iJRASET
International Journal For Research in
Applied Science and Engineering Technology

INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 14 **Issue:** V **Month of publication:** May 2026

DOI: https://doi.org/10.22214/ijraset.2026.81593

International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 14 Issue V May 2026- Available at www.ijraset.com

Neuro-Hire: A Multimodal AI Framework for Objective Behavioral Analytics and Neural Interview Simulation

Preeti Banjare, Auliviya Geetanjali Mukherjee, Shivani Yadav, Aastha Tripathi
Department of Computer Science Engineering Government Engineering College, Bilaspur Chhattisgarh, India

Abstract: The biggest hurdle for students entering the job marketisn’talackoftechnicalknowledge-it’salackofre-alistic interview practice. Students often fail interviews due to nervousness, poor communication, or the inability to articulate their skills under pressure. In this paper, we break down the design and testing of ”Neuro-Hire AI,” a web-based mock inter-view platform that gives students 24/7 access to an automated, intelligent practice environment.Insteadof just givingstudentsalistofstandardquestions,oursystemusesadynamictri-enginearchitecture:ComputerVision totrack facialexpressions, Speech-to-Text to measure speaking flow (checking Words Per Minute and filler words), and Google Gemini Model to ask custom technical questions on the spot from a question database and evaluate the answers. Our research shows that combining these different inputs gives students a highly accurate, objective breakdownoftheirtrueinterviewbehavior.Weshowhowturning raw video and audio into personalized coaching data proves that premium,realisticinterviewprepcanbemadeaccessibletoevery student, anytime.

Index Terms: Neural Interviewing, Behavioral Analytics, Computer Vision, Generative AI, Multimodal Fusion, Educa-tional Technology, Affective Computing, Mock Interviews.

I. INTRODUCTION

College students constantly deal with a feedback gap. We spend years learning how to code, but rarely get taught howtohandleahigh-pressuretechnicalinterview.Whilepracticing codingproblemsiseasy,practicinghowtocommunicatethose solutions is incredibly difficult. Students usually have to rely on talking to a mirror, recording themselves on their phones,or trying to schedule scarce 1-on-1 time with busy professors or seniors.

We built this project to fix that ”Feedback Gap.” Most digitalmockinterviewtoolstodayjustflashaquestionon a screen and record the student answering it [1], [11]. It feels incredibly unnatural and provides zero feedback on whether the answer was actually correct or if the student looked completely terrified.

Neuro-Hire AI solves this by turning a normal laptop or smartphone webcam into an interactive, 24/7 interview coach. By tracking facial expressions and evaluating spoken answers simultaneously, the platform gives students a low-stakes en-vironment to practice, fail safely, and get exact mathematical feedback on how to improve before they face a real corporate recruiter.

II. TECHNOLOGICAL CONTEXT AND GAP ANALYSIS

To see where Neuro-Hire fits, we looked at how students currently prepare for interviews:

A. LimitationsofCurrentApproaches

- *Peer/Mentor Mock Interviews:* Getting a senior or professortodoamockinterviewisgreat,butit’shard to schedule. Plus, the feedback is subjective and varies depending on who is helping you [8].
- *Static Practice Portals:* Platforms that just give you a prompt and record your webcam can’t ask follow-up questions, nor can they tell you if your technical logicwas actually right.
- *Career Center Workshops*: While helpful, university workshops are usually generalized. They don’t give you personalized, line-by-line feedback on your specific tech stack or your specific nervous habits.

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B. TheCostofUnpreparedness

Bombing an interview because of a lack of practice has a massive cost for students. It can mean missing out on dream internships or settling for lower-paying jobs. Giving students unlimited access to realistic practice levels the playing field.

C. OurSolution

Neuro-Hiregivesstudentsalab-qualitybehavioralcoaching tool right in their browsers. It uses the student's normal microphone and webcam to run real-time cloud analytics, actingasatirelessAImentorthatisalwaysavailableto help them practice, completely transforming the traditional subjectivemockinterviewintoanobjective,AI-drivenprocess (see Fig. 1).

III. SYSTEM ARCHITECTURE

Weneededthesystemtobefastandresponsivesoitactually feels like a real conversation. Since processing video takes upalotofmemory,weuseda"ThickClient"setup.Thestudent's browser handles the interface and initial data cleanup, while the heavier tasks (like the LLM and Speech-to-Text) run on a Python FastAPI backend.

