

Time AI Interviewer

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

Questions in the HR Interview Round are generated dynamically during the interview. They are not pre-determined.

Question sources:

- Resume content (work experience, skills, education)
- College information (used to adapt question tone)
- Previously asked questions (to avoid repetition)
- Database of HR reference questions (used as inspiration, not copied)

Question types and distribution (for HR round):

- Resume-based questions (50%) – “Tell me about your experience with...”
- Behavioral and personality questions (50%) – “Tell me about a time when...”

Question generation logic:

- Uses AI to generate unique HR questions based on candidate profile
 - Avoids repetition by tracking previously asked HR topics
 - Adapts tone and difficulty based on education level and experience
 - Uses college configuration to align with institution's HR evaluation format
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2. How the setup works

Step 1: Interview session creation

- Token-based sessions (email invitations) or direct access
- Session stored in PostgreSQL with candidate info, resume, college details, and round type (“HR Interview”)

Step 2: Resume analysis

- Resume uploaded and parsed
- Extracts: name, skills, work experience, education, certifications
- Structured data stored for HR question generation and validation

Step 3: Question preparation

- Resume text compiled from parsed data
- HR round configuration loaded
- Two HR questions are selected for each candidate (as per trainer allocation)

- Questions may vary for each candidate and are selected randomly from the HR question pool

Step 4: Interview mode selection

- Proctored mode: Video and audio enabled for gesture and appearance evaluation
- Unproctored mode: Audio-only interaction
- Camera and microphone permissions requested

Step 5: Interview initialization

- Interview agent initialized with resume, college, and HR configuration
 - First question generated and asked
 - Next question generated dynamically based on the first response
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3. How it evaluates

Real-time evaluation happens after each answer.

1. Content analysis

- Validates the answer against the resume (checks for consistency)
- Evaluates answer quality, relevance, and completeness
- Checks for clarity and communication effectiveness

2. Visual analysis (if video enabled)

- Detects multiple people (violation)
- Analyzes body language, posture, gestures
- Evaluates dressing and grooming standards
- Assesses confidence and engagement

3. Scoring calculation

- Each HR round uses predefined parameters (see Section 5)
- Overall HR score is the average of all selected parameters

4. Feedback generation

- Provides feedback on:
 - Resume alignment
 - Language fluency and tone
 - Confidence and clarity
 - Body language and appearance (if video enabled)

5. Resume validation

- Cross-checks responses with resume data

- Flags inconsistencies (e.g., incorrect company or role)
 - Follows up for clarification if mismatch is detected
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4. Does it ask questions in real time?

Yes. Questions are generated dynamically during the HR interview.

Real-time features:

1. Adaptive questioning

- Analyzes the previous answer before generating the next question
- If vague → asks a probing HR follow-up
- If clear → moves to the next question

2. Dynamic question generation

- Each HR question is generated on-the-fly
- Uses candidate and resume data to ensure relevance
- Avoids repetitive or identical question patterns

3. Resume-based follow-ups

- If inconsistency detected → asks clarification immediately
- If a skill or experience is mentioned → asks for specific examples

4. Question flow control

- HR interview round strictly uses two questions (Question 1 and Question 2)
 - Performance and confidence are tracked during both
 - Overall HR score computed after Question 2
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5. What are the evaluation parameters?

Each college follows its own HR evaluation structure.

The AI interviewer adapts automatically to match the college's evaluation format.

HR Evaluation Metrics:

- **ATS Score**
- **Grammar**
- **Language Level**
- **Language Flow**

- Pronunciation
 - Vocabulary
 - Tone
 - Confidence
 - Body Language
 - Gestures
 - Dressing
 - Flow of Thoughts
 - Impact of Native Language
 - Question 1
 - Question 2
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6. Scoring and Evaluation Logic

Each parameter is evaluated on a 1–10 scale by the AI interviewer.

Evaluation Process:

1. Answer received → Transcribed and analyzed for content and language.
2. Resume verified → Response cross-checked for alignment.
3. Voice analysis → Fluency, pronunciation, and tone analyzed.
4. Video analysis (if enabled) → Body language, gestures, and dressing scored.
5. Question scores → Each HR question evaluated separately.

Final HR Score Calculation:

- Average of all active parameters in the college configuration.
 - Rounded to the nearest integer.
 - Adjusted based on visual confidence (if video).
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7. Report variables

Each HR interview generates a detailed candidate report.

Candidate summary:

- candidate_id: Unique identifier
- name: Candidate name
- email: Email address

- college: College name
- role: Job role or category
- round_type: HR Interview
- overall_score: HR score (0–100)
- duration: Interview duration
- timestamp: Completion timestamp
- status: shortlisted / pending / rejected

Parameter summary:

- Individual parameter scores (as per college evaluation format)
- HR Question 1 and Question 2 response quality
- Resume consistency flags (if detected)

Reports are stored in MongoDB and linked with college dashboards.

They can be filtered, exported, or reviewed by trainers.

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

Yes. The system supports ranking and comparison for the HR Interview Round.

Current capabilities:

1. Sorting / Ranking

- Default: Sorted by overall_hr_score (descending)
- Sortable by: overall_hr_score, confidence, language_flow, pronunciation, body_language, dressing, impact_of_native_language, question_1, question_2, duration
- **Implemented:** `candidates.sort((a, b) => b.overall_score - a.overall_score)`

2. Filtering

- By round: HR Interview (or all rounds if multi-round evaluation)
- By status: All, shortlisted, pending, rejected, abandoned
- By score range: Minimum HR score threshold
- By confidence or communication: Minimum confidence or clarity level
- By search: Name, candidate ID, or email

3. Comparison view

- Table view with all candidates
- Sortable columns for HR parameters

- Side-by-side comparison of candidates' HR performance
 - Export functionality for review and reporting
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How to rank all 3500 students (HR Interview Round):

Via reports page

1. Go to /reports
2. Set round filter to "HR Interview"
3. Use sort dropdown to select parameter:
 - Overall HR Score
 - Confidence Score
 - Language Flow
 - Pronunciation
 - Body Language
 - Dressing
 - Impact of Native Language
 - Question 1
 - Question 2
 - Duration