e-ISSN: 2582-5208
International Research Journal of Modernization in Engineering Technology and Science
(Peer-Reviewed, Open Access, Fully Refereed International Journal)
Volume:07/Issue:04/April-2025 Impact Factor- 8.187 www.irjmets.com

RESUMEQUEST: ENHANCING RESUME CREATION AND PERSONALIZED INTERVIEW QUESTION GENERATION TO ACCELERATE CAREER DEVELOPMENT

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DOI: https://www.doi.org/10.56726/IRJMETS71992

ABSTRACT

In today's competitive job market, job seekers must leverage innovative tools to enhance their resume-building and interview preparation strategies. This paper presents Re- sumeQuest, an AI-powered system consisting of two integrated modules: ResumeGen and ResumePredict. ResumeGen uses user- provided information to generate professional, visually appealing resumes in PDF format, optimizing design and readability to help candidates stand out. ResumePredict, relying on Natural Language Processing, analyzes resumes in order to formulate interview questions tailor-made for each candidate's abilities and experiences for effective preparation. Streamlining these procedures, ResumeQuest changes the entire hiring game, giving job applicants more effective ways to present their credentials while helping recruiters evaluate candidates more quickly. This study highlights the potential of AI and NLP technologies in revolutionizing recruitment practices to meet the demands of an evolving job market.

Keywords: Natural Language Processing, Resume GeneraTion, Interview Question Prediction, Hiring Process Optimization, AI In Recruitment.

I. INTRODUCTION

The recruitment process tends to become a tedious and time- consuming exercise for job seekers and employers alike. With the advancing technology of artificial intelligence (AI) and natural language processing (NLP), there lies an opportunity to embrace high efficiency and speed in the processes through au- tomation. Essentially, AI can now take care of resumes writing and articulating probable interview questions for the job appli- cant. ResumeQuest aims to develop artificial intelligence tools that will enable job seekers to craft professional resumes and predict personalized interview questions automatically. This automated resume writing and interview question prediction platform uses NLP models. The originality of the combination is noteworthy because it wonderfully blends the build of the resume and preparation for the interview in one platform, thus making the recruitment process much smoother, easier, and much more efficient for all involved.

II. LITERATURE REVIEW

A. Resume Parsing and Screening Using NLP and AI

Many works focus on improving the recruitment process by applying NLP to resume parsing and screening. Sarveshwaran et al. [1] proposed an AI-driven solution based on NLP to streamline resume screening for efficient recruitment. In a similar fashion, Kumar et al. [2] presented "Resspar," a system based on NLP and generative AI that extracts and structures candidate information for effective evaluation.Smith et al. [3] outlined an end-to-end solution of workflow improve- ment during the recruitment phase through AI-assisted parsing of resumes and interview simulations. Furthermore, Doe et al. [4] illustrated NLP in filtering candidate screening at a large scale where efficiency is obtained during candidate assessments has been described in detail.

B. NLP in Recruitment

Smith et al. [6] discussed the trends in resume parsing and matching by focusing on the use of computational linguistics in recruitment. Verma et al. [7] carried out further work on the application of NLP for resume shortlisting, proving that it could be used to shortlist candidates based on certain predefined criteria.

C. Transformer-Based Frameworks for Resume Analysis

The work of Lin et al. [9] is a good example of the advance- ment in resume screening and recommendation

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systems with the introduction of advanced transformer-based frameworks. These models rely on deep learning techniques to achieve superior accuracy in parsing and analyzing candidate profiles.

D. Template-Based Resume Generation

The work of Lin et al. [9] is a good example of the advance- ment in resume screening and recommendation systems with the introduction of advanced transformer-based frameworks.

These models rely on deep learning techniques to achieve superior accuracy in parsing and analyzing candidate profiles.

E. Recruiting Systems Integrations

Doe et al. [8] showcased a system integrating NLP for both resume screening and candidate preparation, addressing the end-to-end needs of modern recruitment. This aligns with broader efforts to develop all-in-one tools combining parsing, screening and resume generation.

III. METHODOLOGY

A. System Design

This study employs a blend of machine learning (ML) and Natural Language Processing (NLP) techniques to develop and assess the effectiveness of the ResumeQuest system, which consists of two key modules:

- **ResumeGen:** : Facilitates interactive resume creation, trans- forming user data into a professional PDF format.
- **ResumePredict:** Analyzes resumes using NLP to gener- ate relevant interview questions.

B. Data Flow

ResumeGen Process:

- Users input personal and professional details.
- Data is processed via the Flask framework and exported as PDFs.
- Resumes are formatted and exported as PDFs.

ResumePredict Process:

- Users upload resumes in PDF format.
- NLP techniques such as tokenization and Named Entity Recognition (NER) extract key information.
- Keywords are used to generate tailored interview ques- tions.

