



(RESEARCH ARTICLE)



## AI-Based Multi-Rounds Interview and Personalized Learning Path

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### Abstract

The Artificial Intelligence based interview system is a platform that improves the hiring process. It has phases such as tests to determine how intelligent you are, technical tests, and coding tests conversing about projects and meetings with the individuals in the human resources department. Questions also specific to the job you are applying to based on your profile are also made through this system. The Artificial Intelligence system will cross your answers to determine your technical abilities, reasoning ability, communication ability, and how confident you are. The system incorporates Artificial Intelligence in order to make the process of recruitment more contemporary. It is a tool, the Artificial Intelligence system, used in the interview procedure. The system examines the resume of an individual and identifies the way they feel to know what they can do well and their behavior.

It also examines their presentation excellence. The system monitors the performance of the candidate at the workplace. Gets to know their strengths and weaknesses. Then it provides them with feedback as to what they do. This information is used by the system to create a plan to be followed by the candidate in order to learn and get better. This plan practices things that are done to do a fake interview and how to get better. The candidate receives a personalized course of learning which includes things, such as customized tutorials and development plans to make them learn and develop.

**Keywords:** Generative AI; Mock Interviews; Gemini AI; React; Next.js; MongoDB Atlas; Job Preparation; Career Development

### 1. Introduction

With this project, our goal is to create and develop an AI-based platform where automated multi-round interviews will be carried out and candidates will have personalized recommendations on-what to learn. The suggested system will mimic realistic interview conditions and objectively assess the candidates with the help of Artificial Intelligence (AI). In the modern competitive employment market, companies are flooded with applications whenever a job opportunity arises thus making the traditional recruitment processes ineffective, time-consuming and subject to human factors. Consequently, it is becoming very necessary to have intelligent recruitment systems, which can automate the recruitment process and be Traditional processes in recruitment include human interviewing and screening of resumes by human beings depending on a possible key- word matching or subjective evaluation. These practices can result in missing out on good candidates and giving conflicting appraisal reports. Interviews may turn out different because the interviewer may be lacking in experience, he or she may be biased or he or she may be in a bad mood. In addition, the overall recruitment process can take a lot of time, effort, and cost to the organizations. On the side of the candidate, the absence of feedback on interviews makes it uncertain and restricts the chances of improvement. Consequently, the candidates do not know much about their weaknesses and are unable to prepare well in future employment opportunities. As the field of Artificial Intelligence, Machine Learning, and Natural Language Processing develops at a fast pace, it has become a possibility to automate complicated processes like evaluating the candidates, examining the

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communication, and assessing the skills. AI has already proved to be effective in the areas of healthcare, education, finance, and automation. AI can also be applied in the recruitment field with the help of consistent assessment, the ability to process a vast amount of data on candidates, and the possibility of decisions that are not dependent on bias. With the help of these technologies recruitment may be made smarter, faster and more reliable. The suggested AI-Based Multi-Round Interview and Person-Centered Learning Path System countermeasures the fault of the traditional and current recruiting methods. The system does not rely on one interview round or a resume screening to determine the kind of information the applicant provides on the job application form, but rather it uses a series of interview rounds which are a reality in the industry when it comes to hiring. These are aptitude tests, technical interviews, live coding challenges, project interviews, and HR interviews. The rounds will evaluate various aspects of the knowledge, skills, as well as behavior of the candidate. Aptitude round tests logical thinking, numerical skills, analytical skills and problem-solving potential skills, which are also needed in both technical and nontechnical position. Technical interview evaluates the candidate with regard to the knowledge of the essential subjects, theoretical aspects, and knowledge in the field so that, there an excellent academic base

Live coding round is a competition of programming ability that judges logic, correctness, efficiency, and practices in coding. The proposed system is also in contrast to traditional systems which only look at the final outputs since the entire problem-solving approach is examined in the proposed system. Project discussion round is important because it evaluates the knowledge that has practical application and is applicable in real world. During this round, the candidates discuss their academic projects or personal projects, design decisions, problems encountered and solutions applied. This gives us information on practical experience, innovation and problem-solving skills. Behavioral traits that are assessed during the HR interview round include communication, level of confidence, attitude, emotional stability and professionalism which are essential in teamwork, leadership and long-term organizational success. The highly developed AI tools are used to assess every round of the interview in a precise and objective manner. NLP is a technique applied to analyze written and verbal replies, analyzing relevance, clarity, correctness, and depth. Techniques of sentiment analysis and emotion detection gauge such behavioral aspects as confidence, stress level, attitude through facial expressions, speech patterns, and tone of voice. In the case of programming evaluation, the system employs code evaluation methods that are AI-based. The system also does not just use test case execution but also measures logic, structure, efficiency, readability, and optimization of the code.

