



NAME: \_\_\_\_\_

YEAR & SECTION: \_\_\_\_\_

SCORE: \_\_\_\_\_

MIDTERM EXAM - OCCUPATIONAL HEALTH AND SAFETY.

*General Instruction: Choose the best answer for each question. Encircle the letter of your answer.*

1. Which milestone in 1970 marked the formal establishment of a comprehensive system for occupational health and safety in the United States?  
  - A. Formation of the Occupational Safety and Health Administration (OSHA)
  - B. Adoption of the International Labour Organization (ILO) Safety Code
  - C. Passage of the Fair Labor Standards Act
  - D. Creation of the World Health Organization (WHO)
2. A student argues that the Industrial Revolution played a crucial role in shaping OHS practices. Which explanation best shows understanding?  
  - A. It introduced machinery that reduced risks and eliminated hazards
  - B. It created hazardous factory conditions that demanded protective labor laws
  - C. It improved sanitation in urban areas, reducing accidents
  - D. It made workplace safety voluntary instead of mandatory
3. You are tasked with explaining to new employees why OSHA (Occupational Safety and Health Administration) was formed in 1970. Which real-world example best applies this historical lesson?  
  - A. Enforcing standards to ensure employers provide safe working environments
  - B. Encouraging companies to self-regulate without legal consequences
  - C. Creating international safety standards through the United Nations
  - D. Limiting workplace inspections to large corporations only
4. During a seminar, a participant asks why ancient safety codes, such as the *Code of Hammurabi*, are considered an early form of OHS. Which analysis is most accurate?  
  - A. They only focused on product quality, not worker safety
  - B. They set punishments for negligence, holding employers accountable
  - C. They created detailed medical guidelines for workplace injuries
  - D. They established insurance systems for injured workers
5. Two historians debate the impact of the *Factories Act of 1833* in Britain.  
Historian A: It significantly improved child labor conditions.  
Historian B: It was ineffective due to weak enforcement.  
Which evaluation is most balanced?  
  - A. Historian B is entirely correct because no changes occurred
  - B. Historian A is correct since all child labor was eliminated immediately
  - C. Both are partly correct: the Act introduced reforms but had limited enforcement
  - D. Neither is correct because the Act addressed only wages, not safety
6. As an OHS consultant, you are asked to design a museum exhibit showcasing the evolution of workplace safety. Which creative approach best demonstrates this history?  
  - A. A display of modern PPE (Personal Protective Equipment) only
  - B. A timeline starting with Hammurabi's Code, through the Industrial Revolution, to modern OSHA standards

- C. A video of workplace accidents without context  
D. A collection of tools used in modern construction sites
7. Which of the following best describes the *primary objective of Occupational Health and Safety (OHS)?*
- A. To reduce employee absenteeism only
  - B. To increase company profits through faster production
  - C. To ensure safe working conditions and protect worker health
  - D. To improve employee skills in handling equipment
8. In OHS, what does the term "hazard" specifically refer to?
- A. A piece of outdated machinery
  - B. Any rule set by government regulators
  - C. A potential source of harm or adverse health effect
  - D. A worker's lack of motivation
9. A new employee asks why OHS training includes both safety drills and ergonomic practices. Which explanation shows understanding of OHS objectives?
- A. Because OHS covers physical safety as well as health risks from poor working habits
  - B. Because ergonomics reduces electricity costs
  - C. Because OHS deals only with emergencies
  - D. Because drills are more important than equipment use
10. A supervisor explains that OHS policies help a company build its reputation. Which of the following best explains why?
- A. OHS eliminates the need for product quality control
  - B. Companies with OHS programs automatically reduce their tax obligations
  - C. Companies with strong OHS policies attract and retain skilled workers
  - D. OHS programs focus only on financial reporting accuracy
11. You notice an employee repeatedly lifting heavy boxes incorrectly. Applying OHS principles, what should you do first?
- A. Replace all the boxes with smaller containers
  - B. Provide coaching or training on correct lifting techniques
  - C. Report directly to government inspectors
  - D. Issue a written penalty to the worker immediately
12. A factory introduces new chemical cleaning agents. As the OHS officer, how should you apply safety measures?
- A. Remove the agents entirely from the workplace
  - B. Lock the chemicals in storage and allow use only for supervisors
  - C. Require workers to wear uniforms without additional PPE
  - D. Ensure all workers are informed and trained on proper handling
13. After several slip-and-fall incidents, management wants to analyze the problem. Which factor is most critical to examine first?
- A. Whether workers received salary increases
  - B. Whether floors are being cleaned with the wrong materials
  - C. Whether uniforms are fashionable
  - D. Whether the cafeteria is serving healthy food
14. Accident records show that most incidents occur at the same machine. What should an OHS officer analyze to identify the root cause?
- A. The number of overtime hours logged by office staff
  - B. The age and condition of the machine
  - C. The color of the machine's paint
  - D. The personal hobbies of the machine operators

