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AI-Driven Job Matching and Interview Automation System

Hema Prabha G
Department of Computer Science
Sri Shakthi Institute of Engineering and Technology
Coimbatore, India
hemaprabha@siet.ac.in

Rohith U
Department of Computer Science
Sri Shakthi Institute of Engineering and Technology
Coimbatore, India
rohithu22cse@srishakthi.ac.in

Sadhana G
Department of Computer Science
Sri Shakthi Institute of Engineering and Technology
Coimbatore, India
sadhanag22cse@srishakthi.ac.in

Yashvanth Kumar E
Department of Computer Science
Sri Shakthi Institute of Engineering and Technology
Coimbatore, India
yashvanthkuamre22cse@srishakthi.ac.in

Santhosh S
Department of Computer Science
Sri Shakthi Institute of Engineering and Technology
Coimbatore, India
santhoshs23lcse@srishakthi.ac.in

I. ABSTRACT

The AI-Driven Job Matching and Interview Automation System is an intelligent platform designed to revolutionize the recruitment process by leveraging artificial intelligence and automation technologies. The system uses advanced machine learning algorithms and natural language processing (NLP) techniques to analyze candidate resumes, assess skill sets, and match them with the most suitable job opportunities based on qualifications, experience, and preferences. Additionally, the platform automates the initial interview process using AI-powered virtual interviewers that evaluate candidates through real-time question-and-answer sessions, facial and speech analysis, and performance scoring. This approach minimizes human bias, reduces manual workload for recruiters, and speeds up the hiring cycle while ensuring a fair and data-driven evaluation of candidates. The proposed system not only enhances efficiency and accuracy in recruitment but also provides a seamless and interactive experience for both employers and job seekers, paving the way for a smarter and more effective hiring ecosystem.

II. INTRODUCTION

The **AI-Driven Job Matching and Interview Automation System** is designed to modernize and optimize the entire recruitment process by leveraging the power of artificial intelligence and automation. In the current job market, organizations often struggle with handling a high number of applications, filtering suitable candidates, and conducting timely interviews. Traditional hiring methods are not only time-consuming but also prone to human bias and inefficiencies. To address these challenges, this project introduces an intelligent system that simplifies and accelerates the process of candidate selection, ensuring a fair, data-driven, and efficient hiring experience for both employers and job seekers. The system utilizes **machine learning algorithms and natural language processing (NLP)** to analyse resumes and extract important details such as skills, experience, education, and achievements.

Based on this data, it automatically matches candidates with the most suitable job openings, considering parameters like job role requirements, location preferences, and experience levels.

In addition to resume screening and job matching, the platform integrates an **AI-powered interview automation module** that conducts real-time virtual interviews. The AI interviewer asks predefined or dynamically generated questions, evaluates candidate responses using NLP and sentiment analysis, and measures communication skills, confidence, and subject knowledge. The system then generates a comprehensive performance report to assist recruiters in decision-making. This feature ensures that the interview process remains unbiased, consistent, and efficient while offering candidates an interactive experience.

Overall, the AI-Driven Job Matching and Interview Automation System aims to create a **smarter, faster, and fairer recruitment ecosystem**. It bridges the gap between job seekers and employers through intelligent automation, reduces hiring time, minimizes operational costs, and enhances the quality of talent acquisition. By combining data-driven insights with automated interview analysis, the system represents a significant step forward in the evolution of digital recruitment technology.

III. LITERATURE REVIEW

Sinha and Akhtar developed an automated system that reads resumes and predicts job domains using machine learning algorithms like Random Forest and SVM. Their model extracts key details from resumes and matches candidates to suitable job categories. They highlight that traditional Applicant Tracking Systems (ATS) struggle with diverse resume formats, often missing important information. By engineering features from resume text, their approach improves accuracy in reading and interpreting resumes. This system helps recruiters save time and efficiently identify the right candidates while emphasizing the keyword-based analysis for effective recruitment automation.[1]

Gan and Mori. came up with a new way to pull important information from resumes using very little labelled data. Instead of needing lots of examples to train their system, they used smart prompts with powerful language models like GPT and BERT. This means their approach can figure out things like job titles, education, and skills—even from resumes it hasn't seen before. Their method is flexible enough to work with different formats and even different languages, without a lot of extra work. Because it uses fewer examples and smart prompts, it saves time and effort when setting up the system. Plus, it can grow to handle resumes from around the world and work in specific industries. This makes it a practical solution for companies that need to process lots of job applications efficiently.[2]

