RECRUITMENT MANAGEMENT SYSTEM USING SALESFORCE.COM

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Abstract – Cloud computing is one of the upcoming information super highway technology. It is been embittered as the future generation computer simulation for its advantages. It is the largest simulation after concurrent computing, (analogizes and similar) /multiple data, parallel computing. To be productive they need to all accessible source of apply both inside outside. The system has prerequisite where the subsequent candidates can upload their resume and pother academic performance. Earlier was done dynamically and it was all at a moderate. Now it is all possible in a milli second.

Salesforce for recruiting delivers personalised candidate experiences at scale driving engagement and loyalty. Recruiters are empowered by a 360 view across both candidates and clients to offer connected, value added services to move beyond traditional sourcing approaches. The entire hiring process for Salesforce usually takes between three and five weeks. The first step in the hiring process for all positions at Salesforce is submitting an application and resume, which can be done online.

Key-Words: **Task and event, field update, time dependence, login hours, permission sets, sharing setting, trigger, apex.**

1. INTRODUCTION

Recruitment refers to the process of finding possible candidates for a job. A recruitment management system (RMS) is a set of tools designed to manage the recruiting process. It may be the most important core human resources (HR). It is an automated system with various components to facilitate the processes involved in finding, attracting, assessing, interviewing, and hiring a new employee. Many of these tasks are automated. Routine tasks, such as scheduling phone calls and in-person interviews, comprise part of the work performed by these systems. Another words, with a cloud-based recruitment system, to be performing extremely will in a sport , job ,etc. so that you could not perform any better. With low funds, even a small enterprise can efficient and automate their appointments. An applicant tracking software takes away the difficulty of tracking go separate ways recruitment data. You can condense your resume database, candidate communication and reports in one incorporated platform. Save time, increase evident and reduce amount through cloud-based recruitment software.

1.1 LITERATURE REVIEW

Cloud Computing is a technology where the computer resources like hardware and software are available as a service over the internet. The information used is set aside on computers somewhere else instead of local PC and can be accessed from anywhere at any time Due to this, the shifting of business applications from traditional software to cloud has increased massively.

Traditional business applications are exuberant and complicated. The hardware and software required to run them are daunting. A whole team of experts is needed to install, configure, test, run, secure, and update them. Cloud-based applications cost less. With a cloud system, we just need to.

It is this technology that complements cloud services specially in the form of IaaS, PaaS and SaaS where one physical infrastructure contains services or platforms to deliver a number of cloud users simultaneously.

1.2 OBJECTIVE

• To provide the storage to store the data.

•To remove the manual creating multiple sheets which consume lot of time and hard work.

• Recruitment objectives are goals set by businesses or recruiters to ensure they select the right candidates for available positions.

• The primary recruitment objective of any company is to hire the most qualified candidates, but most have other goals to meet in their hiring processes, as well.

2. SCOPE

This application automates the recruitment process and makes it easy and simple. Recruitment application gives HR to access the list of candidates and able to select the candidates that fulfill the requirements of the organization. This application provides the record of the candidates who are selected in each step of selection process. HR can assign positions to selected candidates, their salary, location, duration and job description. This application gives HR to track the candidate details before and after the HR can send

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them email about location, job profile, salary details and new updates about the company.

3. METHODOLOGY

This application provides the auto mail generation to shortlisted candidates. This will provide specific login hours. If candidate have interview schedule, we will provide task and event. This app will provide automatic call, meeting before interview. Permission sets (accessibility for create, update, delete, read) θ

Will shortlisted candidate according to criteria.

Development of an application for recruiting candidates for the company will allow it to move away from the Microsoft Word documents and Microsoft Excel spreadsheets that it has traditionally used, to an

Fig -1: System architecture

application that's available on demand. Thus this "Recruitment Management System" will be favorable for hiring of candidates in company thus saving manual efforts and time. This Recruitment Management System will be developed in Cloud with force.com platform using Visual Force framework and Apex language. To solve this problem Recruitment application not only tracks the candidates but also it can automate the interview procedure to recruit the candidate. This application provides the auto mail generation to shortlisted candidates. These sites do not provide to storage to store your data. This application holds the list of selected students after each round of interview.

This application easily accessible anywhere, anytime there is no need to keep this application all your data stored on cloud.

You can also access it through your mobile device only you need to install Sales force mobile. The recruitment management system helps from the beginning of the recruitment process. The HR software can be custom-built as per the need of the customer.

Hiring is a process of finding, selecting and hiring new employees to a company. The risk analysis of establishing a paperless process needs to be evaluated in order to determine the approach to be taken for each process. A more efficient process may or may not reduce the number of staff. Personnel costs may shift from the business function to support resources, either internal to external to a vendor support the new paperless process. Technology costs may increase and need to be carefully assess to ensure hidden costs to hold-up new ingredient are included on proceeding. Also, the ongoing employment training value need to be contemplate.
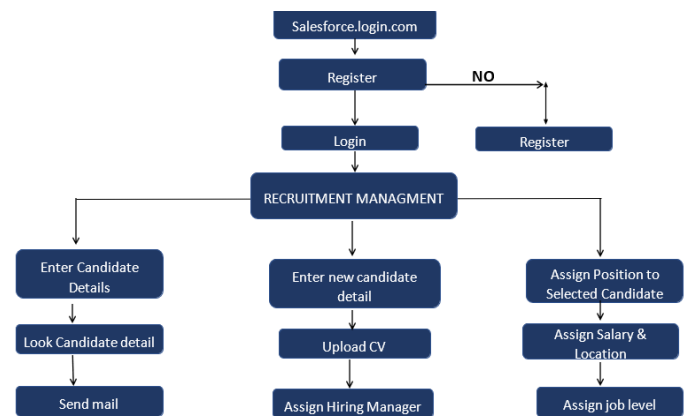

Fig -2: Data Flow

BENEFITS OF PROPOSED SYSTEM

- Upgrade recruiter's productivity.

- This system is built on Force.com i.e. cloud platform. Therefore, it also built-in Force.com platform's benefits started above.

- Through this system the candidates will get analysis of the recruiters which will help them to boost.

- Direct interconnection between employees of company & candidates is now possible through this system.

- This system also provides Automatic Report generation about candidate reviews, hired positions, etc.

- This system will give specific login hours while scheduling interview.

- Will we provide call alert, meeting while interview.

- We provide specific permission sets (create, update, delete, read).

4. CONCLUSIONS

This paper presents various concepts about cloud computing and its platforms which is a modern technology in present world. It is a growth trend in near future. This technology supplies us with an infinite capability of computing, huge memory, fast microprocessor, high-speed network, reliable system architecture etc. The paper also gives us idea about the leading Force.com platform for creating and deploying next generation cloud apps and its benefits. Also let us know about how using this platform and cloud technology proves favorable for developing the Recruiting Application.

This application aims at reducing manual efforts and time of the company by making the recruitment and hiring procedure automated and also proves useful to the candidates searching for jobs. Recruitment involves searching for prospective candidates and encouraging them to apply for the job. Vacant position are conclude , as soon as the available vacancies are known, they are advertised through different media and accordingly the appliacations are collected for vacant posts. Selection is worried with selects suitable candidates out of many available or interested. Available candidates are perused, tests and interviews are conducted to find-out most suitable candidates.

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