

Recruiting Application Development on Salesforce dot com (SFDC)

Project report submitted in fulfilment of the requirement for the
degree of Bachelor of Technology

in

Computer Science and Engineering

By

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Under the guidance and supervision of
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to



Department of Computer Science & Engineering and Information
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Candidate's Declaration

I hereby declare that the work presented in this report entitled “**Recruitment Application Development on Salesforce.com (SFDC)**” in partial fulfilment of the requirements for the award of the degree of **Bachelor of Technology in Computer Science and Engineering** submitted in the department of Computer Science & Engineering and Information Technology, Jaypee University of Information Technology, Waknaghat is an authentic record of my own work carried out over a period from August 2018 to May 2019 under the supervision of **Mr. Shibu Kalidashan (SFDC Trainer at Cognizant, Associate Manager - Accenture)**.

The matter embodied in the report has not been submitted for the award of any other degree or diploma.



Mayank Fulera,
161327

This is to certify that the above statement made by the candidate is true to the best of my knowledge.



Mr. Shibu Kalidashan
SFDC Trainer at Cognizant &
Associate Manager - Accenture

Dated: 26th May, 2020

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List of Abbreviations

Abbreviation	Explanation
SFDC	Salesforce Dot Com
HTML	Hyper Text Markup Language
SOAP	Simple Object Access Protocol
OAuth	Open Authorization
REST	Representational State Transfer
CRUD	Create Read Update Delete
IT	Information Technology
HR	Human Resource
HaaS	Hardware as a Service
SaaS	Software as a Service
PaaS	Platform as a Service
IaaS	Infrastructure as a Service
DBMS	Database Management System

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ABSTRACT

This project **Recruitment Application** is a system in which HR can automate the hiring of human resources applicant can also register themselves online, view organization requirements and apply for the suitable job. Recruitment Application provides online help to the users all over the world. This kind of application plays an important role in simplifying the recruitment process. The system has facilities where prospective candidates can upload their CV's and other academic achievements. Earlier recruitment was done manually and it was all at a time consuming work. Now it is all possible in a fraction of second. The system has been designed to do a whole lot more than just reduce paperwork. It can make a significant contribution to a company's marketing and sales activities. Recruitment application make possible for managers to access information that is crucial to managing their staff, which they can use for human resources management, staffing and planning activities. The primary purpose to develop this system is to optimize the recruitment process for an organization. Besides, the qualified applicants could be sort by this application based on their qualifications and company requirements.

CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION

Recruitment is a process to discover the sources of manpower to meet the requirement of the staffing schedule and to employ effective measures for attracting that manpower inadequate numbers to facilitate effective selection of efficient personnel. Every organization needs to look after recruitment and selection in the initial period and thereafter as and when additional manpower is required due to expansion and development of business activities.

“Right person for the right job” is the basic principle in recruitment and selection. Every organization has to give attention to the selection of its manpower, especially its Managers. The operative manpower is equally important and essential for the orderly working of an enterprise. Every business organization/unit needs manpower for carrying different business activities smoothly and efficiently and for this recruitment and selection of suitable candidates is essential. Human Resource Management in an organization will not be possible if unsuitable persons are selected and employment in a business unit.

1.2 OBJECTIVE

To develop a Recruitment Application that helps the HR to conduct recruitment process and assign position to hired candidates.

1.3 PROBLEM STATEMENT

We have studied fresherworld.com and Shine.com. These sides only provide the candidates to the organizations but there is no feature is available to automate the recruitment process after candidate is shortlisted. These web applications do not store the data of students who are selected in interview rounds like Aptitude, GD-PI, Technical Interview, HR Interview. These application do not provide auto mail generation to the candidates.

To solve this problem Recruitment application not only track 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 student after each round of interview. An Interview has many step to select student by checking the skills like aptitude test, Group-Discussion, Technical Interview HR-Interview etc.

1.4 METHODOLOGY

The Recruitment application is the total solution for facilitating the hiring of personnel to your organization. The Recruitment application allows maintaining your Applicant and Interviewee Lists easily with Drag-and-Drop lists, maintaining your Job Vacancy details easily including job description, technical and non-technical, locations, departments etc. Divide the interview process into 3 stages, Written Test, Technical Interview, HR Interview and easily advance interviewees from one stage to the next, recording their skills and printing reports on their technical and non-technical merits as well as observations during the face-to-face interview. HR can assign positions to selected candidates, their salary, location, duration and job description. This application provides HR to track the candidate detail before and after the recruitment HR can send them email about location, job profile, salary details and new updates about company.

1.5 FEATURES

Recruitment application has following features:

- Recruitment application will help HR to conduct the interview process and store details of student on cloud database.
- This application provides the auto mail generation to candidates to who are under the criteria.
- This application keeps the record of each step of selection process the list of candidate who are selected in each step.
- This is a cloud based application which is developed in **salesforce.com** so there is no need of expensive hardware system with high configured.
- This application only need an Internet connection and browser that's all.

- 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 Salesforce mobile app.
- HR can assign positions to selected candidates, their salary, location, duration and job description.
- This application provides HR to track the candidate detail before and after the recruitment HR can send them email about location, job profile, salary details and new updates about company.

CHAPTER-2

LITERATURE SURVEY

2. LITERATURE REVIEW AND SURVEY

Cloud Computing is a technology where the computer resources like hardware and software are provided as a service over the internet. The information used is stored on computers somewhere else instead of local PC and can be accessed from anywhere at any time [2]. Due to this, the shifting of business applications from traditional software's to cloud has increased tremendously. Traditional business applications are very expensive 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. With cloud computing, all these headaches are automatically eliminated because one need not require managing the hardware and software—experienced vendor like force.com handles this responsibility [3]. Cloud computing does not have any definition which is commonly accepted yet. The five important features of cloud computing given by the National Institute of Standards and Technology (NIST) are self-service on-demand, resource pooling, broad network access, rapid expansion, and measured service [4]. Cloud-based applications cost less. With a cloud app, we just need to open a browser, log in, do the customization, and start to use it. It is seen that some of the world's largest companies have shifted their applications to the cloud with salesforce.com after rigorously testing the reliability and security of their infrastructure. A number of terminologies like SaaS (Software as a Service), PaaS (Platform as a Service) and IaaS (Infrastructure as a Service) have come up with the evolution of cloud computing. The concept of cloud based services is hierarchically built from bottom to top in the order of IaaS, PaaS and SaaS [5, 6]. Virtualization is such a technology that goes hand in hand with the concept of cloud computing. It is this technology that complements cloud services specially in the form of PaaS and SaaS where one physical infrastructure contains services or platforms to deliver a number of cloud users simultaneously. Security in cloud is anytime good than other traditional systems [6].

Clouds gives tremendous benefits for both individuals and enterprises such as configurable computing resources, service flexibility and economic savings, any-where any-time accessibility, on-demand scalability, multi-tenancy, resource sharing, outsourcing, etc. The software upgrades, licenses, and maintenance from its customers, etc. is all done by the cloud and user need not to worry about it [2].

CHAPTER-3

SYSTEM DEVELOPMENT

3.1 SYSTEM REQUIREMENT ANALYSIS

System Requirement Analysis of Recruitment Application consists of requirements that system must have to run properly. Recruitment Application is a cloud based application it only requires a browser and an Internet connection to run the application on cloud.

3.2 INFORMATION GATHERING

We have gathered information from various sources. Naukari.com. Firstly, we discussed it with our project guide. She explained the steps to making the project also how to deploy it on cloud. We have visited existing websites Fresherworld.com, Shine.com, Naukari.com etc. along with we have read e-books to gather maximum information. They have helped us to making the decision in various steps of project life cycle.

3.3 SYSTEM FEASIBILITY

3.3.1 ECONOMICAL

System is economical feasible and can be easily implement with minimum hardware and software resources as this is a cloud based application platform is provided by cloud provider only there is a need of Internet connection and a Browser application. It is very important for designer to first analyze the system economically and determines that project is economical feasible or not.

3.3.2 TECHNICAL

It is the study of the function performance and constraints that may affect the ability to achieve an acceptable system. The project development requires designer to have technical knowledge of salesforce.com for both application development and database system.

3.3.3 BEHAVIORAL

In the application domain our system works as an application. There are simple form to fill and service requires no ambiguous entries, all the behavioral entries are simple and GUI based. The system design is very user friendly, interactive. The application should be used by Administrator to feed the application with reliable and error free data to generate correct results.

3.4 PLATFORM SPECIFICATION

There is only one user to interact with the system:

3.4.1 HR

- 3.4.1.1 HR first have to register on salesforce.com website by providing username and password.
- 3.4.1.2 HR has a log-in page to enter into the system.
- 3.4.1.3 HR store the details of candidate.
- 3.4.1.4 HR conduct the interview process then store further details of candidate selected in each round and send them emails.
- 3.4.1.5 HR can assign positions salary, location, duration and job description to selected candidates.
- 3.4.1.6 This application provides HR to track the candidate detail before and after the recruitment HR can send them email about location, job profile, salary details and new updates about company.

3.5 HARDWARE AND SOFTWARE REQUIREMENT SPECIFICATION

As this is a cloud based application so there is no need of sophisticated hardware only there is a need of Browser application and Internet connection. Cloud provider provides the development infrastructure to create application.

3.6 CONSTRAINTS

3.6.1 RELIABILITY REQUIREMENTS

The main reliability requirement is the validation used. Without proper validation the system does not allow to enter that value into database. All the required validation controls are kept controls are kept to keep the system secure.

The following are the some of the reliability requirements during register of applicant

- 3.6.1.1 In the email ID the user cannot enter any dummy value, the validation checks that whether there is a '@' or '_' symbol in that.

- 3.6.1.2 Any null value is not allowed in place of compulsory fields.
- 3.6.1.3 In numeric field user cannot enter any character value.
- 3.6.1.4 Duplicate email id not allowed.
- 3.6.1.5 Duplication college ID not allowed.

3.7 SYSTEM ANALYSIS

3.7.1 USE CASE DIAGRAM

Use case diagrams are behavior diagrams used to describe a set of actions (use cases) that some system or systems (subject) should or can perform in collaboration with one or more external users of the system (actors). Each use case should provide some observable and valuable result to the actors or other stakeholders of the system.

