

# Video HR Interview Bot using Artificial Intelligence

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**Abstract:** *Due to the swift world of digital media today, recruitment processes are becoming increasingly done on the Internet; one needs efficient, scalable, and accessible solutions. The "Video HR Interview Bot" is AI-based; it revolutionizes this old-fashioned procedure of a human resource interview in the sense that it carries out real-time automated video interviews with candidates. Here, it uses NLP, computer vision, and machine learning algorithms to scan through the candidates-not only through their oral but also by non-verbal signs such as facial emotions, body language, and tone of voice. This bot conducts an HR interview in a structured format. It conducts a series of scripted questions based on the job description and requirements. Applicants communicate with the bot through video, where their responses are recorded and filtered for key competencies, communication skills, and cultural fit. The system provides real-time feedback and scores on various parameters so that the HR teams could focus on those candidates whose scores in the desired parameters are meeting the desired thresholds. Video HR Interview Bot streamlines the initial interview phase, thereby reducing time-to-hire, objectivity enhancement, and unconscious bias in candidate evaluation. Besides, it gives scalability, thus allowing the companies to handle bulk applications without compromising their standards. The system also provides a good data set for the HR practitioner to analyze, such as automated transcripts, sentiment analysis, and video insights, which all lead to a much more complete and well-informed decision-making process. In pursuing the core objectives of the project -that is, the efficiency and accessibility of recruitment while balancing fairness and quality in hiring-it must also help enhance the case of remote and high-volume recruitment.*

**Keywords:** HR automation, AI in recruitment, Candidate assessment, Computer vision, Non-verbal cues analysis, Bias reduction in hiring, remote hiring, Talent acquisition, interview practice.