



## MIDTERM EXAM IN OHS 001: OCCUPATIONAL HEALTH AND SAFETY

### GENERAL INSTRUCTIONS:

1. Read the instructions carefully before answering.
2. **SHADE** your best choice of answer in the given **ANSWER SHEET**.
3. **CHEATING** is **STRICTLY PROHIBITED!**
4. If you have clarification and confusions, **ASK** your proctor, not your classmates.

### TEST I – MULTIPLE CHOICE

INSTRUCTION: Choose the correct letter of your answer.

1. What does OSH stand for?
  - a. Occupational Safety and Health
  - b. Office Safety and Hygiene
  - c. Organization of Safety Hazards
  - d. Occupational Standards for Health
2. Which organization in the Philippines enforces occupational safety and health standards?
  - a. Department of Education (DepEd)
  - b. Department of Labor and Employment (DOLE)
  - c. Department of Trade and Industry (DTI)
  - d. Bureau of Fire Protection (BFP)
3. What is the main goal of Occupational Safety and Health?
  - a. To maximize working hours
  - b. To prevent accidents and protect workers' health
  - c. To increase production output only
  - d. To minimize worker benefits
4. What does PPE stand for in OSH?
  - a. Personal Protective Equipment
  - b. Public Protection Effort
  - c. Personal Program for Employees
  - d. Protective Policy for Employers
5. Which of the following is an example of PPE?
  - a. Gloves
  - b. Office chair
  - c. Whiteboard
  - d. Keyboard
6. Who is responsible for workplace safety?
  - a. Employer only
  - b. Employee only
7. Which law in the Philippines strengthens compliance with OSH standards?
  - a. Republic Act 11058
  - b. Republic Act 9003
  - c. Republic Act 9165
  - d. Republic Act 1425
8. What does the term "hazard" mean in OSH?
  - a. Anything that has the potential to cause harm
  - b. A tool used in the workplace
  - c. A safety regulation
  - d. A type of PPE
9. What is the common color of safety signs that indicate danger?
  - a. Green
  - b. Yellow
  - c. Red
  - d. Blue
10. Which of the following is NOT part of OSH programs?
  - a. Hazard identification
  - b. Risk assessment
  - c. Accident prevention
  - d. Increasing employee workload
11. Why is RA 11058 important in promoting workplace safety?
  - a. It ensures workers receive free food
  - b. It requires employers to provide safe and healthy working conditions
  - c. It reduces company taxes
  - d. It limits employee working hours

12. How does the DOLE enforce compliance with OSH standards?
- By conducting workplace inspections and imposing penalties
  - By providing uniforms for all workers
  - By paying employees' salaries
  - By promoting foreign investment
13. What is the significance of Department Order 198-18 in OSH legislation?
- It sets the Implementing Rules and Regulations of RA 11058
  - It regulates business taxation
  - It promotes trade and industry growth
  - It limits the construction of new buildings
14. Why is the ILO important in occupational health and safety?
- It provides global guidelines and conventions for labor rights and safety
  - It gives free medical care to workers
  - It issues passports for migrant workers
  - It determines company profit margins
15. What is the purpose of penalties under RA 11058 for non-compliance?
- To increase company revenues
  - To encourage employers to prioritize workplace safety
  - To reduce worker salaries
  - To delay government inspections
16. Why are workers required to attend OSH training under RA 11058?
- To ensure they understand workplace hazards and safety practices
  - To prepare them for managerial positions
  - To reduce the number of employees in a company
  - To qualify for tax exemptions
17. What does PD 442, or the Labor Code of the Philippines, aim to protect?
- Workers' rights and welfare, including safety and health standards
  - Employer tax privileges
  - Government-owned businesses
  - Import and export policies
18. How does safety legislation affect productivity in the workplace?
- Safe workplaces reduce accidents and improve worker efficiency
  - It decreases the number of working hours
  - It increases employee absenteeism
19. Why is it necessary for employers to comply with safety legislation?
- To protect employees from accidents and legal liabilities
  - To increase overtime work
  - To reduce salaries of employees
  - To avoid providing benefits to workers
20. How does safety legislation contribute to workers' welfare?
- By ensuring health, safety, and dignity in the workplace
  - By providing free housing to all employees
  - By shortening the workweek to three days
  - By offering c
21. An employee suffers a back injury while lifting heavy equipment. As an HR officer, what should you do first?
- Ignore the report until the employee recovers
  - Document the injury and assist in filing a workers' compensation claim
  - Deduct medical costs from the employee's salary
  - Wait for a month before recording the incident
22. A construction worker slips on a wet floor and breaks his arm. Which action shows proper application of workers' compensation law?
- Pay the worker's hospital bills and record the incident in the injury log
  - Reduce the worker's salary since he cannot work
  - Transfer the worker to a different company
  - Refuse medical assistance because it is not the employer's fault
23. A company wants to reduce accidents. How can they use recordkeeping effectively?
- Analyze accident reports to find common causes and apply safety improvements
  - Store the records without reviewing them
  - Keep records only to avoid penalties
  - Delete old records to save space