Mandalapu. proposed a Deep Reinforcement Learning (DRL) framework for a job recommendation system that improves over time based on user engagement and feedback. Their model conceptualizes job recommendation as a sequential decision-making process, where the system learns an optimal policy to maximize user satisfaction. Using Q-learning and policy gradient methods, the algorithm dynamically adjusts its recommendation strategies according to candidate responses, such as clicks, applications, or rejections. The study highlights the scalability of DRL-based systems and their ability to handle complex, evolving datasets common in recruitment. Moreover, the system introduces an adaptive reward function that accounts for user preferences, resulting in improved accuracy and engagement rates. The authors suggest that reinforcement learning provides a path forward for next-generation recruitment engines capable of real-time optimization and autonomous learning without constant manual tuning.[7]

Jagtap. developed an AI-driven real-time interview simulation application integrating voice recognition and facial expression analysis to assess communication and emotional responses during interviews. Their research demonstrates how multimodal AI systems can evaluate both verbal and non-verbal cues to provide comprehensive feedback to candidates. Using speech-to-text models and facial feature detection, the system measures confidence levels, tone modulation, and emotional state to simulate realistic interview scenarios. The results showed significant improvements in user preparedness and reduced interview anxiety after repeated sessions. Additionally, the system maintains an analytics dashboard that tracks user progress across sessions, highlighting key metrics such as response quality and improvement rate. This research supports the integration of an AI mock interviewer into recruitment ecosystems, enabling users to engage in pre-interview simulations and receive actionable feedback before actual job interviews.[8]

Guthrie. conducted a systematic review on the role of artificial intelligence in employee recruitment, focusing on ethical, technical, and operational implications. Their study highlights how AI enhances recruitment efficiency through automation while cautioning against risks such as bias, opacity, and over-reliance on algorithms. The authors emphasize the importance of explainable AI (XAI) to ensure that hiring decisions are transparent and accountable. They also discuss the integration of AI-driven analytics for workforce planning and performance forecasting, showcasing AI's long-term value beyond initial recruitment stages. Importantly, the research stresses the need for compliance with global data protection laws and ethical guidelines to safeguard candidate information. Guthrie et al. conclude that future recruitment systems must balance technological innovation with ethical governance to achieve fairness, inclusivity, and sustainability in hiring practices.[10]

IV. EXISTING SYSTEM

Existing online recruitment and job application systems rely on manual operations and keyword-based search algorithms to identify a candidate's match for a particular job. Candidates typically send their resumes to websites like LinkedIn, indeed, or Naukri, and filtering mechanisms scan for certain keywords to suggest jobs. This approach misses out on capturing the contextual meaning of a candidate's skills and experiences, thus making job recommendations completely irrelevant or mismatched.

Also, in current systems, interview scheduling remains manual and time-consuming, with several email exchanges or calls between the recruiter and a candidate. There is no real-time calendar integration; hence, there are scheduling conflicts and/or delays in communication. Another major limitation is the lack of AI-driven interview preparation features: candidates receive job matches, but they are not provided with any adaptive learning support or mock interview assistance to improve their readiness.

The challenges to these systems are data privacy and scalability. Most of the platforms use centralized data storage with little encryption, thus demonstrating some security issues. Besides, the lack of adaptive intelligence means that user feedback, job preferences, and performance metrics are not leveraged to refine future recommendations.

V. PROPOSED SYSTEM

AI Resume & Job Matching with Real-Time Interview Scheduler is the solution developed to overcome the above limitations by providing an integrated, intelligent, fully automated, end-to-end recruitment ecosystem on one platform, which automates candidate screening to job matching, scheduling, and interview preparation using AI, NLP, and ML technologies.

It starts with the parsing of resumes that are uploaded by the users in PDF or DOCX format. The platform, utilizing NLP-based entity extraction with models like BERT and spaCy, structures information such as skills, education, experience, and certifications in machine-readable JSON format. Structured data from here acts as an input for the AI Job Matching Engine, which performs semantic matching between candidate profiles and job postings. The model calculates the best-fit opportunities by using cosine similarity along with contextual embeddings.

