

XERPIMUM

AI Interview

Enterprise Resource Planning

Solusi ERP lengkap untuk industri ai
interview

2000+

MODUL

AI

ASSISTANT

SaaS

/ ON
PREMISE

Bahasa Indonesia Edition — brostur.xerpium.com

Ekosistem Rekrutmen AI

XERPIUM AI INTERVIEW adalah solusi rekrutmen berbasis AI — mencakup CV screening otomatis (skor 0-15, bias redaction, rekomendasi), adaptive AI interview (backend-governed, difficulty scoring, 9-level recommendation, risk flags), dan candidate portal self-service.

□ Screening Pipeline

Pipeline — Extract → Normalize → Strip Bias → Token Safety → LLM → Parse → Decide → Save

6-State Analysis — Pending → Processing → Completed / Partial / API Failed / Extraction Failed

File Support — PDF via pdfplumber (primary), PyPDF2 (fallback); DOCX via python-docx; .doc via latin-1

Token Limit — 4000 character safety limit per section

Retry — Max 3 retries per LLM call; safe retry with cached extracted text (no re-extraction)

Partial Result — Missing JSON keys filled from defaults, never drops valid fields

□ Scoring & Recommendation

3 Dimensions — Experience (0-5), Skill (0-5), Education (0-5) = Total (0-15)

Confidence Index — 0.0 - 1.0 with label: High Fit, Moderate Fit, Low Fit

Recommendation — Recommended (≥ 12), Review (≥ 8), Reject (< 8)

Backend Override — System forces recommendation based on score, not just LLM output

Summary — Executive summary, strengths, weaknesses, HR insight, interview focus area

Auto Interview — Button to auto-create interview invitation for recommended/review candidates

□ Bias Redaction

Auto-Stripped — Email, phone number, gender, religion, age, photo — semua dihapus sebelum LLM

Section-Aware — Token limit diterapkan per section CV, bukan per total

Structured Log — Operation log dalam JSON untuk audit

Partial Mode — Jika LLM gagal sebagian, backend tetap melanjutkan dengan data valid

Retry Analysis — Analisis ulang dengan tombol action (safe — pakai cached text)

Bias-Free Scoring — Skor murni berdasarkan kompetensi dan pengalaman

□ Applicant Integration

hr.applicant — Extended dengan AI fields: ai_cv_score, ai_cv_recommendation, ai_cv_confidence

Processed Flag — ai_cv_processed: sudah diproses atau belum

Auto Button — action_process_ai_cv_review() — satu klik proses CV

AI Summary — Executive summary, strengths/weaknesses, HR insight

Interview Focus — ai_interview_focus_area — rekomendasi topik interview

Status — Processing status per applicant, real-time feedback

Interview Engine

Adaptive Loop — Backend-governed: LLM = text generation only; Backend = ALL decisions

State Machine — Pending → Running → Evaluating → Done — full lifecycle

Difficulty Scoring — Easy (0.8x), Medium (1.0x), Hard (1.2x) multiplier

Intent Detection — Relevant, Partially Relevant, Irrelevant, Clarification Request, Off-Topic

Controlled Retry — Max 3 retries per question

Escalating Hints — 3 levels: Soft → Structured → Final — hints increase gradually

Off-Topic — Max 3 irrelevant answers → question skipped

Scoring & Evaluation

Per Question Score — Objective progress + question scores + difficulty multiplier

Critical Gate — Jika critical question fails, recommendation capped at 'borderline'

Risk Flags — 5 flags: fundamental_knowledge_gap, failed_easy_question, high_hint_dependency, multiple_off_topic, system_evaluation_error

9-Level Recommendation — 1-9 scale + harmonization + risk downgrade

Evaluation Status — Full / Partial / Failed — transparan

Heuristic Fallback — Scoring alternatif saat LLM gagal

Performance Tier — Final tier setelah harmonisasi dan risk adjustment

Question Bank & Survey

Survey Integration — survey.survey extended: ai_active, ai_mode (fixed/adaptive), ai_passing_score

Per Page — ai_weight, ai_min_score, ai_description

Per Question — ai_difficulty (easy/medium/hard), ai_critical_flag, ai_followup_hint, ai_evaluation_hint

Weights — ai_question_weight (default 5.0), ai_question_min_score (default 2.0)

Topic Locking — Backend decides topic order, LLM never skips

Language — Indonesian & English with language lock — prevents switching

Candidate Portal

Portal URL — /ai-interview/{access_token} — secure per-candidate link

Invitation — Draft → Sent → Started → Done → Expired (7-day default)

Auto Invitation — Send otomatis dari CV screening untuk recommended candidates

Early Termination Protection — LLM tidak bisa generate closing statements; backend kontrol penuh

Output Sanitization — Forbidden opening phrases blocked/replaced

Flow Integrity — Flow integrity failure logging untuk debugging

Galeri & Video Demo



XERPIUM AI Interview Demo

► youtube.com/watch?v=Af10FwA1XFU

Xerpium ERP — xerpium.com

Hubungi kami untuk demo gratis

📞 **WhatsApp: +62 818-0918-2752** | ➡ **@xerpium_id**

Generated 2026-10-27