"A STUDY ON APPLICANT TRACKING SYSTEM AS A RECRUITMENT TOOL IN TALENT ACQUISITION"

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ABSTRACT

We have located the holes in the forms for hiring that are in spots in the domestic and international markets by making use of the existing research, the results of pilot studies, and survey responses According to research, issues with the recruitment process could be addressed with the help of a block chain-based document verification system. In the local market, this is a novel idea. By examining the information from the interviews and questionnaires, I was able to compile the elements that may be added to the prototype to address the problems that were identified. Easy ATS was created as a means of reinventing the hiring process after analysing the criteria and features acquired. The "easy ATS" solution gives the employer the luxury of not having to spend a lot of time or money on document verification and background checks because the candidate's pertinent documents will be automatically validated by the pertinent organisations and past employers.. By providing relevant employee evaluations, police reports, and medical records, employers would be able to conduct candidate background checks..

INTRODUCTION

Information technology is currently widely used in many aspects of human resource management. More and more small and medium-sized firms (SMEs) are integrating IT into HRM procedures.. to increase management output and efficiency. The significance of small and medium-sized businesses (SMEs) is recognized by economies in both developed and developing countries. This research, which focuses on the contribution of information technology to human resource management, particularly in the recruitment process for small businesses, is the application of applicant tracking systems. Because they contribute to the creation of jobs and the reduction of poverty, The importance of small and medium-sized firms for emerging economies like India. Large corporations were the primary focus of HRM research in the past; However, HRM in SMEs has recently been taken into consideration by researchers. The overall idea and context: Conceptual Underpinnings Leon C. Meg Gibson claims (1985), "an integrated approach to performing the planning aspects of the personnel function in order to have a sufficient supply of appropriately qualified and motivated individuals to carry out the responsibilities and tasks necessary to meet the organization's objectives and satisfy the personal needs and goals of organizational members," Planning for Human Resources is "an integrated approach to performing the planning aspects of the personnel function." The term HRP, which has the following definition and is used to explain the notion. Examining Positions: According to De Cenzo and Robbins, "a thorough investigation of the activities within a job" is the definition of job analysis.

Key words : Java, an intelligent systems, an expert systems, and a systems for tracking processes.

REVIEW OF LITERATURE

Williamenck and Vasant Tendulkar (2015 -- Title of the study: An information flow tracking system for real-time privacy monitoring on smartphones
Taint Droid is a system-wide information flow tracking tool that can simultaneously monitor multiple sensitive data sources. By integrating four granularities of taint propagation—variable-level, message-level, method- level, and file-level—Taint Droid achieves efficiency with a 32% performance overhead on a CPU-bound micro benchmark.
30 well-known third-party applications' behaviour was examined with our Taint Droid implementation. In our 2010 study, we found that 15 of the 30 applications reported users' locations to remote advertising servers and that two-thirds of the applications exhibited suspicious data handling. In our 2012 study, a similar percentage of the tested applications also had the potential to misuse users' sensitive data. The value and efficacy of Taint Droid's platform enhancement for smartphones are demonstrated by our findings.

Francisca Ogwueleka (2015) -Title of the study: Applicant Tracking System for Nigeria federal road safety corps - The Federal Road Safety Corps had a chance to come up with a viable solution to its recruitment issues when the ATS was designed and developed for them. The Nigeria Federal Road Safety Corps' Applicant Tracking System is a web- based computer solution designed to alleviate the stress of the manual recruitment process.

The system introduced mobility, faster recruitment, accountability, as well as ease of record update and retrieval, as well as assisted in overcoming previous difficulties encountered during the recruitment process. Now, applicants can apply for jobs from anywhere in the world without having to wait in line for a form to be collected and submitted. In addition, the ATS system is compatible with browsers and easy to use. The development of the applicant tracking system was motivated by the decision to eliminate the tedious manual procedure in the recruitment department. The analysis has demonstrated that the prototype of the ATS system enhances performance. However, incorporating biometric features and a local language module can further enhance the system.

Jan Blunck and Pierre Marc Fournier -Title of the study: Users space application tracking system with makers and trace points

A lightweight user-space tracing solution is available with the LTTng User- space Tracer, which can be used independently and seamlessly integrates with the existing LTTng kernel tracer and its analysis applications. The instrument even has a negligible performance overhead, making it suitable for use in production builds. In any case, as the User-space Tracer turns out to be more developed, almost certainly, new enhancements will bring about an even lower following above.

For a port, the current per-process buffers were a straightforward first step. However, there is a significant limitation to this method. On multi-threaded applications, it causes cache-line bouncing. This issue would be resolved by employing per-thread buffers.

When enabling or disabling markers, the most optimised variant of the markers uses immediate values, which modify an instruction at the instrumentation point site. The immediate value in a load immediate instruction is changed by this code modification. A test of the register where the value was loaded immediately follows this instruction. The event is recorded or not based on the test's outcome.

Static jump patching support for GCC is also being developed. Utilising a similar code change plan will hence allow modifying leap guidance, subsequently saving branch expectation cushions, guidance reserve and a couple of cycles when executed. Even though this method is quicker than the current test of a global variable, it is much more dependent on the architecture.

The daemon is currently being improved so that it can send traces over a network. On special-purpose systems with limited or no disk space, this is especially useful.

