



Human Resources

Human Resources (HR) facilitates the global hiring, retention, engagement, and development of the best talent in the industry in an efficient and cost-effective manner. Analysts have exposure to the different groups within HR, including compensation, benefits, talent acquisition, diversity, talent management, and learning and development through our full-time rotational program.

Product Line/Group: **University Relations**

University Relations is a unique group under HR that recruits the top talent from universities across the globe. After the talent is recruited and screened, these individuals join the University Relations Summer Internship Program. Ideally, once these individuals graduate, should they prove to do an exceptional job at AIG, they will be hired and work as new hire analysts upon their graduation date. University Relations ensures the success of their programs through feedback forms, mandatory discussions between managers and interns, and evaluations.

Responsibilities/Projects of Past Analysts:

- Created Excel Spreadsheets that assisted in the recruiting strategy of the core universities AIG targets.

- Created a survey to evaluate the effectiveness of the first week training sessions

- Helped with the onboarding process of the new hire analysts

- Worked with top universities to create international co-op programs

- Screened Resumes

Skills Gained at AIG:

- Can now navigate several of the different computer systems AIG uses

- Built my network; feel more comfortable speaking to senior business executives.

Product Line/Group: **Human Resources Business Partners**

The HR Business Partners are aligned with the businesses at AIG and have experience in multiple functions within Human Resources. An HR Business Partner works with a business to strategize together to create plans that are both savvy and sound. When a business leader has a human resources issue, they come to their Human Resources Business Partner to resolve it. The HRBP then goes to the Center of Excellence (the other side of HR), which consists of Talent Management, Talent Acquisitions, and Employee Relations, to bring back the appropriate information to the business so that they can create a strategy and plan together.

Responsibilities/Projects of Past Analysts:

- Organized design and development of job family ladders/ career paths for Center of Excellence.

- Problem solved and implemented solutions based on the results from the Employee Engagement Survey results.

Worked on the Human Resources Transformation Onboarding project.
Created the Legal Operations Center core and technical competencies.

Skills Gained at AIG:

Learned how to prioritize work.
Take constructive feedback more positively
Gained more confidence in my abilities and received a better sense of when to speak up.
Learned how to better network.
Realized the importance of reaching out to other people.



Bring on tomorrow

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