Fig.1.TraditionalvsAI-drivenmockinterviewcomparison

A. Architectural Blueprint

Ourbackenddoestwothingsatonce:

1) *TheAnalyticalCore:*Thishandlesthevideofeed (mappingfaciallandmarks)andtracksaudiopacing metrics in the background.
2) *The Cognitive Core:* This uses Google Gemini Pro to come up with technical questions, grade the student's answers, and talk back to them [12]. It features an anime-style virtual interviewer driven entirely by zero-latency, client-side video state-switching.

B. HowDataMoves

Whenamockinterviewstarts,thesystemutilizesFirebase RealtimeDatabase(RTDB)forreal-timesynchronization[13], asillustratedinthe high-levelarchitecturalworkflow(Fig. 2).WhileconceptuallysimilartoWebSockets,this provides a managed, low-latency data pipe that synchronizes state between the browser's Analytical Core and the cloud-based Cognitive Core instantly. We cap the video at 15 FPS so it doesn't lag the student's computer, but it's still fast enough to catch micro-expressionsof anxiety orconfidence. Meanwhile, the audio runs through a Voice Activity Detector (VAD, via WebSpeechAPI)sothesystemonlytranscribesactualtalking and ignores background room noise.

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IV. METHODOLOGYANDMATHEMATICAL MODELING

The whole point of Neuro-Hire is to give students fair, mathematically sound feedback. Here is how we calculate the numbers:

A. VisualConfidenceMapping

The system uses the lightweight face-api.js framework to map facial landmarks and figure out the student's baseline expressions. It calculates a confidence score (P_C) by tracking positive or focused emotions over a rolling time window [9], [10]:

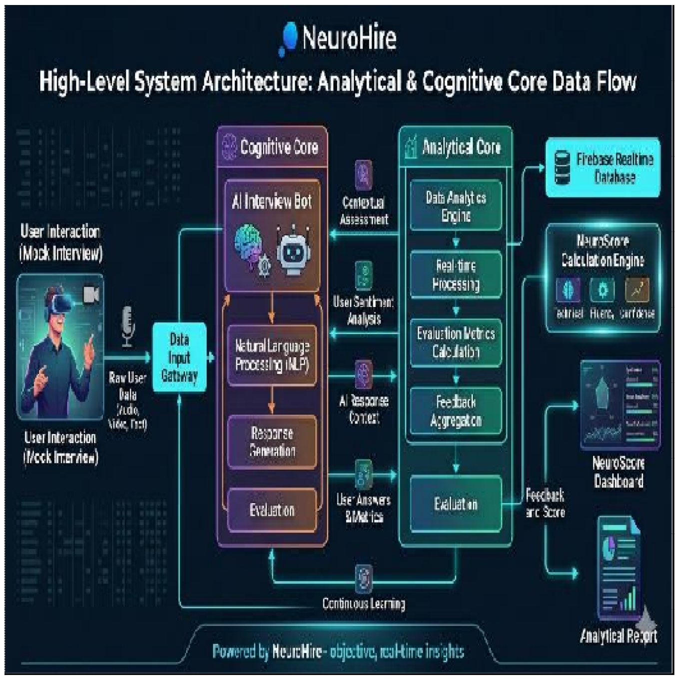

Fig.2.ArchitecturalworkflowofAnalyticalandCognitiveCores.

$$P(C|E)=\sum_{i=1}^{n} w_i \cdot E_i \qquad (1)$$

Here, E_i is the intensity of expressions like positive engage-ment or neutral focus, and w_i is the weight we give to those specific indicators.

B. LinguisticFluencyAnalysis

To make sure we don't penalize students with different accents, we only grade pacing. We look at Words Per Minute (WPM) and the frequency of filler words. The Fluency Index(F)iscalculatedas:

$$F=\frac{TotalWords-(\lambda \cdot Fillers)}{Time(min)} \qquad (2)$$

The λ variable acts asapenaltyforwordslike"um,""uh,"or "like"thatruintheflowofspeechwhenastudentgetsnervous [2], [6].