Ankit Tiwari and Rahil Nagar (2019)
Title of the study: Applicant Tracking and scoring system -Tracking and grading system for applicants. For both applicants and recruiters, the recruitment process is one of the most stressful times. Corporate businesses and recruitment agencies process numerous resumes each day. This cannot be done by humans. An automated intelligent system will process unstructured resumes and so that they can be ranked, turn them all into a standard, structured format. According to requirements for a particular candidate and job position. This system aims to simplify the process by making deserving candidates stand out from the crowd and making it easier for recruiters to do so. This system greatly automates the recruitment procedure. The applicants' quality will already be known to recruiters. In order to improve their resumes for the next time they apply, applicants will be informed of the reasons for their rejection. Additionally, there are ways to lessen unfair and discriminatory practices during the recruitment process.

Mishika Sippy and Aishuta Jain (2021) - Title of the study: Application tracking and career prediction model -The best HRIS module for HR personnel who want to have the best recruitment function is the Applicant Tracking and Career Prediction System. It automates the entire recruitment function of the HR department, providing candidates and the recruitment team with the easiest possible experience. At the same time, the problems with ATCPS must be fixed. Automating the entire HR process will greatly benefit from technology training for HR personnel.

In essence, the project will not only help students choose a career field, but it will also make the hiring process easier for businesses. By receiving a suggestion of the field in which they should work, students may benefit from this software. The companies will be able to simplify the arduous process of selecting candidates, narrowing their choices, and scheduling interviews.

OBJECTIVES

1. Candidates who do not meet the minimum requirements for the position are flagged in a typical applicant tracking system (ATS)can be eliminated with the assistance of a keyword tool or other search features.
2. To demonstrate and investigate the applicant tracking system as one of the safe and economical methods for hiring. that can be used to make sound hiring decisions
3. To ascertain the factors that aid recruitment agencies in successfully acquiring talent.

DATA AND METHODOLOGY

Research design : - A research design is only the structural framework for the many study procedures and approaches that a researcher employs. With the help of a research strategy and a methodical approach, a researcher can continue their journey into the unknown.

Sources of data : - Data, which is an accumulation of measurements and facts, can be used by an individual or organisation to investigate and reach a sound conclusion. Data is information that supports it, including both theoretical understanding and exact numerical facts. The initial phase in statistical research is data collection, and primary or secondary sources might be used.

Secondary Sources: - By interviewing the respondents to a questionnaire, primary data have been gathered.

CONCEPTUAL RESEARCH: - Conceptual study is a method of conducting study that involves observing and analysing previously collected data on a particular topic. Conceptual research does not necessitate the use of practical experiments. It has to do with concepts or ideas that are out there. Conceptual research has been used by philosophers for a long time to develop new theories or reconsider existing ones.
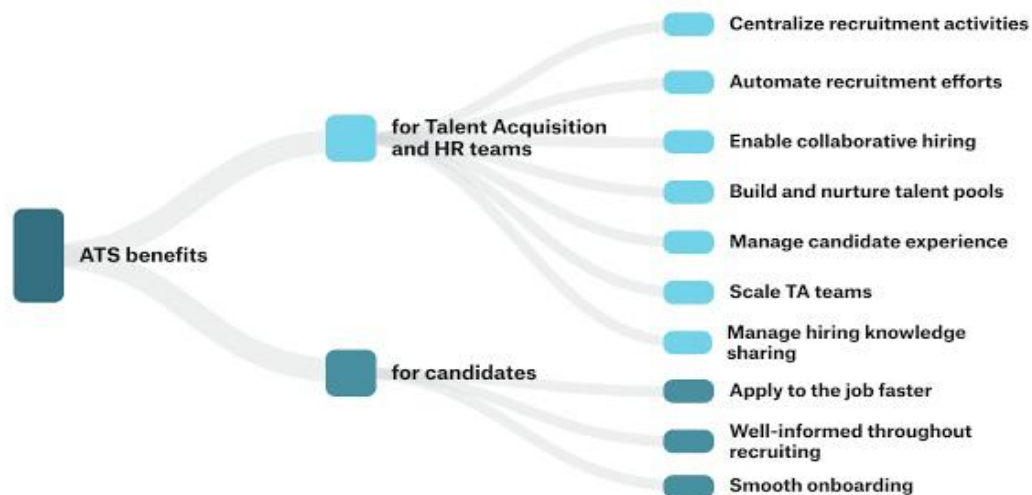
Source:www.scribber.com

FINDINGS

Internally developed ATS systems such as Oracle Taleo, Workday, SAP Success Factors, and IBM Kenexa are the ones that are used the most. Since 2010, researchers have been collecting a lot of data to figure out the global successes and failures of Applicant Tracking Systems (ATS) and Treasury customers. These numbers form the basis for our assumptions for the quarterly projections, demonstrate the potential rises and falls of major suppliers of apps and their goods. ATSs and hiring applications--using businesses are identified. in the quarterly research from both proprietary and public sources (Press releases, client testimonials, success stories, case studies, and references from clients).

Over one hundred The study data fields in the Customer Database contain findings. such as the size, sector, place, status of execution, and partner participation, as well as my contact details IT decision-makers and Line of Business Key Stakeholders.

CONCLUSIONS

To meet today's challenges, the HR department makes use of the Applicant Tracking System. Numerous businesses have realised that HR procedures need to be altered in order to keep up with the growing number of employees and changing technology. Intelligence in people is strongly linked to knowledge and capability for making decisions, according to data. In the modern world, accurate knowledge is regarded as the most crucial tool for making wise decisions. In the modern recruitment function, where controlling and sustaining it is becoming increasingly difficult. a large number of potential uses Life was much simpler thanks to the Application Monitoring System It takes a thorough process to find employees. records and data. People investments is an organization's most priceless asset From a more detailed standpoint, the quality of these assets makes a company stand out from the competition and bring the company's bringing a vision to life. As a result, it is possible to comprehend the strategic importance of an organization's employees in defining its destiny.

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