- 15.** Two managers propose OHS strategies:  
Manager A: Focus on frequent safety drills.  
Manager B: Implement hazard identification and risk assessments.  
Which evaluation is more balanced?  
A. Manager B's strategy, because identifying hazards prevents accidents before they occur  
B. Manager A's strategy, because drills are the only legal requirement  
C. Both strategies are irrelevant since accidents are unpredictable  
D. Manager A's strategy, because it improves productivity directly
- 16.** A company considers cutting costs by reducing PPE supplies. From an OHS perspective, which is the best evaluation?  
A. It has no real effect on employee safety  
B. It is acceptable if workers agree to the reduction  
C. It improves efficiency since PPE slows down work  
D. It may save short-term money but increases accident risk and long-term expenses
- 17.** As part of an OHS campaign, you are asked to create a program that motivates employees to follow safety protocols. Which approach is most effective?  
A. Posting OHS posters without explanation  
B. Distributing PPE without proper training  
C. Relying on supervisors to enforce rules silently  
D. Launching a rewards system for workers with zero safety violations
- 18.** The executive team asks you to design an OHS policy update. Which plan demonstrates creativity while meeting objectives?  
A. Reducing the scope of safety training to save time  
B. Limiting OHS updates to management staff only  
C. Repeating old policies without modification  
D. Combining digital hazard reporting, regular refresher training, and recognition for safe practices
- 19.** Which of the following best describes the distinction between a *hazard* and an *accident* in OHS?  
A. A hazard is unpredictable, while an accident is fully preventable  
B. A hazard is a potential source of harm, while an accident is the actual harmful event  
C. A hazard is the injury itself, while an accident is the medical response  
D. A hazard is the unsafe act, while an accident is the unsafe condition
- 20.** A safety officer explains that "risk" involves probability and severity. Which situation shows correct understanding?  
A. A worker's fear of heights when using stairs  
B. A sharp knife kept unused in a locked drawer  
C. Storing a chemical in a labeled container but without a lid (higher chance of spill, moderate harm)  
D. Wearing gloves while handling hot pans
- 21.** A worker insists on climbing a ladder placed on uneven ground because "it's just a quick task." As an OHS officer, how should you apply the concept of *risk control*?  
A. Stop the task and require stabilizing or relocating the ladder before proceeding  
B. Ignore the situation since the task is short  
C. Assign another worker to hold the ladder instead of moving it  
D. Allow the task but warn the worker to be careful

- 22.** An accident report shows:  
Hazard: exposed electrical wires  
Event: worker touched live wire while repairing a fan  
Outcome: electric shock injury  
Which aspect should be analyzed as the *critical failure point*?  
A. The fan's age and poor performance  
B. The severity of the electric shock received  
C. The worker's decision to repair the fan  
D. Lack of hazard elimination or control of exposed wires
- 23.** Two companies face frequent minor injuries:  
Company A: Implements strict PPE enforcement but leaves hazards in place.  
Company B: Removes hazards through engineering controls but has weaker PPE monitoring.  
From an OHS evaluation standpoint, which company demonstrates a more sustainable safety culture?  
A. Company A, because enforcement shows stronger discipline  
B. Company B, because hazard elimination reduces reliance on worker behavior  
C. Company A, because PPE enforcement ensures immediate compliance  
D. Both equally, because accidents are inevitable
- 24.** You are asked to design a proactive accident-prevention initiative for a construction site. Which plan demonstrates *creative application of OHS concepts*?  
A. Assign one safety officer to monitor all workers continuously  
B. Wait until incidents happen, then revise procedures  
C. Rely only on weekly toolbox talks without follow-up  
D. Develop a digital system where workers log hazards daily and managers must address them before shifts
- 25.** Which government department is primarily responsible for enforcing the Occupational Safety and Health Standards (OSHS) in the Philippines?  
A. Department of Labor and Employment (DOLE)  
B. Department of Trade and Industry (DTI)  
C. Department of Health (DOH)  
D. Technical Education and Skills Development Authority (TESDA)
- 26.** A worker asks why OSHS requires companies to establish a safety and health committee. Which explanation best shows understanding of its purpose?  
A. To reduce the company's tax obligations  
B. To identify hazards and recommend preventive measures  
C. To monitor employee productivity levels  
D. To enforce penalties for tardiness and absences
- 27.** During a site inspection, you discover that workers handling hazardous chemicals lack proper Material Safety Data Sheets (MSDS). Under OSHS, what should you do first?  
A. Immediately suspend operations until the issue is corrected  
B. Inform the workers to proceed with caution  
C. Assign one worker to memorize chemical hazards  
D. Report the case directly to the Department of Trade and Industry
- 28.** An accident report shows that a worker suffered hearing loss despite using earplugs. Upon analyzing the case under OSHS, which factor is most critical?  
A. The age of the worker at the time of employment  
B. The brand of earplugs provided  
C. Whether noise levels exceeded allowable exposure limits  
D. The worker's attendance in safety orientations



