



University of Ruhuna

Faculty of Management and Finance

Bachelor of Business Administration Degree 2000 Level Semester II Examination (March/ April 2019)

Academic Year 2018/ 2019

HRM 2241 – Employee Safety and Health Management

Duration- Three hours

Instructions

- The question paper contains 5 questions and 3 pages.
 - Answer only 4 questions including question number 1.
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1. Read the following case and answer the questions given below.

ABC fast food outlet

Assume, ABC is one of the popular fast food restaurants in Sri Lanka. Outlets of ABC are located in main cities in the island. Shani was 20 years old girl who was employed at the ABC fast food Matara outlet to cook fries at a frying range. She slipped on water leaking from an ice-making machine and instinctively put out her hand to break her fall. Unfortunately her hand went into the deep fat fryer containing oil at a temperature of 360°F and she sustained severe burns to her left hand and forearm.

The outlet was short staffed on the day of accident and the Team Leader was working on the cashbox instead of monitoring workplace safety.

Although the company policy was to mop up spillages, it was common practice to leave spillages at busy times and cover them with a sheet of cardboard, which itself can create a tripping hazard. At busy times it was usual to give greater priority to serving customers than to cleaning spillages.

The ice-making machine had been leaking for several days and various attempts had been made by different contractors to cure the leak. No-one had sole responsibility to coordinate

the repair of faulty equipment and a lack of communication between different shift managers left the equipment leaking over a long period of time.

The local authority prosecuted the company and on successful conviction the magistrates imposed a total fine of Rs 300000. The investigating Environmental Health Officer believed that the accident was completely avoidable as the company had failed to maintain a safe system of work or to carry out a suitable and sufficient assessment of the risks associated with slipping within the kitchen.

Questions

- a. Discuss the possible safety and health issues in the above case. (7 Marks)
- b. Explain the roles and responsibilities of each party when maintaining a good safety and health management system in the ABC restaurant company. (8 Marks)
- c. As highlighted in the case, there was a serious issue which can be observed in their health and safety practices. As a consultant of Safety and Health Management how you can advise them on planning and risk assessment relating to safety and health on ABC. (13 Marks)

(Total Marks 28)

2. "Ergonomics is one of the important topics in Safety and Health Management. Wherever employees work, it is essential to follow up accurate postures and techniques. On the other hand, personal protective equipment (PPE) should be worn according to the requirement".

- a. Discuss the ergonomics techniques when someone performs his job. (07 arks)
- b. Explain the requirement of different types of personal protective equipment by giving practical examples from industries.

(07 Marks)

(Total marks 14)

3. "Sithumini" is a garment factory located in Koggala Free Trade Zone. The Factory Manager of the garment invites you to conduct training program for the operation level employees on accidents prevention.

a. How you organize training program and what factors should be discussed in the event?

(7 Marks)

b. How you explain the principle classification of industrial accidents according to type of accident in the ILO code of practice with examples from the garment factory.

(7 Marks)

(Total Marks 14)

4.

a. Briefly discuss the importance of monitoring, reviewing and auditing as parts of a Health and Safety Management System for organizations.

(7 Marks)

b. Explain what kind of criteria can be used to identify drug abusers in the workplace.

(7 Marks)

(Total marks 14)

5. Write short notes on followings concepts and applications.

a. Contribution of Sustainable Development Goals and Labour Market Indicators report issued by ILO.

b. Human Factors Theory of Accident Causation

c. Personal Hygiene and communicable diseases

d. Types of workplace hazards

(Each carries 3.5 Marks)

(Total Marks 14)
