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HireInsight: An Expertise-Driven Interview Platform

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Abstract: The recruitment process is often plagued by inefficiencies, bias, and a lack of structured evaluation, leading to suboptimal hiring decisions. HireInsight, an expertise-driven interview platform, addresses these challenges by integrating subject matter expert assessments and machine learning algorithms into the interview process. The platform features a three-login system for companies, candidates, and interviewers, enabling tailored interactions and fair assessments. It leverages machine learning to predict candidate success based on technical skills and communication proficiency captured during video interviews. Furthermore, HireInsight generates comprehensive reports that combine expert evaluations with machine learning insights, supporting informed decision-making. This paper surveys existing recruitment technologies, highlighting how HireInsight offers a more accurate, efficient, and fair solution by merging human expertise with advanced technology

Keywords: Natural Language Processing (NLP), Speech-to-text transcription, Zoom API, Machine Learning, Job Interviews, Resume screening, Text analysis, AI-driven recruitment

I. INTRODUCTION

Information about final paper submission is available from the website. Recruitment plays a critical role in determining a company's success, yet the traditional hiring process is fraught with inefficiencies and challenges. Traditional interviewing processes are often time-consuming, costly, and dependent on subjective human judgment, which can introduce unconscious biases into hiring decisions. These issues can result in inconsistent hiring outcomes that may not fully reflect candidates' potential fit for the role or the organization's culture. Research indicates that biases in interviews, often linked to factors like physical appearance or speech patterns, can skew evaluations and lead to unfair hiring practices [1] [1]. Additionally, high resource demands in terms of both personnel and time make it difficult for organizations to conduct thorough, standardized assessments for a large volume of candidates [2].

In response to these challenges, the adoption of AI-driven recruitment platforms is gaining momentum, with significant developments in machine learning and natural language processing (NLP) enabling more accurate and efficient candidate assessments [3]. AI's ability to analyze both structured and unstructured data allows companies to better understand candidate attributes beyond what a resume or a single interview interaction can reveal [1]. Machine learning algorithms, for instance, can objectively evaluate responses for relevance, coherence, and complexity, providing an unbiased, data-driven basis for hiring decisions [3].

The HireInsight interview platform leverages both human expertise and advanced machine learning technologies to deliver a more reliable, objective, and data-driven recruitment solution. This platform integrates domain-specific experts into the interview process to evaluate candidates thoroughly and tailor assessments based on the specific requirements of the role. Additionally, HireInsight incorporates machine learning algorithms to analyze key candidate traits—such as communication skills, and problem-solving abilities—during video interviews, providing an in-depth, real-time evaluation.

With a multi-user login system for companies, candidates, and interviewers, the platform facilitates seamless collaboration across stakeholders, ensuring that companies can efficiently manage interviews, track candidate progress, and receive detailed, actionable reports. By combining human expertise with data-driven insights, the platform

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enhances decision-making, reduces bias, and optimizes hiring outcomes, ensuring the selection of the right candidates for the right roles.



Fig. 1 Framework of Analysis

This survey paper provides a comprehensive review of existing interview platforms and recruitment technologies, comparing their functionalities with HireInsight. By analyzing and contrasting the expertise-driven, AI-supported methods in platforms like HireInsight, the paper highlights how AI can transform the hiring landscape. AI-enabled solutions, particularly those supported by machine learning, offer unparalleled accuracy, efficiency, and fairness, positioning organizations to identify and retain the most suitable talent more effectively and equitably [2].

II. RELATED WORK

A. Use of AI for Behavioral Analysis in Interviews

AI-based behavioral analysis techniques play a crucial role in enhancing objectivity and accuracy in candidate evaluation. Machine learning models now integrate visual data, such as facial expressions and gestures, to predict non-verbal traits indicative of psychological states, like confidence and attentiveness. Recent studies demonstrate that deep learning models, particularly Convolutional Neural Networks (CNNs), are highly effective in detecting micro-expressions and analyzing gaze direction, providing a robust measure of a candidate's engagement and stress levels during interviews [1] [1]. Combining various non-verbal indicators, AI-powered tools generate insights on psychological states, supporting a more objective approach by analyzing complex human behaviors in real-time, which is essential for informed hiring [4]. This multimodal approach offers recruiters insights that traditional interviews might miss, promoting a more balanced and unbiased evaluation framework [2] [4].

