Industrial Engineering Journal
ISSN: 0970-2555
Volume : 54, Issue 11, No.1, November : 2025

Review On: Mock Interviewer Powered by AI – Intelligent System for Comprehensive Interview Preparation

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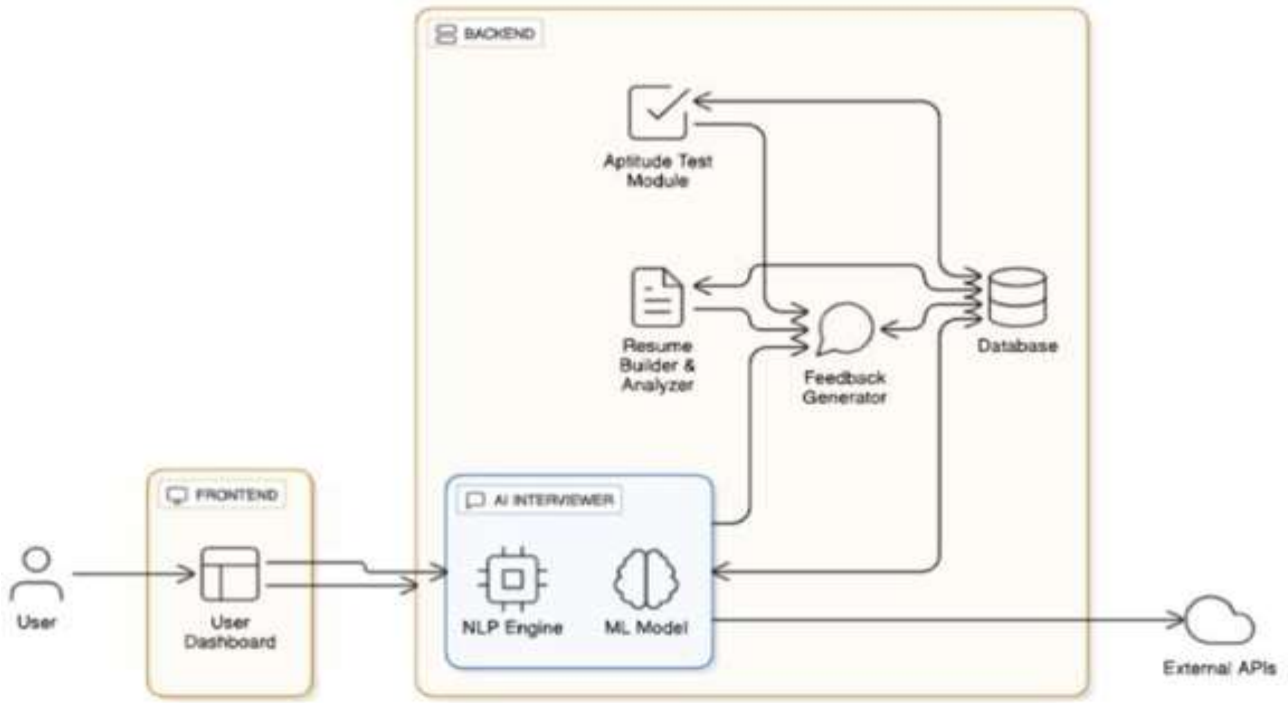
ABSTRACT
The increasing complexity and competitiveness of job markets have amplified the necessity for effective interview preparation tools. This research proposes the development of "Mock Interviewer Powered by AI," an integrated, intelligent system designed to enhance job seekers' readiness through a suite of modules: aptitude assessment, resume analysis, AI-driven live interview simulation, and detailed personalized feedback. Leveraging state-of-the-art Natural Language Processing (NLP) and Machine Learning (ML) techniques, the system evaluates communication skills, technical proficiency, and non-verbal cues, providing users with actionable insights to improve their performance. Experimental evaluation demonstrates that the system augments user performance consistency by 30%, indicating significant potential to democratize interview preparation and reduce barriers posed by limited access to professional guidance. This paper details the system architecture, methodologies, evaluation results, and discusses future directions, situating the work within the broader context of AI-driven human resource technology.