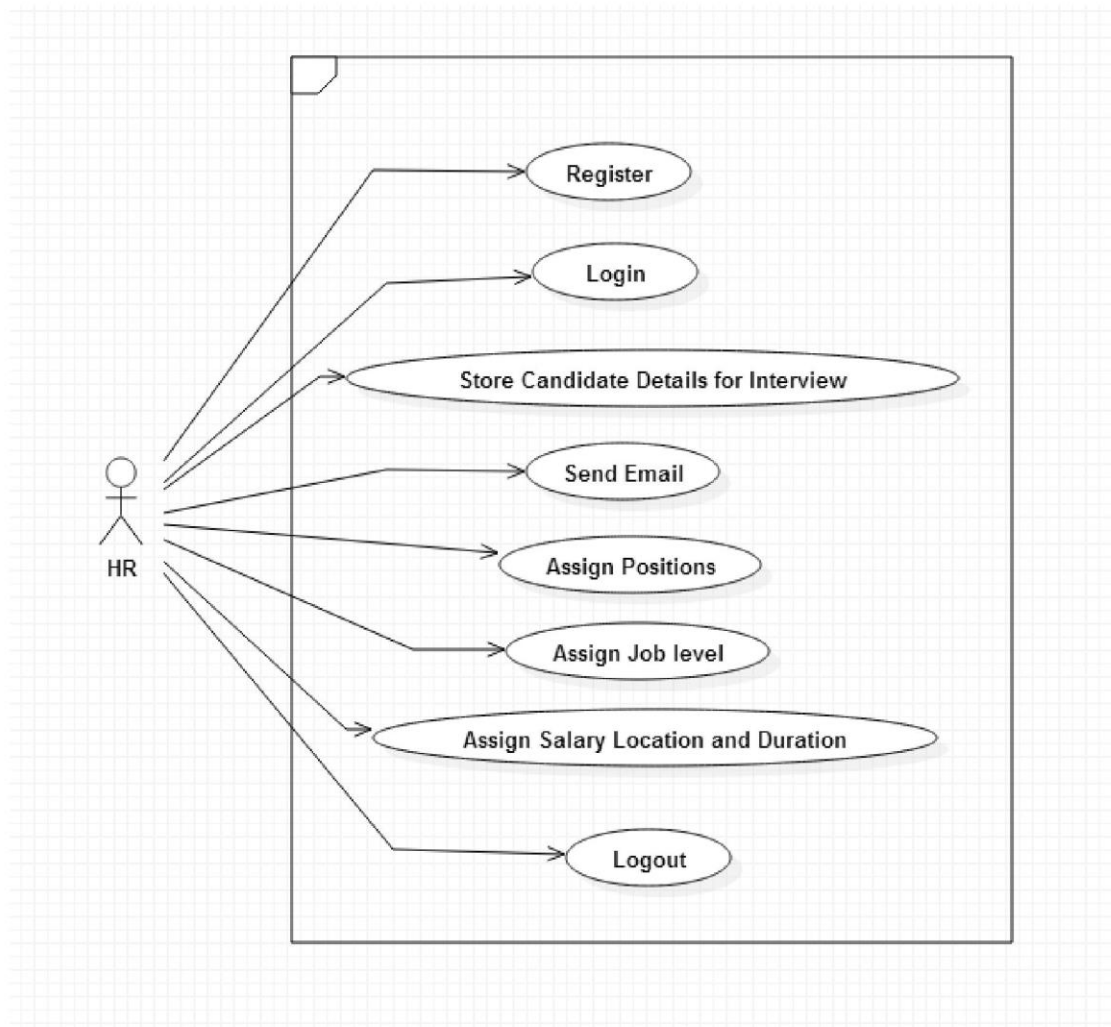


Fig. No.3.1 Use Case Diagram

BRIEF DESCRIPTION

The use case diagram of Recruitment System allow HR to register and know the status. The HR use case allows to login, know status, send Email along with it can store and look candidate details, Interview round, along with that HR can assign positions to selected candidates, their salary, location, duration and job description.

FLOW OF EVENT

- 3.7.1.1 This application starts with Registration of HR in which HR enters username and password and other details.
- 3.7.1.2 If HR registered then he/she can login to the system by providing username and password.
- 3.7.1.3 HR store the details of candidate, their college id, college name, email-Id, city, state etc.
- 3.7.1.4 HR send Email alerts to list of selected candidates in each round.
- 3.7.1.5 HR can see the applicant details and status and send confirmation or rejection letter.
- 3.7.1.6 HR can assign positions to selected candidates, their salary, location, duration and job description.
- 3.7.1.7 HR can assign job level, responsibility and detail description of job.
- 3.7.1.8 At the end HR Logout from the system as no one can change the content.

3.7.2 SEQUENCE DIAGRAM

A sequence diagram is a kind of interaction diagram that shows how processes operate with one another and in what order. It is a construct of a Message Sequence Chart. A sequence diagram shows object interactions arranged in time sequence. It depicts the objects and classes involved in the scenario and the sequence of messages exchanged between the objects needed to carry out the functionality of the scenario. Sequence diagrams are typically associated with use case realizations in the Logical View of the system under development. Sequence diagrams are sometimes called event diagrams, event scenarios

3.7.2.1 HR SEQUENCE DIAGRAM

Sequence diagram shows the sequence of registration process. In this process there are three objects are used HR, Recruitment Application and Database, HR enters the personal details for registration and then allow to login to application. it is simple and easy task. When user submit the information database will store information.

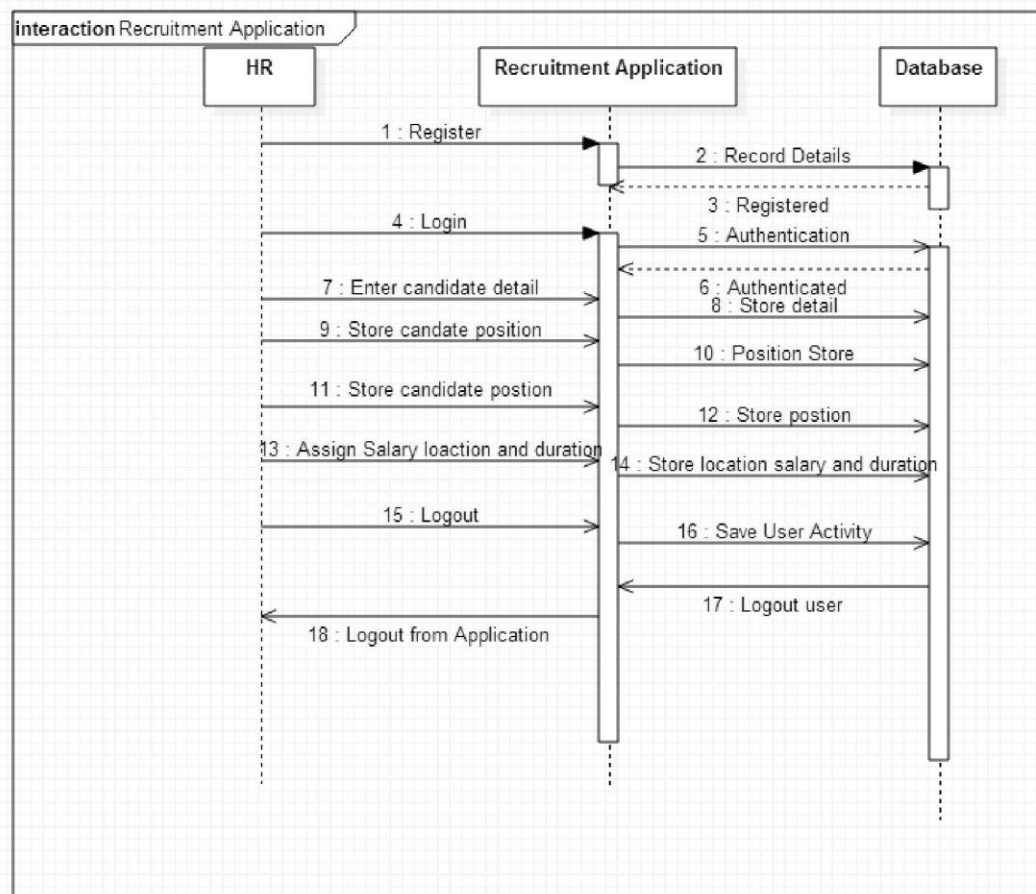


Fig. No. 3.2 HR Sequence Diagram

FLOW OF SEQUENCE

- A. This application starts with Registration of HR in which HR enters username and password and other details.
- B. If HR registered, then he/she can login to the system by providing username and password.
- C. HR store the details of candidate, their college id, college name, email-Id, city, state etc.
- D. HR send Email alerts to list of selected candidates in each round.
- E. HR can see the applicant details and status and send confirmation or rejection letter.

- F. HR can assign positions to selected candidates, their salary, location, duration and job description.
- G. HR can assign job level, responsibility and detail description of job.
- H. At the end HR Logout from the system as no one can change the content.

3.7.3 ACTIVITY DIAGRAM

Activity diagrams are the object-oriented equivalent of flow charts and data-flow diagrams from structured development. It describes the work flow behaviour of a system. The process flows in the system are captured in the activity diagram. Activity diagram illustrates the dynamic nature of a system by modeling the flow of control from Activity to activity.

