

Further Information for Partner Representatives

In the past, partners have asked what topics they should cover when speaking with the students. We have compiled a list of recommended questions that our partner representatives suggested, and we have distributed to the students. Below is the list that we will be providing the students in an effort to help them prepare. If you would like to change or add to this list of topics, please contact us at cahrs@cornell.edu.

Sample Questions

- How does HR add value to your organization? Do non-HR people believe that HR adds value?
- What is HR's role in helping your company attain its strategic goals?
- In many companies, quality management is part of HR. Is this or isn't it a good idea?
- Why use temps, how should they be used, and to what extent should they be integrated into the company? What are the pros and cons of using temp labor?
- How is compensation being used to achieve competitive advantage at your organization?
- What are compensation issues in a bear market? How do you attract and retain excellent people if stock is no longer an incentive?
- What is the impact of dynamic benefit structures in your company (e.g. Domestic partner benefits for unmarried or unable to marry employees)?
- What does your company do to address family/work life issues?
- Do you use alternative work arrangements (eg. telecommuting, job sharing, flextime, etc.)?
- What are the advantages/disadvantages of a rotational program versus hiring directly to a specific job?
- How do you manage and measure intellectual capital?
- What are some specific initiatives in HR in your company that you are really excited about?