

BINDURA UNIVERSITY OF SCIENCE EDUCATION ,  
FACULTY OF COMMERCE  
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT  
OCCUPATIONAL HEALTH AND SAFETY (HCM209)(3)

DURATION: 3 HOURS

Nov 2023

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INSTRUCTIONS TO CANDIDATES

1. Answer any **FOUR** questions.
2. No unauthorized material or items should be brought into the examination room.

QUESTION 1

- a) Explain any **five** essential elements to be included in an organization's emergency evacuation procedures. (5)
  - b) Motivate any **five** arguments in support of the existence of a Health and Safety Committee in an organization. (20)
- (25 marks)

QUESTION 2

Evaluate the role that wellness programmes play in enhancing employees' health and safety in an organization of your choice.

(25 marks)

QUESTION 3

- a) Explain any **five** reasons which motivate employers to provide health services for their workers. (10)
- b) Discuss the Concept of *MBO* in relation to Health. (15)

(25 marks)

#### QUESTION 4

- a) Explain the critical role of Human Capital department in Loss Control (10)
  - b) Examine the application of the *ICEBERG* effect in Loss Control. (15)
- (25 marks)

#### QUESTION 5

- a) State any five causes of Accidents in a work environment. (5)
  - b) Discuss the application of the *Domino effect* in Accident Prevention. (20)
- (25 marks)

#### QUESTION 6

Using an organization of your own choice, discuss some of the Stress Management Strategies which an organization can use for organizations' success.

(25 marks)

**END OF PAPER**