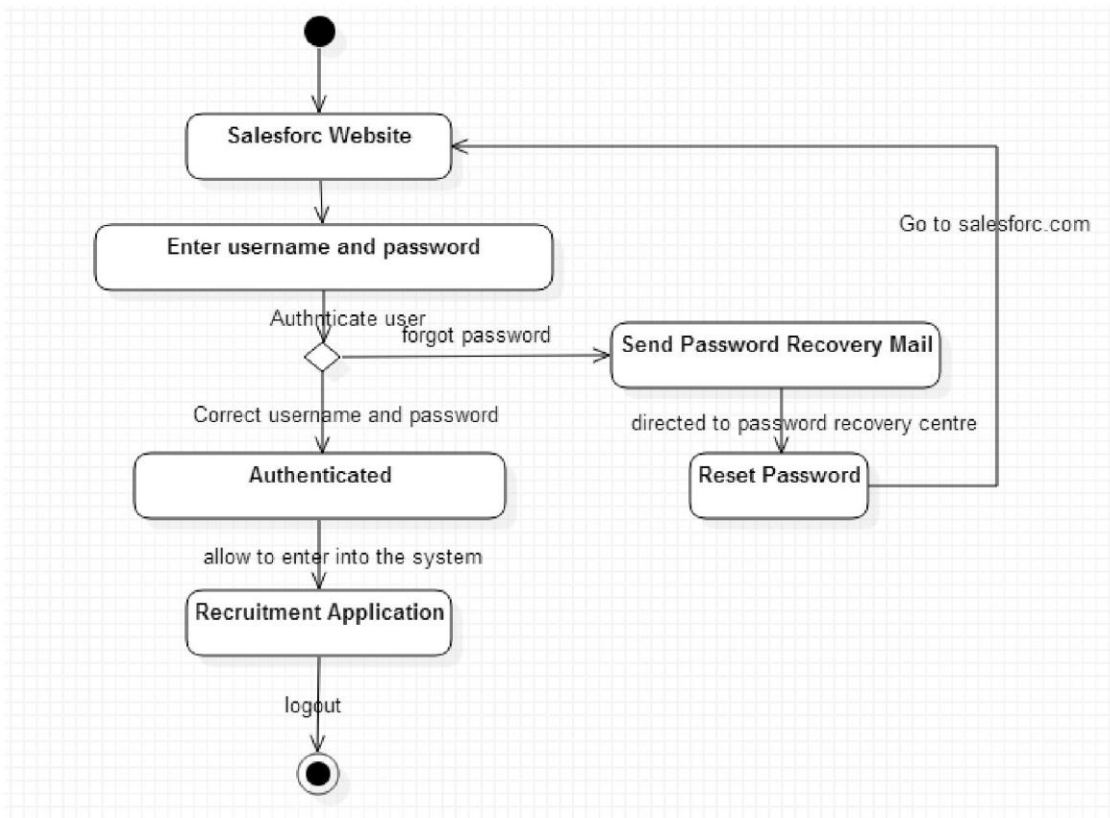


Fig. No. 3.3 Login Activity Diagram

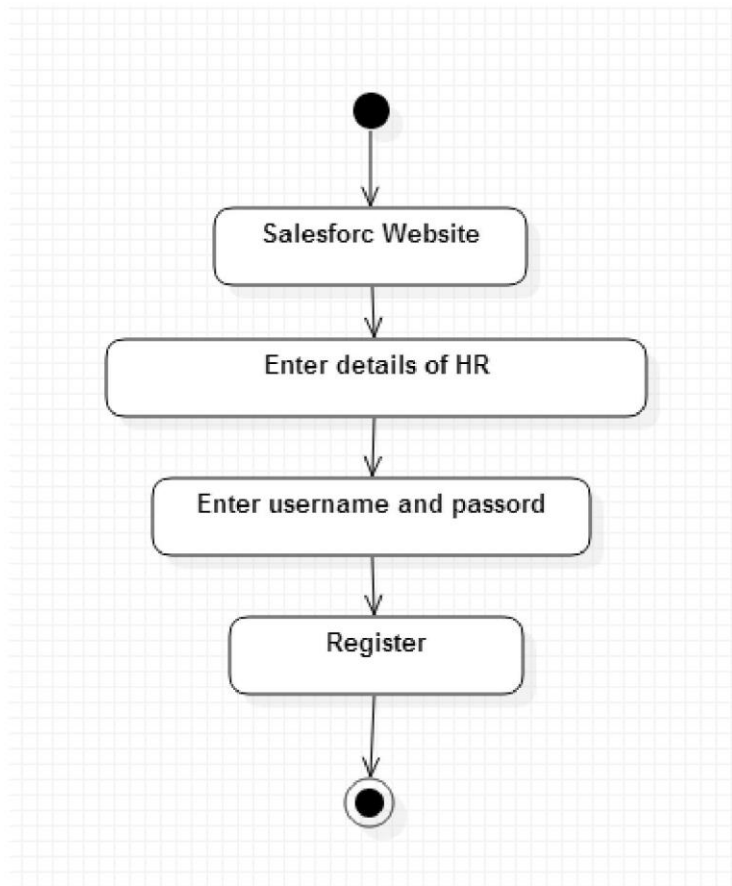


Fig. No. 3.4 Registration Activity Diagram

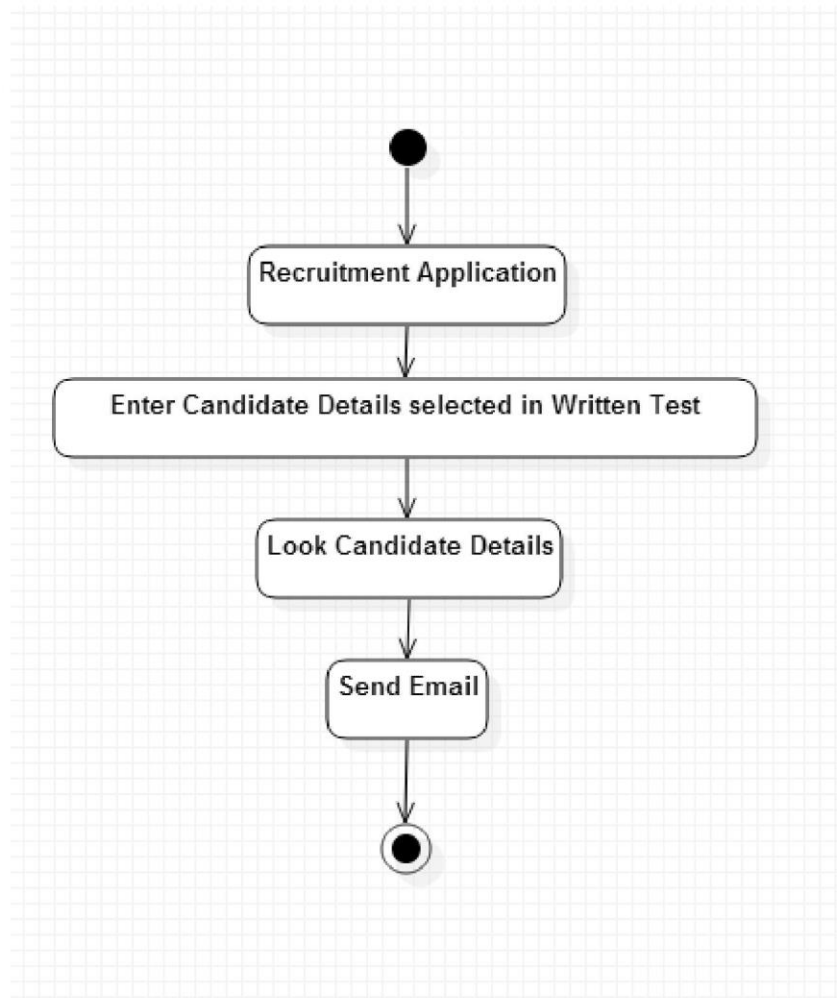


Fig. No. 3.5 Written Test Activity Diagram

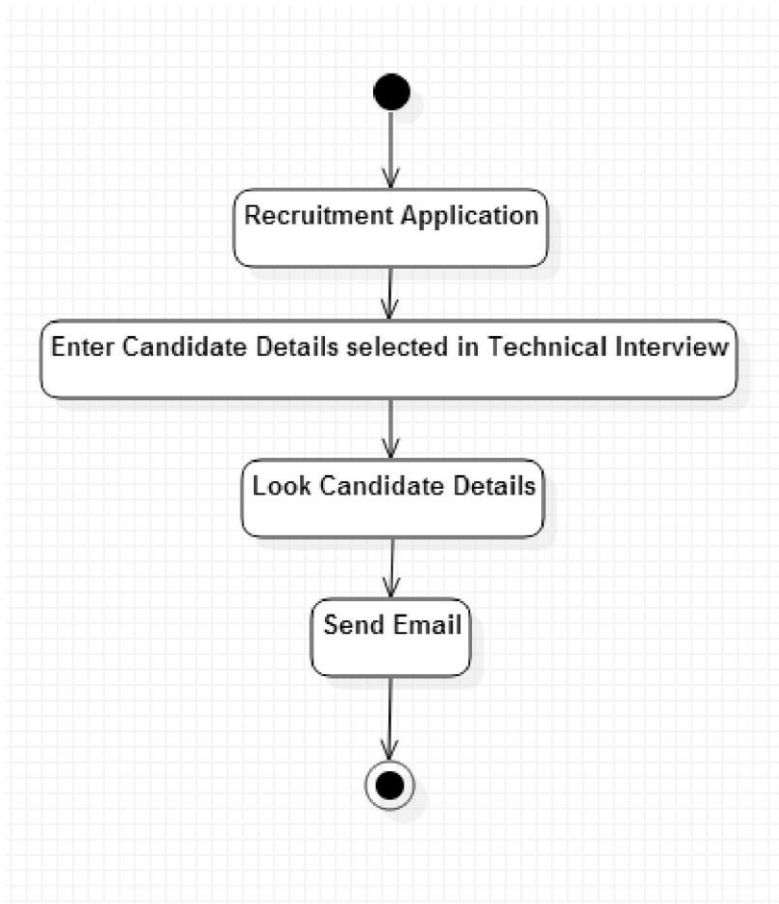


Fig. No. 3.6 Technical Interview Activity Diagram

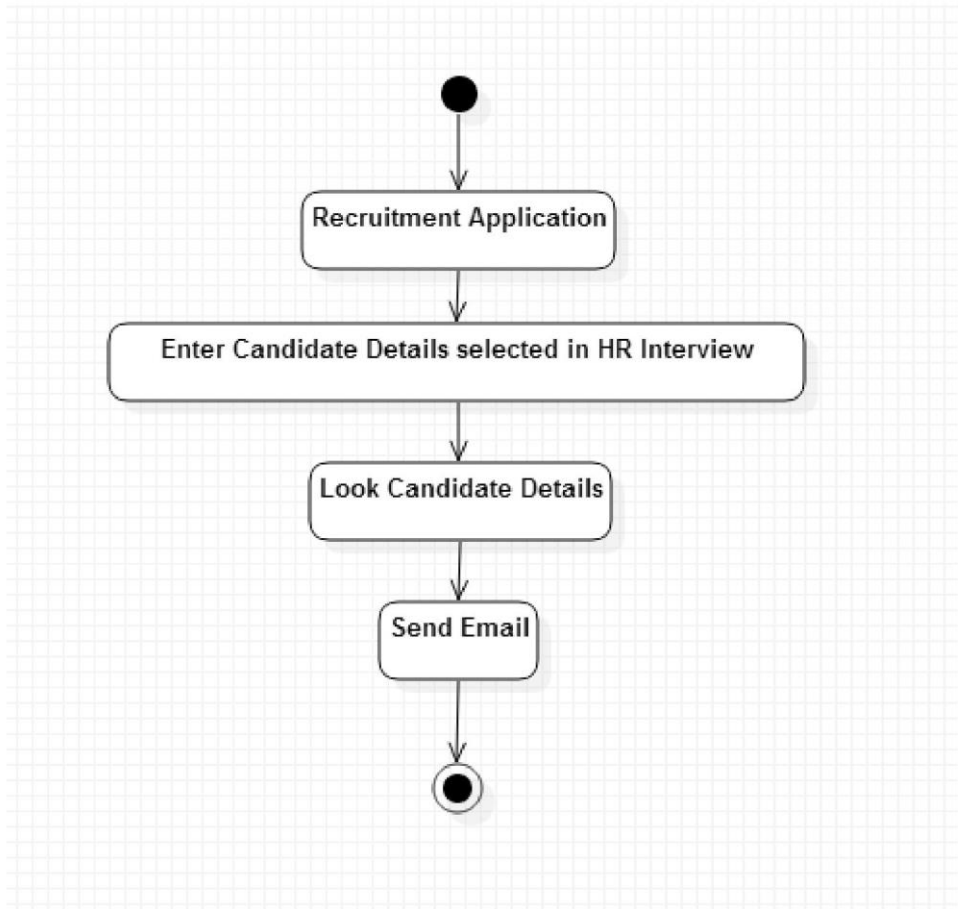


Fig. No. 3.7 HR Interview Activity Diagram

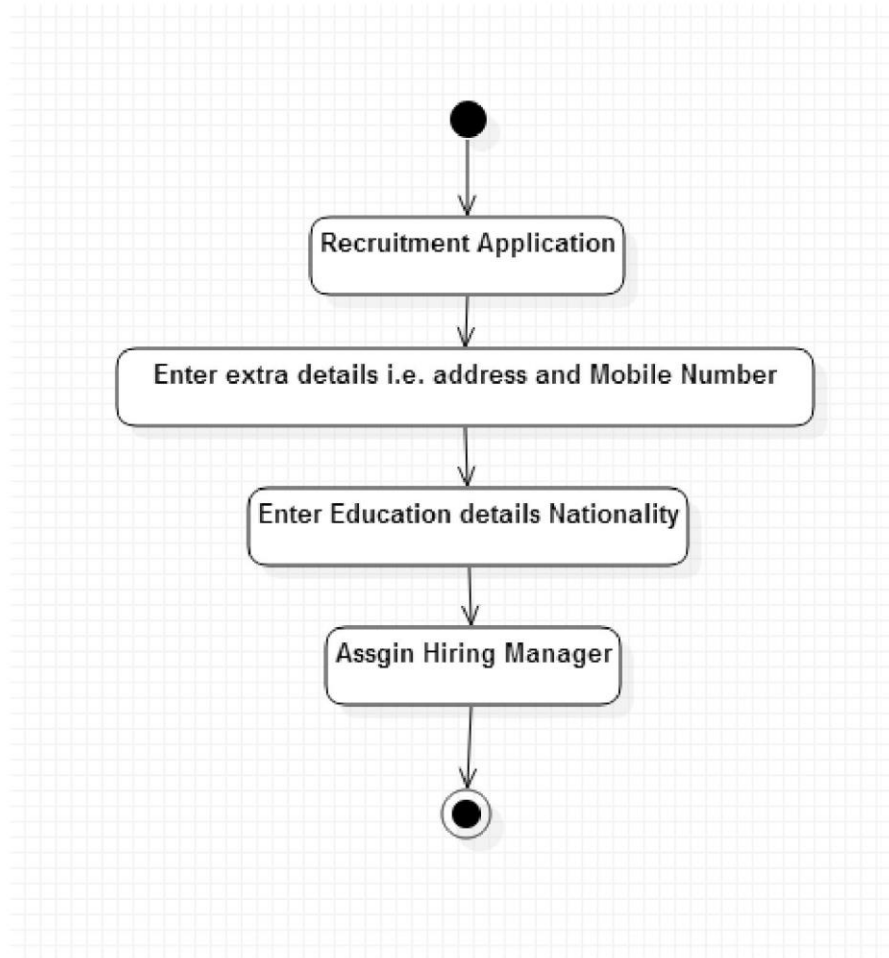


Fig. No. 3.8 Candidate Activity Diagram

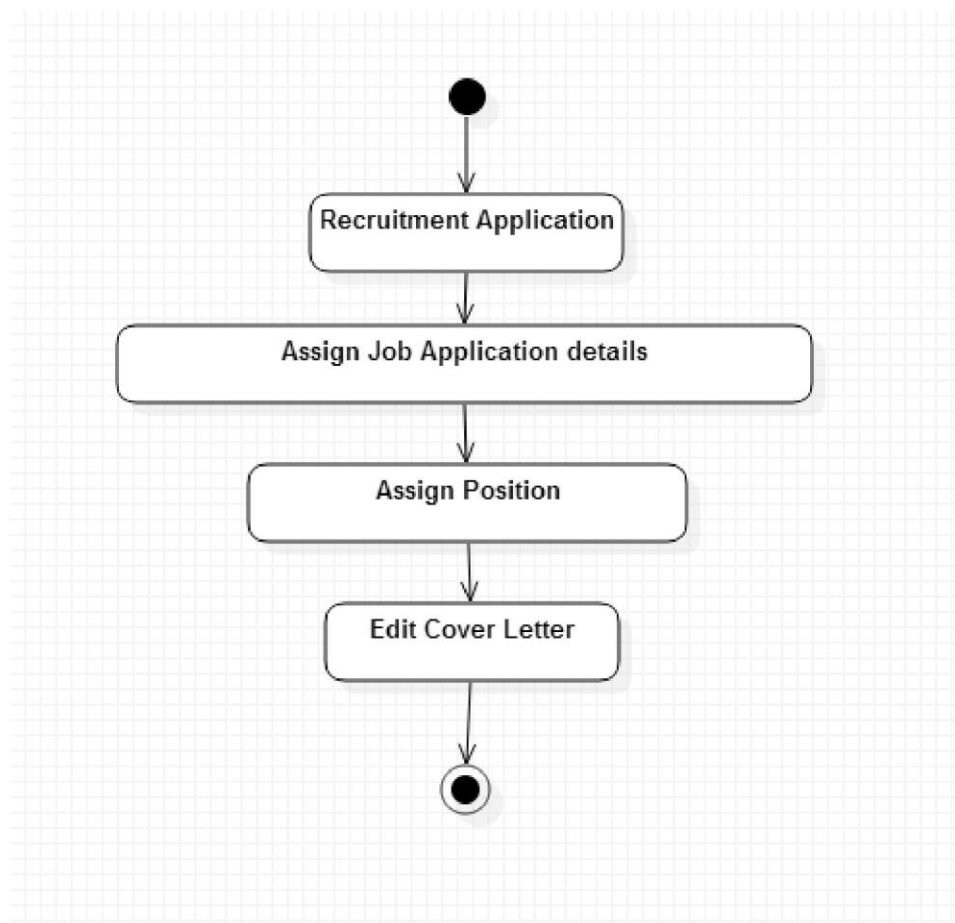


Fig. No. 3.9 Job Application Activity Diagram

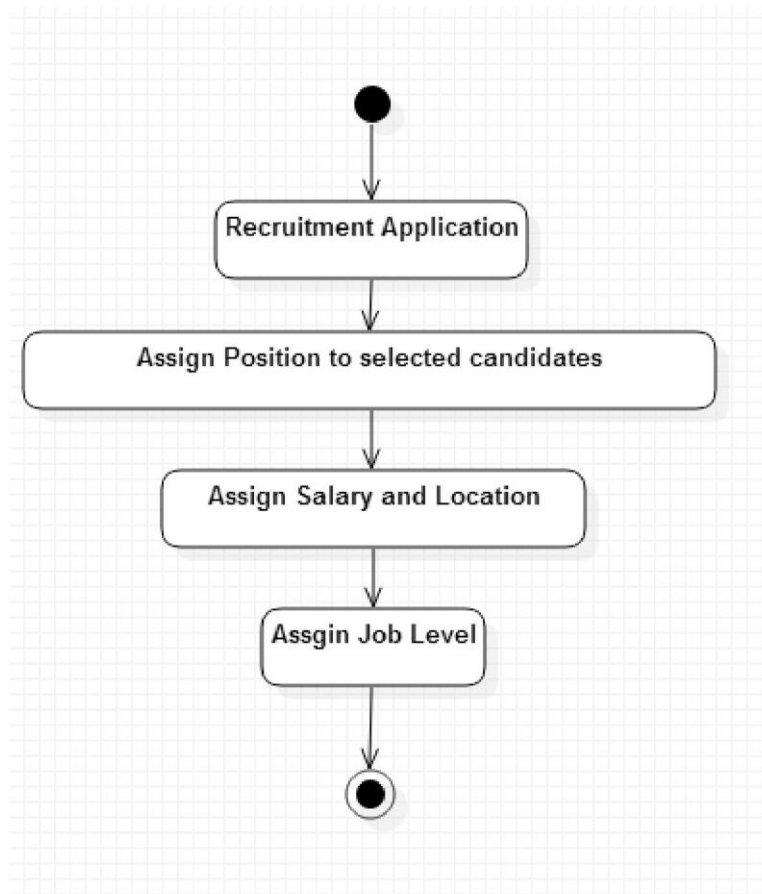


Fig. No. 3.10 Position Activity Diagram

3.7.4 CLASS DIAGRAM

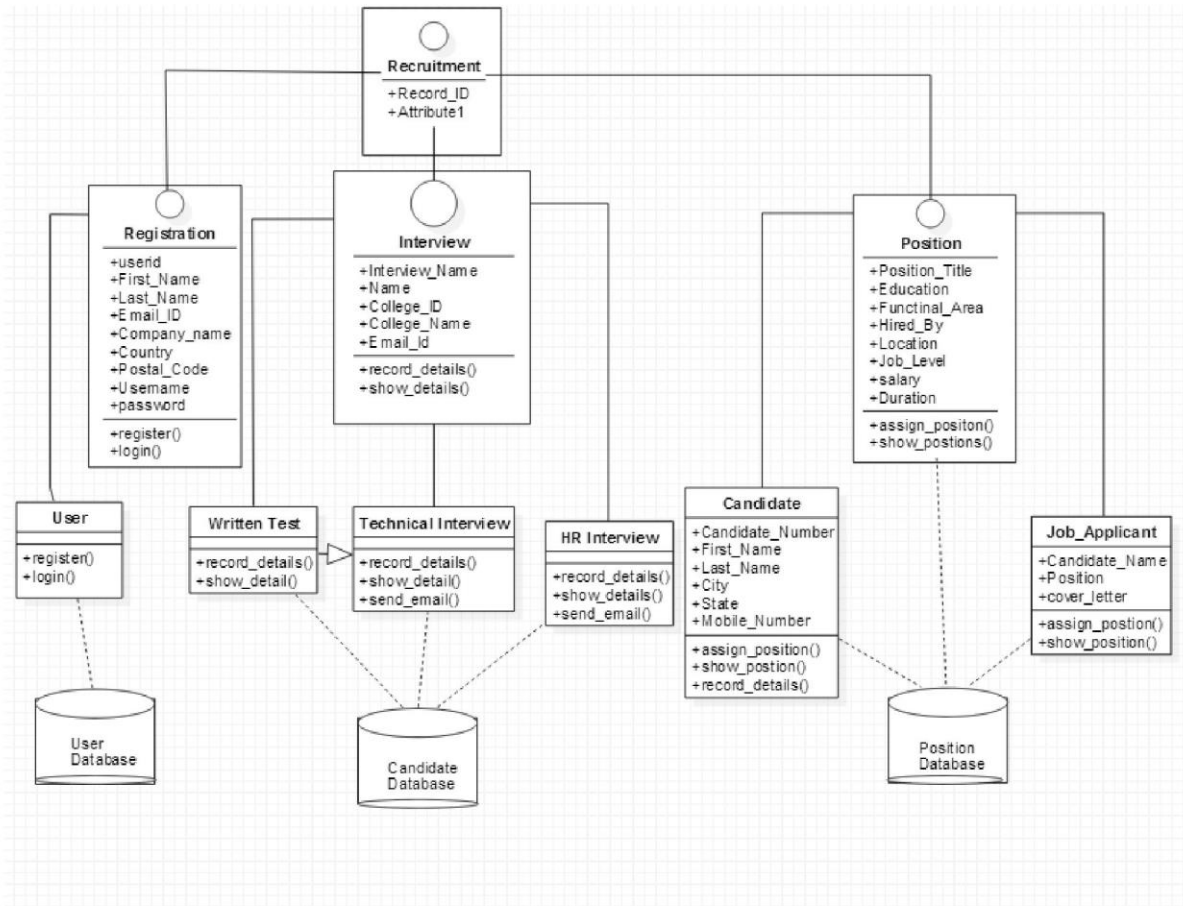


Fig. No. 3.11 CLASS DIAGRAM

BRIEF DESCRIPTION

- Recruitment Application contains one Recruitment interface.
- There are 3 classes Registration, Interview, Position which implements Recruitment interface.
- User class inherits Registration class. User class is connected with User database table.
- Written_Test, Technical_Interview and HR_Interview inherits Interview class. These three classes connected through Candidate database table.

- Candidate and Job_Applicant inherits Position class. Both classes connected to Position database table.

3.8 DESIGN

3.8.1 ARCHITECTURAL DESIGN

Architectural design represents the structure and component of program complement that are required to build a computer as well as mobile based system. It consists the architectural style that system will take, the structure and properties of the components that constitute the system, and the interrelationships that occur among all architectural component of the system.

An architecture model encompassing data architecture and program structure is created during architectural design. In addition, component properties and relationship(interactions) are described.

3.8.2 ARCHITECTURAL CONTEXT DIAGRAM

