



KARATINA UNIVERSITY
UNIVERSITY EXAMINATIONS
SECOND YEAR, FIRST SEMESTER EXAMINATION
2023/2024 ACADEMIC YEAR

FOR THE DEGREE OF:
BACHELOR OF HUMAN RESOURCE MANAGEMENT
COURSE CODE: BHR 217
COURSE TITLE: OCCUPATIONAL HEALTH, SAFETY AND SECURITY
DATE: 19/12/2023 **TIME: 11.00AM - 1.00PM**

INSTRUCTION TO CANDIDATES

- SEE INSIDE

Instructions: Answer Question One and Any other Three

CASE STUDY: JOHNSON ENTERPRISES

Read the Case study and Answer all questions in relation to the case study

Question One

Smita had been working as an assistant manager with Johnson Enterprises for the last ten years. She was very popular amongst her colleagues because of her commitment and dedication towards the work. When the manager senior to her retired, all her colleagues thought that now Smita would be promoted. But everyone's surprise, the vacant post was filled by an outsider, Mrs Rita. Smita felt demoralized and her performance started declining. She would absent herself often and could not meet her targets. Mrs Rita was a good leader, who not only instructs her subordinates but also guide and inspire them. She noticed Smita's behavior and felt that her performance could be improved. She started involving Smita in decision making issues related to the organization and made her part of high level of joint management committee. Smita was now punctual in office and her performance started improving.

- a) As a HR expert, advise Mrs Rita on **Five** HR responsibilities she would undertake to improve the working conditions of the employees citing examples from the case above. **(10 Marks)**
- b) Explain the **five** principles of health and safety as illustrated in the OSHA Act 2007 **(5 marks)**
- c) Doctor James has been working in Karatina University Tea manufacturing unit for the past five years. Illustrate five types of hazards that he is exposed to in this sector **(10 marks)**

Question Two

- a) Explain five ways in which the environment influences disease outcomes in the society **(5 marks)**
- b) Discuss the principles of international and national occupational health policies that are adopted and applied in workplaces. **(10 marks)**

Question Three

- a) Risk assessments must be carried out to eliminate or reduce risks with any findings recorded. Elaborate the Six Importance of Risk Assessment in work places. **(12 Marks)**
- b) State the general and specific duties of employers as provided for in the Health and Safety Act **(3 Marks)**

Question Four

- a) All employees have the responsibility to maintain health and safety by, taking reasonable care for the health and safety of themselves and of any person who might be affected by their acts or omissions at the work place. Justify this statement giving examples.(**9 Marks**)
- b) State the circumstances under which an employer must establish a health and safety committee. (**6 Marks**)

Question Five

- a) Explain five factors that should be taken into account when planning healthy and safety indoor and outdoor activities when working within a school . (**10 Marks**)
- b) Explain why personal protective equipment (PPE) should be considered as a last resort in the control of occupational health hazards. (**5 Marks**)

Question Six

- a) Other than those associated with the physical environment, outline EIGHT possible causes of increased stress levels amongst employees (**8 Marks**)
- b) Outline seven key areas that may be covered within a Health and Safety Audit (**7 Marks**)