B. Sentiment Analysis Techniques for Evaluating Candidate Responses

Sentiment analysis enables real-time emotional assessment, helping recruiters gauge a candidate's sentiment and reaction to interview questions. Traditional methods, such as Long Short-Term Memory (LSTM) networks and transformer models, enable systems to capture the nuanced sentiment in candidates' responses, marking emotions as positive, neutral, or negative [5]. Transformer models like BERT, with their self-attention mechanisms, provide deeper insights into complex sentence structures, thus improving accuracy in sentiment prediction. These models are especially useful when evaluating responses with varied sentiment tones or informal language [1].

Lexicon-based models like VADER have been widely used to process sentiment in informal language, a frequent format in candidate responses, as it provides detailed lexicon analysis by scoring words and phrases for sentiment. Advanced sentiment models contribute to analyzing candidates' emotional and psychological responses in real-time, giving a broader view of their communication skills and composure under interview conditions [3] [3].

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C. Natural Language Processing (NLP) for Interview Automation

Natural Language Processing (NLP) enables automated analysis of candidate responses by converting language into structured data, with BoW and Word2Vec as traditional methods for text representation and classification [2]. Classifiers such as Support Vector Machines (SVM) and Multinomial Naïve Bayes are employed to categorize responses, reducing the need for manual grading and standardizing the evaluation process. Advanced NLP models, including LSTM and transformer-based models, have further improved accuracy in capturing the nuanced context of multi-part answers, which is essential in comprehensive candidate evaluation [5]. Transformers and LSTMs have further enhanced NLP applications in interviews by allowing systems to retain context across multiple sentences, essential in evaluating detailed answers [3] [6].

D. Personality Trait Detection through Vocal and Facial Analysis

Automated personality assessment models interpret vocal tone, speech rate, and expressions to gauge the Big Five personality traits, providing valuable insights into candidate fit for roles requiring strong interpersonal skills [2]. Tools such as the Facial Action Coding System (FACS) and Computer Expression Recognition Toolbox (CERT) have been instrumental in assessing emotional expressions that indicate personality traits like openness and agreeableness in real-time. Using machine learning models, personality trait analysis captures cues such as pitch and intonation to create a reliable picture of traits like confidence and adaptability, essential in evaluating fit and team compatibility [2]. Classifiers like Support Vector Machines and Random Forest models effectively predict these traits, allowing interviewers to gauge cultural fit and interpersonal skills that go beyond technical qualifications [2].

E. Developments in Machine Learning Models for Enhanced Interview Analysis

Recent advancements in machine learning have introduced LSTM and transformer-based models for evaluating both text and audio, offering more precise assessments of a candidate's responses. LSTM networks are particularly effective for time-series data, making them suitable for speech analysis where sequential order is crucial [6]. Multimodal approaches integrating prosodic, lexical, and facial features have shown the highest prediction accuracy in key traits such as friendliness, engagement, and likelihood of hiring, making interviews more effective [1]. With high recall and F1 scores, deep learning techniques have outperformed traditional models, making them ideal for classifying complex interview responses and supporting objective evaluation criteria [3].

III. METHODOLOGY

The purpose of this survey is to review recent advancements in AI-driven interviewing platforms, particularly those leveraging machine learning and natural language processing to support expertise-based candidate assessments. The objective is to highlight the innovations, techniques, and models that contribute to a more accurate, objective, and fair interview process. This section outlines the methodology used to gather, select, and analyze the literature relevant to expertise-driven interview platforms.

A. Datasets

To train and validate the system's assessment components, we utilize diverse datasets encompassing both textual and spoken data. These datasets are tailored to enhance the accuracy of each assessment module, from resume screening to real-time interview evaluation.

- Resume Screening: Utilizes SpaCy's natural language processing capabilities to extract and structure key information from resumes, enhancing the precision of candidate-job matching.
- Interview Data Collection: Conducts interviews via Zoom, capturing diverse candidate responses to build a comprehensive dataset for training and evaluating AI models.
- Speech-to-Text: Employs OpenAI's Whisper model to transcribe recorded interviews into accurate text, facilitating subsequent analysis.

