

UGC AUTONOMOUS INSTITUTION
School of Management Sciences

A Report on Webinar: “How AI Interviews Really Work”

RESOURCE PERSON: Ms. Keerthi Jain, COO and Head of HR at AIMLED Solutions and a certified trainer in HR Analytics and Generative AI in HR.

DATE: 18-02-2026

TIME: 8.00PM

VENUE: Online (Google Meet)

PARTICIPANTS TYPE: Students of I MBA ISEM, II MBA II SEM

NO OF PARTICIPANTS: 50



NALLA NARASIMHA REDDY
Education Society's Group of Institutions - Integrated Campus
(UGC AUTONOMOUS INSTITUTION)
School of Management Sciences
In Association with
AIMLED (Professional Development Solutions) and SS Carmen Foundation
A Webinar on
How AI Interviews Really Work
Resource Person
Ms Keerthi Jain
COO & Head of HR AIMLED Solutions
Certified Trainer in HR Analytics and Gen AI in HR

Date: 18-02-2026
Time: 8:00 PM

 **Google Meet**
<https://meet.google.com/uco-hznb-qvr>



Introduction

The School of Management Sciences of **Nalla Narasimha Reddy Education Society's Group of Institutions (NNRG)** organized a webinar titled “**How AI Interviews Really Work**” on 18th February 2026 through **Google Meet**. The webinar was conducted in association with AIMLED Professional Development Solutions and SS Carmen Foundation. The session was delivered by Ms. Keerthi Jain, COO and Head of HR at AIMLED Solutions and a certified trainer in HR Analytics and Generative AI in HR. The webinar aimed to provide students with insights into the growing role of Artificial Intelligence in modern recruitment and interview processes.

Objectives

- To create awareness about AI-based interview processes used by companies.

- To explain how Artificial Intelligence is used in recruitment and candidate screening.
- To familiarize students with different types of AI interview formats.
- To help students understand how to prepare for AI-driven hiring processes.

Summary of the Session

During the webinar, **Keerthi Jain** explained how Artificial Intelligence is transforming the recruitment process in many organizations. She discussed that AI interviews are often used as an early-stage screening tool that helps recruiters filter a large number of applicants efficiently.

The speaker explained various formats of AI interviews, including one-way video interviews, AI-assisted live interviews, chatbot-based interactions, and automated coding or assessment challenges. She highlighted that these systems evaluate candidates not only based on their answers but also on factors such as keywords, communication clarity, tone, and overall delivery.


The session also focused on how AI tools analyze candidate responses to identify suitable applicants who match the job requirements. Students were guided on how to prepare effectively for such interviews by practicing structured responses, improving communication skills, and maintaining confidence during video-based interactions.

Learning Outcomes

- Students gained awareness of AI-driven recruitment processes used by modern organizations.
- They understood different types of AI interviews and their evaluation methods.
- Students learned how AI analyzes communication, keywords, and behavioral responses during interviews.
- The session helped students understand strategies to prepare for AI-based interviews.

Conclusion

The webinar was highly informative and provided valuable insights into the evolving role of Artificial Intelligence in recruitment and human resource management. The session helped students understand the importance of adapting to technological advancements in hiring processes. Overall, the webinar enhanced students' awareness of AI interviews and prepared them to approach future recruitment processes with better knowledge and confidence.



DEAN

K Keerthi Jain (Presenting) 25

SUCCESS CRITERIA

Content Criteria: What 'Good' Looks Like

The specific elements high-scoring candidates consistently include in their answers.

- Answer the Question Directly**
 Stay on scope. Don't pivot to a prepared speech that ignores the prompt.
- Use STAR Structure**
 Organize your story logically: Situation, Task, Action, Result.
- Include Metrics & Outcomes**
 Quantify impact over just listing activities (e.g., "Increased sales by 20%").
- Use Role-Specific Language**
 Naturally integrate terms like "CRM," "Pipeline," or "Agile" where appropriate.
- Connect to Employer Needs**
 Explicitly link your experience to the company's goals or values.

Why This Works

Keyword Relevance

Structure Score

Recruiter Clarity

"High-scoring answers are structured, specific, and relevant."

8:46 PM | uco-hznb-qvr

K Keerthi Jain (Presenting) 18

SUMMARY

Key Takeaways

Mastering the three pillars of AI success.

- Own the Trifecta**
 Success = Strong Content + Confident Delivery + Professional Setup. You need all three to score high.
- Specifics Beat Generic**
 Vague claims get filtered out. Use specific metrics, outcomes, and role-relevant keywords.
- Train Like an Athlete**
 Don't wing it. Short, frequent practice reps with feedback are the only way to build fluency.

Your Next Moves
 Don't just listen—start executing today.

TONIGHT
Build 6 STARS
 Draft 6 core stories covering leadership, conflict, failure, and success.
[Download Template](#)

TOMORROW
3-Question Mock
 Record yourself answering 3 random prompts. Watch without audio to check visuals.
[Let's Connect](#)
 Grab the full slide deck + cheat sheet on my profile.

In-call messages

Prem Prasad 9:11 PM
Hello

Kandadi Yamini 9:11 PM
Hello

Sreeja B 9:12 PM
Good evening mam

Mora vikas 14 9:12 PM
Good evening mam

Minnu Sahoo 9:15 PM
Thank you Mam

Keerthi Jain 9:16 PM
<https://calendly.com/softskillscoach-abipradixit>

Send a message


9:16 PM | uco-hznb-qvr

Keerthi Jain (Presenting)

EVALUATION WEIGHTING

Scoring Logic: A Simple View

How algorithms typically weigh your performance components.



100% TOTAL SCORE

- 50% Content & Evidence**
 - + Role-specific relevance
 - + Measurable outcomes (STAR)
 - Vague, generic claims
 - Rambling / Off-topic
- 30% Delivery & Structure**
 - + Clear structure (STAR)
 - + Confident pacing
 - Heavy filler words (um, like)
 - Monotone delivery
- 20% Video Engagement**
 - + Eye contact & posture
 - Low energy / Distracted

8:46 PM | uco-hznb-qvr

Keerthi Jain (Presenting)

THE BASICS

Reality Check: What Is an AI Interview?

- Early-Stage Screening Tool**
It's a high-volume filter used at the start of the hiring funnel. Algorithms help recruiters process thousands of applicants quickly to find the top matches.
- Multiple Formats**
Most common is the **one-way video interview** (asynchronous). Other types include live interviews with AI assist, chatbots, and coding challenges.
- Content + Delivery Analysis**
Systems evaluate *what you say* (keywords, structure, relevance) and often *how you say it* (tone, pace). Some also analyze non-verbal video cues.

The Funnel Reality

1,000+ Applicants

↓

AI Screening

↓

Top 5-10% Human Review

"Think of the AI as the gatekeeper, not the final decision maker."

8:13 PM | uco-hznb-qvr