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HireSphere: Smart AI Supported Job Application System

[1]Vikrant Palaskar [2]Prof. Neha Patil, [3]Shivam Patil, [4]Darshan Londhe, [5]Atul Shere
[1,2,3,4,5] Department of Computer Engineering, AISSMS IOIT, Pune, Maharashtra(MH), India.

Abstract : HireSphere is a smart AI-powered job application platform designed to simplify and enhance the recruitment process for both job seekers and employers. It features two core modules: a Job Application System and an AI-Powered Mock Interview System. Through role-based dashboards, employers can post and manage jobs, while candidates can explore openings, apply, and track their applications via integrated job APIs. The mock interview module replicates real interview scenarios with AI-generated questions tailored to job roles and experience levels. Candidates respond via voice and receive instant feedback with suggested answers and performance scores. A key innovation is the Behavioral Analysis Module, which uses the device camera to monitor head movement, eye contact, and the presence of others during interviews. This data is analyzed by Gemini AI to generate behavioral feedback on user focus, confidence, and overall professionalism, offering a more holistic and intelligent approach to candidate evaluation.

Keywords **-** AI-Based Feedback Generation, Real-time Feedback Systems, AI-Based Evaluation Techniques, Voice Response Evaluation, Smart recruitment system, Job seeker AI support, AI hiring, Gemini AI, Instant Response Mechanisms, Online hiring platform, Facial Tracking, Motion Analysis

I. INTRODUCTION

The recruitment process also has seen a drastic change with the advent of the internet, but inefficiencies in candidate screening, long recruitment process, and lack of personal evaluation still linger. Conventional recruitment systems fail to provide a full evaluation of candidate's communication skills and behavior, which play a pivotal role in making the decision cultural fit and professionalism. To address these shortcomings, we introduce **HireSphere**, a job application and practice interview website that assists the hiring process for both employers and job seekers.

HireSphere provides a full solution in the shape of two integrated modules: a **Job Application System** and an **AI-Powered Mock Interview System**. The user interaction with the employment application module is made easy using role-based dashboards. allowing employers to post and manage job postings and job seekers to apply, search, and track applications in real-time with the use of third-party job APIs.

The AI mock interviewing software mimics live interview situations because of task-based question generation and voice recording candidate responds through voice. It gives feedback in detail so that users can enhance their interview skills. A highlight one of such functionalities in the system is the **Behavioral Analysis Module** that utilizes live camera stream in an effort to detect head movements, fixations, and with a group of individuals visiting for an interview. Such information is processed through **Gemini AI** to give behavioral insights those that estimate candidate presence, confidence, and attentiveness.

By marrying AI-driven question analysis with behavioral testing, HireSphere is intelligent and scalable solution for recruitment today, technical skills and people skills both being taken into account while hiring.

II. LITERATURE SURVEY

1)In "EZInterviewer: To Improve Job Interview Performance with Mock Interview Generator" by Mingzhe Li, Xiuying Chen and Weiheng Liao. [1], the authors present a new method of interview questions generation through mining online data sources. Their method, with resume and job description analysis to build highly coherent interview conversations, is the basis for computer-assisted interview simulations.

2)Building on automated interview generation, the study "AI-Based Interview Critique System: Interview Preparation" [2] proposes a framework that provides real-time feedback by analyzing non-verbal cues and communication skills. The system's ability to deliver instantaneous critiques offers valuable insights into a candidate's performance. By incorporating similar real-time analysis and feedback mechanisms, our project aims to refine user responses and improve overall interview preparedness.

3)"AI Conversational Interviewing: Transforming Surveys with LLMs as Adaptive Interviewers" by Alexander Wuttke, Christopher Klamm and MaxM.Lang. [3] further advances the conversation by utilizing large language models to conduct scalable and adaptive interviews. This study underscores the potential of using conversational AI to simulate natural interactions, a technique that informs our implementation of dynamic question generation and adaptive feedback within the mock interview module.

4)Additionally, "AI-Enhanced Interview Simulation in the Metaverse: Transforming Professional Skills Training through VR and Generative Conversational AI" [4] extends these concepts into immersive environments, merging virtual reality with generative AI to create realistic interview scenarios. The use of immersive technologies not only enriches the interview experience but also allows for more nuanced feedback, a concept that complements our platform's goal of delivering a highly interactive user experience.