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- Text Analysis: Leverages Google's Gemini AI to assess the clarity, relevance, tone and technical depth of candidate responses, providing nuanced insights into their competencies.
- Report Generation: Automatically generates detailed interview reports through Gemini AI, summarizing candidate evaluations to support informed hiring decisions.

B. System Components and API Integration

The system architecture depicted in Fig. 2 supports an end-to-end expertise-driven interview platform, facilitating the entire hiring process from job posting to final candidate evaluation. The system components and API integrations work together to streamline tasks, improve data management, and enable accurate candidate assessment.



Fig. 2 System Architecture

i. Job Posting and Database Management

When a company posts a job, details are stored in a PostgreSQL database, which serves as the backend for managing all system data. This database stores job information, candidate profiles, and interviewer data, ensuring centralized access and management throughout the hiring process.

ii. Interviewer Onboarding and Background Check

Industry professionals interested in conducting interviews apply through the platform. The system captures their details for a background check. Each applicant undergoes a background verification process, performed by the hiring company. Approved interviewers are stored in the PostgreSQL database, ensuring only qualified professionals are assigned to interview roles, as shown in Fig. 2.

iii. Candidate Application and Resume Screening

Candidates submit their applications, and relevant data is stored in the PostgreSQL database. The system uses the SpaCy API for natural language processing (NLP) to parse resumes. SpaCy analyzes each candidate's resume for specific skills, experience, and qualifications that match the job's requirements [7]. The SpaCy integration allows the platform to efficiently screen large volumes of resumes and shortlist candidates, as depicted in Fig. 2

iv. Candidate Shortlisting

Once the resume screening is complete, the system automatically checks each candidate's qualifications against the job requirements. Candidates who meet the defined criteria and match the number of openings specified by the company are selected for interviews. All shortlisted candidates' information is stored in PostgreSQL, maintaining efficient data management, as shown in Fig. 2.

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v. Interview Scheduling and Zoom Integration for Data Collection

After finalizing candidates and interviewers, the system randomly assigns each candidate an interviewer and schedules the interview session. Interviews are conducted via Zoom, a widely-used video conferencing platform. The system sends the Zoom meeting link and password to the registered email addresses of both the interviewer and the candidate, ensuring they have the necessary details to join the session. With the informed consent of participants, these interviews are recorded, capturing a diverse range of responses and communication styles. The collected recordings serve as a valuable dataset for training and evaluating models related to speech recognition, speaker diarization, response analysis and the development of end-to-end systems that jointly perform these tasks for improved accuracy and efficiency [8]. The interface of a typical Zoom call used during these interviews is shown in Fig. 3.



Fig. 3 Real-Time Video Interaction

vi. Speech-to-Text Transcription

The recorded interview audio is transcribed using OpenAI's Whisper model, a state-of-the-art speech recognition system capable of handling various accents and background noises. Whisper provides high-accuracy transcriptions, converting spoken language into text in real-time. The generated transcription is also saved and can be accessed as a .txt file for future reference or detailed review. This textual data forms the basis for subsequent analysis, enabling the evaluation of candidate responses in a structured format [9].

vii. Text Analysis and Candidate Evaluation

Post-transcription, the system leverages Google's Gemini AI to analyze the content of candidate responses. Gemini AI assesses various aspects such as clarity, tone, relevance, confidence, technical proficiency, and communication skills. By interpreting the nuances of language and context, Gemini AI provides a nuanced evaluation of each candidate's performance, facilitating a deeper understanding of their capabilities [6] [10]. The output is integrated into a broader evaluation framework, as shown in Fig. 2.

viii. Feedback and Reporting

Upon the completion of each interview, interviewers provide qualitative feedback on the candidate's performance. This feedback, in conjunction with analytical data derived from Google's Gemini AI, is synthesized to generate a comprehensive candidate report. This report includes scores for clarity and relevance of responses, confidence, technical and communication skills, strengths, weaknesses, and overall performance. The structured format of these

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report aids hiring managers in making informed decisions, streamlining the recruitment process, and promoting fair candidate assessments. The final report is visually presented for easy review, as shown in Fig. 4.