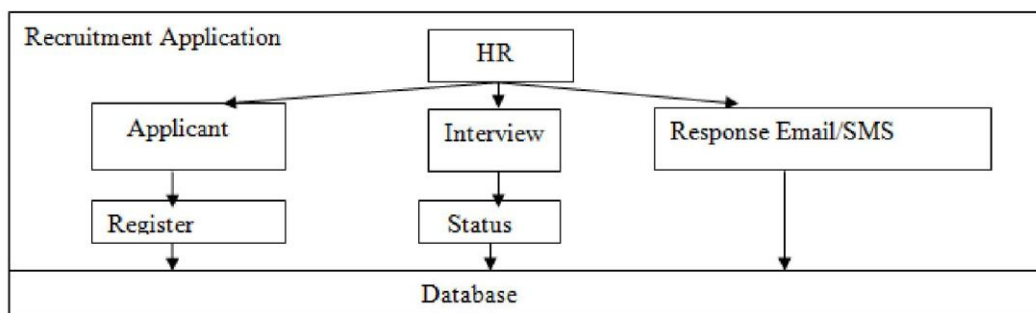


Fig 3.12

3.9 INTERFACE DESIGN

3.9.1 INTRODUCTION

Recruitment application is developed for HR to conduct recruitment process and assign the positions to selected candidates. This application provides HR to store and manage data of students and conduct the interview process very easily and smoothly. There is no need to make extra sheets, to store the details of the candidates. This application provides you to store all the data of candidates on cloud storage. This application works on 5 layer model of cloud which are defined as follows:

1. **Cloud Application Layer** - Cloud application layer provides the most visible layer to the end users of the cloud. Recruitment application provides an user interface to interact with users.
2. **Cloud Software Environment Layer** - The cloud software environment layer (also dubbed the software platform layer). The users of this layer are cloud applications' developers, implementing their applications for and deploying them on the cloud. In Recruitment application Force.com is an application development environment.
3. **Cloud Software Infrastructure Layer** - The cloud software infrastructure layer provides fundamental resources to other higher-level layers. Cloud services offered in this layer can be categorized into: computational resources, data storage, and communications. In Recruitment application Salesforce manage in infrastructure of auto scaling and load balancing on basis of number of working users.
4. **Software Kernel** - This cloud layer provides the basic software management for the physical servers that compose the cloud. Software kernels at this level can be implemented as an OS kernel, hypervisor, and virtual machine monitor and/or clustering middleware.