This leads to a more significant and profound evaluation of program skills. The system combines the outcome of all interview sessions to create a comprehensive performance profile of any individual candidate. Having finished all interviewing rounds, the system involves the performance analysis of the candidates in details and divides the assessment of the skills into strong, medium, and weak zones. Such a classification can give a clear picture of the personal strong and weak sides and aspects that need enhancement. The proposed system provides performance-based information as opposed to the conventional recruitment systems which only provide pass or fail information. The creation of a personalized learning path is one of the most important peculiarities of the system. Relying on the skills gaps found, the system suggests personalized learning materials, including tutorials, video lectures, practical problems, code-cracking exercises, mini-project, and improvement plans. The learning process is dynamic and changes according to the candidate developments and achievements. This individual learning model turns the process of recruitment into a lifelong learning. The candidates do not just pass through the evaluation but are systematically coached to become better at what they do. It is especially useful with the students, new graduates, and job seekers that need to be guided in a structured manner to make them industry-ready. Simultaneously, recruiters enjoy the results of a centralized automated auto-mated system that saves them time on hiring, reduces bias, and aids in data-driven.

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## 2. Related works

As the Artificial Intelligence is developing fast, a number of research studies have concentrated on the automation of interview preparation, resume screening and personalized learning systems. P. Kumar et al. [1] offered the research of Artificial Intelligence Powered Mock Interview Generator which is an artificial intelligence-based platform simulating the interview situation by creating questions with the help of automated generators. The system allows the candidates test technical and HR questions within a formal setting. Nevertheless, work mainly focuses on the simulation of the mock interview and lacks multi-round structured assessment and the use of long-term recommendations regarding the development of the skills. An article by M. G. Manjula et al.[2] presented the concept of personalized learning and interview preparation, and is driven by AI, suggesting specific learning materials depending on performance. The system uses machine learning algorithms to track the progress and adjust learning materials. Even though it is effective in adaptive learning, it does not have real-time interview simulation, behavioral assessment, and complete multi-round assessment. In "AI Mock Interview Chatbot using Generative AI" [3], the chatbot-based system is based on Large Language Models (LLMs) used to generate interview questions dynamically. The chatbot examines textual feedbacks and gives out general feedback. Nevertheless, only conversational analysis is considered and does not involve coding