	Candidate Evaluation Report	
Sinhagad College of		The candidate's communication skills are adequate. They use clear and concise
HireInsight		language, but their speech can be somewhat repetitive at times. Additionally, they use
project.breintight@gmail.com www.abc.com	AI Powered Evaluation	filler words such as "like" and "okay" excessively.
	Interview Summary	** Overall Performance (Score: 7.2 out of 10)**
	TTC Incide of Personney (Score) 7 out of 10/11	
	dainy or heaponada (adoret 7 dat or 10)	The candidate's overall performance is satisfactory. They have a soud understanding of
	The condidate's responses are reperally clear and opherent. They provide sufficient	the technical concepts discussed and demonstrate a willingness to learn and improve
About Us	information to demonstrate their understanding of the concents heing discussed	However, there are areas where they could strengthen their knowledge and
	Normar that are occasional instances of variances or ambituity particularly when	communication skills
we at nureinsight think that hiring ought to be equitable, informed by data, and recovering the	discussion more complex technical concents	
particul ensures mat outsitesses mentily the right period for the right job by oranging the gap	ubouburg mere complex commen company.	**Strengthe-**
oetween subjective recruiting decisions and objective talent evaluation.	Ti Delevance of Deponder (Score) 6 out of 10/11	and a second
	reconstruction recognitional (acceler, or our of reg	7 Good foundation in Puthon
We offer a thorough evaluation of applicants utilizing AI-driven analysis, structured interviews,	While most of the condiciate's persuant are directly related to the questions asked, there	* Assertionness and confidence
and real-time freedback, emphasizing technical competence, communication abilities, self-	errors feet instances of errors there there errors into the control of the second errors. For example	1 Independent of basis data structures
assurance, and response clarity. By using machine learning algorithms, our approach provides	are a rew instances where they provide generalized or on-topic responses. For example,	Checkstering of black with an october
objective, accurate assessments that go beyond conventional recruiting practices.	when asked adduct their achievements, the candidate degainby describing their	***************
We make the hiring process more effective, transparent, and efficient by streamlining it.	edocational background.	Weakingson.
HireInsight gives you the ability to make data-driven decisions that will influence recruiting		
practices in the future, whether you're a recruiter looking for top talent or a candidate looking	"Confidence (Score: 8 out of 10)""	Imprecise understanding or some technical concepts
to get better.		Occasional intelevance in responses
	The candidate displays a good level of confidence throughout the interview. They are	* Limited understanding or certain MysigL concepts
Join us in redefining the way interviews are conducted where expertise meets intelligence.	assertive in their answers and do not hesitate to express their opinions. However, there	* Excessive use of nuer words
	are moments when their confidence appears to waver, such as when they admit to	
	being absent from classes and having a limited understanding of certain concepts.	
	- Technical Solis (acore: 7 out of 10)	
	The candidate demonstrates a solid foundation in Python and basic understanding of	
	data structures and algorithms. However, their understanding of some concepts, such	
	as strong numbers and palindrome strings, is not entirely accurate. Additionally, their	
	explanation of the difference between list and tuple was somewhat confusing.	
	Communication Skills (Score: 6 out of 10)	

Fig. 4 Generated Report

ix. Company Review and Hiring Decision

The final reports are automatically sent to the hiring company for review. These reports summarize candidate qualifications, interview performance, and key evaluation metrics. Based on the insights provided, the company can proceed with candidate selection or further follow-up as needed, completing the hiring process illustrated in Fig. 2.

C. Evaluation

Key metrics are defined to assess the system's effectiveness and accuracy in evaluating candidates' technical and communication skills:

- Technical Answer Accuracy: The evaluation measures content relevance, the correct usage of technical jargon, and depth of knowledge demonstrated in responses. This technical assessment ensures alignment between the candidate's expertise and job requirements, using Google's Gemini AI for detailed analysis.
- Communication Clarity: Metrics such as clarity and articulation are analyzed using Google's Gemini AI. These metrics provide insights into the candidate's communication style, engagement level, and ability to convey ideas effectively.
- Resume Screening Accuracy: The effectiveness of SpaCy's NLP model is tested by comparing automated shortlist results against a human-reviewed list to ensure alignment with job-specific criteria.
- Bias Mitigation Evaluation: Implementing fairness metrics to identify and reduce potential biases in AI-driven assessments, ensuring equitable treatment of all candidates regardless of background.
- Consistency and Coherence Evaluation: By examining the logical flow and consistency of answers throughout the interview, the system ensures that candidate responses are coherent and align with the job requirements

D. System Training and Testing Process

- Training: The system is trained using curated datasets comprising resumes and transcribed interview responses. This training enables SpaCy to effectively parse and extract relevant information from resumes, Whisper to accurately transcribe spoken language into text, and Google's Gemini AI to analyze and evaluate the content of candidate responses.
- Testing: The system is tested on a separate dataset to measure performance across resume screening, transcription, and answer evaluation. Metrics include alignment with human-reviewed results in each component.