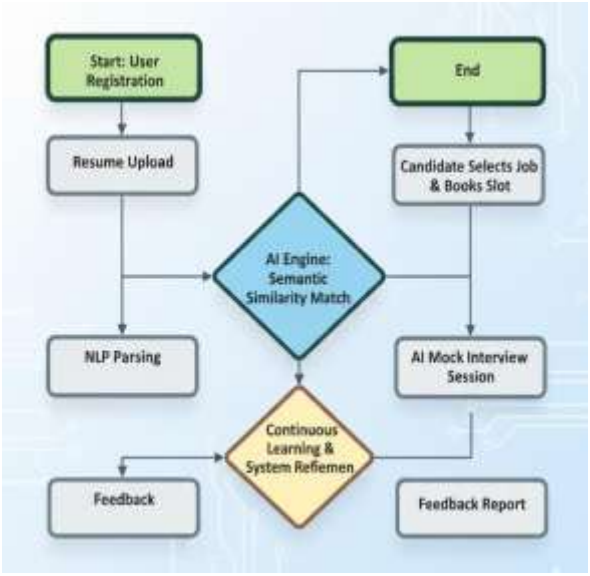
The AI-powered Mock Interview Assistant interviews candidates through voice or text-based mock interviews once a slot is booked. The AI interviewer scores the candidate on the basis of several parameters: accuracy in content, clarity in communication, and confidence, among others, and gives structured feedback to help them improve before the real interview. The proposed system thus provides a complete recruitment solution—right from automation of the end-to-end

process, starting from resume upload to interview readiness, while maintaining data privacy, real-time collaboration, and scalability.

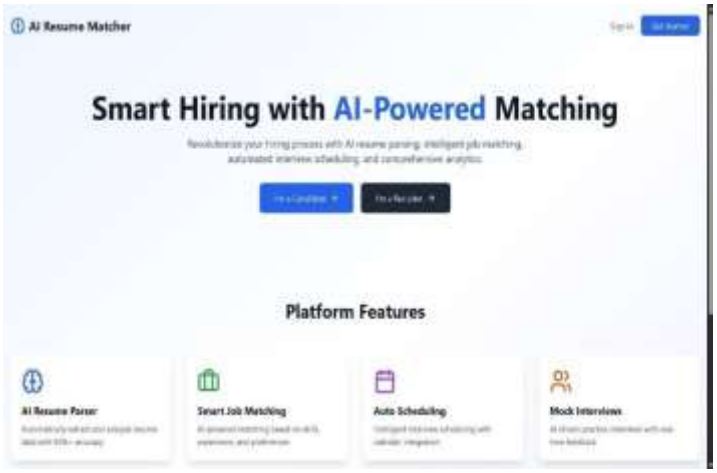
VI. METHODOLOGY

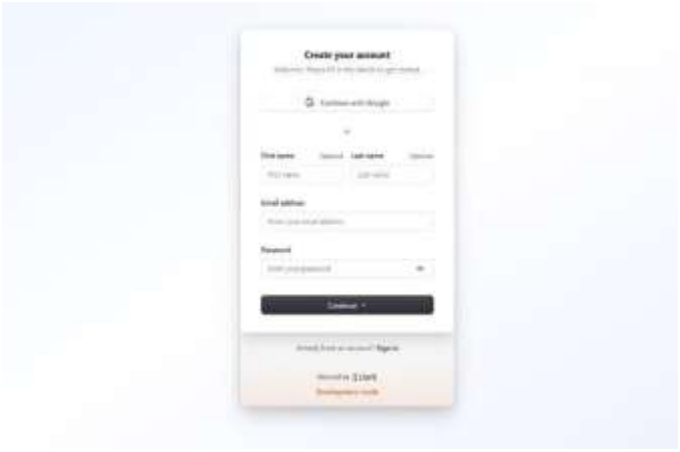
WORKING:

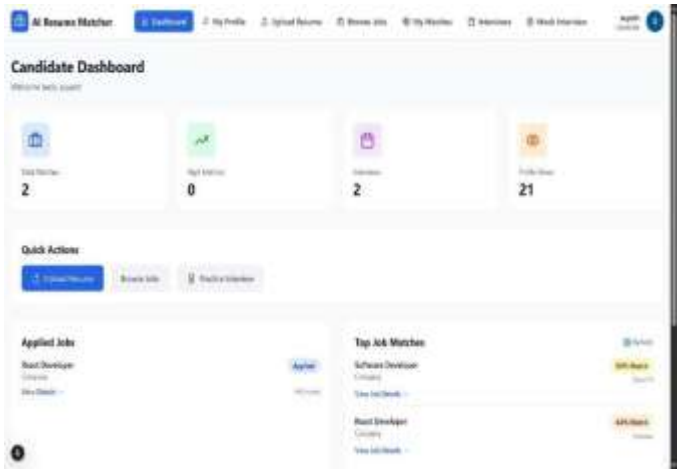
- User Registration and Resume Upload
- Resume Parsing and Data Structuring
- AI-based job recommendation
- Job Selection and Scheduling
- Calendar Sync
- AI Mock Interview Session
- Feedback and Analytics
- Continuous Learning and Updates