III. METHODOLOGY

The development of **HireSphere** follows a modular and user-centric approach, integrating modern web technologies with artificial intelligence to enhance the recruitment experience. The system is divided into two major functional modules: the **Job Application System** and the **AI-Powered Mock Interview System**, each with clearly defined workflows and components.

1) **Job Application System:** This module handles all interactions between employers and job seekers through role-based authentication and dynamic dashboards.

Employer Workflow:

- Login/Register as Employer
- Post job openings with relevant details (title, location, salary type, job description, etc.)
- View applicants for their posted jobs
- Search for external job candidates via integrated job APIs

Job Seeker Workflow:

- Login/Register as Job Seeker
- View and apply for jobs listed on the HireSphere platform
- Track the status of applications
- Search for jobs across other platforms using job APIs

The system is built using the **MERN stack (MongoDB, Express.js, React.js, Node.js)**, ensuring fast, scalable, and responsive web performance.

2) **AI-Powered Mock Interview System:** This module replicates a real interview experience using artificial intelligence and audio-based interaction.

The user selects:

- Job Role
- Technical Stack or Description
- Years of Experience

- The system dynamically generates **five AI-powered questions** based on input parameters.
- The user records answers through their microphone.
- Responses are processed and matched with model answers, followed by a feedback score (out of 10) along with detailed question-wise analysis.

3) **Behavioral Analysis Module:** To simulate a more authentic and insightful interview experience, a Behavioral Analysis Module is integrated into the AI mock interview system.

The system uses the device camera to monitor:

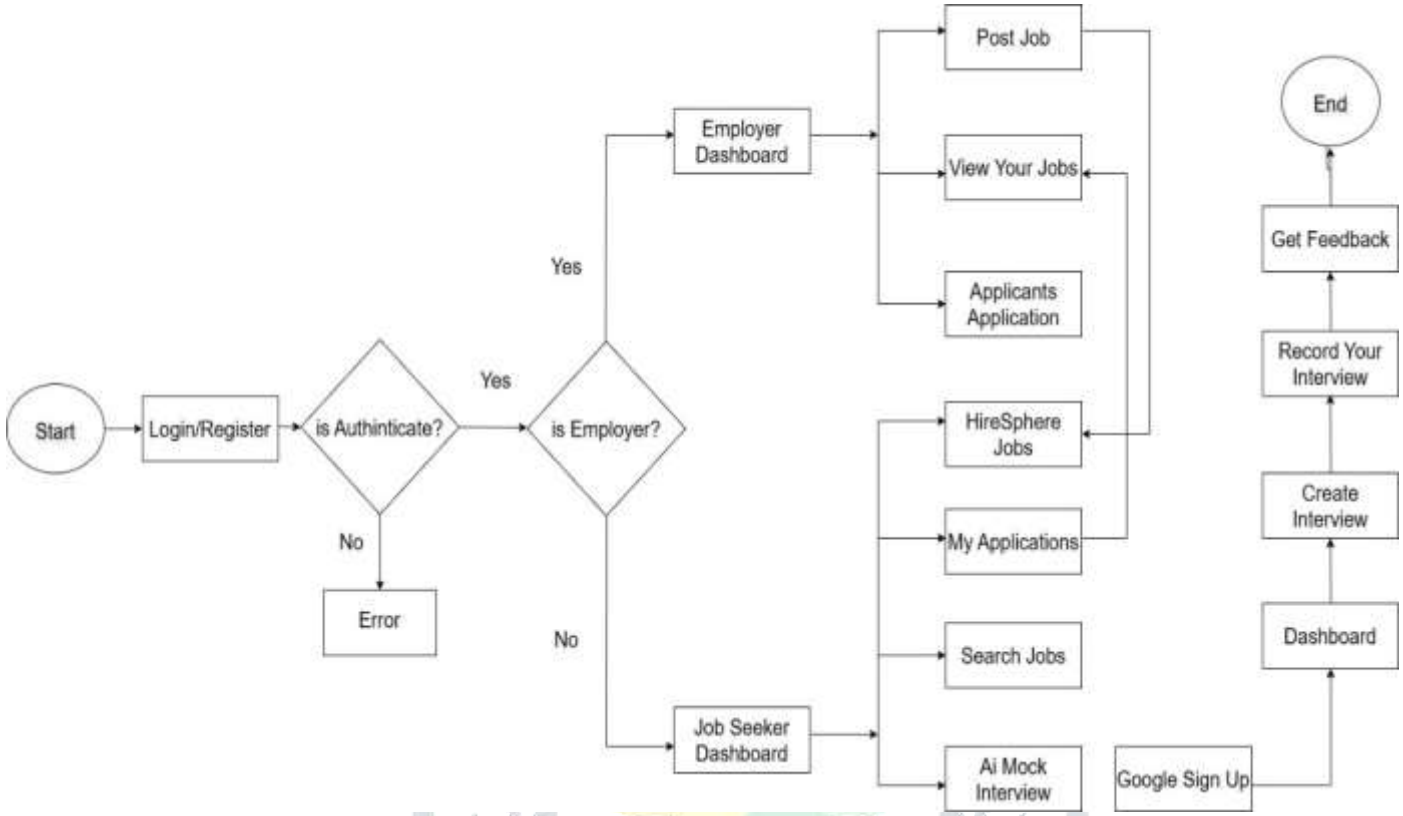
- Head alignment (straight, tilted, turned)
- Eye contact (looking at or away from the screen)
- Detection of multiple faces during the interview