24. A factory employee reports chest pains while working with chemicals. What should the employer do to comply with recordkeeping requirements?
- Record the illness in the logbook and provide medical evaluation
  - Ignore the report since the worker is still conscious
  - Transfer the worker to a non-chemical job immediately
  - Tell the employee to rest at home without documentation
25. A safety inspector asks to review the company's accident records. What is the correct action for the employer?
- Provide accurate records of injuries and illnesses for inspection
  - Hide records to avoid penalties
  - Create new fake records to look compliant
  - Refuse, since records are private
26. A worker is injured but does not report it until two weeks later. How should the employer respond?
- Still document the case and assist in filing a workers' compensation claim
  - Ignore the case because it was reported late
  - Penalize the worker for being careless
  - Refuse medical support
27. An office reports recurring ergonomic injuries like back pain and carpal tunnel syndrome. How should management use the records?
- Adjust workplace design and provide ergonomic equipment based on record trends
  - Ignore records since injuries are minor
  - Reduce employees' salary to cover expenses
  - Ask employees not to report such injuries anymore
28. A worker with a permanent disability from a workplace accident files for compensation. What is the employer's duty?
- Support the claim and ensure benefits are processed through ECC or SSS
  - Terminate the worker immediately
  - Pay only partial benefits and hide records
  - Deny responsibility for the accident
29. An HR officer notices frequent accidents happening in one department. What should be the next step?
- Investigate the records, identify causes, and implement corrective actions
  - Transfer all employees from that department
  - Erase the records to avoid inspection
  - Wait until accidents stop naturally
30. A company has accurate and updated injury logs. How can these be applied to improve safety culture?
- Use the data for training, hazard prevention, and compliance audits
  - Keep the records locked and unused
  - Share records only with executives
  - Use the records only when accidents increase
31. A factory fails to provide fire exits, and workers are injured during a fire. Which law has been violated?
- Building Code requirements for safety
  - Labor Code provision on wage protection
  - Consumer Act of the Philippines
  - Intellectual Property Law
32. An employer does not provide hazard pay to workers handling toxic chemicals. Which aspect of business law is directly involved?
- Workers' compensation
  - Special wage and benefits provision under the Labor Code
  - Fire safety regulation
  - Corporate law
33. A company keeps false accident records to avoid penalties. Which law is primarily being violated?
- OSH Standards requiring accurate reporting
  - Taxation law
  - Consumer protection law
  - Environmental law
34. A mining firm pollutes a nearby river, causing health issues in the community. Which law connects workplace safety with environmental safety?
- Clean Water Act and OSH provisions
  - Labor Code on overtime
  - Intellectual Property Code
  - Civil Service Law

35. A construction company hires minors below 18 years old for hazardous tasks. Which safety-related business law is being ignored?
- Prohibition of child labor under the Labor Code and RA 9231
  - Consumer Act provisions
  - Corporate law on partnerships
  - Anti-Red Tape Act
36. A call center requires employees to work 12 hours daily without proper rest. Which legal requirement is being violated?
- Labor Code provisions on working hours and health protection
  - Consumer protection law
  - Fire safety standards
  - Environmental law
37. A restaurant ignores sanitation standards, resulting in food poisoning among staff and customers. Which laws are related to this case?
- Sanitation Code of the Philippines and OSH Standards
  - Intellectual Property Code
  - Labor Code on maternity leave
  - Anti-Money Laundering Act
38. An employer fails to provide PPE to construction workers, leading to multiple injuries. Which law applies?
- RA 11058 – OSH Law mandating PPE provision
  - Clean Air Act
  - Consumer Act of the Philippines
  - Anti-Red Tape Act
39. A company does not submit accident reports to DOLE despite repeated incidents. Which problem does this create under OSH-related business laws?
- Lack of compliance and obstruction of government safety monitoring
  - Increase in employee salaries
  - Violation of corporate ownership laws
  - Reduced tax obligations
40. A factory produces hazardous waste but does not comply with DENR regulations. How does this affect occupational safety?
- Workers are exposed to unsafe conditions, violating both OSH and environmental laws
  - Employees get higher wages
41. A worker falls from scaffolding because no guardrails were installed. When evaluating the root cause, what should investigators conclude?
- Worker negligence
  - Management failure to enforce safety controls
  - Poor weather conditions
  - Employee's personal health condition
42. During an accident investigation, witnesses give conflicting accounts. As the lead investigator, what should be your evaluation step?
- Select the account that matches management's view
  - Cross-check statements with physical evidence and records
  - Ignore witness testimonies entirely
  - End the investigation early
43. A factory experiences repeated hand injuries despite PPE being available. What should be the evaluated cause?
- Employees are careless
  - PPE alone is not sufficient; unsafe machine design and training gaps must be addressed
  - Workers are physically unfit
  - Injuries are unavoidable in manufacturing
44. After an explosion, investigators find poor storage of flammable materials. What is the most accurate evaluation of this cause?
- It was accidental and unavoidable
  - It reflects inadequate hazard identification and control by management
  - Workers failed to report unsafe conditions
  - The weather triggered the explosion
45. A safety committee evaluates an accident where a forklift struck a worker. What factor should be prioritized in conclusions?
- The pedestrian ignored traffic signs
  - Lack of proper traffic management and safety barriers in the workplace
  - Forklift driver's personality
  - Equipment color and design
46. Investigators find that employees often bypass safety procedures to meet