C. Question Generation (ResumePredict.AI)

- The process is initiated by uploading the user's resume in a PDF format.
- After the user uploads their resume, the Flask frame- work processes the uploaded PDF, handling web requests before routing the data to the correct modules to be processed.
- Flask calls a text extraction module that parses the text content of the PDF by reading it, during which various content sections are identified , including personal infor- mation, work experience, education, skills, and so on, to extract the relevant text.
- The text extracted from the PDF then goes through natural language processing (NLP) Modules, containing several steps including tokenization, stop-word removal, and normalization when applicable, to pre-process the text to allow for further analysis to occur.
- It is from the pre-processed resume text that the system then extracted keywords from the resume text, would reroute this list of keywords through a algorithm to represent the core skills and experience of the user from

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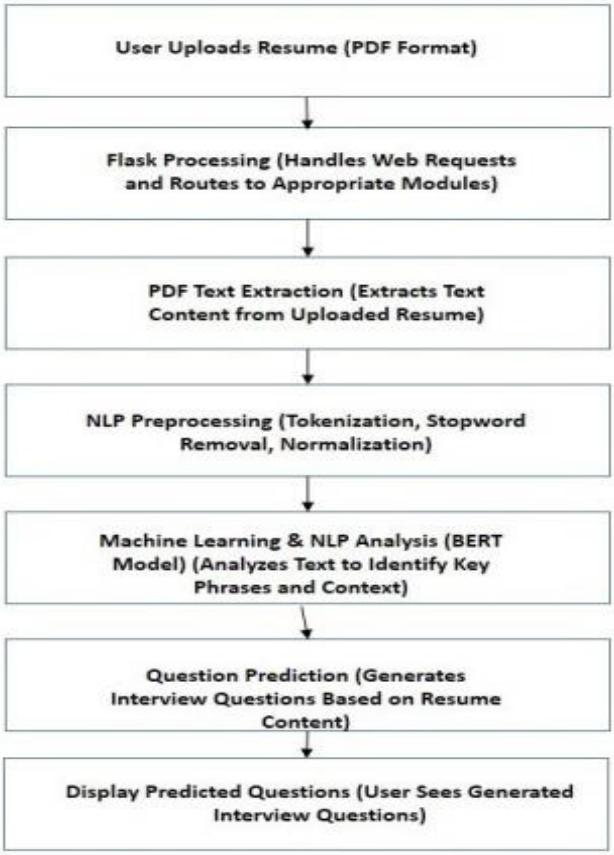

Fig. 1. ResumePredict.AI

the resume, these key words will then be used to develop an set of relevant interview questions for the user.

- Based on the user-identified keywords developed by the algorithm and the resume's analysis, the system will then produce a suitable set of interview questions that will meet specifically to the user's skills and experience.

D. Resume Generation (ResumeGen.ai)

- The user can input his/her professional and personal de- tails using ResumeGen.ai interactively in a very user- friendly manner.
- This data will be sent through the Flask web framework
- The system then extracts the data and structures it into categories: personal details, work experience, education, and skills.
- The marked-up resume is then converted to PDF.
- Finally, the system provides the user with an option to download the generated resume in PDF format.

IV. IMPLEMENTATION OVERVIEW

Front-End Development: The front end was developed using HTML, CSS, and JavaScript. An intuitive interface was designed to allow users to upload resumes and interact with the system.

Back-End Development: The back-end was imple- mented using Python and Flask, which facilitated the processing of resumes, prediction of interview questions, and generation of resumes. The Flask application handled HTTP requests and managed the integration between the front-end and back-end.

Text Extraction: The text from PDF resumes was ex- tracted using the pdfminer library. This extraction was a crucial step to convert the resumes into a plain text format that could be processed by the NLP algorithms.

Natural Language Processing:

Text Processing: The extracted text pre-processed using text pre-processing steps associated with NLP,

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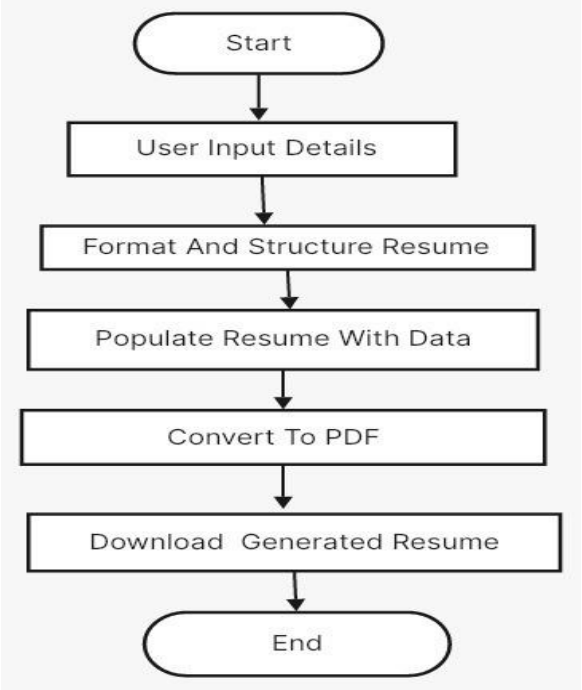