- C. Require employees to memorize the OHS policy word for word  
D. Limit OHSMS monitoring only to top management reports
37. Under the OSH law in the Philippines (RA 11058), what is the *primary duty of employers regarding workplace safety?*  
A. To investigate accidents only when requested by DOLE  
B. To ensure a safe and healthful workplace for all employees  
C. To give hazard pay regardless of actual risks  
D. To provide training only to supervisors
38. Which of the following is a fundamental duty of employees under OHS laws?  
A. To provide PPE to co-workers  
B. To create policies for hazard elimination  
C. To comply with occupational safety and health standards  
D. To conduct government inspections
39. An employee asks why they must report unsafe conditions immediately. Which explanation best reflects their responsibility?  
A. Reporting hazards fulfills their annual performance evaluation  
B. Reporting hazards reduces the employer's financial risk  
C. Reporting hazards gives them the chance for overtime pay  
D. Reporting hazards helps prevent accidents that may harm others
40. A supervisor explains that employers are required to give PPE free of charge. What is the correct understanding behind this rule?  
A. PPE is optional but recommended by DOLE  
B. PPE costs are considered part of basic worker entitlements  
C. PPE expenses can be deducted from salaries  
D. PPE is only for contractual employees
41. A machine operator notices the guard of a press machine is broken. Applying employee responsibilities, what should they do first?  
A. Stop working permanently without informing anyone  
B. Attempt to repair the machine without authorization  
C. Report the broken guard to the safety officer or supervisor  
D. Continue working carefully to meet production targets
42. During a safety audit, it was found that new hires were not trained in emergency evacuation. Applying employer responsibilities, what action should management take?  
A. Ask senior employees to handle emergencies for new hires  
B. Post evacuation procedures on bulletin boards only  
C. Delay training until the next annual review  
D. Provide immediate orientation and regular evacuation drills
43. An accident occurs because an employee ignored PPE rules despite training and reminders. Who should primarily be held responsible under OHS principles?  
A. The government inspector for missing the violation  
B. The safety officer for not reporting sooner  
C. The employee, for failing to follow required safety protocols  
D. The employer, for not providing hazard pay
44. Several workers suffer heat stress despite available hydration stations. What factor should be analyzed first?  
A. Whether hydration stations were located near the canteen  
B. Whether workers were oriented on proper hydration practices  
C. Whether workers preferred cold or warm drinks  
D. Whether the employer deducted hydration costs from payroll

**45. Two companies comply differently:**

**Company A: Provides PPE and regular safety training.**

**Company B: Posts safety posters but does not train workers.**

**Which evaluation is most accurate?**

- A. Company B is compliant because posters are visible to everyone
- B. Both companies are equal since they apply at least one measure
- C. Company A is more compliant because training ensures workers know how to use PPE properly
- D. Company B is better because posters require less cost

**46. A worker refuses to follow lock-out/tag-out procedures, claiming it slows down work. From an OHS evaluation standpoint, what is the best conclusion?**

- A. The employer should assign another worker instead
- B. The worker should be disciplined because non-compliance endangers safety
- C. The procedure should be removed since it delays operations
- D. The government should revise OHS standards to allow flexibility

**47. You are asked to design an initiative that strengthens employee participation in OHS. Which program best aligns with their duties?**

- A. Allowing employees to handle safety inspections alone
- B. Reducing employee participation to avoid conflicting ideas
- C. Requiring employees to memorize OSHS policies by heart
- D. Launching a hazard reporting system with incentives for prompt reports

**48. A new company is drafting its OHS policy. Which employer-led initiative shows creative compliance?**

- A. Posting evacuation maps without conducting drills
- B. Allowing supervisors to create rules without employee input
- C. Establishing a joint safety committee with digital monitoring and regular feedback sessions
- D. Copying another company's safety policy without adaptation

**49. Which key legal document provides the foundation of the Philippine OSHS?**

- A. ISO 45001 – Occupational Health and Safety Management System
- B. ILO Convention No. 155 – Occupational Safety and Health Convention
- C. RA 11058 – “An Act Strengthening Compliance with Occupational Safety and Health Standards”
- D. WHO Global Plan of Action on Workers’ Health

**50. An HR manager asks why Philippine OSHS emphasizes penalties for non-compliance, while ISO 45001 emphasizes continuous improvement. Which explanation is most accurate?**