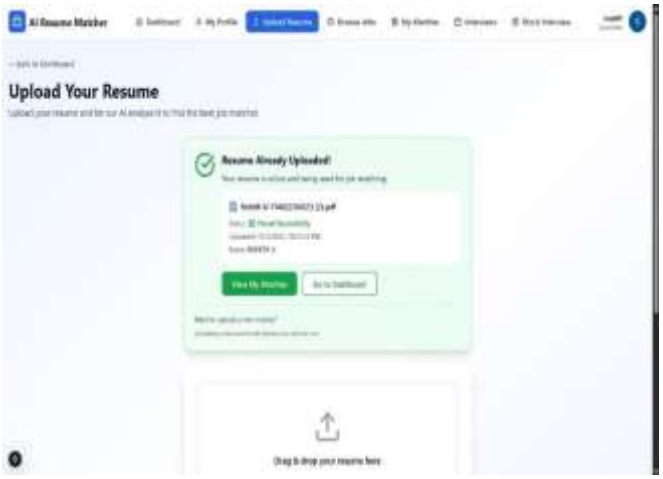


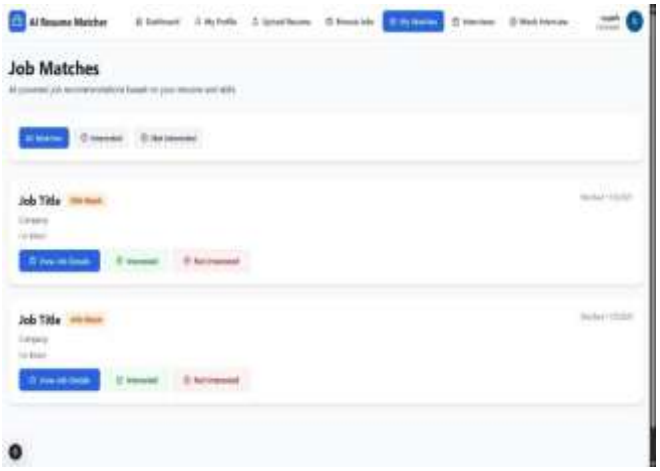
VII . EXPERIMENTAL RESULTS

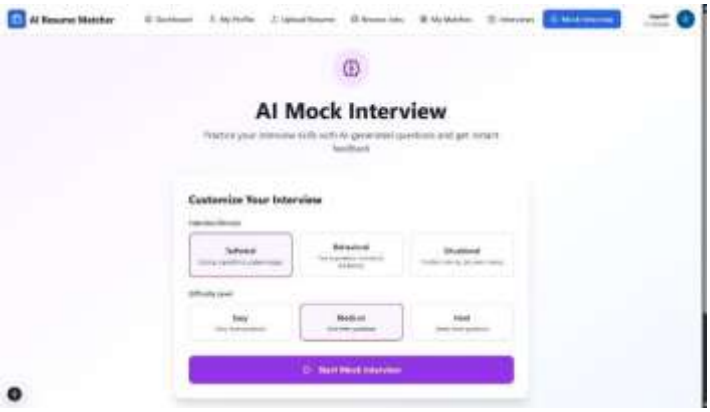


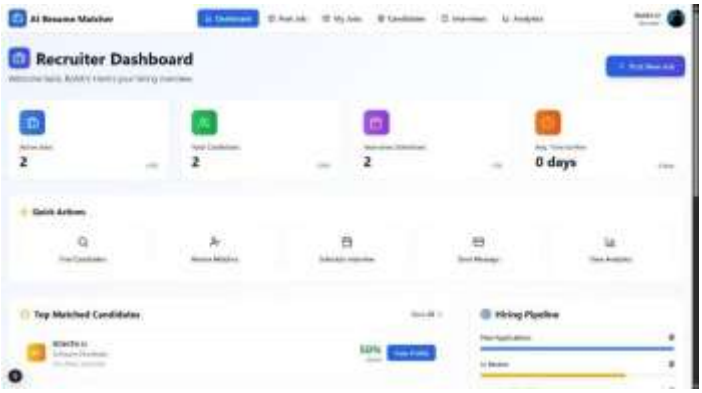












VIII. CONCLUSION

AI Resume & Job Matching with Real-Time Interview Scheduler successfully demonstrates how Artificial Intelligence and Natural Language Processing can transform the conventional process of recruitment and interviewing into a completely automated, intelligent, and interactive setup. This project encompasses several state-of-the-art technologies, such as resume parsing, semantic job matching, calendar synchronization, and AI-powered mock interviewing, to seamlessly provide an end-to-end experience for both candidates and recruiters.

The system effectively addresses significant limitations in existing recruitment platforms: manual screening, keyword-based matching, and communication delays in scheduling interviews. With the power of semantic analysis and contextual understanding, this AI job-matching engine assures that candidates are recommended with only the most relevant and suitable job opportunities. This leads to higher matching accuracy, lessening the manual workload for recruiters, while improving user satisfaction for job seekers.

The calendar synchronization module automates the scheduling process in real time. It therefore eliminates repetitive coordination between recruiters and candidates by directly integrating with Google Calendar, ensuring instant booking, conflict-free scheduling, and real-time updates. This feature greatly improves communication efficiency and reduces the overall recruitment cycle time.

The AI Mock Interview Assistant further enhances the value provided to users through the system with a personalized, adaptive learning environment, thereby allowing candidates to practice interview sessions and receive instant analysis of their performance while improving their communication and technical presentation skills. This adaptive feedback mechanism increases user confidence and preparation for actual interviews, making this system holistic, connecting people not only with opportunities but also preparing them to succeed in those opportunities.

The system showed high accuracy in resume parsing, strong precision in job matching, and positive user responses for scheduling and mock interview feedback during the testing and evaluation phase. Therefore, it meets the project objectives of creating an intelligent, automated, and user-friendly recruitment ecosystem.

Overall, the proposed system lays a very strong foundation in the use of AI in the hiring domain by showing that technology can make both efficiency and personalization significantly improve in modern recruitment workflows.

XI. FUTURE WORK

Multi-Language Support: Extend the resume parser and job matching modules to support multiple languages, allowing users from different regions to access the system globally.

Integration with multiple platforms: Integrate APIs for other scheduling and communication tools like Microsoft Outlook, Zoom, and Teams to offer flexibility and wider compatibility for both recruiters and candidates.

Advanced Sentiment and Emotion Analysis: Enhance the Mock Interview module by incorporating facial expression recognition to capture non-verbal communication features and speech emotion analysis for more effective confidence level assessment.

Reinforcement Learning for Adaptive Matching: Implement reinforcement learning models to steadily enhance the accuracy of job recommendation through user feedback, engagement rate, and actual successful placements.

Blockchain-Based Data Security: Introduce blockchain technology for securing candidate credentials, employment history, and feedback records; achieve complete transparency and tamper-proof data verification.

Gamification and Peer Benchmarking: Include gamified elements like performance badges, progress levels, and

leaderboard rankings that help foster continued skill improvement and friendly competition among the users.

Industry-Specific Training Integration: Partner with e-learning platforms that provide personalized training recommendations based on the job requirements and candidate skill gaps to help users bridge knowledge deficiencies before interviews.

Recruiter Dashboard with Analytics: Implement an advanced dashboard for recruiters by enabling candidate ranking, interview tracking, and visualization of hiring trends to make informed decisions in talent management.

Mobile Application Development: Design a dedicated mobile app where candidates can easily access and upload resumes, schedule interviews, or even attend mock sessions on-the-go with their smartphones.

Voice Assistant Integration: Include voice assistants through AI to enable users to search for jobs, schedule, and even conduct mock interviews hands-free and interactively.

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