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• Validation: Cross-validation is conducted on a subset of data to ensure consistent model performance across diverse candidate profiles. This process enhances the robustness and generalizability of the system, ensuring reliable performance in varied real-world scenarios.

E. System Deployment

- Deployment Architecture: The platform operates on a scalable cloud-based infrastructure, utilizing PostgreSQL for structured data management. Application services are deployed using virtual machines and managed through continuous integration and deployment (CI/CD) pipelines, ensuring consistent and efficient deployment across various environments.
- API Deployment: OpenAI's Whisper and Google's Gemini AI APIs are securely integrated via HTTPS, facilitating accurate transcription and comprehensive analysis of interview responses.
- User Interface: The user interface, developed with React.js, offers three distinct login portals tailored for candidates, interviewers, and companies. Candidates benefit from an intuitive application process and access to detailed job descriptions. Interviewers can manage their schedules and view assigned interviews. Companies have access to comprehensive candidate reports and evaluation metrics.
- Human-AI Collaboration: While AI components handle tasks like resume screening and initial evaluations, human recruiters are integral to the final decision-making process. This collaborative approach ensures a balance between efficiency and nuanced judgment in candidate selection.
- Candidate Experience Enhancement: The system is designed to provide timely feedback and transparent communication to candidates throughout the recruitment process, enhancing their experience and engagement with the platform.

IV. RESULTS

Preliminary testing of the *Expertise-Driven Interview Platform* demonstrates high accuracy in resume screening, transcription, and technical evaluation, providing recruiters with actionable insights for each candidate. Key results include:

- *Efficient Resume Screening:* The SpaCy-based screening process aligns well with human-reviewed shortlists, effectively identifying candidates with relevant technical skills.
- Seamless Video Interviews: The platform integrates with Zoom to facilitate high-quality video interviews. This setup ensures reliable audio and video communication, fostering uninterrupted interactions and capturing essential verbal and non-verbal cues critical for assessing communication skills.
- *Accurate Transcription:* OpenAI's Whisper model provides reliable transcriptions, maintaining accuracy even amidst minor audio disruptions, thereby ensuring precise text analysis.
- *Objective Technical Evaluation:* Utilizing Google's Gemini AI, the platform delivers consistent evaluations of the technical accuracy and clarity of candidates' responses, supporting fair and unbiased assessments.
- *Comprehensive Report Generation:* Post-interview, the system compiles detailed reports that amalgamate AI-driven analyses with interviewer feedback. These reports offer insights into each candidate's strengths,

weaknesses, confidence level, and overall suitability for the role, thereby streamlining the decision-making process for recruiters.

V. CONCLUSION

The Expertise-Driven Interview Platform represents an innovative solution for modern recruitment, focusing on technical skill evaluation and communication assessment in a virtual setting. By leveraging advanced tools such as SpaCy for resume screening, Whisper for transcription, and Google's Gemini AI for technical and communication evaluations, the platform enhances efficiency, objectivity, and consistency in candidate assessments.

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VI. FUTURE WORK

To enhance the platform's capabilities, future developments could include implementing real-time speech-to-text transcription during ongoing interviews. Moreover, integrating facial expression analysis would allow the assessment of non-verbal cues, providing deeper insight into a candidate's confidence and engagement levels. Additionally, incorporating AI-driven lip-sync detection mechanisms could help identify instances where a candidate might be lip-syncing to another person's responses, ensuring the authenticity of the interview process. Furthermore, implementing AI-driven virtual assistants can enhance candidate engagement by providing real-time responses to inquiries, guiding applicants through the recruitment process, and offering personalized job recommendations, thereby improving the overall candidate experience.

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