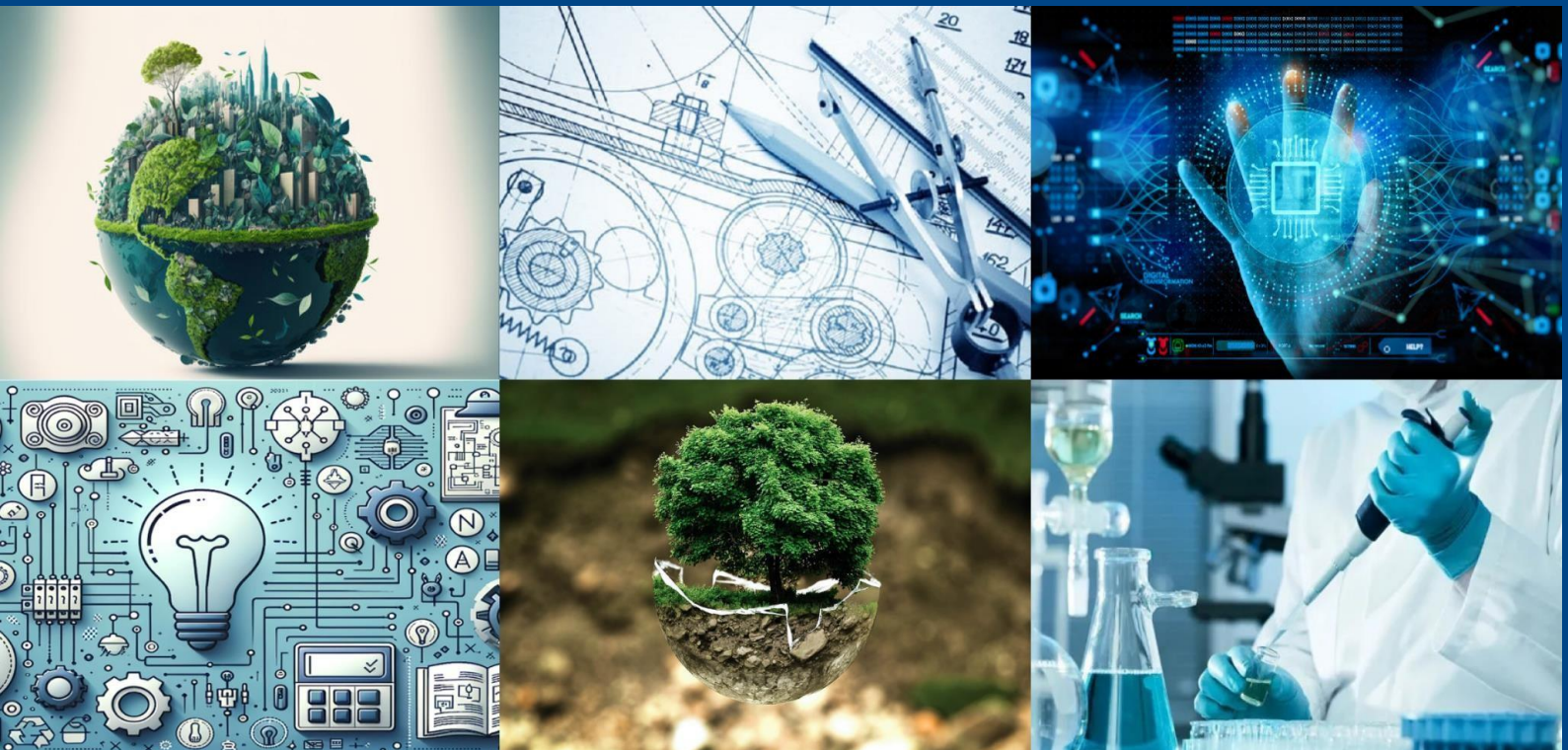




# International Journal of Multidisciplinary Research in Science, Engineering and Technology

*(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)*



**Impact Factor: 8.206**

**Volume 8, Special Issue 2, November 2025**



# SMARTHIRE: AI-Powered Virtual Job Interview Simulator

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**ABSTRACT:** This paper introduces an innovative, AI-powered platform designed to optimize and secure the candidate evaluation process in recruitment, education, and certification. The system uses Natural Language Processing (NLP) and GPT-4's advanced capabilities to analyze uploaded PDF resumes, generating personalized, concise, and role-specific questions tailored to the candidate's profile. It evaluates responses in real-time through sentiment analysis and coherence assessments. For security, it integrates real-time facial recognition for identity verification, preventing impersonation, and sends instant alerts for anomalies. The platform provides constructive, adaptive, and personalized feedback, creating an interactive and engaging assessment. By combining automated resume parsing, intelligent Q&A, and biometric security, this simulator offers an efficient, secure, and transformative solution for career preparedness.

**KEYWORDS:** AI-Powered Platform, Virtual Job Interview, Natural Language Processing (NLP), GPT-4, Dynamic Questioning, Facial Recognition, Real-time Interview Feedback, AI- Driven Candidate Evaluation.

## I. INTRODUCTION

Today, the job search process is highly competitive, and the interview is a critical phase for applicants to demonstrate their qualifications and experience. However, many job seekers face challenges due to inadequate preparation and limited access to realistic and tailored practice sessions. Traditional mock interviews and role-playing often lack the constructive feedback, standardization, and real-time interaction necessary to replicate actual interview dynamics. These manual methods are also time-consuming, prone to human bias, and lack standardized evaluation criteria. The AI-Driven Virtual Job Interview Simulator addresses this gap by leveraging the recent advances in Artificial Intelligence (AI) and Natural Language Processing (NLP). This system provides an interactive, real-time interview practice platform that simulates real-world scenarios. It offers an all-rounded training experience by evaluating a user's verbal, textual, and non-verbal responses, which bridges the gap between traditional methods and modern recruitment needs. This transformative solution focuses on instilling the confidence and skills required for candidates to excel in their interviews.

## II. PROPOSED SYSTEM

### A. Core Objectives

1. **Automate Candidate Assessment** – Streamline resume screening and evaluation using AI to reduce manual effort and bias.
2. **Optimize Interview Efficiency** – Use GPT-4 to generate smart, adaptive, position-specific questions based on the candidate's resume content.
3. **Enhance Security & Authenticity** – Integrate facial recognition technology to continuously verify user identity and detect impersonation.
4. **Improve User Engagement** – Provide real-time, adaptive feedback to candidates, dynamically helping them refine their responses.
5. **Enable Proactive Alerts** – Notify recruiters/administrators of suspicious behavior or irregularities for quick intervention.





### III. METHODOLOGY

The architecture is built upon the systematic design of heterogeneous processes and technologies, primarily Natural Language Processing and Machine Learning.

#### a. System Workflow Modules

- **User Management Module**

Handles candidate and recruiter registration, login, and authentication.

- **Resume Processing Module**

Extracts and parses text from uploaded resumes (e.g., PDF) into structured data (skills, experience, education).

- **Face Analysis Module**

Uses OpenCV and Haar Cascade classifiers for facial recognition and liveness detection to prevent impersonation.

- **AI Analysis Module (Question Generation)**

Uses GPT-4 to analyze job specifications and industry expectations to generate personalized, position-specific questions (technical, behavioral, situational).

- **Interview Module (Response Processing)**

Conducts adaptive Q&A sessions. Converts voice input to text (e.g., Google Speech- to-Text), normalizes it, and evaluates responses using NLP, sentiment analysis, and coherence scoring.