5. **Hardware and Firmware** - The bottom layer of the cloud stack in our proposed ontology is the actual physical hardware and switches that form the backbone of the cloud. In this regard, users of this layer of the cloud are normally big enterprises with huge IT requirements in need of subleasing Hardware as a Service (HaaS).

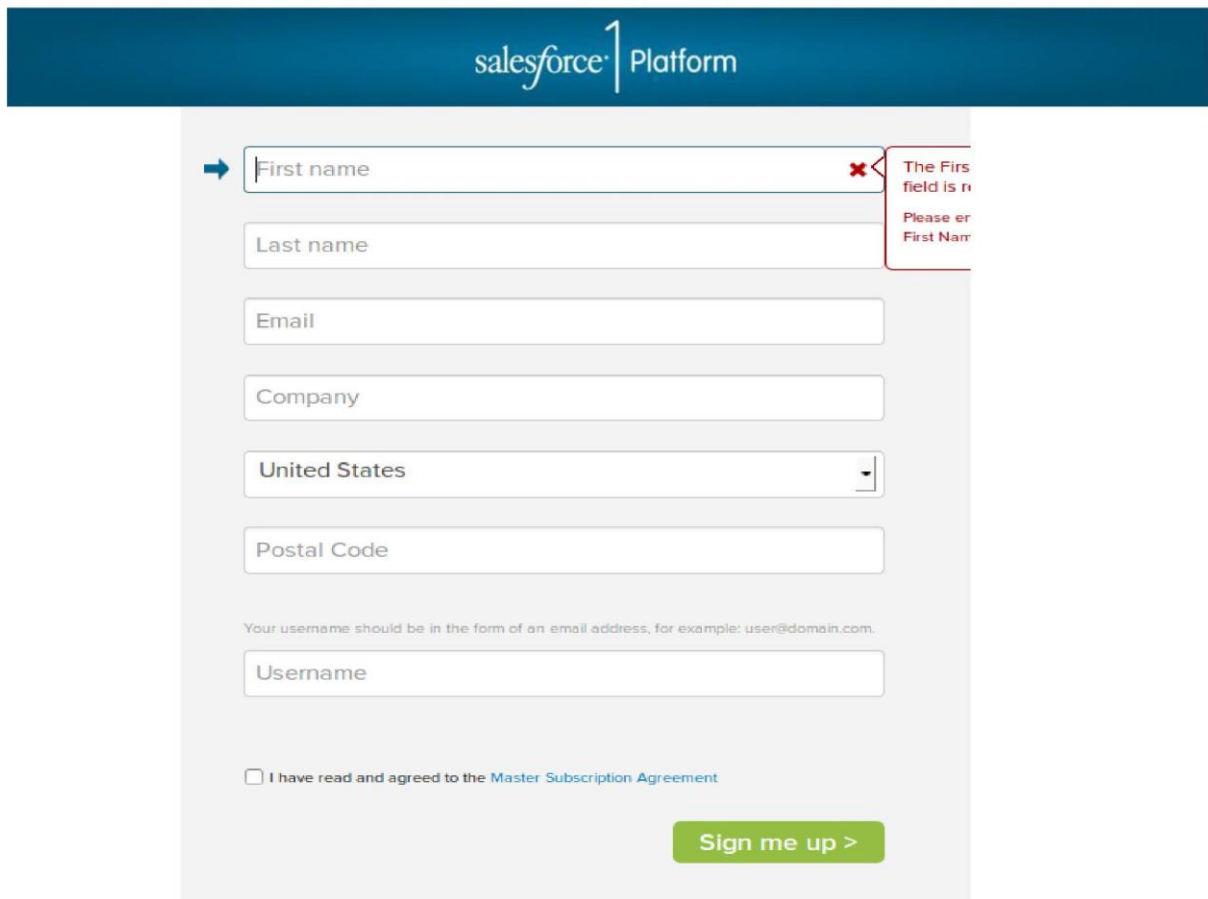
Recruitment application is developed in Salesforce cloud computing environment known as Force.com development environment. In Force.com environment you can develop and deploy applications. Salesforce provides an app store known as Appexchange just like

play store of Google Android Marketplace. Salesforce AppExchange is Salesforce.com's cloud computing marketplace through which end users can access, download and install software apps. You can download Recruitment App from Appexchange. To download the application first user need to register on salesforce. After Registration users are able to download and install the applications.

Recruitment Application has 8 interfaces which are defined as follows.

3.9.2 REGISTER AT SALESFORCE

Salesforce provides a register page for registration. User need to enter basic information and a username and password, after registration you are allow to enter into applications domain. Now you are able to install salesforce apps from Appexchange. Although you can browse the application from appexchange.salesforce.com.



The image shows the Salesforce registration page. At the top, there is a dark blue header with the Salesforce logo and the word "Platform". Below the header is a registration form with the following fields: "First name", "Last name", "Email", "Company", "United States" (a dropdown menu), "Postal Code", and "Username". A green button labeled "Sign me up >" is located at the bottom right of the form. A red error message is displayed next to the "First name" field, stating "The First name field is required. Please enter a First Name". Below the "Username" field, there is a checkbox labeled "I have read and agreed to the Master Subscription Agreement".

