

**BINDURA UNIVERSITY OF SCIENCE EDUCATION**

**FACULTY OF COMMERCE**

**DEPARTMENT OF HUMAN CAPITAL MANAGEMENT**

5 NOV 2024

**OCCUPATIONAL HEALTH, SAFETY AND WELLNESS (HCM209)**

**TIME: (3) THREE HOURS**

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**INSTRUCTIONS TO CANDIDATES**

1. Answer **any four** questions.
2. Start the answer to each question on a fresh page.

**INFORMATION TO CANDIDATES**

1. No cell phones and any other unauthorised materials are allowed into the examination room.
2. Each question carries 25 marks.

### **QUESTION ONE**

Describe the process of risk assessment in the workplace and how it is used to identify and mitigate occupational health and safety hazards.

**[25 marks]**

### **QUESTION TWO**

Explain the importance of workplace ergonomics and how it can be used to prevent musculoskeletal disorders among workers.

**[25 marks]**

### **QUESTION THREE**

Describe the role of occupational health professionals in managing work-related injuries and illnesses, including return-to-work programs.

**[25 marks]**

### **QUESTION FOUR**

Analyse the challenges in implementing and maintaining a comprehensive occupational health program, particularly in small and medium-sized enterprises.

**[25 marks]**

### **QUESTION FIVE**

Analyse the relationship between workplace wellness programs and their impact on employee health, productivity, and organizational performance.

**[25 marks]**

### **QUESTION SIX**

Explain the legal and regulatory requirements governing occupational health and safety in Zimbabwe.

**[25 marks]**

**\*\*\*END OF PAPER\*\*\***