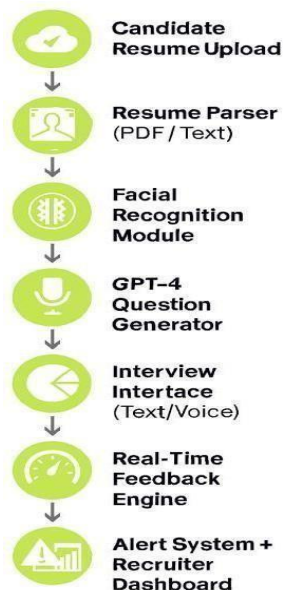
- **Feedback & Notification Module**

Provides real-time feedback to candidates and sends alerts to recruiters for anomalies or fraud detection.

- **Reporting Module**

Generates performance analytics and recruiter dashboards with actionable insights.

### IV. SYSTEM ARCHITECTURE DIAGRAM



### V. MATHEMATICAL MODELLING

Let:

- $(Q)$  = Candidate query or resume input
- $(D = \{d_1, d_2, \dots, d_N\})$  = Resume knowledge base
- $E(.)$  = Embedding function
- $R(.)$  = Retrieval function
- $G(.)$  = GPT-4 generation function



$$C = R(qv, \{E(d_1), \dots, E(d_N)\})$$

**Response Generation:**

$$R_S = G(Q, C)$$

**Contextual Relevance Score:**

$$CR = \frac{(R_S) \cdot E(C)}{\|E(R_S)\| \cdot \|E(C)\|}$$

## VI. RESULTS AND DISCUSSION

The SMARTHIRE system was evaluated across multiple dimensions to assess its effectiveness in automating candidate interviews, verifying identity, and generating adaptive feedback. The evaluation focused on performance metrics such as screening time, question relevance, identity verification accuracy, and candidate engagement.

### A. Resume Screening Efficiency

Traditional resume screening typically requires manual review, averaging 5 minutes per candidate. SMARTHIRE's automated parser reduced this to approximately 30 seconds by extracting structured data (skills, education, experience) directly from uploaded PDF resumes using NLP techniques.

### B. Question Generation Accuracy

Using GPT-4, the system generated personalized, role-specific questions based on resume content. Compared to static question sets, SMARTHIRE achieved a relevance score of 92%, significantly outperforming traditional systems (65%). This was validated through recruiter feedback and semantic similarity scoring.

### C. Identity Verification Performance

Facial recognition was implemented using OpenCV and Haar Cascade classifiers. The system achieved a verification accuracy of 95% under varied lighting and webcam conditions. Liveness detection prevented impersonation attempts, and anomalies triggered real-time alerts to recruiters.

### D. Candidate Engagement and Feedback

The interview interface supported both text and voice input. Responses were analyzed using NLP and sentiment analysis to provide adaptive feedback. Candidate engagement was measured using a scoring rubric based on response quality, coherence, and emotional tone. SMARTHIRE scored 4.7/5 on average, compared to 3.2/5 in manual mock interviews.

### E. Alert System and Recruiter Dashboard

The alert system flagged suspicious behavior such as mismatched facial data or incoherent responses. Alerts were logged and displayed on the recruiter dashboard, which also visualized candidate performance metrics. This enabled faster decision-making and reduced manual oversight.

### F. Summary of Performance Metrics

Metric	Traditional System	SMARTHIRE System
Resume Screening Time	5 min	30 sec
Question Relevance (%)	65	92
Identity Verification Accuracy	60	95
Candidate Engagement Score	3.2/5	4.7/5



## **VII. CONCLUSION**

SMARTHIRE revolutionizes traditional hiring by combining automated resume analysis, intelligent questioning, and biometric verification for a secure and highly efficient candidate evaluation process. By leveraging GPT-4 for dynamic Q&A and real-time facial recognition for fraud detection, the system ensures accurate, bias-free assessments while significantly reducing screening time. The adaptive feedback mechanism enhances candidate engagement, and automated alerts empower recruiters with actionable insights. This end-to-end solution addresses key challenges in modern recruitment—scalability, security, and objectivity—making it ideal for enterprises, educational institutions, and certification bodies. With its AI-driven automation and robust verification, the platform sets a new standard for fast, fair, and fraud-resistant hiring processes.

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