



FACULTY OF BUSINESS MANAGEMENT
END OF SEMESTER EXAMINATIONS - APRIL 2025

PROGRAMME: BHRM

YEAR/SEM: YEAR 3/SEMESTER 1

COURSE CODE: HRM 2103

NAME: OCCUPATIONAL HEALTH AND SAFETY

DATE: 2025-04-15

TIME: 2:00-5:00PM

INSTRUCTIONS TO CANDIDATES:

1. Read the instructions very carefully
2. The time allowed for this examination is STRICTLY three hours
3. Read each question carefully before you attempt and allocate your time equally between all the Sections
4. Write clearly and legibly. Illegible handwriting cannot be marked
5. Number the questions you have attempted
6. Use of appropriate workplace examples to illustrate your answers will earn you bonus marks
7. Any examination malpractice detected will lead to automatic disqualification.

DO NOT WRITE ANYTHING ON THE QUESTION PAPER

Section A SECTION A IS COMPULSORY and CARRIES 40 MARKS

Question 1:

In the given case study, automotive radiators manufacturer named Bam Radiators Inc. has faced employee safety issues. Due to rising customer demand, there is a need to increase the production due to which an employee named Cario Gerald (whose job is to spray each radiator with a dilute solution of hydrochloric acid and to bake radiators in the oven) neglects to wear proper eye care protection to take shortcuts (his manager tells him to speed up the production process. As a result, Cario one day splashes acid mixture in his eye and will be absent for the coming days.

QUESTIONS

1) Who is at fault here? And why?

5marks

2) What can be done to ensure that similar incidents will not occur in the future?

10marks

3) As a manager what is your responsibility towards Health and safety of your workers

14marks

4) Give reasons why Occupational Health and Safety is important in workplaces

11marks

Section B CHOOSE ANY THREE(3) QUESTIONS OF YOUR CHOICE

Question 1:

To minimize risks and prevent incidents, the National Institute for Occupational Safety and Health (NIOSH) developed the hierarchy of controls. Its purpose is to guide workplaces in implementing the most feasible and effective control solutions to workplace hazards. With the use of illustrations and examples, explain the NIOSH hierarchy of controls.

20marks

Question 2:

Health and safety hazards are everywhere. Whether you work with heavy machinery, use harsh chemicals, serve the public, or sit at a desk all day, every workplace contains something that risks your well-being. Identifying a safety hazard can help you protect yourself, your staff and your co-workers. Explain with examples the most common health and safety hazards in our work places.

20marks

Question 3:

What are some of the topics that may be included in the supervisor's training sessions during the training program

20marks

Question 4:

As an Occupational Health and Safety Officer, explain the different chemical storage guidelines that you must follow in order to protect the lives and safety of your employees.

20marks

Question 5:

A workplace accident can result in physical or mental harm (or both), including any injury, disease, or even death. Elaborate on the causes of workplace accidents.

14marks

b) as a manager, what approaches can you use in preventing accidents.

6marks

Question 6:

With a risk assessment, companies can identify and prepare for potential risks in order to avoid catastrophic consequences down the road and keep their personnel safe. Explain the steps in the risk assessment process

10marks

b) Ensuring an effective hazard assessment system in the workplace will minimize risks, increase compliance with workplace safety regulations and help create and maintain a safe work environment. Explain the steps in the hazard assessment process

10marks