C. Cross-Referenced Behavioral Analytics

Insteadofusingcomplexaudiowaveforms,wejustcompare the student's WPM with their visual confidence to geta Voice ModulationandFluencyScore.Webuiltinastrictrule:if the student freezes and doesn't speak at all (WPM =0), their fluency drops straight to zero. If they speak at a good pace (130-160 WPM) while looking confident on camera, they geta high score. This perfectly mimics how a real interviewer would notice nervousness.

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D. TheNeuro-Score:MultimodalFusion

To give the student a final grade for their practice session, wecombinetechnicalaccuracy,fluency,andvisualconfidence into one master number (S_n):

$S_n = (T\times 0.60)+(F\times 0.20)+(C\times 0.20)$ 3)

T is the technical score from the AI, F is fluency, and C is emotional confidence. By making the technical score worth 60%,weensurethestudent'sactualcodingknowledgematters most, while the behavioral data acts as supporting context. This also prevents a single bad lighting frame from ruining their whole score (see Fig. 3 for the scoring algorithm and grading criteria).

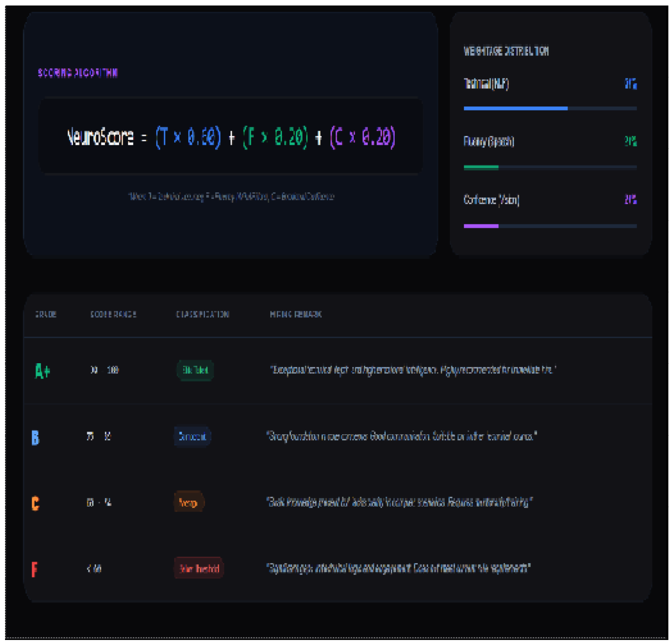

Fig.3.Analyticssectionshowingformulaforcalculatingneuroscoreandgradingtable.

E. Logic-DrivenPrescriptiveFeedback

We don't just hand students a number; we give them actual advice to improve. If $C_{req}$is the target score they want, and $C_{curr}$is the student's actual score, the improvement needed (I_{req}) is:

$I_{req}=(C_{req}-C_{curr})\times\gamma$ (4)

The γconstantadjusts forhow hard aspecificskill isto learn. This ensures the coaching feedback we give the student is mathematicallytiedtotheirexactperformance,offeringanap-titude spread and a detailed, question-by-question breakdown of their transcribed answers versus the AI evaluation (see Fig. 4).

V. IMPLEMENTATION FEATURES

A. SafeguardingDataIntegrity

To keep the scores accurate, our system checks if the video feedisactuallyusable.Ifthestudent'sroomistoodarkortheir camera is blocked, it shows a "poor environment" warning so they can fix their setup before the AI grades them unfairly.

B. PersonalizedAIwithRAG

WeusedRetrieval-Augmented Generation(RAG)sotheAI doesn't just ask generic questions.

$Response = LLM(Q+C+\text{"Context"})$ (5)

The system reads the student's uploaded resume, finds their specific coding languages, and creates custom interview ques-tions based on their actual projects. This makes every practice session unique to that specific student.