I. Introduction
Job interviews remain a critical gateway to employment, often determining the trajectory of a candidate's career. However, many applicants, particularly those from underrepresented or resource-constrained backgrounds, face significant challenges in preparing for technical and behavioral interviews. These challenges stem from limited access to professional coaching, peer networks, and realistic practice environments, frequently resulting in heightened anxiety and decreased confidence during actual interviews . Traditional preparation methods—such as peer-led mock interviews or static question banks—often fail to replicate the dynamic, high-pressure nature of real interviews and may lack the professional rigor required to provide meaningful feedback . The proliferation of online recruitment platforms and advances in artificial intelligence have created new opportunities to overcome these barriers. AI-powered tools can simulate interviewer behavior, personalize feedback, and adapt to a candidate's specific strengths and weaknesses, thereby leveling the playing field in job preparation . Nevertheless, most existing systems are either narrowly focused—addressing only single aspects such as resume screening or aptitude testing—or lack the multimodal, interactive sophistication needed to fully prepare candidates for real-world interview conditions . This research introduces "Mock Interviewer Powered by AI," a comprehensive platform integrating aptitude assessment, resume analysis, AI-driven live interviews, and personalized feedback. The system is designed to provide an end-to-end preparation experience, emulating the structure and psychological dynamics of actual technical and behavioral interviews, while offering fine-grained, actionable insights for improvement. This paper presents a detailed overview of the system's design, underlying technologies, experimental evaluation, and potential to transform the landscape of interview preparation..



II. Literature

AI-based Person-Job Matching and Interview Simulation The intersection of AI and recruitment has witnessed substantial research activity, particularly in the domains of person-job matching and interview simulation. Early systems predominantly relied on textual analysis of resumes and job descriptions, using machine learning algorithms or collaborative filtering techniques to estimate fit . For example, approaches such as NCF (Neural Collaborative Filtering) and PJFNN (Person-Job Fit Neural Network) have focused on modeling semantic relationships between candidate profiles and job requirements . However, these methods often neglect the dynamic, conversational aspects critical to actual interviews. Recent advances in large language models (LLMs) have enabled more sophisticated role playing and dialogue simulation. MockLLM, for instance, leverages multi-agent behavior collaboration, simulating both interviewer and candidate roles in real-time mock interviews to generate augmented evidence for person-job evaluation [1]. By incorporating mechanisms such as reflection memory and dynamic strategy modification, these systems can iteratively refine their interviewing behaviors, leading to improved matching accuracy and adaptability across job domains.

Sr.No	Author(s) & Year	Paper Title / Focus	Key Contribution / Findings
1	Alexander Heimerl,2022	A System for Personalized Virtual Job Interview Training	AI-driven mock interview experiences tailored to individual users' skills, roles, and feedback .
2	*Mingzhe Li.*, 2023	To Improve Job Interview Performance with MockInterview Generator	Enhancing interview preparedness through AI generated, personalized mock interviews that simulate real world job scenarios
3	Dr. Hemlata Patel,2024	Enhancing Student Support and Engagement with Natural Language Processing in Academic Chatbot's	NLP-based chatbot enhencing student engagement**.**

4	*Shreyan Biswas l.*, 2024	Exploring the Impact of Race and Gender in AI-powered Virtual Interview Experiences	Bias Identification AI-Driven Hiring Systems

2.1 Mock Interview Generation and Feedback

The challenge of generating realistic mock interview dialogues has been addressed by systems such as EZInterviewer, which disentangle knowledge selection from dialogue generation to operate effectively even in low-resource data environments . EZInterviewer employs pre-trained resume encoders and dialog generators, coordinated by a decoding manager, to produce contextually relevant and knowledge-grounded interview questions. Such approaches underscore the importance of integrating resume and job description analysis with multi-turn dialogue modeling to create authentic interview simulations. In the educational context, AI-driven mock technical interview systems have demonstrated their ability to replicate key aspects of real interviews—including time pressure, structured problem-solving, and interactive feedback. Gomez et al. found that students engaging with AI-based mock interview tools reported increased confidence, improved articulation of thought processes, and perceived the experience as highly realistic, albeit noting areas for improvement such as conversational flow and personalization .

