Advancing Interview Preparation: An AI-driven Approach

Dr. Suvarna Pawar[1], Gaurav Misal[2], Vedant Sanap[3], Vaibhav Nanaware[4], Nikhil Berwal[5]

*1 Assistant Professor, Department of Computer Engineering, Sinhgad College of Engineering-Vadgaon, Pune, Maharashtra, India
*2,3,4,5 Department of Computer Engineering, Sinhgad College of Engineering-Vadgaon, Pune, Maharashtra, India

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Abstract - This research paper presents a transformative approach to interview preparation through the integration of cutting-edge artificial intelligence and personalized learning techniques. In today's competitive job market, traditional methods of interview readiness often lack the immediacy and tailored support needed for success. Addressing this gap, our platform utilizes advanced AI algorithms to analyze user responses, offer real-time feedback, and dynamically adjust question difficulty based on performance. By prioritizing user-centric design and ethical considerations, our research explores the development, implementation, and evaluation of this innovative solution. Insights from user feedback and performance metrics underscore the platform's effectiveness in enhancing interview skills and fostering confidence among job seekers. This paper contributes to the broader discourse on AI-driven learning technologies and their potential to empower individuals in navigating the complexities of professional advancement.

Key Words: Interview Preparation, Artificial Intelligence, Natural Language Processing, Personalized Learning, Skill Development.

1. INTRODUCTION

In an era characterized by dynamic shifts in the job market and the increasing reliance on advanced technologies, the landscape of employment is evolving rapidly. One pivotal aspect of this evolution is the interview process, where individuals not only demonstrate their technical prowess but also exhibit crucial soft skills such as effective communication and adaptability. Recognizing the limitations of traditional interview preparation methods in providing timely, data-driven feedback and personalized guidance, this research introduces a pioneering solution that harnesses the power of artificial intelligence (AI) to revolutionize the way individuals prepare for interviews.

The significance of interviews as gateways to professional opportunities cannot be overstated. The traditional methods of interview preparation, often confined to static resources and sporadic practice sessions, fall short in addressing the multifaceted demands of contemporary interviews. The need for a more responsive, adaptive, and personalized approach to interview readiness is the driving force behind our research.

This paper delves into the conceptualization, development, and evaluation of an innovative interview preparation platform that goes beyond conventional methodologies. By integrating AI, natural language processing (NLP), and proctoring technology, our platform provides users with an immersive and dynamic learning experience.

The core strength of this AI-based platform lies in its question generation and answer evaluation processes.

Through advanced AI models, questions are generated dynamically based on the chosen domain, ensuring relevance and diversity. Furthermore, the system employs cutting-edge techniques for answer evaluation, utilizing contextual understanding and predefined criteria to provide users with real-time and constructive feedback. By incorporating these technologies, the platform aims to elevate the traditional interview preparation process, offering users a more adaptive and engaging learning environment.

The research not only explores the technical aspects of the platform but also delves into its ethical considerations, user-centric design principles, and the potential implications for reshaping the interview preparation landscape. Insights derived from user feedback, performance metrics, and the platform's impact on user confidence contribute to a comprehensive understanding of the project's effectiveness.

As the job market continues to demand a multifaceted skill set from candidates, our research aims to contribute to the discourse on the intersection of AI and personalized learning in interview preparation. By empowering individuals with the tools needed to navigate the intricacies of interviews, our platform represents a paradigm shift in how we approach career readiness in the digital age.

2. LITERATURE SURVEY

The Existing tools for interview preparation predominantly focus on static question banks or mock interview platforms with limited adaptability and engagement. The innovative platform distinguishes itself by integrating AI and NLP, allowing for dynamic question generation, personalized feedback, and an interactive learning experience. Research in AI-driven interview assessments has gained momentum. Techniques such as BERT embeddings and deep learning models have been employed for answer evaluation. The project contributes to this area by implementing state-of-the-art models for accurate and context-aware response assessments.

The paper "Interview Bot Development with Natural Language Processing and Machine Learning" explores the development of an interview bot using Natural Language Processing (NLP) and Machine Learning. The authors investigate the integration of advanced technologies into interview preparation tools, emphasizing the role of NLP in enhancing conversational interactions. Insights from this study contribute to the understanding of technology-driven interview platforms and inform the design choices of the project.

