

# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT  
OCCUPATIONAL HEALTH & SAFETY  
CODE: HHRM 225

SESSIONAL EXAMINATIONS

MAY/JUNE 2020

DURATION: 3 HOURS

EXAMINER: MR N MUCHONGWE

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## ***INSTRUCTIONS & INFORMATON***

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

1. “A healthy worker is a productive asset to the organization”. Support the assertion. **(25 marks)**

## **SECTION B**

2. “Absenteeism and Presenteism are twin robbers of production in organizations.” Discuss. **(25 marks)**
3. You are into HR consultancy and a client has approached you for advice on how to gain acquaintance with workplace risks at their private college. Advise the client accordingly. **(25 marks)**
4. a) Explain any **three** causes of workplace accidents **(6 marks)**  
b) Briefly discuss any **three** critical areas of responsibility for each of any **three** key stakeholders in the health safety and wellness management. **(9 marks)**  
c) Explain the stages in the development of burnout. **(10 marks)**
5. a) Explain any **five** symptoms of stress at the workplace. **(10 marks)**  
b) Discuss any **five** intervention strategies that can be implemented by an organization to reduce stress related behavior at the workplace. **(15 marks)**
6. Critically examine any **four** workplace management strategies which can facilitate an integrated occupational health, safety and wellness programme in an organization of your choice. **(25 marks)**

**END OF EXAMINATION**