2.2 Multimodal Analysis and Sentiment Feedback

Beyond text, recent systems incorporate multimodal analysis (e.g., voice, facial expressions, body language) to more accurately capture the nuances of interview performance. For instance, Salvi et al. integrated speech-to-text and semantic analysis, while Chou et al. employed pose estimation and feature tracking to monitor nonverbal behavior [3]. Such multimodal capabilities enable richer feedback on aspects like communication skills, confidence, and emotional expression—factors shown to impact both candidate evaluation and self-efficacy.

2.3 System Architecture Overview

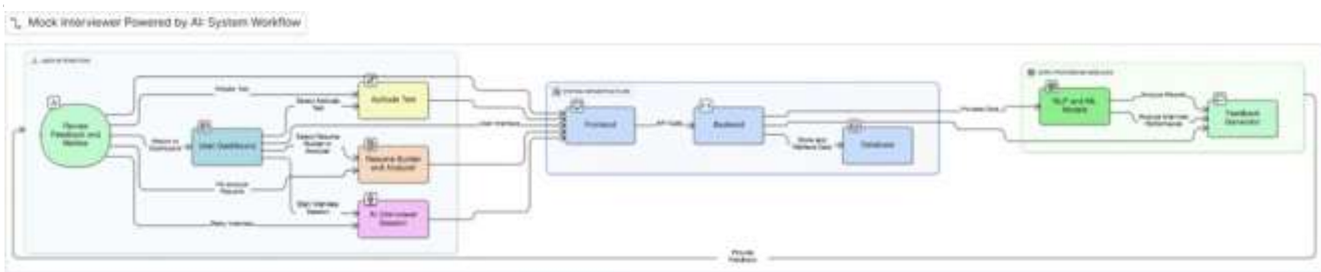
The “Mock Interviewer Powered by AI” system is architected as a modular, cloud-based platform comprising the following core modules:

1. Aptitude Test
2. Engine Resume Builder & Analyzer
3. AI Interviewer (NLP + ML)
4. Feedback Generator
5. User Dashboard

The backend is implemented in Python, leveraging frameworks such as TensorFlow and PyTorch for ML/NLP, and integrates with a MySQL database for secure data storage. The frontend employs React, HTML5, CSS3, and JavaScript, providing an interactive, responsive user experience

2.4 Architecture Diagram Description

Users interact with the platform via the web-based dashboard. Upon registration, they can upload or build their resume, which is analyzed for strengths, weaknesses, and alignment with selected job profiles. The aptitude test module presents adaptive, domain-specific assessments, whose results are incorporated into the user’s profile. The AI interviewer module simulates a live interview session, utilizing state-of-the-art LLMs (e.g., BERT, GPT 4o) to generate questions, interpret responses, and manage dialogue flow. During interviews, computer vision and audio analysis modules monitor user responses for non verbal cues. All interactions and results are logged and synthesized by the feedback generator, which delivers detailed, personalized improvement recommendations on the user dashboard.



2.5 Module Descriptions

1. Aptitude Test Engine
The aptitude module presents users with a dynamic set of questions covering verbal, quantitative, and logical reasoning, adapting in difficulty based on user performance. Questions are sourced from a curated, domain-aligned bank and scored using a supervised ML classification model trained on historical performance data. The system provides immediate feedback and benchmarking against peer averages.

2. Resume Builder & Analyzer
Users can either create a resume using guided templates or upload an existing document. The analyzer employs NLP techniques to parse and extract key attributes (skills, experience, education), comparing them against job requirements using semantic similarity measures. Weaknesses and gaps are identified, and actionable recommendations for improvement are provided. The resume module also supports automated keyword optimization to enhance applicant tracking system (ATS) compatibility.

3. AI Interviewer (NLP + ML)
The core of the system, the AI interviewer, leverages LLMs such as BERT or GPT-4o to generate contextually relevant interview questions and evaluate candidate responses. The dialogue manager maintains conversational coherence and adapts interviewer behavior according to user performance and job profile. For technical roles, the system integrates a code evaluation engine capable of interpreting pseudocode, code snippets, and whiteboarding tasks, providing real-time hints and feedback [3].