production quotas. What should be the evaluation?

- a. Workers are lazy
- b. Management policies prioritize output over safety, creating unsafe practices
- c. Accidents are unavoidable in fast-paced industries
- d. Training is unnecessary since workers know the risks

47. An accident report only blames the injured worker for being careless. How should investigators evaluate this approach?

- a. It is acceptable if the worker admits fault
- b. It is incomplete because it ignores system and management-level causes
- c. It is valid because workers are responsible for themselves
- d. It is the fastest way to close the case

48. A company has frequent minor accidents but does not investigate them. How should this be evaluated?

- a. Acceptable because only major accidents need review
- b. Poor practice because minor accidents can signal bigger hazards if unaddressed
- c. Reasonable since investigations take time
- d. Correct because employees rarely complain

49. An accident investigation identifies poor training as a contributing factor. What should evaluators recommend?

- a. Immediate termination of untrained workers
- b. Implementation of continuous training programs and safety refreshers
- c. Rely only on written manuals
- d. Shift all training responsibility to employees

50. Investigators conclude that an accident resulted from both unsafe conditions and unsafe acts. What is the best evaluation of this finding?

- a. It shows a balanced root cause analysis that considers both environment and behavior
- b. It blames both workers and management equally without evidence
- c. It is irrelevant because only equipment matters
- d. It avoids responsibility

#### TEST II – Essay

**INSTRUCTION:** React concisely with the following questions. (5 pts. each)  
Rubrics for rating.

5	Composition is outstanding. Statements/ideas are precise and concise with correct usage of grammar.
4	Composition is very satisfactory. Statements/ideas are precise and concise with slight problems in grammar.
3	Composition is satisfactory. Statements/ideas are not precise and concise with slight problems in grammar.
2	Composition is poor. Statements/ideas are slightly irrelevant with poor usage of grammar.
0	No composition at all.

51- 55. Discuss the importance of exposure assessment and monitoring in industrial hygiene. How does this practice contribute to preventing occupational illnesses?

56- 60. Discuss the role of fire safety training and drills in preparing employees to respond effectively during emergencies.

**ANSWER SHEET**

**Year/ Section:** \_\_\_\_\_

1	A	B	C	D	16	A	B	C	D	31	A	B	C	D	46	A	B	C	D
2	A	B	C	D	17	A	B	C	D	32	A	B	C	D	47	A	B	C	D
3	A	B	C	D	18	A	B	C	D	33	A	B	C	D	48	A	B	C	D
4	A	B	C	D	19	A	B	C	D	34	A	B	C	D	49	A	B	C	D
5	A	B	C	D	20	A	B	C	D	35	A	B	C	D	50	A	B	C	D
6	A	B	C	D	21	A	B	C	D	36	A	B	C	D					
7	A	B	C	D	22	A	B	C	D	37	A	B	C	D					
8	A	B	C	D	23	A	B	C	D	38	A	B	C	D					
9	A	B	C	D	24	A	B	C	D	39	A	B	C	D					
10	A	B	C	D	25	A	B	C	D	40	A	B	C	D					
11	A	B	C	D	26	A	B	C	D	41	A	B	C	D					
12	A	B	C	D	27	A	B	C	D	42	A	B	C	D					
13	A	B	C	D	28	A	B	C	D	43	A	B	C	D					
14	A	B	C	D	29	A	B	C	D	44	A	B	C	D					
15	A	B	C	D	30	A	B	C	D	45	A	B	C	D					

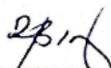
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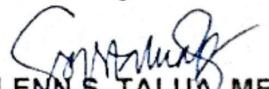


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