evaluation, resume parsing and emotion detection. Resume screening and shortlisting of candidates are the issues of the study An AI-Driven System that Enhances the Career Readiness of Students with Personalized Learning and Placement Support [4]. The system does skill matching and key scoring on AI models. Although it is more effective in shortlisting, it is not able to evaluate communication skills, level of confidence, behavioral attributes, and structured multi-round interview performance. V. Verma et al. [5] suggested AI-Powered Mock Interview System for Automated Skill Assessment that is an automated test of MCQ-based and technical skills. The system increases the speed of evaluation and manual work decreases. Nonetheless, it excludes individualized path generation on learning or analysis of behavior (as a whole) following assessment. In the same way, the article by [6], entitled Revolutionizing Interview Preparation: An AI-Driven Mock Interview System for Skill Assessment, introduces an automated scoring system of a mock interview. The system considers the candidate response effectively, but it does not have multi-round industry level simulation and advanced behavioral analysis module. In their article, P. Jaybhaye et al. [7], in the article titled, "Personalized AI-Based Interview Preparation and Evaluation System used interview simulation and performance tracking. Although it provides organized feedback, the system lacks advanced NLP-based resume analysis, sentiment detection, or path generation of adaptive learning. The article AI-Powered Resume Analyzer and Interview Preparation System [8] focuses on Natural Language Processing (NLP) to analyse the resume and identify skills. The system has proven useful in the analysis of resume content but it is not extended to integrated multi round interviews and ongoing customized learning suggestions. The paper by Ben David [9], An Artificial Intelligence Powered Interview Preparation System using MERN Stack, shows a complete web based implementation of a mock interviewing program. The system is technologically sound with the current web technologies. It, however, lacks in behavioral analysis, logic-based codings and dynamic skill-gap identification. According to D. V. R. Kumar et al. [10], they have suggested the concept of AI Driven Placement Preparation Platform, which imparts the learning materials into the modules of placement preparation. Although the system improves academic-industry transition it lacks a multi-stage automation of AI interviews. In their article M. A. Ahmed et al. [11], called AI-Driven Mock Interviews: A New Era in Candidate Preparation, the authors discussed the AI-generated simulations of an interview. The system enhances the preparation of candidates, but does not include embedded resume screening and adaptive learning modules. In their article, P. Chavan et al. [12] referred to as A General Paper on AI Based Mock Interview System talked about the design of AI-enabled frameworks of mock interviews. Nevertheless, the research is theoretical and lacks practical implementation of multi-rounds and performance-based learning suggestions. The virtual platform is called AI Mock Interview Platform [13], and it is oriented to the virtual practice of an interview setting. Although it is efficient in simple preparation it still does not involve deep AI-based behavioral analysis and systematized skill-gap detection. Lastly, U. Patil et al. [14] suggested Smart Hire: AI Interview Platform an artificial intelligence-powered job recruitment system that is capable of running automated interview evaluation and screening of candidates.

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### 3. Literature survey

methods that require considerable time and effort, and are liable to inaccuracy through human error and subjectivity. Additionally, it is impossible for anyone to monitor crops in extensive agricultural fields, highlighting the necessity of automated and precise disease detection systems. With the advancements in computer vision and DL, it became possible to develop robust and efficient models for the detection of plant diseases which can detect various diseases accurately and rapidly. The literature review was meticulously done to become familiar with the recent advances in AI-based interview solutions and personalized learning systems. A number of research studies are concerned with AI mock interview systems that dynamically generate interview questions using Large Language Models (LLM). These systems mimic human interviewers and assist the candidates to rehearse technical and HR questions. The majority of them though are restricted to one-round interviews and give general feedback that does not explicitly give the candidate his weak points and how to improve. Other studies focus on customized learning platforms, which are able to modify learning information in accordance with personal performance and advancement. Such systems are designed to recommend learning materials to the student and monitor their progress as they learn with machine learning algorithms. Even though they are effective in education, they are freestanding and have no relationship with actual interview tests, which makes it challenging to correlate the learning with the real recruitment needs. A number of sources also mention systems of resume screening and shortlisting of candidates which rely on Applicant Tracking Systems (ATS) and AI models. These systems carry out skill matching, resume scoring, and keyword analysis as a way of filtering the candidates. They, however, fail to assess communication skills, confidence, behavioral traits, and emotional reactions, which are extremely important during interviews. Also, there are studies that are devoted to the determination of emotions and the analysis of communication based on the technologies of Convolutional Neural Networks (CNN) and Long Short-Term Memory (LSTM) models. Customers These systems scan facial expressions, tone of voice, and speech patterns to identify emotions and confidence. Their accuracy notwithstanding, they are not combined with the interview performance evaluation or systems of learning recommendations. Based on the literature review, it can be determined that the existing systems are domain-specific and fragmented. There is no one platform that offers a fully-integrated solution with multi-round interview automation, real time AI analysis, behavioural analysis and customised learning

recommendations. The given research gap points to the necessity of having an integrated and intelligent system, which is the premise and incentive behind the proposed AI-based multi-round interview and individualized.