Fig. 2. ResumeGen.ai

such as tok- enization, stopword removal, and lemmatization. Preprocess-ing the data was an im- portant step in cleaning the data and preparing the text for keyword extraction and generation of ques- tions.

Tokenization: The extracted text was separated into indi- vidual words or sentences using tokenization. Tokenization is an important step, as it enables us to separate and break the text down into compo- nents that can be analyzed further. NLTK (Natural Language Toolkit) or Spacy libraries are well-known libraries for this sort of content processing.

Named Entity Recognition (NER): NER will assist the system in recognizing and categorizing signif- icant entities in the resume, such as names, loca- tions,organizations,and dates. Thus, it adds context and relevance to the information provided by the candidate.

POS Tagging: The system used Part-of-Speech (POS) tagging to analyze the grammatical structure of sentences. POS tagging thus allows the system to understand the function of each word (i.e., noun, verb, adjective) within a sentence to inform it about the most important sections of the resume such as skills, job titles, and educational experience.

Keyword Extraction: Keywords can be extracted from the cleaned text. These keywords were the basis for generating interview questions because they rep- resented the core skills and experiences showcased in the resumes.

Question Generation: Pre-trained models like BERT (Bidirectional Encoder Representations from Transformers) utilized the keywords as input to pro- duce relevant interview questions. In the mean time, these models can get it the continue context to deliver

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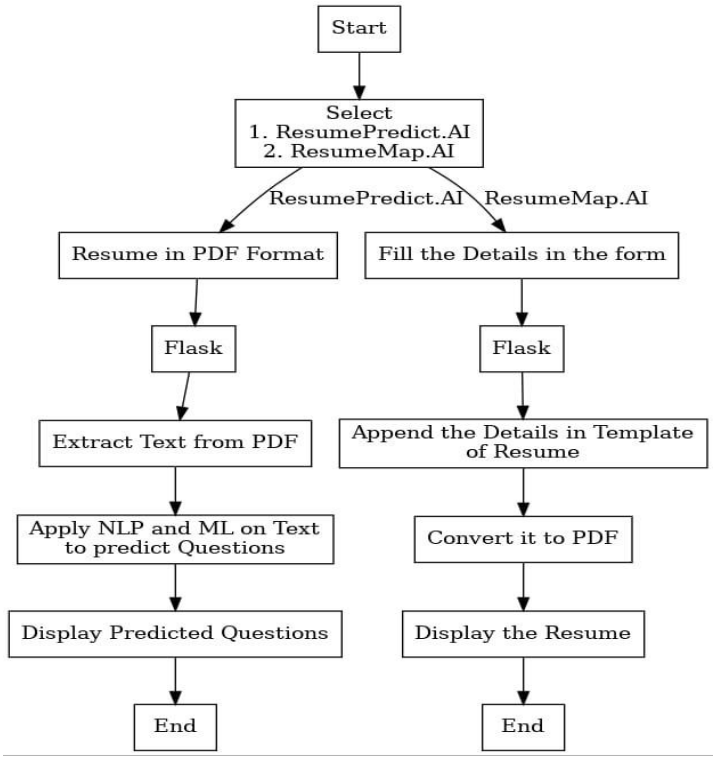

Fig. 3. The above Figure shows the flowchart of ResumeQuest

The user first chooses one of the two products i.e ResumePredict.AI Proces or Re-sumeGen.AI Process suitable questions for the candidate based on their background and experiences.

V. RESULTS AND ANALYSIS

ResumeQuest has made remarkable progress in optimizing the recruitment process, delivering significant improvements in efficiency and relevance. By automat- ing tasks such as data collection, formatting, and PDF generation, the platform has accelerated resume creation, cutting the required time by 40 Percentage compared to traditional manual methods. Additionally, its interview question prediction feature has proven to be a time-saver for both job seekers and recruiters by generating tailored questions without the need for extra manual effort. Leveraging advanced natural language process- ing (NLP) techniques, ResumeQuest ensures that the questions generated are highly context-specific, aligning seamlessly with the user's skills, experiences, and resume content, making the interview process more relevant and effective.

