventional sourcing strategies. Three to five weeks are typically needed for the full Salesforce hiring process. Sending in an online application and resume is the initial step in the recruiting process at Salesforce for all roles.*

Keywords: Apex, field update, time dependency, permission settings, sharing setting, task and event, and trigger

I. INTRODUCTION

The process of identifying potential candidates for a position is known as recruitment. A collection of instruments called a recruitment application is used to oversee the hiring procedure. It can be the most significant fundamental human resource (HR). It's an automated system made up of several parts that makes it easier to identify, recruit, evaluate, interview, and hire new staff members. A large number of these jobs are mechanized. These technologies also handle routine operations like making appointments for phone calls and in-person interviews. Put another way, you can do so well in a sport, career, etc. that you can't get much better using a cloud-based recruitment application. Even a tiny business may efficiently and automatically schedule appointments with little money. The challenge of tracking separate-way recruiting data is eliminated with candidate tracking software. Your applicant communications, resume database, and reports may all be consolidated into a single integrated platform. Using cloud-based recruiting tools, you may decrease quantity, boost evident, and save time.

II. LITERATURE REVIEW

W. Marañda (Feb-2023) -A technique known as "cloud computing" allows computer resources, such as software and hardware, to be made available online as a service. Instead of being saved locally on a PC, the information is kept on computers elsewhere and is always accessible from anywhere. It takes an entire team of specialists to install, set up, test, operate, secure, and maintain them.

M. Nuseir and G. El Refae [Mar – 2022] -All of these issues are instantly avoided with cloud computing since an expert provider like force.com manages the hardware and software, eliminating the need for management. As of yet, there is no widely recognised definition for cloud computing. The National Institute of Standards and Technology (NIST) lists self-service on-demand, resource pooling, wide network access, quick growth, and measurable service as the five key components of cloud computing.

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of cloud computing. IaaS, PaaS, and SaaS are the three tiers in which the concept of cloud-based services is constructed hierarchically from bottom to top. One such technological advancement that complements the idea of cloud computing is virtualization. This technology is a great addition to cloud services, particularly PaaS and SaaS, which combine platforms or services into a single physical infrastructure to serve multiple cloud users concurrently. Cloud security is always better than that of other conventional systems.

III. OBJECTIVES

To offer the storage needed to keep the data

- Eliminating the need for manual sheet creation, which takes a lot of effort and time.
- Recruitment objectives are benchmarks that companies and recruiters set to make sure they choose the best candidates for open jobs.
- While selecting the best individuals is every company's main recruitment aim, most hiring procedures also have additional objectives to achieve.

IV. SCOPE

This program streamlines and simplifies the hiring process by automating it. HR may view the list of candidates using the recruitment application and choose those that best fit the organization's criteria. The list of applicants who are chosen at each stage of the selection process is provided by this application. HR has the authority to allocate roles, together with the pay, location, duration, and job description, to chosen candidates. With the use of this application, HR may monitor applicant details both before and after sending them an email with information on the company's location, job description, pay scale, and current developments.

V. METHODOLOGY

Candidates who have been shortlisted can get automated mail generated by this application. This will offer particular hours for logging in. We will send out an assignment and event to candidates that have an interview schedule. This software will arrange meetings and calls automatically before to interviews. Permission sets (accessibility for add, edit, remove, and read) Will choose candidates based on certain standards.

The organization will be able to transition from using Microsoft Word documents and Microsoft Excel spreadsheets for recruiting applicants to an application that will be developed. program that may be accessed whenever needed.

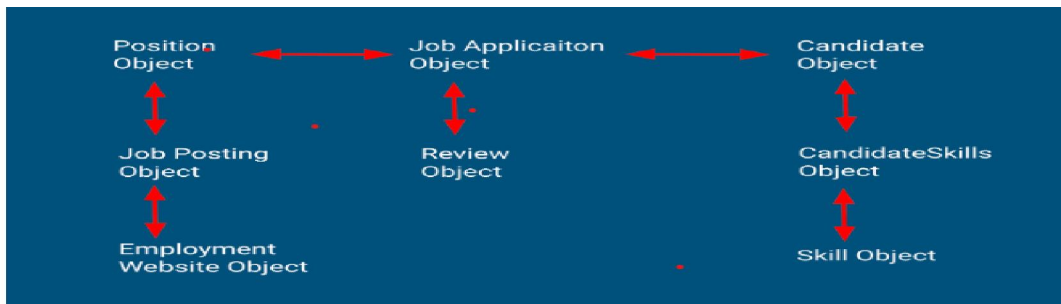


Fig.1. Recruitment Application Processes

As a result, the "Recruitment Application" will help the business hire applicants while saving time and effort through manual labour. The Visual Force framework and Apex language will be used to construct this recruitment application in the cloud utilizing the force.com platform. In order to address this issue, recruitment applications have the ability to automate the interview process in addition to tracking candidates. Candidates who have been shortlisted can generate automated mail using this program. These websites don't offer enough storage to keep your data. Following each interview round, the list of chosen students is stored in this application.

