



THE ROLE OF ARTIFICIAL INTELLIGENCE IN ENHANCING INTERVIEW PREPARATION AND PERFORMANCE

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Abstract:

The interview is one of the most crucial steps in career building, playing a vital role in career planning and prospects. One must prepare thoroughly, anticipating possible questions and satisfactory answers. Interview requirements and formats are evolving as the world shifts from hard skills to industry-oriented skills. AI and artificial intelligence greatly enhance the understanding, interpretation, and analysis of the required skill set for any job profile, along with the available pool of human resources. AI assists with everything from resume preparation to anticipated interview questions, serving as an effective support system by generating a list of potential questions and analysing the skill set for the job profile. This paper aims to discuss the effectiveness and limitations of AI in interview preparation. Additionally, it addresses some of the prominent tools and software that are frequently used in the recruitment process, which also aid candidates in anticipating probable questions and preparing answers.

Key Words: Artificial Intelligence, Resume, ATS(Application Tracking System), Interview skills

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Introduction:

Preparing for an interview ensures that candidates are well-equipped for the job profile and the expectations of a reputable company. Traditionally, preparation includes listing questions, mock interviews, and guidance from mentors or experts. However, this approach often lacks personalized real-time feedback. AI, with its capabilities in data analysis, speech recognition, and pattern learning, significantly enhances the interview preparation process. AI-powered platforms help candidates refine their skills, improve responses, and provide valuable feedback on aspects such as body language and speech delivery. This paper explores how AI-driven tools assist candidates in interview preparation, focusing on mock interviews, resume optimization, and job application tracking.

AI-Supported Mock Interviews:

1. Functions of AI Mock Interviews: Organisations

generally look for efficiency and accuracy as their top concerns at work, and AI has provided the opportunity to perform accurately in the workplace. In today's recruitment, AI plays a vital role. This platform uses Natural Language Processing and Machine Learning simultaneously to assess candidates and respond with tone, body language, and the accuracy of the information. It also provides instant feedback, when one is practising and on the interview day, it saves a lot of time to understand the candidate, eligibility and the suitability of the job profile. We can use these tools for our professional and academic purposes, some of the popular and usable tools include:

2. HireVue: HireVue was founded by Mark Newman in the year 2004 as an Artificial intelligence and human resource technology company in the USA. It offers cloud-based video interviewing, and assessment software, which can schedule and

provide a conversation facility. The organisation has a global reputation and is very competitive in services, especially requirements and interview process.

Basically, it is a digital hiring platform enhancing recruitment through video interviews and an AI-supported assessment evaluation process. In the process, the candidate usually receives an invitation via email or SMS. It provides some practice questions, and a one-way video recording facility is also available. AI helps in evaluating facial expressions, speech patterns and the quality of the information. The recruiters review the responses and accordingly decide the eligibility of candidates for available job profiles. This process is faster cost-effective and well-organised in terms of the skill set required for any organisation.

It also has certain limitations like it lacks human interaction, flexibility and individual comfort level.

3. Big Interview: Big Interview is a job interview training system designed and supported by AI, it helps candidate enhance their interview skills and is more result-oriented. This format is widely used in the industry and academics to train students for better interview skills, video practice, training and mock interviews. These video lessons cover behavioural questions, are recorded for assessment and enrich the interview skills with practice. The AI tool is very crucial in understanding feedback, tone, speech and body language. With consistent practice, one can have proficiency in answering methods and critical evaluation of oneself. It also has certain limitations as it cannot be replaced with human interaction, at the same time to gain probability, accuracy and expected body language one has to be very consistent in efforts to make a difference in the interview process.

4. Interviewing.io: It is one of the most advanced formats of technical interview preparation. Engineering is all about the core knowledge of the subject, especially the hard skills they learn in the academic years and their practical implications in the real world can be evaluated through interview techniques. Interviewing.io is the platform that helps aspiring candidates excel in all technical interview questions and secure top-level job opportunities. This online platform creates a stress-free atmosphere for interview preparation. Mock interviews are one of the most famous features of this online platform, unlike other platforms, you are not required to reveal your identity and yet participate, and evaluate yourself in the process. This also ensures that there are no gender, regional or any other biases in the evaluation system as the process is on only technical parameters. Sometimes because of voice modulation and accent one can easily understand the regional identity of the person and may have some preconceived, prejudiced notions, which ultimately hamper the transparent assessment and selection of the candidate. This platform offers an opportunity to see candidates on a merit basis not on a regional or ethnic perspective.

Interviews are generally live technical sessions, that demand one's problem-solving ability and presence of mind. Many famous organisations like Google, Facebook, and Amazon are associated with this platform and use it, whenever they need it. These interviews are very close to the real-time experience of the interview as the candidate may have to cover and answer on topics like data structure, system design, algorithms etc. Interestingly after each session, the user receives feedback, highlighting his or her strengths, weaknesses and areas of improvement. This approach helps candidates improve their

communication skills and makes them prepare more professionally and academically for the job perspective.

One of the most advanced and innovative practices in Interviewing.io is when a candidate participates and practises the mock interviews, the system automatically prepares his Resume and connects with the organisations which are looking for the particular skill set-oriented candidate. Sometimes candidates are good but they fail to prepare impressive resumes, this platform makes the preparation part easy and directly connects with organisations, that are interested in skill sets even if the candidate does not come from a top ten educational institution.