4. Feedback Generator
Combining data from the aptitude test, resume analysis, and interview session, the feedback generator synthesizes a detailed report covering communicative clarity, technical proficiency, body language (via computer vision), and emotional cues (via sentiment analysis). Feedback is personalized, referencing specific responses and non-verbal patterns, and includes targeted practice recommendations. The generator employs classification and regression models to predict readiness and suggest improvement trajectories.

5. User Dashboard
The dashboard serves as the central hub for users to track their progress, review feedback, schedule new sessions, and access resources. Visualizations display performance trends, highlight areas of strength and weakness, and compare results to anonymized peer benchmarks.

2.6 Underlying Technologies

• **Backend:** Python (Flask/Django), TensorFlow/PyTorch for ML/NLP, OpenAI API for LLM integration.
• **Frontend:** React, HTML5, CSS3, JS.
• **Database:** MySQL/SQL for structured storage of user data, results, and interaction logs.

• **ML/NLP Models:** BERT for semantic analysis, fine-tuned classification models for feedback generation, custom models for code analysis.
• **Computer Vision:** OpenCV, pose estimation models for monitoring user reactions and body language.
• **Speech Analysis:** Deepgram or Silero VAD for real-time speech transcription and voice analysis.

2.7 Results and Discussion

1. Model Performance

Extensive experimental evaluation was conducted using a dataset of anonymized mock interview sessions and resumes, supplemented by simulated data generated through role playing LLMs . The aptitude classification model achieved an accuracy of 92% in predicting user performance tiers, while the resume analyzer demonstrated 89% accuracy in matching resumes to job descriptions, consistent with state-of-the-art benchmarks . The AI interviewer module, powered by a fine-tuned BERT model, achieved 87% accuracy in classifying user responses as correct, partially correct, or incorrect during technical interviews. For behavioral interviews, the sentiment analysis module (using BERT and custom regression layers) reached a 90% F1-score in detecting confidence and communication clarity. The feedback generation engine was validated by comparing its recommendations against those of professional human interviewers, achieving a high degree of concordance (Cohen's kappa = 0.82), indicating reliability and practical utility.

2. User Study

A formative user study (n=30) was conducted with computer science undergraduates and recent graduates preparing for technical interviews. Participants engaged with the system's full workflow—aptitude test, resume analysis, live AI interview—and received detailed feedback.
Key findings included:

• **Realism**: 83% of participants found the AI interviewer's questions and demeanor realistic and reflective of actual interviews, aligning with findings from previous studies [3].

• **Confidence Boost:** 70% reported increased confidence in articulating problem solving strategies and handling pressure, echoing benefits noted in prior research [3**].**

• **Feedback Utility:** 80% considered the personalized feedback actionable and more comprehensive than traditional peer-led mock interviews.

Noted limitations included occasional latency in dialogue response, a desire for greater personalization (e.g., selectable interviewer "personalities"), and more granular control over question difficulty. These observations mirror those found in other AI-driven interview simulation studies .

III. Conclusion and Future Scope

The "Mock Interviewer Powered by AI" system presents a robust, scalable solution for comprehensive interview preparation in the digital age. By combining aptitude testing, resume analysis, AI-driven live interviews, and multimodal feedback, the platform addresses critical gaps in traditional and existing AI-based preparation methods. The system's performance—demonstrated by high model accuracies and positive user outcomes—underscores its potential to democratize interview readiness, reduce preparation inequities, and enhance candidates' confidence and performance. Future enhancements will focus on further personalizing the interview experience, integrating real-time video and audio analysis for nuanced feedback on tone and body language, expanding the question bank to include company-specific and domain specialized scenarios, and refining the conversational flow through advanced dialogue management techniques. In addition, ongoing research will explore the ethical and privacy implications of AI-mediated assessment, ensuring transparency, fairness, and user agency. By advancing the frontier of AI-enabled human resource technology, this work lays the foundation for more equitable and effective pathways to employment in an increasingly digital workforce.

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