TIME AI Interviewer

1. We still don't know what questions will be asked

Questions are generated dynamically during the interview. They are not pre-determined. Question sources:

- Resume content (work experience, skills, education)

- Job role/exam type (NEET, JEE, CAT/MBA, etc.)

- college (if specified)

- Previously asked questions (to avoid repetition)

- Database of reference questions (used as inspiration, not copied)

Question types and distribution (for full mock interviews):

- Resume-based questions (25%): "Tell me about your experience with…"

- Aptitude questions (20%): Problem-solving and logical reasoning

- General knowledge/current affairs (15%): Recent events from last 7-10 days

- HR/behavioral questions (20%): "Tell me about a time when…"

- Technical/domain questions (20%): Domain-specific knowledge

Question generation logic:

- Uses AI to generate unique questions based on candidate profile

- Avoids repetition by tracking previously asked topics

- Adapts difficulty based on education level and experience

- For CAT/MBA: Can use college-specific insights

- For NEET/JEE: Focuses on Physics, Chemistry, Biology/Mathematics

2. How the setup works

Setup process: Step 1: Interview session creation

- Token-based sessions (email invitations) or direct access

- Session stored in PostgreSQL with candidate info, resume, role

Step 2: Resume analysis

- Resume uploaded and parsed

- Extracts: name, skills, work experience, education, certifications

- Analyzes ATS score (0-100) and provides feedback

- Structured data stored for question generation

Step 3: Question preparation

- Resume text compiled from parsed data

- Role and exam configuration loaded

- Initial questions generated based on resume + role

Step 4: Interview mode selection

- Proctored mode: Video monitoring enabled

- Unproctored mode: Standard interview

- Video/audio permissions requested

Step 5: Interview initialization

- Camera and microphone access

- Interview agent initialized with resume, role, company,exam

- First question generated

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3. How it evaluates

Real-time evaluation after each answer:

1. Content analysis

- Validates answer against resume (checks for discrepancies)

- Evaluates answer quality, relevance, completeness

- Checks for gibberish/nonsense responses

2. Visual analysis (if video enabled)

- Detects multiple people (critical violation)

- Analyzes body language, posture, gestures

- Evaluates professional appearance and grooming

- Assesses eye contact and confidence indicators

- Checks background environment and lighting

3. Scoring calculation

- Multiple parameters scored (see #5)

- Overall score calculated as average

4. Feedback generation

- Content feedback: How answer aligns with resume

- Tone feedback: Confidence, professionalism

- Clarity feedback: How clear and understandable

- Visual feedback: Body language, appearance (if video)

5. Resume validation

- Cross-checks every answer against resume

- Flags discrepancies (wrong company, role, experience)

- Lower scores for inconsistencies

- Follow-up questions for clarification

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4. Does it ask questions in real time?

Yes. Questions are generated dynamically during the conversation. Real-time features:

1. Adaptive questioning

- Analyzes previous answer before generating next question

- If vague → asks probing follow-up

- If strong → transitions to new topic

- If incorrect → moves to next question

2. Dynamic question generation

- Each question generated on-the-fly

- Uses conversation history to avoid repetition

- Builds on previous responses

3. Current affairs integration

- Generates current affairs questions

- Based on events from last 7-10 days

- Ensures variety across categories

4. Resume-based follow-ups

- If discrepancy detected → asks clarification immediately

- If experience mentioned → asks for details

- If skill claimed → asks for examples

5. Question flow control

- Tracks real question count

- Monitors performance scores

- Adjusts interview length based on performance

- Enforces minimum question requirements

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5. What are the evaluation parameters?

7 response scoring parameters (1-10 scale):