The research paper "Interview Bot for Improving Human Resource Management" delves into the application of an interview bot to enhance Human Resource Management (HRM). The authors explore the practical implications of integrating a bot in HR processes, shedding light on how technology can streamline recruitment and assessment. The findings of this study are relevant to the project as it aligns with the broader context of its impact on HR practices.

"Chatbot-based Interview Simulator: A Feasible Approach to Train Novice Requirements Engineers". Focusing on chatbot-based interview simulation, this paper investigates the feasibility of using chatbots to train novice requirements engineers. The study examines the effectiveness of chatbots in providing a simulated interview experience for skill development. The insights from this work inform the educational aspects of the Project and contribute to understanding how chatbots can be leveraged for effective learning.

3. PROPOSED SYSTEM

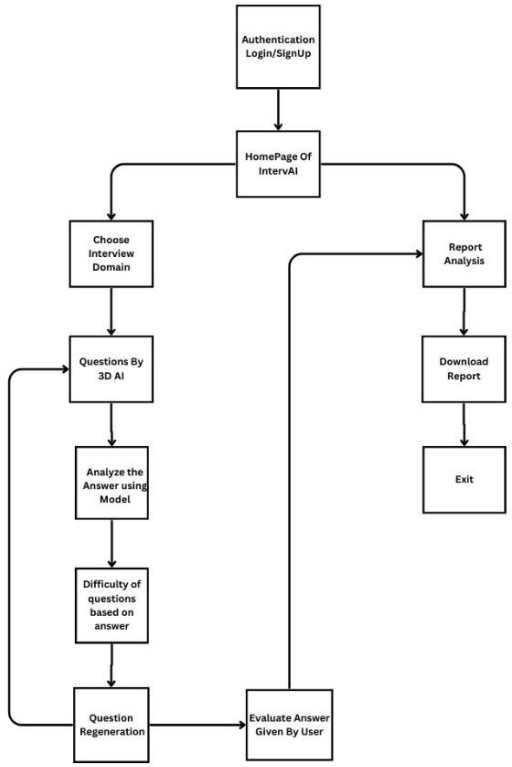

Figure 3.1: Architecture Diagram

System Overview

The interview preparation platform provides a comprehensive and user-centric solution to enhance users' interview skills through AI-driven personalized learning experiences. At its core, the system comprises several interconnected modules and functionalities designed to deliver a seamless and effective learning journey for users.

Key Components:

1. **User Registration and Authentication**: The platform offers a seamless user experience by allowing individuals to create accounts, log in securely, and reset passwords if needed. User profiles are stored in a protected environment to ensure confidentiality and data integrity. This functionality ensures that users can access personalized content and track their progress reliably over time.

2. **Topic Selection and Navigation**: Users have the flexibility to choose from a variety of interview topics and domains according to their preferences and needs. The platform features intuitive navigation that enables users to effortlessly explore and access topic-specific content. This facilitates a tailored learning experience, where individuals can focus on areas most relevant to their career aspirations.

3. **Question Generation**: The platform employs sophisticated algorithms to dynamically generate interview questions based on the topics selected by users. This ensures a diverse range of questions covering various aspects of the chosen domain. By offering fresh and relevant content, users are engaged in continuous learning and preparation for a wide array of interview scenarios.

When the candidate answers the questions the keywords would be extracted from the candidate's response and based on the keywords, questions would be generated for the candidate by following methods. Predefined questions would be asked like "Explain ", "Tell me About", and "What is", secondly the question will be matched with the questions present in the dataset and whichever matches the questions would be questioned and we will have our corresponding answer. The second part is based on the keywords there would be paragraphs stored in the dataset and using state-of-the-art NLP techniques we would be generating the questions and have their corresponding answers which would be asked to the user. The following things are to be checked.

I. Using genism for all text pre-processing.
II. Using the Cosine Similarity for the matching and finding the matching questions.

III. Bag of words - cosine similarity.
IV. Using the Word2Vec model to find the similarity among the sentences.
V. Using state-of-the-art NLP techniques to generate short answer questions.

4. Voice Interaction: To enhance user engagement and accessibility, the platform supports voice interaction, allowing users to answer questions verbally. Voice responses are seamlessly converted to text for evaluation purposes, enabling users to interact with the platform in a natural and intuitive manner. This feature caters to diverse learning preferences and enhances the overall user experience.

