

**MANICALAND STATE UNIVERSITY
OF
APPLIED SCIENCES**

**FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
OCCUPATIONAL HEALTH AND SAFETY**

CODE: HHRM224

SESSIONAL EXAMINATIONS

APRIL/MAY 2021

DURATION: 3 HOURS

EXAMINER: MR B CHISIRI

INSTRUCTIONS & INFORMATON

- 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.*

SECTION A

1. Discuss any **five** stakeholders' roles and responsibilities towards achieving a safe workplace **(25 marks)**

SECTION B

2. a) Explain the Accident Cost Iceberg theory (Bird ,1974) **(5 marks)**
b) Examine the indirect costs that are incurred after a workplace accident. **(20 marks)**
3. a) Explain any **five** causes of workplace accidents . **(10 marks)**
b) Discuss any **five** management strategies which can be used to reduce accidents in the workplace **(15 marks)**
4. a) Explain any **five** counselling skills which must be possessed by an effective counsellor in an organization. **(10 marks)**
b) Discuss any **five** functions of counselling to the organization **(15 marks)**
5. a) Explain the Domino Theory of accident causation by Heinrich (1931) **(10 marks)**
b) With the aid of well-illustrated examples, discuss the **3Es corrective action** to reduce accident occurrence by Heinrich (1931) **(15 marks)**
6. Examine any **five** duties of a Safety Officer at any workplace. **(25 marks)**

END OF EXAMINATION