

**BINDURA UNIVERSITY OF SCIENCE EDUCATION**

**FACULTY OF COMMERCE**

**DEPARTMENT OF HUMAN CAPITAL MANAGEMENT**

 **JUN 2025**

**OCCUPATIONAL HEALTH AND SAFETY (HCM209)**

**TIME: 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**

Discuss the significance of Occupational Health, Safety and Wellness in Human Capital Management.

**[25 Marks]**

**QUESTION TWO**

Write notes on the following terms as used in Occupational Health, Safety and Wellness

- |                       |           |
|-----------------------|-----------|
| a) Physical hazards   | [5 Marks] |
| b) Biological hazards | [5 Marks] |

- |                          |           |            |
|--------------------------|-----------|------------|
| c) Chemical hazards      | [5 Marks] |            |
| d) Ergonomic Hazards     | [5 Marks] |            |
| e) Psychological hazards | [5 Marks] | [25 Marks] |

### QUESTION THREE

Outline the role played by the following parties in ensuring Occupational Health, Safety and Wellness

- |             |            |            |
|-------------|------------|------------|
| a) Employer | [12 Marks] |            |
| b) Employee | [13 Marks] | [25 Marks] |

### QUESTION FOUR

Discuss briefly any **FIVE** legislative frameworks which are used to govern health and safety issues in Zimbabwe. [25 Marks]

### QUESTION FIVE

Discuss any **FOUR** theories of accident causation as applied in Occupational Health, Safety and Wellness. [25 Marks]

### QUESTION SIX

Outline any **FIVE** Workplace Safety Practices in context to Occupational Health, Safety and Wellness. [25 marks]

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