### 3.1. Existing system

Current recruitment and interview process emphasize more on manual or partial automation of recruitment and interview. The conventional approaches to recruitment include the screening of resumes, technical interviews, human resource interviews, and end-decision based on human screening. These processes are time consuming, intensive and resourceful to the organization. The assessment is based on human judgment to a large extent and therefore this could cause inconsistency and prejudice during candidate selection. Even though there are certain AI-based mock interview platforms, most of them are limited to a single interview session and have limited assessment tools. The main methods used in screening resumes, also known as Applicant Tracking Systems (ATS), are mostly based on matching and basic scoring methods such as key word matching but not extensive analysis of the applicants' skills. The online learning platforms provide the adaptive learning capabilities, but they are independent and do not directly relate with the interview performance or recruitment results. Likewise, facial expressions and voice tone can be detected by behavioral analysis tools which operate based on artificial intelligence, but which are isolated systems and do not form part of a convincing recruitment process. These shortcomings make the current systems only useful in single-round assessment during interviews and do not have a multi-stage evaluation. The process of resume screening is predominantly involved with key-word screening thereby missing on good applicants. Interview assessment and learning systems are never fully integrated and the feedback given to candidates is usually generalized and not personalized. Analysis of behavior and emotions are not well integrated or limited. It remains very manual in nature such that the overall process remains time consuming and susceptible to human error. Consequently, recruiters experience inefficiency in evaluation of candidates, and candidates are not provided with systematic directions to improve on skills.

### 3.2. Proposed system

The suggested system is AI-Based Multi-Round Interview and Personalized Learning Path that will be proposed as a full-fledged end-to-end automated recruitment solution. It combines various interview phases into one smart system unlike the traditional systems, which is structured and objective evaluation of the candidates. The system will carry out several rounds of interviews, namely aptitude test, technical interview, coding test, project interview, and HR interview. The round is structured to test the various aspect of skills like logic, technical expertise, programming, communication, confidence and behavioral character. This multi-round format is very close to the hiring methods of the industry. The platform is based on new technologies of AI that provide the correct and impartial assessment. The candidate responses are analyzed with the help of Natural Language Processing (NLP) in order to identify whether they are correct, relevant, and clear. The techniques used in sentiment analysis and emotion detection evaluate behavioral components including confidence and attitude in HR interviews. Code evaluation, which is AI based, examines logic, efficiency, structure and optimization of programming solutions. Analysis of resumes is done to derive skills and give out eligibility scores based on conditions of the job. Once every round of interviews is over, the system evaluates the performance on the whole and classifies the skills to the strong, medium, and weak areas. Depending on any skill gaps identified, the system will create an individual navigation of learning, which will entail suggested topics, practice issues, coding activities, learning materials, and enhancement plans. This makes the recruitment process a life, long learning process. Moreover, recruiters will have a centralized dashboard that will show performance analytics of the candidates, comparative reports, hiring advice, and decision-support information. The system proposed provides full automation of multi-round interviews based on AI, real-time assessment with less human influence, automatic coding and project evaluation, behavioral and communication analysis, the generation of individual learning paths, and a recruiter centralized dashboard. All in all, it guarantees efficiency, transparency, fairness, and an organized skill growth in the recruitment process.

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## 4. Methodology

The methodology proposed explains the systematized way that this will be designed, developed, and implemented as the AI-Based Multi-Rounds Interview and Personalized Learning Path System. The system is built with a modular scalable architecture with Artificial Intelligence developed methods of automated recruitment and adaptive learning. It has many layers that are interconnected, whereby the User Interface Module, AI Interview Engine, AI Analysis Layer, Personalized Learning Module, and Database Layer are some of these layers. The User Interface Module provides candidates with the opportunity to register, post resumes, conduct interviews, and monitor their performance using a dashboard, and recruiters track their analytics and hiring data. The AI Interview Engine is used to conduct the production and assessment of aptitude, technical, coding, project discussion and HR rounds. The AI Analysis Layer undertakes a Natural Language Processing (NLP), sentiment identification, resume analysis, and performance rating. Personalized Learning Module creates adaptive learning recommendations according to the performance of the

candidate. Any information (such as the details of the candidates, their answers, their performance, learning materials, etc.) is saved safely in the database layer. This stratified design offers scalability, flexibility, maintainability, and painless combination of AI features. The system gathers information on various sources including information on candidate resumes, aptitude answers, technical answers, coded answers and audio/video videos of the interviews conducted by the HR.

