Answer Question 1 and any other two (2) questions.

1. Critically assess the role of Strategic Human Resources management to organizational success. Discuss its relevance in the Hotel environment and identify the internal and external factors which the Human Resources Practitioner must address in order to assure the company's continued growth.

2. Do you consider that an understanding of the relationship between Organizational Culture and Group Development is critical to the effectiveness of the management of a company? Provide detailed reasons for your answer.

3. Critically evaluate how employee motivation influences employee performance. Demonstrate your knowledge of both Content and Process Theories of Motivation.

4. Why is it important for Tourism Organizations to commit to balancing both financial and non-financial rewards and incentives they offer employees? Answer with the use of examples and reference to relevant Motivational Theories.

5. Examine the main tenets of an effective Performance Management System. Is the 360-degree evaluation a more useful tool than the more traditional Rating Scale Scheme in assessing employee performance? Give reasons.
6. Most Caribbean Organizations have not yet accepted the relevance and importance of Health and Safety in the workplace, particularly the indirect linkage to employee performance and ultimately competitiveness. Critically analyze this statement.

7. Illustrate how you as the Human Resources Director would utilize the Human Resources Development Strategy to improve your company’s performance. Indicate what would comprise the main elements of your strategy.

8. It is evident that should the global economic recession persist, the Tourism Industry in the Caribbean will be impacted. Discuss the main issues and challenges which are likely to be concerning Human Resources Practitioners in the industry now. Your discussion should demonstrate some theoretical framework of the Change Management Process.

END OF QUESTION PAPER.