INTERNATIONAL UNIVERSITY OF EAST AFRICA
'Learning to Succeed'

FACULTY OF BUSINESS MANAGEMENT

END OF SEMESTER EXAMINATIONS - DECEMBER 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. Answer all questions in Section A

Question 1:

Plascom Ltd. experienced an incident of workplace violence when a disgruntled employee, after a heated argument with a coworker, physically assaulted another employee in the factory floor. The incident resulted in minor injuries and created a tense environment among staff. Management responded by reviewing their safety policies, providing conflict resolution training, and strengthening security measures. Over time, these efforts helped restore a safer and more respectful workplace environment.

Questions:

1. Identify and describe the type of workplace violence depicted in this case study. (10 marks)
2. What are some possible causes or triggers of workplace violence illustrated by this incident? (10 marks)
3. Suggest three strategies the organization could implement to prevent future incidents of workplace violence. (10 marks)
4. Explain the importance of having a clear response and management plan for workplace violence incidents. (10 marks)

Question 2:

Uganda Radiators Ltd., a manufacturer of automotive radiators, has recently encountered issues related to employee safety. Due to an increase in customer demand, the company needed to ramp up production. In this context, an employee named Max White, responsible for spraying radiators with a diluted hydrochloric acid solution and baking them in an oven, bypassed proper eye protection to save time. His manager also urged him to accelerate his work because of the high order volume. Consequently, Max White accidentally splashed acid into his eye, leading to his absence from work for several days due to the fact that his eyes were seriously affected by this incident.

Questions:

1. Who bears responsibility in this incident, and why? Provide detailed reasons. (10 marks)
2. What measures can be implemented to prevent similar accidents from happening in the future at the workplace? (10 marks)
3. As a manager, what are your duties concerning the health and safety of your employees? (10 marks)
4. How would you handle a situation where an employee does not adhere to health and safety protocols? (10 marks)

SECTION B

There are SIX (6) questions in Section B; Answer any THREE (3) questions. Each question in Section B carries 20 marks.

Question 1:

a) Define workplace accidents and discuss their potential causes. (10 marks)

b) Describe at least three strategies an organization can implement to prevent or reduce workplace accidents, providing a rationale for each. (10 marks)

Question 2:

a) Explain the importance of developing a safety policy within an organization. (10 marks)

b) Outline the key steps involved in the implementation and evaluation of a workplace safety program, including why regular evaluation is necessary. (10 marks)

Question 3:

a) Discuss the impact of alcoholism and drug abuse on employee performance and organizational safety. (10 marks)

b) How can workplace drug abuse be effectively managed. (10 marks)

Question 4:

a) Explain five computer-related health problems commonly observed in workplaces. (10 marks)

b) Suggest five preventive measures or interventions that organizations can adopt to mitigate these health issues, explaining how each measure helps. (10 marks)

Question 5:

a) Explain five common causes of work-related stress among employees. (7 marks)

b) What are the effects of Stress on Health and Productivity (7 marks)

c) Describe two stress management techniques that organizations can implement to help employees cope with stress, including their potential benefits. (6 marks)

Question 6:

a) Define workplace violence and differentiate between its various types. (14 marks)

b) Explain three strategies an organization can adopt to prevent workplace violence and promote a safe working environment. (6 marks)

Question 7:

a) Identify three common mental health issues encountered in the workplace. (6 marks)

b) Explain the impact of mental health on work performance and safety (8 marks)

c) Describe three approaches organizations can use to promote mental well-being and reduce stigma related to mental health problems. (6 marks)

Question 8:

a) Explain the significance of health promotion programs in the workplace for both employees and employers. (10 marks)

b) Outline the key steps involved in developing a health-related policy for a workplace, emphasizing the importance of each step. (10 marks)

Question 9:

a) Discuss the importance of occupational health and safety laws in the workplace. (10 marks)

b) Describe the rights that workers typically have under occupational health and safety legislation. (10 marks)

Question 10:

a) Define noise pollution and identify five common sources of noise in workplaces. (10 marks)

b) Describe some of the noise control strategies that organizations can implement to reduce noise pollution and explain its effectiveness. (10 marks)

Question 11:

a) Define Corporate Social Responsibility (CSR) and explain why it is important for modern organizations. (10 marks)

b) Discuss some of the ways in which companies can address environmental pollution as part of their CSR initiatives. (10 marks)

Question 12:

a) Explain the main objectives of workers' compensation programs. (6 marks)

b) Describe some of the common issues that arises in workers' compensation claims and suggest a method for resolving it effectively. (14 marks)