The data that is collected are first preprocessed before evaluation to enhance quality and accuracy. NLP techniques are applied to extract, clean, and organize resume text. Textual responses are tokenized, stripped of stop words and feature extracted. Submission code is written to be syntax, structured and logically coded. Facial expressions and speech signals undergo processing to obtain emotional and behavioral traits in the case of HR rounds. These preprocessing procedures are necessary to make sure the data is arranged, standardized, and prepared to be analyzed by AI. The multi-round interview process has a serial nature just like the hiring procedure in the industry. The initial step is the resume review which uses NLP to glean skills, projects, technologies and experience to create a structured candidate profile. The aptitude round subsequently examines the logical thought, numerical skill and the ability to analyze problems by first writing dynamically generated questions to which the marks are awarded on both basis of accuracy and time effectiveness. During the technical round, the questions are customized to the resume and job requirement of the candidate and descriptive responses are handled via NLP to assess relevance, clarity, and depth. Coding round is used to test programming skills by compiling and executing the code on test cases, and by testing correctness in logic, time and space complexity, code readability and optimization. The project discussion round evaluates the practical knowledge of the candidate through the creation of intelligent questions through the project information uploaded. Lastly, the HR and behavioral round evaluate clarity of communication, sentiment, confidence level and emotional stability in terms of AI-enhanced face and speech analysis.

Once all the interview processes are over, the system carries out an extensive performance evaluation and marking. The scores obtained in the different rounds are combined with a scoring model that has a weight factor to balance the evaluation on both the technical and behavioral dimensions. According to the general analysis, the skills of the candidate can be divided into strong, medium, and weak areas. An elaborate performance profile is created, as well as outlining areas of strength, weaknesses, behavioral characteristics and areas of improvement. Both candidates and recruiters can access this report and thus have a transparent and data-driven assessment. To provide better career development, the system conducts a skill gap identification by comparing candidate performance to job requirement and industry benchmark standard. The AI models help with the analysis of weaknesses and gaps in skills, whereas the knowledge tracing methods are used to track the knowledge throughout the interview sessions. According to this analysis, the system creates a custom learning path, depending on individual needs. The learning curriculum will have personalized learning modules, video

tutorials, code exercises, practice problems, mini- projects, and revision strategies. The recommendations are dynamic and constantly revised on the progress of the candidates making recruitment a continuous learning process.

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## 5. Technologies used

The AI-Based Multi-Rounds Interview and Individualized Learning Path System is created with the implementation of the latest web technologies, cloud databases, Large Language Models, and AI- based voice and video analysis software. System is implemented by the help of the following technologies.

### 5.1. Frontend – React.js

React.js is used to develop the frontend of the system. It is a robust JavaScript framework that is applied in the creation of dynamic and interactive user interfaces. React.js allows building responsive dashboards between the candidates and recruiters. It is used to design: Registration and login of candidates. Resume Upload interface Interview Round Interface (Aptitude, Technical, Coding, HR) Performance Dashboard Recruiter Analytics Panel The component-based architecture of React enhances reusability, scalability, and virtual DOM. Backend – Node.js

Node.js is used to develop the backend of the system. It deals with API development, server-side logic, authentication, interview, workflow management, and the frontend-database communication. Node.js is responsible for: controlling user authentication and authorization. Managing interview session control. Candidates' response processing. Question generation by integrating LLM APIs. Connecting to Atlas database in MongoDB. It has an event-based and non-blocking architecture, which provides fast and scalable performance.

## 5.2. Database–MongoDB Atlas

MongoDB Atlas is a NoSQL database which is a cloud- based database where all system data is stored. It stores: Candidate profile details Resume data Interview responses Coding results Outputs of voice and video analysis. Performance scores Individualized learning plans. MongoDB Atlas offers scalability, real time monitoring, high level of schema design and secure cloud storage. It is also appropriate in processing organized and semi- structured data that is produced in AI-based assessments. Question Generation Gemini (LLM)

It involves the dynamic question generation using Gemini (Large language Model), in the system. Gemini is able to create aptitude, technical, coding and HR interview questions depending on job role and profile of the candidates. It provides: Question generation in context. Adaptive difficulty adjustment. Assessing descriptive responses. Smart follow-up queries. It guarantees realistic and industry-based simulation of interview.