Fig. No. 3.13 Registration Page

3.9.3 LOGIN TO SALESFORCE

After Registration user can login to salesforce application environment by providing username and password. The Login Page as follows -

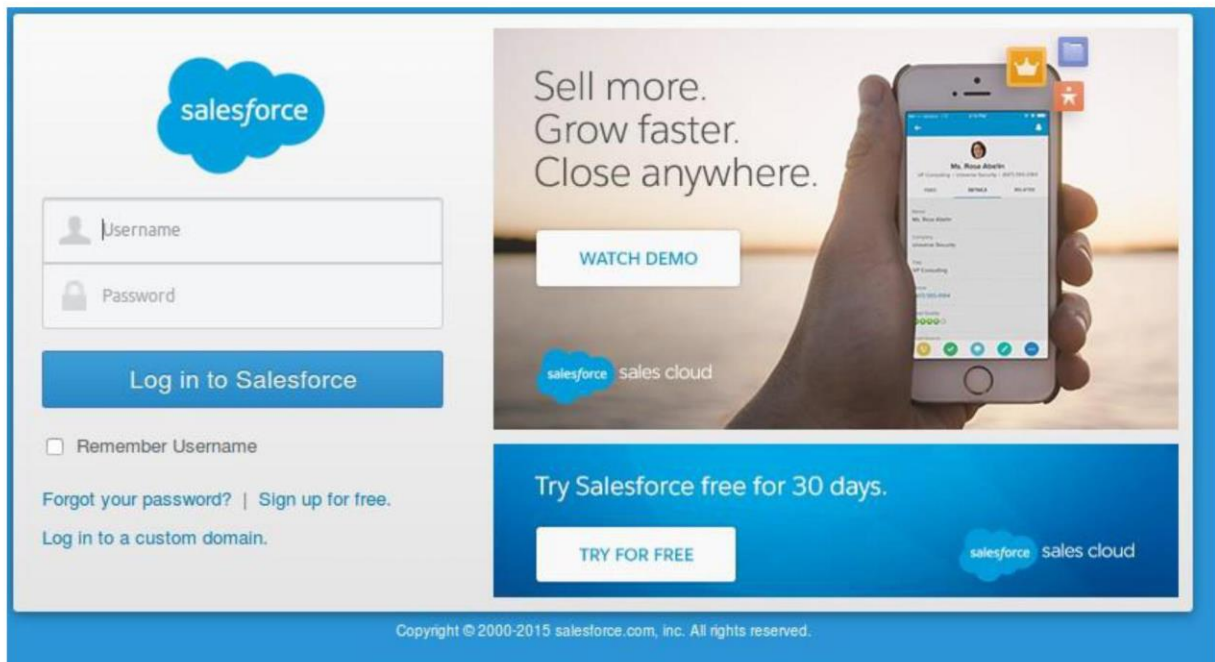


Fig. No. 3.14 Login page

3.9.4 HOME PAGE

Home Page contains 7 tabs i.e. Home, Written Test, Technical Interview, HR Interview, Positions, Candidates, Job Application and Recruitment app overview. Home page has a calendar a new event or meeting generator buttons. Calendar use to see the date and time. HR can set a reminder by adding a new event. This reminder helps HR to see the events in future as a reminder.



Fig. No. 3.15 Home Page

3.9.5 TAB DESCRIPTION

A. WRITTEN TEST

Written test is the first phase of Interview When HR wants to hire student there is an aptitude test conducted by company it may be offline or online depends upon companies' requirement and norms. Generally, it is conducted by third party. In Written Test section HR first register student by adding Written test name, College ID, Name, College Name etc. HR can select student and send them email by clicking on their respective Email-ID to give the information about Technical Interview.

Written Test Edit
New Written Test

Help for this Page ?

Written Test Edit Save Save & New Cancel

Information | = Required Information

Written Test Name Owner **Mayank Fulera**

College ID

Name

college Name

Email Id

Save Save & New Cancel

Fig. No. 3.16 New Written Test

B. TECHNICAL INTERVIEW

In this Interface HR can select the student who cleared technical interview and send them email to inform for HR Interview. HR can add new student by providing same information as in Written test. The Interface is as follow -

Technical Interview Edit Help for this Page ?

New Technical Interview

Technical Interview Edit Save Save & New Cancel

Information ! = Required Information

Technical Interview Name Owner **Mayank Fulera**

College ID

Name

College Name

Email ID

Save Save & New Cancel

Fig. No.3.17 New Technical Interview

salesforce Mayank Fulera Setup Help Recruitment Application

Home Written Test **Technical Interview** HR Interviews Positions Candidates Job Applications Recruiting App Overview +

Create New... All Edit Delete Create New View

New Technical Interview Change Owner

Action	Record ID ↑	Technical Interview...	Name	College ID	College Name	Email ID
<input type="checkbox"/> Edit Del	a0E9000001066ks	Medicaps Technical...	Ravi Gupta	0812T111044	Medicaps Institute ...	ravigupta@...
<input type="checkbox"/> Edit Del	a0E9000001066lH	Acropolise Techn...	Mitesh Gupta	0827ME111029	Acropolise Institute ...	miteshgu@...
<input type="checkbox"/> Edit Del	a0E9000001066lb	Mahakal Technic...	Abhishek Gupta	0704ME111004	Mahakal Institute of...	abhishek@...
<input type="checkbox"/> Edit Del	a0E9000001066m5	Mahakal Technical...	Sameer Raj	0812T111048	Medicaps Institute ...	rajsameer@...

Recent Items: Ravi Gupta, recruitment, Team Lead, Mahakal Technical Interview, Acropolise HR Test

Fig. No. 3.18 Details of student

C. HR INTERVIEW

In HR Interview interface HR can send the offer letter who cleared HR interview. HR can also send obligation letter to non selected student.

The screenshot shows a web form for creating a new HR interview. The form is titled "HR Interview Edit" and "New HR Interview". It includes a "Help for this Page" link. The form has a header with "HR Interview Edit" and buttons for "Save", "Save & New", and "Cancel". Below the header is an "Information" section with a red exclamation mark icon and the text "= Required Information". The form contains the following fields:

- HR Interview Name (text input)
- College ID (text input)
- Name (text input)
- College Name (text input)
- Email ID (text input)
- Owner: Mayank Fulera

At the bottom of the form, there are buttons for "Save", "Save & New", and "Cancel".

Fig. No. 3.19 New HR Interview

The screenshot shows the Salesforce HR Interviews list view. The page header includes the Salesforce logo, a search bar, and the user name "Mayank Fulera". The navigation menu includes "Home", "Written Test", "Technical Interview", "HR Interviews", "Positions", "Candidates", "Job Applications", and "Recruiting App Overview". The "HR Interviews" tab is selected. The table below shows the details of HR interviews:

Action	HR Interview Name	Record ID	College ID	Name	College Name	Email ID
Edit Del	Acropolise HR Test	a0F9000000aRW2G	0827ME111029	Mitesh Gupta	Acropolise Institute ...	miteshggu
Edit Del	Mahakal Technical...	a0F9000000aRW2V	0704ME111004	Abhishek Gupta	Mahakal Institute of...	abhishekg
Edit Del	Medicaps HR Intery...	a0F9000000aRW2B	0812IT111044	Ravi Gupta	Medicaps Institute ...	ravigupta

Fig. No. 3.20 Details of Candidates

D. POSITIONS

In this section HR can assign position to selected student like Trainee, Team Lead, Project Manager, Business Analyst, Software Engineer etc. There are two types of available IT position which related to Technical Field, Standard position i.e. non-technical positions like Finance, Accountant etc. In this interface HR can assign position title status type, job level, travel required, hiring manager, salary etc.

Position Edit Help for this Page

New Position

Position Edit

Information - Required Information

Position Title	<input type="text"/>	Owner	Mavank Fulera
Status	New Position	Location	San Francisco, CA
Type	--None--	Open Date	[4/5/2015]
Functional Area	--None--	Hire By	7/4/2015 [4/5/2015]
Job Level	--None--	Close Date	[4/5/2015]
Travel Required	<input type="checkbox"/>	Record Type	IT Position
Hiring Manager	<input type="text"/>		

Compensation

Min Pay	<input type="text"/>	Max Pay	<input type="text"/>
---------	----------------------	---------	----------------------

Description

Job Description	<input type="text"/>
Responsibilities	<input type="text"/>
Skills Required	<input type="text"/>
Educational Requirements	<input type="text"/>

Fig. No. 3.21 New Positions

Position Title	Educational Requir...	Functional Area	Hire By	Location	Job Level
Trainee	Under Graduate in I...	Information Technol...	3/27/2015	Mumbai, India	IT-100
Business Analyst	Knowledge of C#,	Finance	6/27/2015	Mumbai, India	FN-100
Project Manager	Educational require...	Finance	6/27/2015	Mumbai, India	FN-200
Project Manager	Educational require...	Finance	6/27/2015	San Francisco, CA	FN-200
Junior Software En...		Information Technol...	6/29/2015	San Francisco, CA	IT-100
Software Engineer		Information Technol...	6/29/2015	San Francisco, CA	IT-200
Team Lead	Bachelor Degree in ...	Information Technol...	7/2/2015	London, England	IT-200

Fig. No. 3.22 Position

E. CANDIDATES

In this section HR can Register new candidate who cleared the interview HR store other related information like mobile number, address, Education, nationality, Visa etc.

Candidate Edit Help for this Page

New Candidate

Candidate Edit Save Save & New Cancel

Information ! = Required Information

First Name Owner **Mavank Fulera**

Last Name Phone

SSN Mobile

Fax

Email

Address

Street State/Province

City Zip/Postal Code

Country

Employment

Currently Employed Years of Experience

Current Employer

Additional Details

US Citizen Education **--None--** Chat

Fig. No. 3.23 New Candidate



Help for this Page ?

View: All ▾ Go! Edit | Create New View

Recent Candidates New Recently Viewed ▾

Candidate Number	First Name	Last Name	City	State/Province	Phone
C-00000	Ravi	Gupta	Indore	Madhya Pradesh	08982573201
C-00002	Sameer	Raj	Indore	Madhya Pradesh	7879456321
C-00003	Raghav	Mehta	Indore	Madhya Pradesh	78794565345
C-00001	Mitesh	Gupta	Indore	Madhya Pradesh	08982573201

Fig. No. 3.24
Candidate

F. JOB APPLICATION

Job application tab HR can assign positions. cover letter which describe the current status of candidate it is hired are not resume seen or not etc. to assure that the candidate is selected or some review is needed at the time of joining.

