1. Do you consider that the practice of Strategic Human Resources Management is essential to a company maintaining its competitive advantage? Review its relevance to a Hotel Chain, and indicate both the internal and external factors to which the Director of Human Resources needs to pay attention in order to ensure his/her company's survival.

2. "It is impossible to discuss Organizational Culture without an understanding for Group Development." Discuss this statement and indicate why such an appreciation is critical to the effectiveness of the management of a company.

3. Research constantly points to a direct relationship between employee motivation and employee performance. Critically evaluate this relationship by making specific reference to both the Content and Process Theories of Motivation with which you are familiar.

4. It is argued that employee compensation is linked to employee motivation and ultimately performance. Critically assess the main elements of an effective Compensation System in the context of a hotel and discuss the different ways in which the Human Resources Manager can assure the system works to the benefit of both employees and the organization as a whole.

5. Critically discuss the concept of Performance Management and compare the advantages of the 360-Degree Evaluation against the more traditional approaches.