Another excellent feature of the platform is the recording facility allowing the candidate to record the session, understand the mistakes, track progress and refine the technical skills, body language, and speech modulation according to the job profile. This facility offers continuous assessment and improvement. This platform is available on paid as well as free patterns Users can access it according to the needs and requirements of the candidates. This platform is very popular with software engineers as it avoids the anxiety of interviews, and with repetitive practice, one can be better with performance.

AI-Supported Resume and Job Application Optimization:

Today's era is very competitive in the job market, even the most brilliant and academically sound candidate can make mistakes and get rejected. A resume is supposed to be the first opportunity for any candidate to showcase their talent and convince them about their suitability for the job profile. AI is making vital changes in resume writing, it is enforcing the quality of resumes and making them suitable for job

profiles some of the popular and user-friendly AI tools are as follows:

1. **Zety:** Zety is an online platform, that assists in resume writing and a covering letter preparation. It is very helpful as the user has the choice to choose the templates, modify content and make the required changes. It also has a customised setting, which one can change as per the requirement of the job profile. It suggests the possible changes one can make in a resume and prepare it attractive and suitable for a job profile. In some cases to enhance the quality of a document the application provides real-time content suggestions and prepares possible format and structure for resumes. The modification can be on font size, colour, pattern and overall layout of the information. This platform is compatible with ATS (Application Tracking System) Which is very effective when employees want to save the initial time of screening and sorting out the application on the basis of merit.

2. **Jobscan:** Jobscan is one of the popular online platforms assisting and designing resume and cover letter preparation.

James Hu the founder of the Jobscan online platform started the organisation when he was personally struggling with resume preparation which should be compatible with ATS criteria. In the search for a possible solution, he developed a tool that automates the process of resume preparation and compares it with the job description, which ultimately improves the quality of information.

This platform uses inputs from candidates and matches them with the requirements of the industry, in due course it also suggests some changes that can make it more attractive and improve the possibility of selection. It reduces the risk of rejection as it is compatible with ATS, and

modifies the data as per requirements. Jobscan can manage and track the candidate's job application, create a job-suitable profile and enhance the possibility of selection.

AI-Assisted Technical Interview Preparation

1. LeetCode: This platform is designed to improve coding problem-solving skills prepare for technical interviews and make the candidate habitual about the interview challenges, solutions and use probability patterns to be more effective and result-oriented in the selection process.

Leetcode company was founded by Chinese-American entrepreneur, Hao Su to prepare a platform for a candidate, who has a technical academic background, where one has to perform with a problem-solving approach, rather than theory or ideas. It is useful for programmers, software developers, and the human resource, which works in the IT industry. It also helps in coding challenges. Some of the notable features are as follows It has 2,800+ problems covering data structures, algorithms, SQL, and system design to help the candidate in time of the interview and understand the requirements. It also provides company-specific interview questions from FAANG and other top firms. It provides an opportunity for competitive programming contests with leaderboard rankings.

Limitations of AI Supported Interview online platforms:

- A) AI lacks contextual understanding: AI may make mistakes in understanding contextual answers, humour, sarcasm, and implications, which can lead to a problem in the selection process.
- B) AI as an impersonal tool: AI interviews may be uninteresting, and monotonous for some users as the sense of emotion, friendliness or the joy of communication remains absent.

C) Technical Errors: Technical errors like power cuts, no network, and unavailability of the internet can create problems for candidates.

D) Lacks Vision: Unlike face-to-face interviews, AI cannot prob the questions and understand the depth of knowledge. AI is usually a rational and result-oriented tool, working according to a programmer's coding ability.

E) Privacy and security concerns: The AI-based data is vulnerable and creates questions on the privacy and security of the practice.

Suggestions for Using AI Tools for Interview Preparation:

- Although AI technologies offer valuable insights still one can have a well-rounded preparation is ensured by combining them with mentor suggestions and valuable inputs related to his or her experience in a respected field.
- Consistency is the Key: To monitor development and enhance performance, use AI-powered practice interviews regularly and enhance the experience with improvement in every new attempt.
- Use of Resumes with AI Tools: To improve ATS compatibility and customize resumes for certain job descriptions, use platforms such as Jobscan and Zety.
- Take Part in AI-Based Coding Challenges: Develop your technical problem-solving abilities by utilizing resources such as LeetCode and HackerRank.
- Use AI to Practice Behavioral Interviews: AI platforms like as HireVue and Big Interview offer feedback on body language, tone, and speech clarity, which improves the efficacy of behavioral interviews.
- Track AI Feedback for Enhancements: Apply AI-generated recommendations for interview

answers, resume writing, and coding tests, then hone them with human judgment.

Conclusion:

AI is transforming interview preparation by providing candidates with resume optimization, real-time practice, and individualized feedback. Even while ATS optimization tools and AI-powered interview simulations increase candidate preparedness, human intervention is still necessary to fine-tune performance. Job applicants can improve their chances of success in behavioural and technical interviews by strategically utilizing AI-powered platforms. These platforms are dynamic as they offer continuous opportunities to experience the interview process, evaluate oneself, enhance on the basis of suggestions and strengthen individual ability to perform in interview sessions.

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