Job Application Edit Help for this Page ?

New Job Application

Job Application Edit Save Save & New Cancel

Information

Candidate Owner **Mayank Fulera**

Position

Cover Letter

Status New

Save Save & New Cancel

Fig. No.3.25 New Job Application

Interview HR Interviews Positions Candidates **Job Applications** Recruiting App Overview +

All Edit | Delete | Create New View Print ?

New Job Application Change Owner A B C D E F G H I J K L M N O P Q R S T U V W X Y Z Other All

Action	Job Application Number ↑	Record ID	Position	Status
<input type="checkbox"/> Edit Del	JA-00000	a0N9000000FskV5	Trainee	Review Resume
<input type="checkbox"/> Edit Del	JA-00001	a0N9000000FskVA	Business Analyst	Hired
<input type="checkbox"/> Edit Del	JA-00002	a0N9000000FskVK	Project Manager	Hired

Fig. No. 3.26 List of Job Applicant

G. LOGOUT

To logout from salesforce environment you can go through your name, there is an option available allow you to log out.

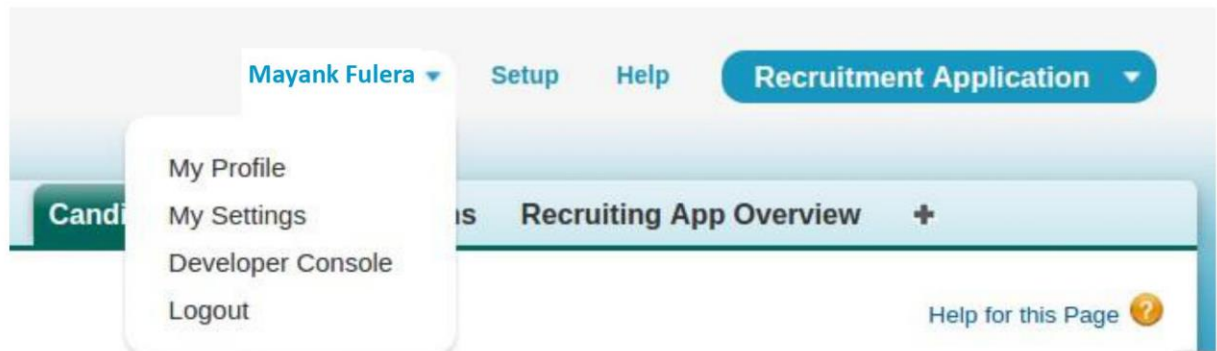


Fig. No. 3.27 Logout Interface

3.10 DATABASE DESIGN

3.10.1 A FORCE.COM DATABASE

Database technology is the persistence layer at the heart of all data-centric applications, the tier that's in charge of organizing, protecting, and managing shared database access reliably, securely, efficiently. The persistence layer underlying Force.com (and Database.com) is proven database technology that powers all of salesforce.com's products today, serving more than 100,000 organizations, 135,000 applications, 3 million users, 1 billion transactions per day with an average request response time of less than 300ms, all with an average up time of 99.9+ percent.

3.10.2 FEATURES OF FORCE.COM DATABASE

A. EASY TO USE

With Force.com, there's nothing to manage — salesforce.com takes care of everything for you. There's no software to install, update, and patch. No waiting on someone else when you want to provision databases. No worries about database backup and disaster recovery. No complex documentation set with thousands of pages and parameters to tune for performance or elasticity. There's even automatic indexing. Whether you have 1 database or 1,000 databases, all you need to focus on is building great apps.

B. TRUSTWORTHY

Force.com is built with the security and privacy of customer information in mind. Salesforce.com's infrastructure and corporate workplace meet all of the highest industry standards, including SAS 70 Type II, SysTrust, and ISO 27001 certifications.

C. MODERN

Force.com is more than just another database system — it's jam-packed with next-generation features that make building and maintaining highly functional, secure, social, and mobile apps a snap.

1. Force.com users, profiles, roles, groups, and row-level sharing rules help you build secure apps without the need to code, test, and maintain your own complicated security logic.
2. With Force.com, it's easy to implement common application logic without writing complicated and error-prone code. Such features include declarative,

point-and-click configuration for work flows, encrypted/masked fields, validation rules, formula fields, roll-up summary fields, and cross-object validation rules.

3. Force.com is "social" because it includes the Salesforce Chatter API, a built-in data model apps can leverage to become instantly social and collaborative.
4. Force.com's REST APIs, OAuth implementation for user authentication/authorization, data feeds, custom Web services, embedded security model, and other features make it a perfect fit for easily building secure, scalable mobile apps, either native or HTML5.

D. OPEN

Force.com's full complement of open APIs lets you build and integrate applications using the approach of your choice. REST- and SOAP-based APIs are standards-based APIs that make Force.com open to whatever programming language you want to use. Using various APIs, your applications can do many things such as create-read-update-delete (CRUD) business data, load a large number of records asynchronously, and take advantage of the Chatter API to provide collaboration and social networking capabilities to any application.

E. POWERFUL

Most modern apps use server-side logic to centralize complex business logic and enforce complex data integrity rules. Apex, with syntax much like Java, is Force.com's procedural language that you can use to create server-side logic for an application. For example, Apex lets you create stored procedures that modify the database within the context of ACID transactions, and expose them as a custom Web services API (RESTful or SOAP) for your apps. You can also use Apex to build database triggers, routines that automatically fire (execute) when apps modify records in your database.

3.10.3 DATABASE DESIGN IN RECRUITMENT APPLICATION

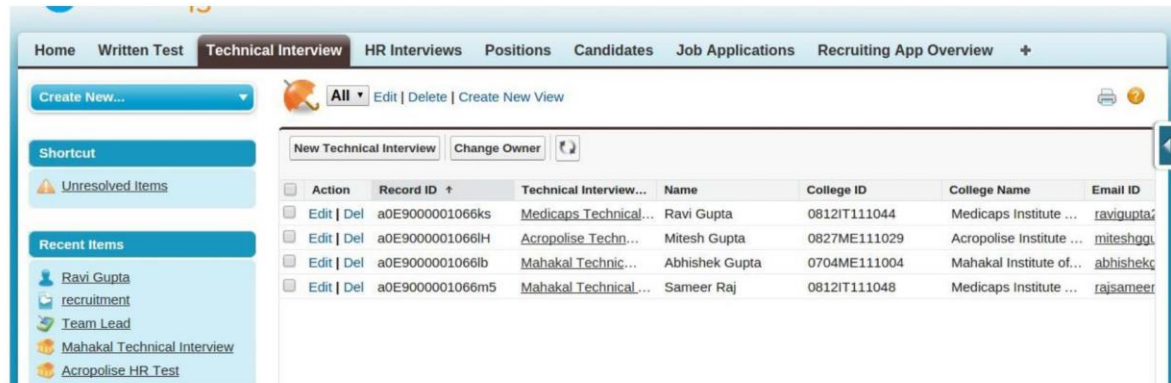
Salesforce provide force.com database to store, manage and retrieve data. In Recruitment Application we used force.com database to store candidate details, positions, job level, salary. The tables we have designed are as follows

A. USER TABLE

User table contains username, email addresses, user information like country company postal code etc. and password.

B. INTERVIEW TABLE

Interview table contains Interview Name, College ID, Name, College Name, Email-ID. Interview Table is shared by three interfaces i.e. Written Test, Technical Interview, HR Interview.



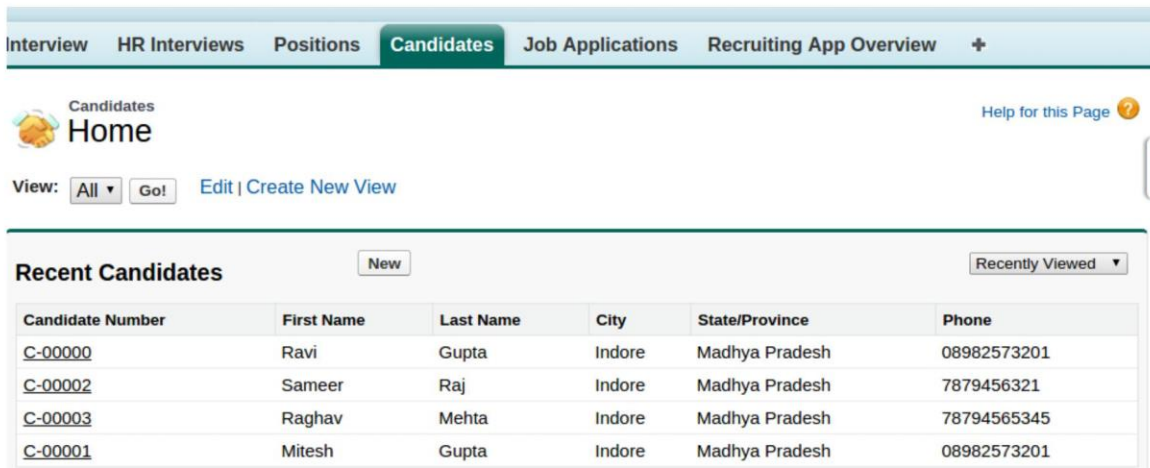
The screenshot shows the 'Technical Interview' tab in a web application. The main content area displays a table with the following data:

Action	Record ID	Technical Interview...	Name	College ID	College Name	Email ID
<input type="checkbox"/> Edit Del	a0E900001066ks	Medicaps Technical...	Ravi Gupta	0812IT111044	Medicaps Institute ...	ravigupta@...
<input type="checkbox"/> Edit Del	a0E900001066IH	Acropolise Techn...	Mitesh Gupta	0827ME111029	Acropolise Institute ...	miteshggu@...
<input type="checkbox"/> Edit Del	a0E900001066lb	Mahakal Technic...	Abhishek Gupta	0704ME111004	Mahakal Institute of...	abhishekc@...
<input type="checkbox"/> Edit Del	a0E900001066m5	Mahakal Technical...	Sameer Raj	0812IT111048	Medicaps Institute ...	rajsameer@...

Fig. No.3.28

C. CANDIDATE TABLE

Candidate table contains Record id, First Name, Last Name, Address, Mobile Number, Email-ID, Nationality, Education.