There is no need to have all of your data stored on the cloud because this programme is readily available from anywhere at any time.

You simply need to install Sales Force Mobile in order to access it on your mobile device. Beginning with the first steps of the hiring process, the recruitment application is helpful. The HR software may be tailored to the client's specifications.

Finding, choosing, and onboarding new hires for a firm is the hiring process. To choose the best course of action for each process, the risk analysis of implementing a paperless process must be assessed. The number of employees may or may not decrease with a more effective procedure. The expenses of personnel may move from the business function to support resources, which might be vendors supporting the new paperless process or internal staff.

Technology expenses might go up and should be carefully evaluated to make sure that there are no hidden costs that would prevent the addition of a new element in the future. Additionally, the benefit of continuing employment training must be considered.

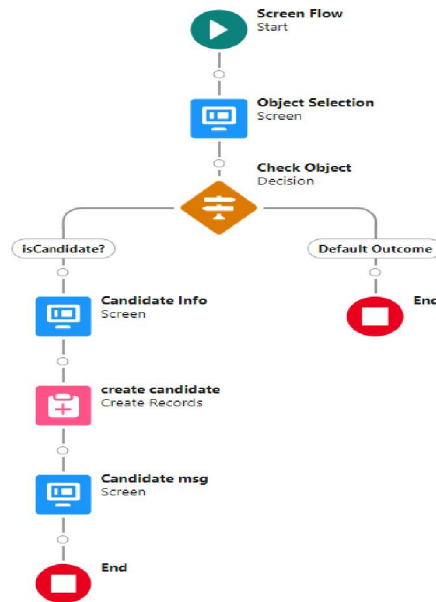


Fig 2. Flows of candidate Records

BENEFITS OF PROPOSED SYSTEM

- Increase the output of the recruiter.
- This system is built on Force.com i.e. cloud platform. Therefore, it also built-in Force.com platform’s benefits started above.
- The applicants will receive an analysis of the recruiters through this technique, which will assist them in improving.
- With the use of this technology, applicants and firm personnel may now communicate directly.