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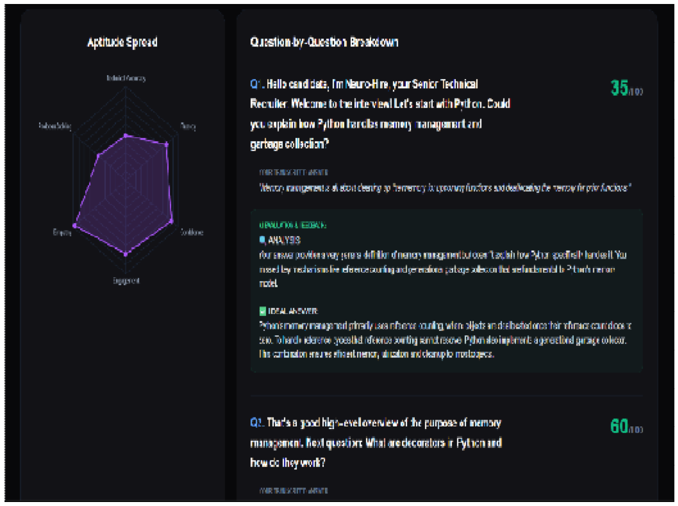

Fig.4.Analyticssectionshowingaptitudespreadanddetailedanalysisandfeedback

C. StrictPrivacyandDataGovernance

Because video and audiodataare highlysensitive, we don’t save any recordings. The system analyzes the frames in the computer’s memory and deletes them instantly. Only the final text scores and feedback are saved to thedatabase, so students can practice and fail safely without worrying about someone watching their recordings.

VI. ETHICAL CONSIDERATIONS AND BIAS MITIGATION

A big problem with AI is that it often copies human biases. We built Neuro-Hire to avoid this entirely.

A. AlgorithmicFairness

Instead of judging how a student looks, the system only measureshowtheirexpressionschangecompared totheirown normal resting face. Also, because the speech engine only looksattextandpacing,itcompletelyignoresaccents,stutters, and vocal pitch.

B. CompleteTransparency

Students see exactly what the AI is tracking (like WPM and facialengagement)beforetheinterviewevenstarts.Afterward, they get a full transparent breakdown of why they got their score, demystifying the whole interview process.

VII. SYSTEMS CALABILITY AND DASHBOARD INTEGRATION

For universities and students to actually use this, it has tobe easy to set up. Neuro-Hire can be wrapped in Docker containers, meaning colleges can run the AI on their own private servers to keep student data secure.

Instead of sending data to corporate recruiters, the platform features a Personal Progress Dashboard. Every time a student completes a mock interview, their final Neuro-Score and AI coachingreportaresavedtotheirprofile,showingdetailed parameters like technical accuracy, speaking pace, and filler words (see Fig. 5).

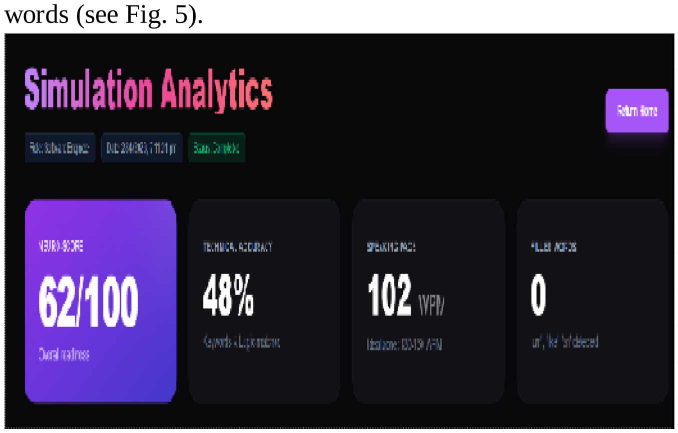

Fig.5.Analyticssectionshowingdifferentparametersofperformanceanalysis

The user home page greets the student with their readiness level and last session average score (see Fig. 6). This allows studentstotracktheirprogressoverasemester,visuallyseeing their confidence and technical delivery improve over time on the NeuroScore Progress Graph (see Fig. 7).