1. Ideas (1-10)

- 9-10: Clear, focused, innovative, excellent relevance

- 7-8: Good ideas, clear focus

- 5-6: Basic ideas, somewhat relevant

- 3-4: Unclear or tangential

- 1-2: No clear ideas, irrelevant

2. Organization (1-10)

- 9-10: Excellent logical flow, clear structure, concise

- 7-8: Good organization, logical progression

- 5-6: Basic structure, some logical flow

- 3-4: Poor organization, confusing

- 1-2: No organization, random thoughts

3. Accuracy (1-10)

- 9-10: Completely accurate, aligns with resume

- 7-8: Mostly accurate, addresses main points

- 5-6: Partially accurate, minor discrepancies

- 3-4: Several inaccuracies OR significant resume discrepancies

- 1-2: Mostly incorrect OR major resume discrepancies

4. Voice (1-10)

- 9-10: Unique, personal, engaging, includes examples

- 7-8: Good personal touch, some examples

- 5-6: Some personality, basic examples

- 3-4: Generic responses, few examples

- 1-2: Very generic, no examples, robotic

5. Grammar & Fluency (1-10)

- 9-10: Excellent grammar, smooth flow, no errors

- 7-8: Good grammar, mostly smooth

- 5-6: Basic grammar, some awkward phrasing

- 3-4: Poor grammar, many errors

- 1-2: Very poor grammar, hard to follow

6. Stop Words (1-10)

- 9-10: No filler words, confident delivery

- 7-8: Minimal filler words

- 5-6: Some filler words, occasionally hesitant

- 3-4: Many filler words, frequently hesitant

- 1-2: Excessive filler words, significant stammering

7. Overall Score (1-10)

- Calculated as average of the 6 parameters above

- Rounded to nearest integer

- Adjusted by visual presentation (if video enabled)

Presentation scoring (1-5 scale, if video enabled):

1. Physical Appearance (1-5)

- 5: Formal attire, excellent grooming

- 4: Mostly formal, well-groomed

- 3: Semi-formal, adequate grooming

- 2: Casual, some grooming issues

- 1: Very casual/inappropriate, poor grooming

2. Body Language (1-5)

- 5: Excellent posture, appropriate gestures, maintains attention

- 4: Good posture and gestures, mostly attentive

- 3: Adequate body language, occasional distractions

- 2: Poor posture, frequently distracted

- 1: Very poor body language, not paying attention

3. Confidence (1-5)

- 5: Very confident tone, assured delivery

- 4: Confident tone, good delivery

- 3: Moderately confident, some hesitation

- 2: Lacking confidence, hesitant tone

- 1: Very low confidence, nervous tone

Composite scores:

- Technical Score: Average of (Accuracy + Ideas) / 2

- Communication Score: Average of (Voice + Grammar) / 2

- Behavioral Score: Average of (Organization + Stop Words) / 2

- Overall Score: Average of all 6 parameters, adjusted by visual presentation

Additional metrics:

- Plagiarism Score: 0-100 (calculated from answer similarity)

- Authenticity Score: 100 - Plagiarism Score

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7. How and what are the report variables?

Report variables include: Candidate summary:

- candidate_id: Unique identifier

- name: Candidate name

- email: Email address

- role: Job role/exam name

- status: shortlisted/pending/rejected/abandoned

- overall_score: Overall performance (0-100)

- plagiarism: Plagiarism percentage

- authenticity: Authenticity score (100 - plagiarism)

- duration: Interview duration in minutes

- timestamp: Completion timestamp

Report summary:

- total_candidates: Total number of candidates

- average_score: Average overall score

- shortlisted: Count of shortlisted candidates

- avg_duration: Average interview duration

- high_performers: Candidates with score >= 80

- needs_review: Candidates with score < 50

- pending: Candidates in pending status

Reports are stored in MongoDB and can be exported.

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7. Can we do a comparison between all 3500 student reports and rank them on different parameters?

Yes. The system supports ranking and comparison.Current capabilities:

1. Sorting/ranking

- Default: Sorted by overall_score (descending)

- Sortable by: overall_score, technical, communication, behavioral, plagiarism, duration

- Implemented: candidates.sort((a, b) => b.overall_score - a.overall_score)

2. Filtering

- By role/exam: All roles or specific exam (NEET, JEE, CAT, etc.)

- By status: All, shortlisted, pending, rejected, abandoned

- By score range: Minimum score threshold

- By plagiarism: Maximum plagiarism threshold

- By search: Name, candidate ID, or email

3. Comparison view

- Table view with all candidates

- Sortable columns

- Side-by-side comparison

- Export functionality

How to rank all 3500 students:

Via reports page

1. Go to /reports

2. Set role filter to "all"

3. Use sort dropdown to select parameter:

- Overall Score

- Technical Score

- Communication Score

- Behavioral Score

- Plagiarism (ascending)

- Duration