



UNIVERSITY OF RUHUNA
FACULTY OF MANAGEMENT AND FINANCE

No. of Pages : 03
No. of Questions: 06
Total Marks : 70

BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE

2000 LEVEL SECOND SEMESTER END EXAMINATION - FEB/MAR 2023

Three Hours

HRM 22413 - Employee Safety and Health Management Academic Year 2021/2022

Instructions

- ➔ The question paper contains six (06) questions.
- ➔ Answer only five (05) Questions.

1).

- I. What is the difference between occupational health and occupational safety?
(03 Marks)
- II. Briefly describe the consequences of safety and health issues of an organization.
(03 Marks)
- III. Discuss the concept of "wellness" and its key dimensions.
(08Marks)
(Total marks 14)

2).

- I. Define an "accident", and describe the common causes of workplace accidents.
(04 Marks)
- II. According to Heinrich's Theory, "the Three "Es" of safety-Engineering, Education, and Enforcement are effective in taking corrective action in preventing accidents". Explain.
(03 Marks)
- III. The purpose of safety promotion is to keep employees focused on doing their work safely every day. Discuss the methods that employers can use to promote health and safety within their organizations.
(07 Marks)
(Total marks 14)

3).

I. What are the different types of hazards in a workplace?

(04 Marks)

II. Briefly describe health hazards in organisations in the apparel sector in Sri Lanka.

(04 Marks)

III. Name three personal protective equipment used in the chemical industry, and briefly explain the benefits of using them.

(03 Marks)

IV. "Personal Protective Equipment (PPE) should be considered the last resort in the control of occupational health hazards." Explain this statement.

(03 Marks)

(Total marks 14)

4).

I. What are the key elements of a successful health and safety management system?

(02Marks)

II. Explain the importance of setting a health and safety policy for an organization.

(04 Marks)

III. Compare and contrast the concepts of "reactive and proactive health" and "safety monitoring".

(04 Marks)

IV. What are the main steps of health and safety risk assessment?

(04 Marks)

(Total marks 14)

5).

I. Factories Ordinance No. 45 of 1942 provides specific standards in places for the protection of health and safety and welfare of the workers. As per the given requirements, briefly describe the followings.

- a) Amount of cubicle space for each person in a room
- b) Lighting
- c) Sanitary convenience
- d) First-aid facilities

(08 Marks)

II. The following three letters have been received by Seetha, the ICT agony aunt in a weekly newspaper column. Reply to those letters in brief.

a). Dear Aunt Seetha, "I have been using a keyboard for several years and I get pains in my wrists and elbow. The doctor said that I have RSI. What is this? Can I do anything at work to reduce the problem?"

Aruna, Matara

b). Dear Aunt Seetha, "I use a computer all day but recently I got a backache. Is there anything I can do to improve my working position?"

Meena, Gampaha

c). Dear Aunt Seetha, "I work at a computer workstation from 8.30a.m to 12.00noon. but I find that my eyes feel tired. I can't concentrate on the work by the end of the session. What should I do?"

Saman, Galle

(06 Marks)

(Total marks 14)

6). Write short notes on four (4) of the followings.

- I. Employee's responsibilities for health and safety.
- II. Health and safety audit.
- III. Health and safety training.
- IV. Health and safety movements after the industrial revolution.
- V. Role of Industrial Safety Division, Department of Labour.

(Each carries 3.5 marks)

(Total marks 14)