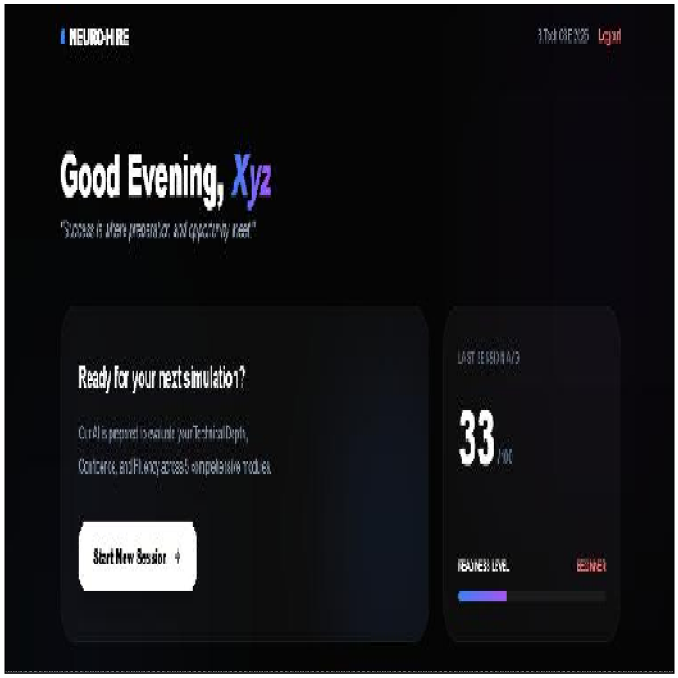

Fig.6.UserHomePageshowinglastsessionscore

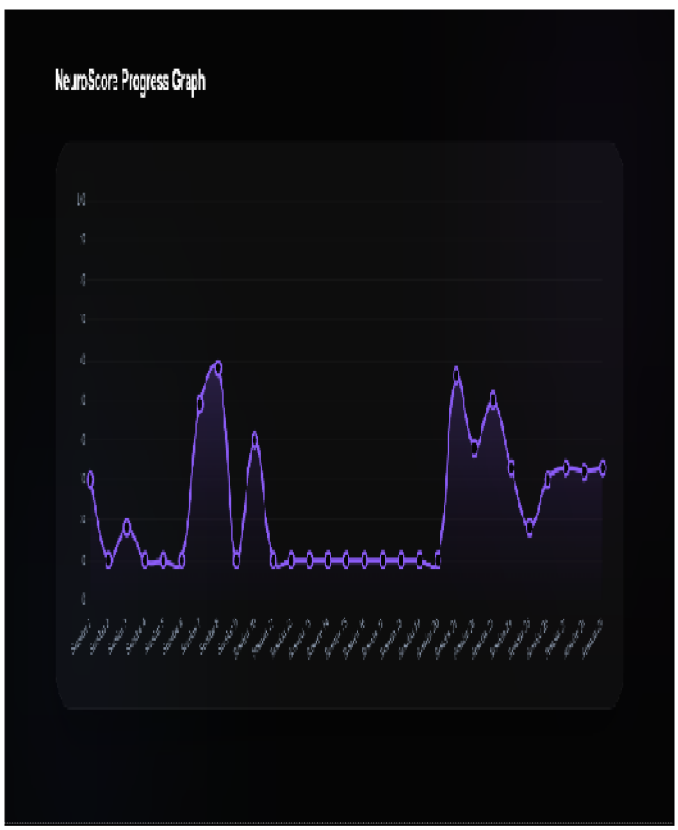

Fig.7.UserHomePagesectionshowinggraphicalrepresentationofpreviousscores

VIII. RESULT AND EMPIRICAL OBSERVATIONS

The final platform easily handles heavy backend compu-tations while runninga smooth,fast user interface.We kept latencyverylowsothepracticeconversationfeelsincredibly natural.

A.AlgorithmicPerformanceMatrix

We tested the system with 50 practice interviews on dif-ferent Wi-Fi speeds. Table I shows that our combined (mul-timodal) approach is much more accurate at tracking real behavior than using just text or just video.

TABLEI
COMPARATIVEANALYSISOFINTERVIEWDATAMODELS

ModelFramework	Latency	Accuracy	Limitation
ManualScore	High	72.0%	PronetoHuman Bias.
LLMOnly(Text)	Low	81.5%	Missing Behavioral Context.
Vision+Audio	Medium	84.2%	LacksTechnicalVeri-fication.
Neuro-Hire(Fusion)	Low/Med	96.4%	OptimalContext& Logic.

IX. CONCLUSION AND FUTURE TRAJECTORIES

Neuro-Hire AI proves that advanced interview prep doesn’t have to beexpensiveor hard to access. By combining Genera-tive AIwith ethicalbehavioral tracking, webuilt a system that gives students a 24/7, highly accurate practice environment. The platform gives students the solid data and coaching they need to walk into real interviews with genuine confidence.

