INTERNATIONAL UNIVERSITY OF EAST AFRICA
'Learning to Succeed'

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:
TIME:

INSTRUCTIONS TO CANDIDATES:

SECTION A

SECTION A IS COMPULSORY and CARRIES 40 MARKS

Question 1:

Mia is the owner of her own restaurant, Ciao Chews, which caters to a diverse range of customers. It is located on the first floor of an old factory warehouse in Kampala. It serves everything from customarily Local food (Matooke, Luwombo, and the like) Western food (burgers, pizzas, and the like) to Eastern food (Indian cuisine, and Asian-inspired dishes), and is open from Monday to Sunday, 8:00am to 8:00pm for breakfast, lunch and dinner.

Mia's staff includes two managers: Brown, is in charge of the kitchen staff, and Taj, is in charge of the wait staff. The kitchen staff consists of 20 people, and the wait staff of 10.

Due to the popularity of her restaurant, Mia has hired a contractor, Neel, who is in charge of helping her physically expand her restaurant to include the second floor of the building she is currently in.

As Mia is invested in the health and safety of her current and new staff, she has notified Neel to inform her of any additional resources he may need in terms of health and safety during these expansion activities, which she will willingly provide. This resource allocation also applies to any health and safety concerns within her restaurant as it currently is.

In order to complete this job, Neel has a workforce which includes one plumber, his two assistants, four painters, two electricians, six builders, and a trained supervisor. Neel has also hired a subcontractor (after consulting and coming to a documented agreement with Mia) due to his busy schedule. This sub-contractor will report directly to Neel, and ensure Mia is kept aware of the health and safety, as well as construction developments on her site. Keeping Mia aware of this information will allow her to enforce compliance with health and

safety processes, procedures and standards, by Neel and his employees.

Neel has ensured that each member of his workforce has been given an identity badge and authorization card by Mia, which need to be carried by the workers at all times while working at the building site. He has also made it clear to that constant and clear communication around health and safety risks, processes and procedures while working at the restaurant is crucial between himself and his employees, and vice versa.

Mia is not prepared to completely close the restaurant during this construction period, because of customer demand, the popularity of her restaurant, loss of potential income, and the possible duration of the expansion. As a result, Neel and his employees are required to bear customer safety and traffic in mind. The restaurant will now open from 2:00pm to 10:00pm for as long as is necessary for the construction.

QUESTIONS

1) As an owner, what are Mia's responsibilities regarding the health and safety of her entire workforce - including the newly hired contractor **12marks**

2) Which safety rules, responsibilities and considerations has Neel acted upon in his role as a contractor.
8marks

3) Health and safety education should start with worker orientation when a worker joins the organization or is transferred to a new job. Orientation sessions normally cover different items as an explanation of the function of the work unit, organizational relationships, administrative arrangements, and various policies and rules. Explain the Items related to health and safety that should be included in the orientation sessions. **10marks**

4) As a Human Resource Manager, how do you prevent violence and

harassment in the workplace?

10marks

Question 2:

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:

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 2:

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

Question 3:

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 4:

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 5:

Occupational diseases are conditions or disorders that result from the nature of your work.” An occupational disease is one that is caused by work environment or activities that are part of your occupation. What are some examples of occupational diseases.

10marks

b) examine the factors that cause occupational diseases and ways of preventing these diseases.

10marks

Question 6:

Occupational stress can occur when workers do not feel supported by supervisors or coworkers, feel as if they have little control over the work they perform, or find that their efforts on the job are incommensurate with the job's rewards. in reference to the above statement, explain the physical, psychological and behavioral signs and symptoms of work-related stress

20marks

Question 7:

Health and safety is not just an extra part of a worker's job, it is an integral, full-time component of each individual's responsibilities in the organisation. Using your knowledge of OH&H, explain the responsibilities of workers, management, supervisors and safety coordinators towards health and

safety.

20marks

Question 8:

Elaborate on some of the programs and practices that can help promote health and safety in the workplace

16marks

b) Examine the challenges faced by organizations in Health promotion

9marks

Question 9:

Examine the reasons for occupational health and safety

20marks

Question 10:

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

20marks

Question 11:

Occupational stress can be managed by understanding what the stressful conditions at work are and taking steps to remediate those conditions. Examine some of the factors that commonly cause work-related stress.

20marks

Question 12:

What are some of the topics that may be included in the supervisor's training sessions during the training program **20marks**