## 5.3. Voice and Video Analysis

### 5.3.1. AI-Based Behavioral Analysis

The HR round is incorporated in the system with AI- based voice and video analysis. Voice analysis measures the level of confidence, pitch, and tone. Video analysis identifies facial expressions and moods. Sentiment analysis is used to determine attitude and levels of stress. The AI methods assist in evaluating the communication level, emotional stability, and behavioral aspects of applicants, which makes the assessment more complete.\

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## 6. Results and discussion

The AI-Based Multi-Rounds Interview and Personalized Learning Path System was designed and realized successfully and tested within a real- time development setting. The system was successful to automate the whole process of recruitment, starting with registration of the company and development of job positions to the screening of candidates and the ultimate production of final results. All the interview sessions, such as the resume screening, AI-based MCQ testing, technical testing, and system design testing, were carried out without human interference. The automation provided a systematic advancement of rounds and uniform reasoning during evaluation, which decreased reliance on human judgment and bias in the evaluation. In the resume analysis stage, the system was able to extract relevant skills correctly on the resumes of candidates and compare them with the job requirements. The skills matching evaluation and the experience evaluation were used to determine the eligibility score. The outcomes showed that it was with the module that qualified applicants were identified and unqualified applications filtered using established threshold values. This greatly minimized the manual screening effort and enhanced short-listing efficiency. The MCQ interview AI module provided real- time candidate responses analysis. Scores were produced immediately after submission and this provided instant feedback and clear assessment. The automated scoring system removed the error of the human and ensured uniformity of scoring among all the candidates.

Further interview sessions, like technical and system design assessment, were able to document and record the measures of candidate performance. The system would then sum the scores on a round-wise basis to produce a total final result which would give a holistic evaluation as opposed to using a single test. Among the key project results, there was an effective creation of individual learning paths. Following the evaluation of the performance in each stage of the interview, the system pinpointed areas of weak skills and associated them with suggested learning areas. This aspect made the recruitment platform a skill development ecosystem. The system did not just declare the candidates as successful or not, but gave structured instructions on the areas that needed to be improved thus increasing career preparedness in the long. Through performance analysis, it was noted that the system was very accurate and reliable. The analysis of the resume and scoring of eligibility required a few seconds, and MCQ assessment was almost immediate. The generation of learning paths was also done in close real time. The system ran well under the conditions of continuous testing and could process the candidates sequentially without crashing or data corruption. The database transactions were safe and stable during execution. The proposed AI-based system was more efficient, less biased, and more transparent than the traditional recruitment systems that are manual, time- consuming, and subjective. The combination of gamified assessment and individualized learning experience is an important improvement to the current fragmenting solutions. In general, the outcomes support that the system addresses its functional and performance goals and offers a scalable, reliable, and intelligent recruitment solution that allows filling the gap between skills development and candidate assessment.



Figure 1 Output of Home page

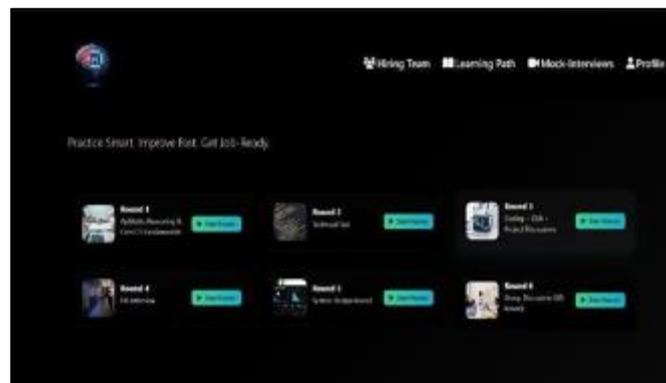
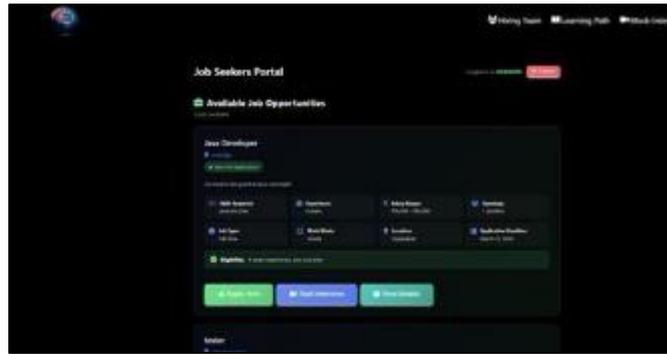