This motion and facial data is processed in real-time and fed to Gemini AI, which analyzes:

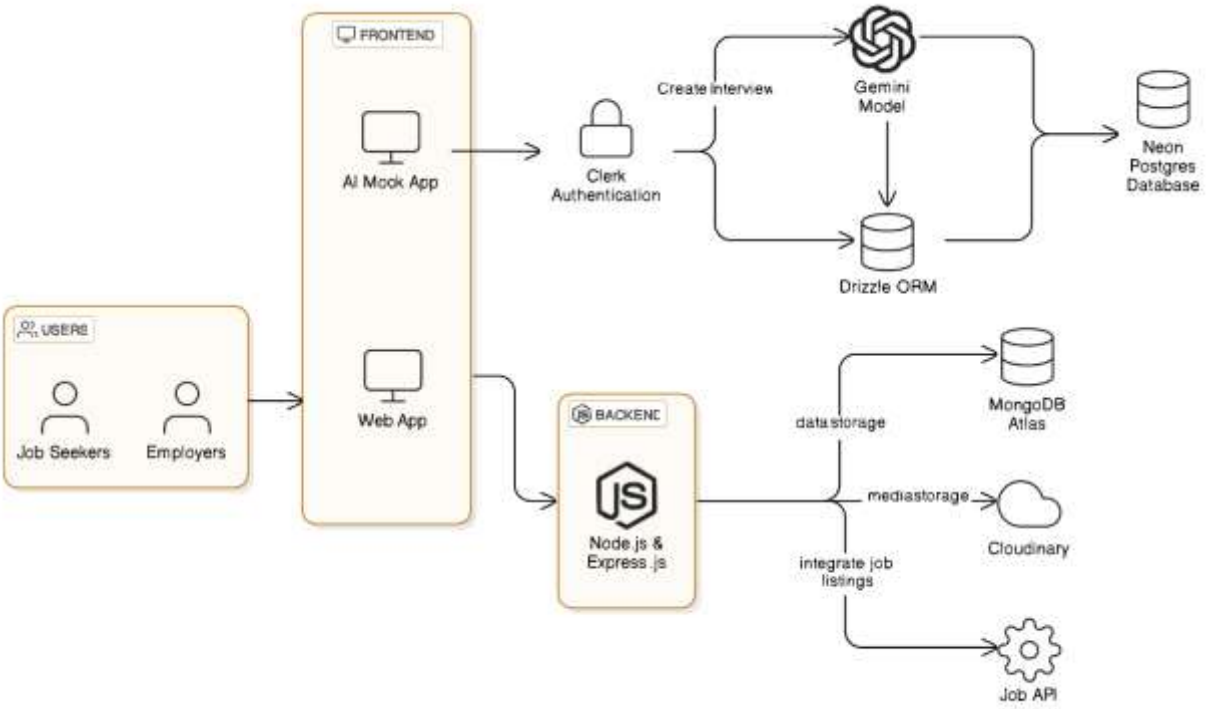
- Focus and attentiveness
- Confidence level
- Professional demeanor

A **comprehensive behavioral report** is generated at the end of the mock interview, helping users understand both technical and non-verbal aspects of their performance.