5. Answer Evaluation: In this module, the answers given by the candidate are evaluated using BERT embedding and cosine distance. A dense vector is generated of the answer given by the candidate using BERT and it also takes the context of that sentence into account. The same type of embedding is generated for the answer stored. Then cosine similarity scores between the embeddings are calculated and then subtracting the cosine similarity of these documents from one, the cosine distance between the two is obtained. The less cosine distance, the more similar the answers. At the end of the process in this technical answer evaluation module, the average of all the similarity values is calculated, and it yields a percentage value for the candidate's technical skill level.

I. Text Similarity: In this paper, text similarity is being used to estimate the similarity between two documents in our case it is answers provided by the candidate and already stored in the database. Text similarity can be broken down into surface- level (lexical) and context-level (semantic) similarity. Context level similarity considers not only word to-word comparison but also the context of the document. The need for the proposed approach was paragraph-level similarity which has been effectively achieved by semantic similarity techniques. This is achieved by generating sentence embeddings i.e. representing documents in the form of vectors. Thereafter, find similarities between them by measuring the cosine distance between these document features.

II. BERT: Here we are generating sentence embedding using BERT. It is mainly based on transformers consisting of a set of encoders to generate dense word embedding for the input text. Also while embedding the sentence it also takes the context of that sentence into account, unlike traditional embedding techniques. Thus it is known as a pre trained bidirectional model. BERT incorporates word meaning into closely packed vectors. Since BERT is quite good at making these dense vectors, each encoder layer produces a set of them. The authenticity of the embedded vectors generated as a final output through multiple encoder layers is ensured as BERT is pre-trained on large text corpus thus developing a deeper understanding of linguistic features.

III. Cosine Similarity: To get semantic document similarity between documents, we derive the embeddings using BERT and calculate the cosine similarity score between them. By subtracting the cosine similarity of these documents from one, the cosine distance between the two is obtained. The less cosine distance, the more similar the answers.

$$\cos(x, y) = \frac{xy}{\|x\|\|y\|} = \frac{\sum_{i=1}^{n} x_i y_i}{\sqrt{\sum_{i=1}^{n} (x_i)^2} \sqrt{\sum_{i=1}^{n} (y_i)^2}} \quad (2)$$

where
x= vector generated from document 1
y= vector generated from document 2
x_i, y_i = components of vectors x and y
$\cos(x, y)$ = cosine similarity

Figure 3.2: Cosine distance

6. Proctoring and Security: Proctoring This module includes a DNN (Deep Neural Network), which is frequently packaged with a CNN that has been pre- trained for face detection. It aids in the reduction of mal- practices that frequently occur because of the convenience of online interviews or assessments. To integrate the camera, we imported the native OpenCV libraries and then initialized the camera using VideoCapture(0) function. Here, 0 is passed to access the default laptop/desktop camera. Then capturing frames from the camera in a loop so that it forms a video by adding frame by frame of images. This loop continues till the user finishes the exam. The module issues a warning if more than one face is discovered, or a mobile phone is discovered. The module has a user-defined list of classes that include a variety of objects such as cell phones, books, and people, which aids in identifying these objects in the frame. This module can also be helpful in counting the number of faces in the displayed video frame as a result misconduct can be recognized and overcome.

7. Feedback and Scoring: Users receive comprehensive feedback on their performance, including detailed insights into strengths and areas for development. Scores and assessment results are provided to users, enabling them to track their progress and gauge their readiness for interviews effectively. This feedback loop fosters a supportive learning environment and motivates users to strive for continuous improvement.

4. CONCLUSIONS

In conclusion, the development and implementation of an AI-based web application for interview preparation mark a significant advancement in the field of employment readiness. Through the utilization of cutting-edge technologies such as Artificial Intelligence and Natural Language Processing, the platform offers users a dynamic, personalized, and secure environment to hone their interview skills. The system's ability to dynamically generate questions based on user-selected domains, coupled with real-time answer evaluation and constructive feedback, represents a significant departure from traditional static question banks. Moreover, the introduction of voice interaction and 3D avatars enhances user engagement and immersion, contributing to a more effective and enjoyable learning experience. Overall, an interview platform with automatic question generation and answer evaluation can be a valuable tool while ensuring consistency to make it even more user-friendly.

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