VI. OUTCOMES

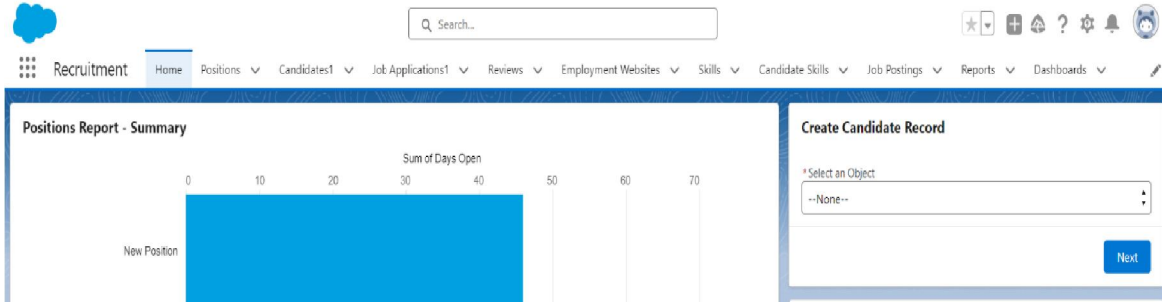


Fig. 3. Flow on create a Candidate on Home Page

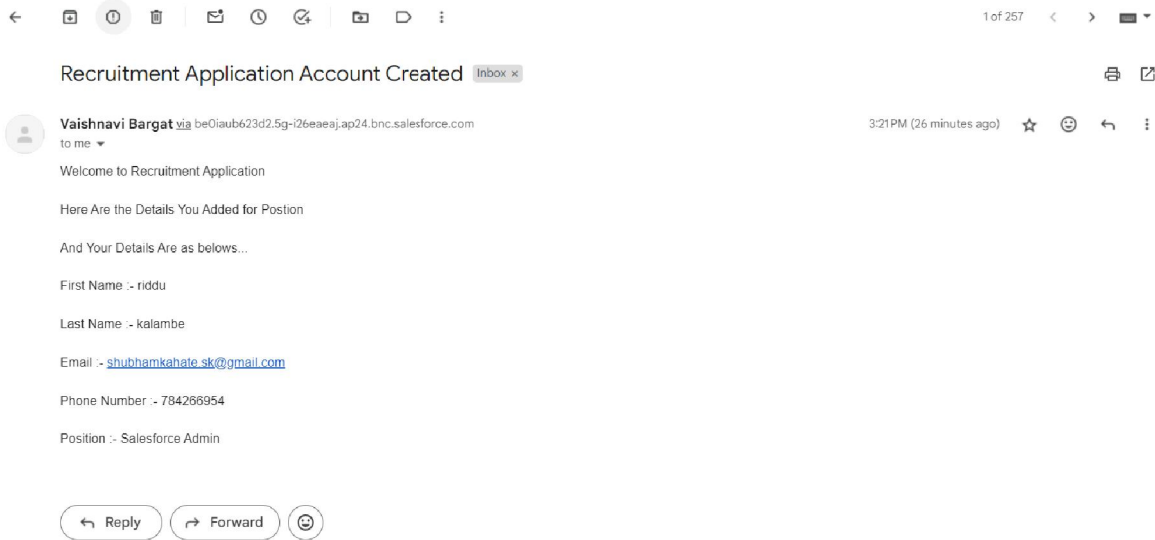


Fig 4. This mail is send candidate by Proccesse Builder

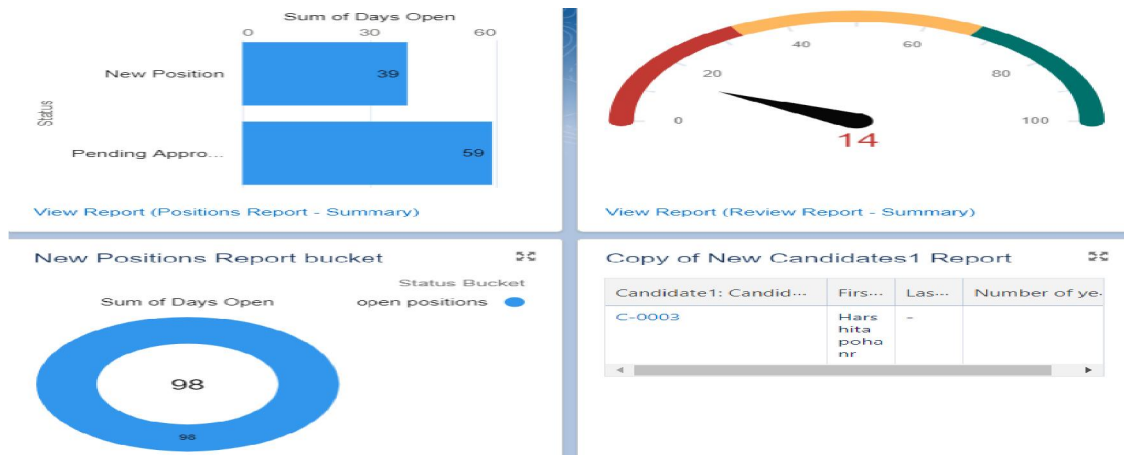


Fig. 5. Dashboard & Reports

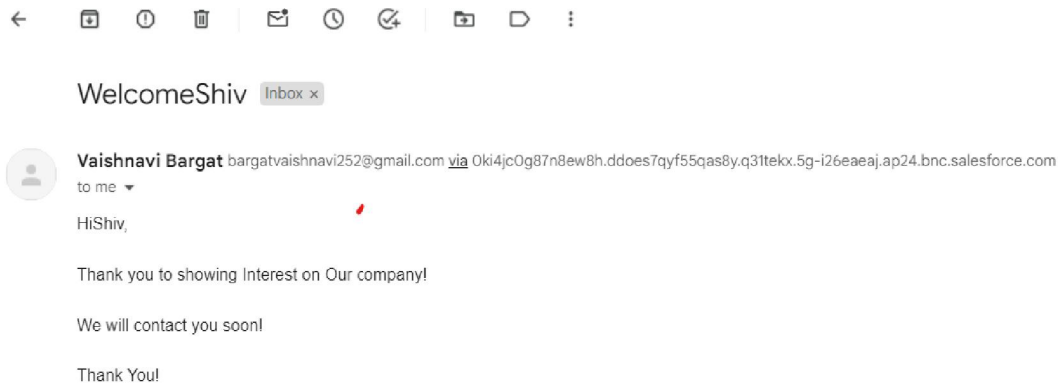


Fig. 6. This Mail Send To Candidate By Trigger

VII. CONCLUSION

This essay discusses a number of ideas related to cloud computing, a contemporary technology in the modern world, and its platforms. It is expected to expand in the near future. Our computer power is limitless thanks to this technology, which also provides us with fast microprocessors, large amounts of memory, dependable system architecture, and high-speed networks. The article also provides information on the advantages of the top Force.com platform for developing and implementing next-generation cloud apps. Tell us about the benefits of employing cloud technology and this platform for creating the recruiting application as well.

By automating the hiring and recruitment process, this application seeks to save the business time and labour by minimizing manual labour. It also benefits job seekers. Finding potential applicants and persuading them to apply for the position are both parts of the recruitment process. Vacant positions are filled as soon as they become known. Applications are then gathered for open positions once the positions are posted in various media. The goal of selection is to choose deserving applicants from a pool of interested or accessible individuals. To identify the most qualified individuals, exams and interviews are administered in addition to a review of the available candidates.

VIII. ACKNOWLEDGMENT

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