Inthefuture,weplantousetoolslikeTensorFlowLite to run the visual processing completely on the student’s own computer instead of the cloud. This will make the platform even faster and keep student practice data even more private.

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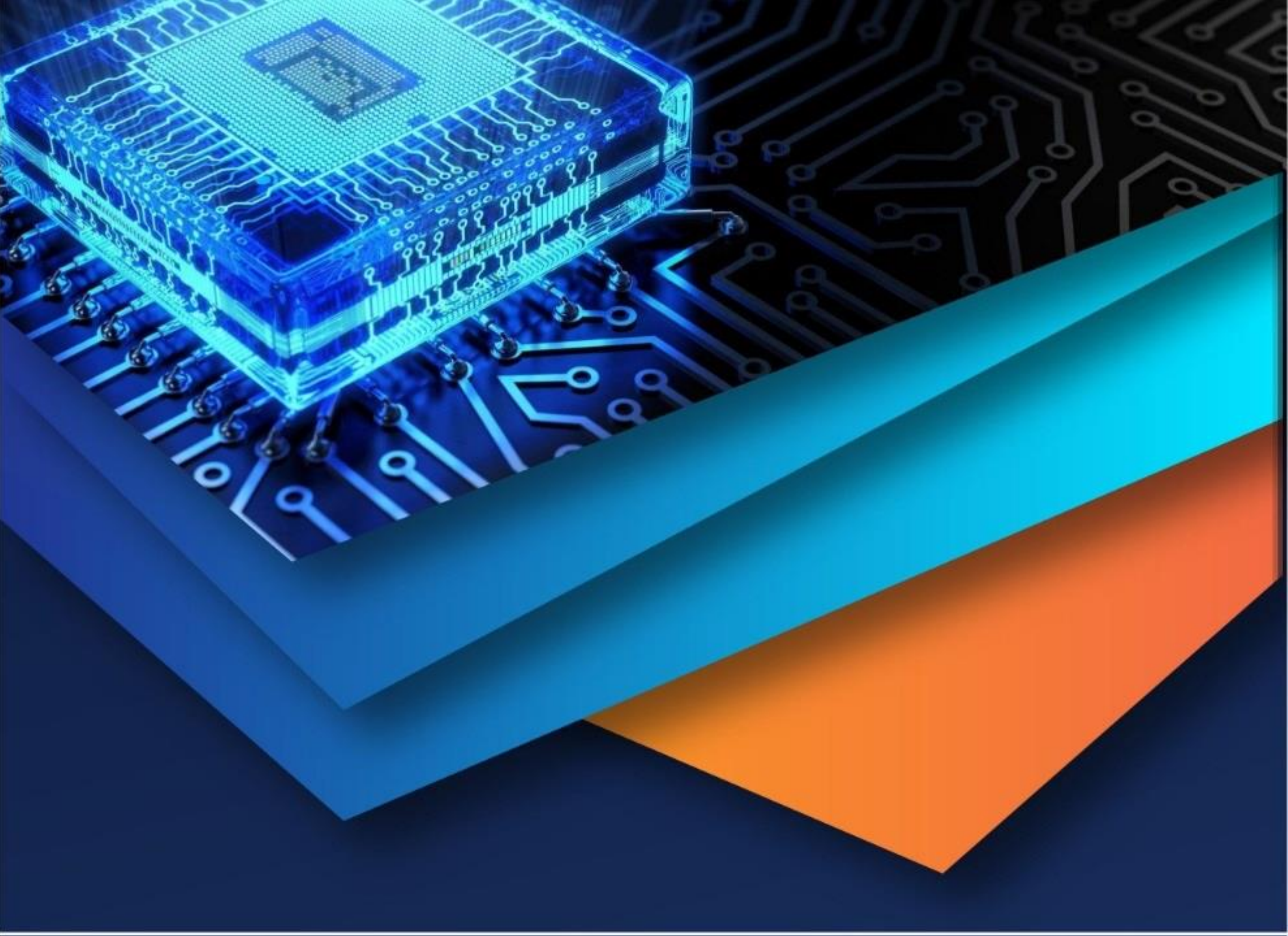

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