- A. ISO 45001 imposes higher fines than Philippine OSHS
- B. Philippine OSHS is stricter because it is an international framework
- C. Philippine OSHS is reactive, while ISO 45001 is purely voluntary and preventive
- D. Philippine OSHS is only for multinational companies

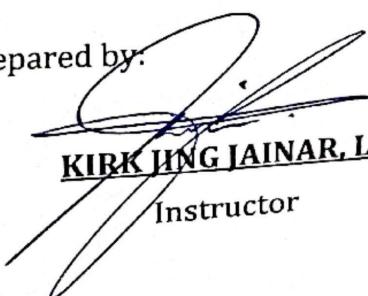
**51. A local manufacturing company with international clients is already compliant with Philippine OSHS but seeks ISO 45001 certification. Which additional step should management prioritize?**

- A. Submitting inspection reports directly to the International Labour Organization
- B. Reducing the frequency of safety trainings since ISO does not require them
- C. Eliminating all Philippine OSHS compliance documents
- D. Implementing a structured occupational health and safety management system for continuous improvement

52. A company reports zero violations under Philippine OSHS but failed its ISO 45001 audit. What is the most likely reason for this discrepancy?
- A. Philippine OSHS demands higher international documentation standards
  - B. Philippine OSHS focuses on compliance with rules, while ISO 45001 requires proactive integration of OHS into overall management systems
  - C. ISO 45001 only applies to European companies
  - D. The audit team may have ignored existing safety records
53. If a safety consultant were to recommend improvements, which statement best captures a *critical evaluation* of Philippine OSHS compared to ISO 45001?
- A. ISO 45001 is less useful because it does not apply legal sanctions
  - B. ISO 45001 provides a broader framework because it focuses on organizational culture and continuous risk management
  - C. Philippine OSHS is superior since it enforces financial penalties strictly
  - D. Philippine OSHS is more advanced since it emphasizes a global systems approach
54. A Philippine construction firm wants to harmonize OSHS compliance with international standards. Which initiative would best demonstrate a *creative integration*?
- A. Relying exclusively on DOLE inspections to ensure compliance
  - B. Establishing a safety committee that meets legal requirements only
  - C. Creating a hybrid safety management system that complies with RA 11058 while embedding ISO 45001's continuous improvement model
  - D. Copying an international firm's OHS policy without adjustments
55. Which of the following best describes a *general benefit* of adopting international standards such as ISO 45001?
- A. Allows companies to bypass national labor laws
  - B. Focuses only on financial compliance requirements
  - C. Strengthens employee health and safety practices across industries
  - D. Reduces the need for government inspections entirely
56. A manager asks why international standards matter for competitiveness. Which statement best explains their role?
- A. They establish uniform practices that build trust with global clients
  - B. They mainly serve as marketing tools for branding
  - C. They limit companies from joining free trade agreements
  - D. They force companies to pay higher hazard pay
57. A Philippine electronics exporter wants to enter the European market. Which action shows the *application* of adopting international standards?
- A. Hiring only employees with prior overseas training
  - B. Reducing compliance to local standards to cut costs
  - C. Posting government-mandated safety posters in factories
  - D. Seeking ISO 45001 certification to meet international buyer requirements
58. A company reports lower accident rates after adopting ISO 45001, but productivity has also increased. What factor most likely explains this outcome?
- A. International certification allowed the company to skip inspections
  - B. Hazard pay was eliminated to save funds
  - C. Workers were required to work longer hours
  - D. A structured safety management system reduced disruptions from accidents

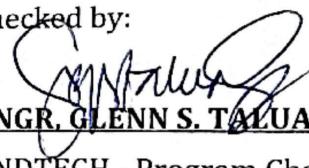
- Two firms are compared:  
Firm A: Complies only with national OSHS rules.  
Firm B: Complies with OSHS rules and adopts ISO 45001.*
- Which evaluation is most accurate?
- A. Firm A is superior because it avoids the costs of certification
  - B. Both firms are equal as long as accidents are prevented
  - C. Firm B is at a disadvantage since international standards are optional
  - D. Firm B has a stronger long-term advantage because international standards promote continuous improvement
60. A local construction company wants to attract multinational clients. Which initiative best demonstrates *creative integration* of international standards?
- A. Establishing a digital reporting system that meets ISO 45001 requirements while exceeding local OSHS compliance
  - B. Relying only on DOLE inspections to prove compliance
  - C. Limiting training to local standards to reduce complexity
  - D. Copying another company's policy without adjustment

Prepared by:



KIRK JING JAINAR, LPT  
Instructor

Checked by:



ENGR. GLENN S. TALUA, MERE  
BINDTECH - Program Chairperson

2025-10-07

Approved by:



CHARLIE J. MAGHANOY, EdD  
College Dean - Industrial Technology