



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT

OCCUPATIONAL HEALTH AND SAFETY

CODE: HHRM224

SESSIONAL EXAMINATIONS

OCTOBER 2021

DURATION: 3 HOURS

EXAMINER: MR K CHATIZA

INSTRUCTIONS

- 1. This paper contains 2 sections with 6 Questions.*
 - 2. Section A is compulsory.*
 - 3. Answer ANY **three** other questions from section B*
 - 4. Total marks 100*
 - 5. You are reminded of the need for good English and clear presentation in your answers.*
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SECTION A

1. Public Health Institutions (PHIs) in Zimbabwe are experiencing disturbing perennial medical brain drain exacerbated by an uncondusive work environment. As the newly recruited Graduate Trainee, prepare a position paper for the Health, Safety and Wellness Director, recommending strategies he can use to mitigate the effects of Covid19 pandemic on critical staff retention. **(25 marks)**

SECTION B

2. a) Define the concept *counselling* as used in an organisation. **(2 marks)**
b) Outline any **five** functions of counselling at the workplace. **(5 marks)**
c) Examine the key principles of an effective counselling programme. **(18 marks)**
3. Examine any **five** management strategies which can be used to reduce the occurrence of work-related accidents. **(25 marks)**
4. a) Outline any **five** benefits of a safe working environment at the workplace. **(5 marks)**

b) Examine any **five** key environmental influences that have a major impact on Occupational Health and Safety (OHS) policy and practice. **(20 marks)**
5. Using relevant examples, discuss any **five** extra-organisational stressors which may affect productivity. **(25 marks)**
6. a) Outline any **five** indirect risks of HIV/AIDS on a business enterprise. **(5 marks)**

b) Analyse any **five** key tenets of an effective HIV/AIDS policy and practice. **(20 marks)**

END OF EXAMINATION