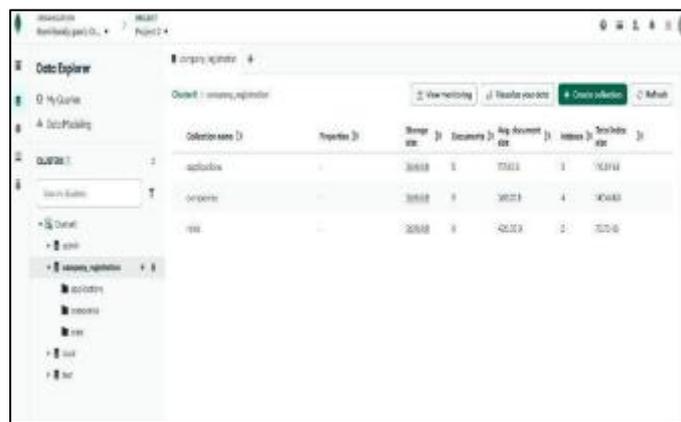
Figure 2 output of mock- interviews page



Figure 3 output of interview page



**Figure 4** output of job updates



**Figure 5** output of database connection

## 7. Conclusion

The AI-Based Multi-Round Interview and Personalized Learning Path System is not only an automation of the recruitment process but also improves the overall quality of hiring decisions due to the online assessment of the data. Combining the scan of resumes, automated MCQs tests, and technical tests, the system guarantees that the applicants are measured in various aspects as opposed to just a single interaction. This layered assessment enhances the validity of recruitment results and it also gives the recruiters a holistic view of the strengths and weaknesses of every candidate. The other significant contribution of the system is consistency in the evaluation. In conventional recruitment, various interviewers can judge the candidates differently depending on personal judgment, experience, or unconscious bias. The suggested AI-based system, on the other hand, adheres to a set of evaluation logic and scoring criteria and will apply the same principle to all candidates. The standardization enhances fairness and builds trust in the process of recruitment. The system keeps the digital records of scores and decisions as well, which allows transparency and accountability. The fact that skill gap analysis and the personalized learning recommendations are integrated is also one of the primary improvements that this project will make. The platform does not provide a process with a simple pass or fail result, but instead the platform handles the performance data and classifies the skills as strong, moderate, and weak. According to this classification, it creates a systematic learning map to suit the needs of the candidate. This aspect encourages sustained enhancement and the gap between academics and industry expectation. It also has the advantage of enabling organizations to develop a superior talent pool in the long run. Organizational wise, the system reduces the work load and hiring time. There is no longer a need to manually screen hundreds of resumes or conduct initial interviews on a manual basis. Automated shortlisting and scoring enable faster decision-making and enables the HR departments to concentrate on the strategic issues of recruitment. Also, centralized dashboard offers analytical information, which is simpler to compare candidates and trace performance trends. The system has a modular structure, which is technically guaranteed to guarantee scalability and future development. It is possible to incorporate new interview sessions, artificial intelligence, or scoring systems without reforming the whole system. The performance is guaranteed by the usage of modern web technologies and cloud-based database solutions that can guarantee the safe data management. The design of the system also facilitates the management of multiple candidates at a time hence it is

applicable in the event of large-scale recruitment. Altogether, the project shows that the use of Artificial Intelligence in recruitment is not limited to the automation process. It turns the process of hiring into an open, organized, and learning-focused ecosystem. Within the framework of efficiency, fairness, and candidate development, the system introduces a prospective approach to recruitment that should streamline recruitment activities in accordance with the changing needs of the digital era.

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## Compliance with ethical standards

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### *Disclosure of conflict of interest*

The authors declare that they have no conflict of interest.

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