IV. FLOWCHART



V. SYSTEM ARCHITECTURE



VI. RESULTS AND DISCUSSION

Job Application and Posting System:

- **Results**: Employers successfully posted job vacancies, and job seekers were able to access and apply for jobs in real-time. The platform integrated external APIs to fetch real-time job listings, which helped job seekers stay updated on available opportunities.
- **Discussion**: The integration of real-time job listings from external platforms worked smoothly, and the application system allowed job seekers to easily apply for jobs. However, the search feature could be improved to allow better filtering and personalization of job listings based on user preferences.

AI Mock Interview System:

- **Results**: The AI system effectively generated context-specific interview questions based on user-provided data, such as job roles and experience levels. The speech-to-text feature successfully transcribed responses in real-time, with occasional misinterpretations for users with diverse accents. Additionally, the behavioral analysis module was able to detect key non-verbal cues during the interview, offering a multi-dimensional evaluation of candidate performance.
- **Discussion:** Although the speech-to-text system performed well, handling diverse accents and speech patterns proved to be a challenge, leading to occasional errors in transcriptions. Expanding the model to include a more diverse training dataset could significantly improve accuracy. The behavioral analysis component introduced a novel layer of feedback, but its accuracy was affected by factors like lighting, camera angles, and hardware variability.

Real-Time Feedback:

- **Results:** The feedback system provided timely suggestions regarding relevance of responses. Most feedback was accurate and actionable, with a minimal latency of 5 seconds in processing. However, some delays were observed during high usage periods, which impacted the immediate response time.
- **Discussion:** Real-time feedback worked well for most users. However, latency impacted its immediate delivery. Optimizing backend infrastructure could address this challenge and enhance overall responsiveness.

VII. FUTURE ENHANCEMENTS

- **Emotional Intelligence Analysis:** Combine sentiment analysis and facial emotion analysis to quantify the candidate's emotional reaction in mock interviews, with more precise data on the level of stress and sincerity.
- **Multilingual Support**: Facilitate access to the platform through providing voice and text interfaces in local and international languages in support of multiple user usage.
- **Live Interview Scheduling**: Include a calendar-based system that allows the company and candidate to schedule live interviews, complete with time zone conversion and reminders.
- **Gamified Learning Module**: Incorporate an interactive learning module that uses interactive quizzes and scenarios to facilitate practice of topic questions, skills, and soft skills.
- **Blockchain-based Application Tracking**: Use blockchain technology to create permanent records of interview outcomes and job applications, improving data consistency and transparency levels.

VIII. CONCLUSION

HireSphere revolutionizes the hiring process by combining digital recruitment technologies with smart interview simulations. It equips employers to effectively handle job postings and candidate applications, while facilitating candidates to explore and Follow suitable opportunities using an unobstructed interface. With the addition of an AI-powered mock interview feature, augmented by real-time behavior monitoring using camera inputs, provides a distinct advantage in evaluating verbal and nonverbal responses. Through the interpretation of user interaction, alertness, and attitude using Gemini AI, the system provides actionable insights beyond traditional assessment. Effectively, HireSphere not only enables career readiness but also deepens the overall candidate experience with richness, accuracy, and innovation

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[3] AI Conversational Interviewing: Transforming Surveys with LLMs as Adaptive Interviewers by Alexander Wuttke, Matthias Aßenmacher, Christopher Klamm, Max M. Lang, Quirin Würschinger, and Frauke Kreuter. This research evaluates the use of large language models as scalable alternatives to human interviewers, balancing depth and efficiency in data collection.

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[9] AI-Powered Mock Interview Evaluator by Prof. Farendrakumar S. Ghodichor, Prathamesh Dandage, Anil Jadhav, Aditya Shahane, and Pratik Mohite. The project uses emotion and confidence classifier models to analyze facial expressions, tone, and language, delivering personalized questions and performance insights to improve interview preparedness.

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