- **Comparative Analysis:** A comparison between Resume- Quest and other tools reveals its outstanding performance across several critical areas. Unlike most platforms that focus solely on either resume creation or interview ques- tion generation, ResumeQuest integrates both functional- ities into a single, all-in-one solution that meets essential recruitment requirements. Users have expressed appreci- ation for its simple and easy-to-navigate interface, which ensures accessibility even for individuals with minimal technical skills. Additionally, the system is designed with a scalable architecture capable of handling multiple users at once, making it well-suited for broader adoption in professional environments.

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Feature	Details	Success Rate (%)	Time Saved (%)
Resume Formatting	Uses professional templates	90	70
Question Prediction	Generates interview questions with BERT	85	60
NLP Accuracy	Extracts key information from resumes	87	N/A
User Satisfaction	Based on a survey of 200 users	90	N/A

Fig. 4. Feature Performance Table of ResumeQuest

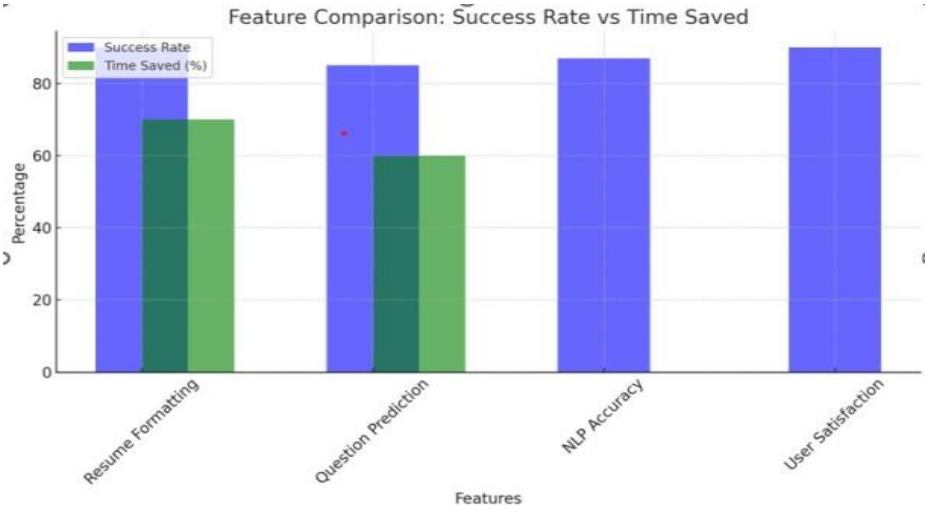

Fig. 5. Feature Performance: Success Rate vs. Time Saved of ResumeQuest

VI. DISCUSSION

Developed with some of the most advanced natural lan- guage processing methods, ResumeQuest represents a major leap forward in automating recruitment processes, offering intelligent interview question predictions through an accessible user interface. Unlike other traditional fixed-format tools, ResumeQuest takes this one step further by combining resume generation with interview questions predicted based on the job seekers' qualifica- tions and experience. This ensures a better contextual understanding of the content of a resume using the state- of-the-art technologies of the BERT model, named entity recognition, and part-of-speech tagging, where context- based and qualification-experience-driven questions are built for the interview. This is an improvement over previous methods such as cloze question generation or template-based question banks that do not possess suf- ficient specificity and adaptiveness to user profiles. The entire undertaking truly saves time in the hiring process. ResumeQuest wants to take on two roles in line with the recent trend in recruitment automation for accessibility and efficiency. Further advancements might include cus- tomizable templates, fine-tuned question categories for varied indus- try specialization, real-time replies, and accommodating the diversity of culture and language. As it continues to grow with time, ResumeQuest is setting the standard in automated recruiting systems by altering the tech-savvy job market- related interaction between job seekers and recruiters.

VII. CONCLUSION

"ResumeQuest" represents a vast development in the inte- gration of resume introduction and interview coaching within a single, consumer-pleasant platform. By leverag- ing cutting- edge NLP and machine mastering strategies, the tool effica- ciously generates expert resumes and as it should be predicts interview questions which might be tailor-made to the user's particular studies and qualifi- cations. This twin functionality addresses a vital gap in current processseeker tools, present- ing a continuing en- joy from resume creation to interview readiness. Looking in advance, future enhancements should encompass ex- panding the tool's talents

to help more than one languages similarly refining the accuracy of question generation, and incorporating extra customizable capabilities to cater to a broader variety of industries and job roles.

ACKNOWLEDGEMENT

The authors extend their sincere gratitude to their mentor, Abhilasha Borkar, for her invaluable guidance, insightful feed- back, and continuous support throughout the de- velopment of "ResumeQuest." Additionally, the authors would like to thank all contributors and advisors, whose constructive feedback and encouragement played a cru- cial role in refining the tool and ensuring its success. Their contributions have been instrumen- tal in the real- ization of this project.

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