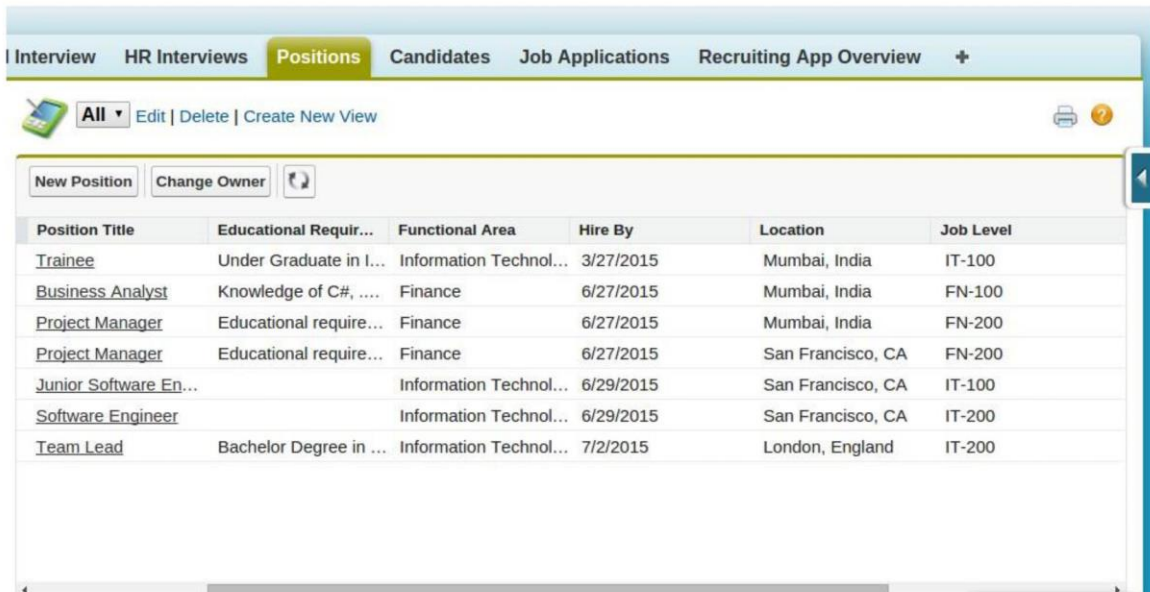


The screenshot shows the 'Candidates' tab in a web application. The main content area displays a table with the following data:

Candidate Number	First Name	Last Name	City	State/Province	Phone
C-00000	Ravi	Gupta	Indore	Madhya Pradesh	08982573201
C-00002	Sameer	Raj	Indore	Madhya Pradesh	7879456321
C-00003	Raghav	Mehta	Indore	Madhya Pradesh	78794565345
C-00001	Mitesh	Gupta	Indore	Madhya Pradesh	08982573201

D. POSITION TABLE

Position Table contains Position title, Job level, Salary, Location, Responsibility, Duration and cover letter.



Position Title	Educational Requir...	Functional Area	Hire By	Location	Job Level
Trainee	Under Graduate in I...	Information Technol...	3/27/2015	Mumbai, India	IT-100
Business Analyst	Knowledge of C#,	Finance	6/27/2015	Mumbai, India	FN-100
Project Manager	Educational require...	Finance	6/27/2015	Mumbai, India	FN-200
Project Manager	Educational require...	Finance	6/27/2015	San Francisco, CA	FN-200
Junior Software En...		Information Technol...	6/29/2015	San Francisco, CA	IT-100
Software Engineer		Information Technol...	6/29/2015	San Francisco, CA	IT-200
Team Lead	Bachelor Degree in ...	Information Technol...	7/2/2015	London, England	IT-200

Fig. No. 3.30

CHAPTER-4

TESTING AND DEPLOYMENT

4.1 TESTING

The Force.com platform requires that at least 75% of the Apex Code in an org be executed via unit tests in order to deploy the code to production. You shouldn't consider 75% code coverage to be an end goal though. Instead, you should strive to increase the state coverage of your unit tests. Code has many more possible states than it has lines of code. For example, the following method has 4,294,967,296 different states:

System testing of software or hardware is testing conducted on a complete, integrated system to evaluate the system's compliance with its specified requirements. System testing falls within the scope of black box testing, and as such, should require no knowledge of the inner design of the code or logic.

4.2 TYPES OF TESTING

4.2.1 BLACK BOX TESTING

The technique of testing without having any knowledge of the interior workings of the application is called black-box testing. The tester is oblivious to the system architecture and does not have access to the source code. Typically, while performing a black-box test, a tester will interact with the system's user interface by providing inputs and examining outputs without knowing how and where the inputs are worked upon.

4.2.2 WHITE BOX TESTING

White-box testing is the detailed investigation of internal logic and structure of the code. White-box testing is also called glass testing or open-box testing. In order to perform white-box testing on an application, a tester needs to know the internal workings of the code.

4.2.3 GREY BOX TESTING

Grey-box testing is a technique to test the application with having a limited knowledge of the internal workings of an application. In software testing, the phrase the more you know, the better carries a lot of weight while testing an application.

4.2.4 UNIT TESTING

Unit Testing contains the testing of each unit of Recruitment Application. We have tested each interface by input values and check whether it is working properly working or not we also tested database connectivity. We have entered value in interface and check that the values are properly goes to corresponding tuples or not.

4.2.5 INTEGRATION TESTING

Integration testing is defined as the testing of combined parts of an application to determine if they function correctly. Integration testing can be done in two ways: Bottom-up integration testing and Top-down integration testing.

4.2.6 SYSTEM TESTING

System testing tests the system as a whole. Once all the components are integrated, the application as a whole is tested rigorously to see that it meets the specified Quality Standards. This type of testing is performed by a specialized testing team.

4.2.7 ACCEPTANCE TESTING

This is arguably the most important type of testing, as it is conducted by the Quality Assurance Team who will gauge whether the application meets the intended specifications and satisfies the client's requirement. The QA team will have a set of pre-written scenarios and test cases that will be used to test the application.

In System Testing we have tested entire Recruitment Application. We have run all programs as a single system and inputs various test cases and analyse that all are going correctly or not. In system testing we have tested various test cases. According to which, Application showed the corresponding error message.

4.3 TEST CASES

S no.	Test Case	Input	Action
1.	Test Case for Login.	Correct Username and Password. Incorrect Username or password or both of them.	User login Successfully. Msg: Your login attempt has failed. The username or password may be incorrect.
2.	Test Case for Written Test, Technical, HR Interview.	Same Student ID. Same Email ID.	Error: Duplicate value on record: (Record Name). Error: Duplicate value on record: (Record Name).
3.	Test Case for Position, Candidate, Job Application.	Same Email ID. Same Mobile Number.	Error: Duplicate value on record: (Candidate ID, Applicant ID). Message: Mobile Number Already Exist.

4.	Test cases for mandatory fields.	If you left the field blank. If email address has no @ symbol.	Error: You must enter a value. Error: Invalid Email Address.
----	----------------------------------	---	---

1. Error message for Invalid Email Id and for mandatory field.

The screenshot shows a form titled 'Information' with the following fields and error messages:

- HR Interview Name:** IIT, Indore
- College ID:** (Empty field) Error: You must enter a value
- Name:** Mitesh Gupta
- College Name:** IIT, Indore
- Email ID:** miteshgupta Error: Invalid Email Address.

Buttons at the bottom: Save, Save & New, Cancel. A red error banner at the top reads: 'Error: Invalid Data. Review all error messages below to correct your data.'

Fig. No. 4.1 Invalid Email Address

2. Error message for duplicate data.

The screenshot shows a form titled 'Information' with the following fields and error messages:

- HR Interview Name:** IIT, Indore
- College ID:** 0812IT111044 Error: Duplicate value on record: [Medicaps HR Interview](#)
- Name:** Mitesh Gupta
- College Name:** IIT, Indore
- Email ID:** miteshgupta@gmail.com

Buttons at the bottom: Save, Save & New, Cancel. A red error banner at the top reads: 'Error: Invalid Data. Review all error messages below to correct your data.'

Fig. No. 4.2 Error Message Duplicate Data

4.4 DEPLOYMENT

The tools and processes for deploying to a production organization are similar to those for migrating changes from one development environment to another. However, when deploying to production, important differences and several additional steps. Because the procedure you take when deploying to your production organization depends on your IT department's policies and on what you are deploying, there is no prescribed process for deploying to production. However, there are some best practices for deployment.

It is important to deploy during a period when users will not be making changes to your organization. You should also perform a test deployment to guarantee the success of the production deployment. These steps typically happen during a maintenance window. During this time, users should be locked out of the system, so plan this well in advance and during off-peak hours. Deployment is an all-or-nothing event—for example, a single new field on the production organization can make the entire deployment fail if this field does not exist in the deploying organization. Because any changes you make on production during the deployment phase can nullify the final deployment, it is important that no changes occur until deployment finishes.

It is advisable to create a staging environment that allows you to do a test deployment before deploying to production. The staging environment is usually a full-copy sandbox, so it is as similar to the production organization as possible. For this reason, you should create or refresh the staging environment during the maintenance window, not before. Full-copy sandboxes can take some time to create or refresh, so it is important to pad your maintenance window to account for this.

Deployment to the staging environment follows the same procedure as migrating from one development organization to another. This procedure includes manual migration for any component not in the Meta-data API, and for any features developed using the Salesforce user interface. In addition, it's advisable to manually run all tests in your staging environment to avoid any possible issues before the production deployment. Development environments don't enforce Apex test coverage, but a production organization does.

After unit and system testing. We have deployed salesforce application on Salesforce.com's cloud. Salesforce provide the cloud computing application running environment where all the necessary packages is provided by salesforce.com platform. Appexchange is a salesforce cloud application marketplace from where you can download application and customize.

CHAPTER-5

CONCLUSION

5.1 CONCLUSION

The essence of recruitment can be summed up as "the philosophy of attracting as many applicants as possible for given jobs". The face value of this definition is what guided recruitment activities in the past. These days, however, the emphasis is on aligning the organization's objectives with that of the individuals. By making this a priority, an organization safeguards its interests and standing. After all, a satisfied workforce is a stable workforce which also ensures that an organization has credible and reliable performance. In a bid to underscore this subtle point, the project examines the various processes and nuances one of the most critical activities of an organization.

5.2 FUTURE SCOPE

As this is the combination of existing and non-existing recruitment system it has huge scope. It fulfils the requirement of every organization. This is a common platform both for applicant and HR to check the vacancies and fill those vacancies with best suitable candidate.

5.3 LIMITATIONS

Recruitment application project have some limitation as this is first application. In this application the list of selected student in each round of interview is still done manually HR select the list and create an email manually. The another limitation is there must require an Internet connection and Browser application.

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