



UNIVERSITY OF RUHUNA  
FACULTY OF MANAGEMENT AND FINANCE

No of Pages: 04  
No of Questions: 06  
Total Marks: 70

HRM 2241 – Employee Safety and Health Management

BACHELOR OF BUSINESS ADMINISTRATION DEGREE 2000  
LEVEL

Three Hours

SECOND SEMESTER END EXAMINATION – JUNE 2015

**Instructions:**

- Answer five (05) questions including question number one (01)

**1). Read the following case and answer the questions given at the end.**

Kamal was working at Brillianta, an academic institution of repute. The working environment in the institution was a diversified one as it comprised of staff members from different parts of the world. Kamal was generally a very good performer through-out his career journey. However, after joining the Brillianta, his performance started to dip, not because he was a misfit to the organization in terms of his knowledge, experience, skill-sets and abilities, but it was because of the gradual complex he started to develop while facing peer pressure. Kamal was known to be dynamic person till his personality started to change while facing up to the expectation of his colleagues and superior in a multicultural set-up. Kamal was trying to adopt the same techniques while interacting with his peers and seniors like he did in his previous assignments. The difference in terms of the working culture, the profile of the manpower employed with the organization, along with the global setup didn't get due cognizance from Kamal as a result of which he was quite often cornered for his viewpoints, perspectives on issues of common interest. Apart from that Kamal was witnessing a sense of inferiority complex creeping in gradually as a result of which he was losing his level of confidence, started to have unhealthy arguments with colleagues, trying to impose his attitude of 'my way or highway', culminating in self inflicted pressure. He started to have headache, frequent health breakdown, shivering of hands, stammering bouts while communicating, apart from intensive sweating.

- i) According to the case, what are the symptoms and signs of work stress exhibited by Kamal?

(03 marks)

- ii) Identify factors that are causing stress in Kamal

(03 marks)

iii) What's the difference between Eustress and Distress? (04 marks)

iv) Suggest Stress relief strategies/ techniques to manage the stress experienced by Kamal (04 marks)

(Total marks 14)

2)

i) Explain reasons for maintaining and promoting good standards of health and safety in the work place. (04 marks)

ii) Identify the purpose of each of the following sections of a health and Safety policy document.

a) Statements of intent                      b) Organizations                      c) Arrangements

(06 marks)

iii) "It is critical to a safety management process that risk is evaluated and managed in a systematic manner". Describe a methodology for systematically assessing the degree of risk presented by hazards.

(04 marks)

(Total marks 14)

3)

i) What is incidence rate? (02 marks)

ii) Explain the importance of reviewing and monitoring the health and safety performance of an organization. (04 marks)

iii) Outline two active measures and two reactive measures that can be used in monitoring an organization's health and safety performance (04 marks)

iv) "Personal protective equipment (PPE) should be considered as a last resort in the control of occupational health hazards" Explain this statement. (04 marks)

(Total marks 14)

4)

- i) List four respiratory diseases that could be caused by exposure to dust at work (02 marks)
- ii) Identify the measures to be taken to prevent slip and trip hazards in an engineering workshop (03 marks)
- iii) Identify the possible health hazards that may be caused by working in a hot environment and outline measures that can be taken to prevent them. (04 marks)
- iv) List five personal protective equipment used in the chemical industry and benefits of using them. (05 marks)

(Total marks 14)

5)

- i) What is meant by the term “ergonomics”? (02 marks)
- ii) Explain ergonomic guidelines for a “Sitting work” (05 marks)
- iii) Outline a good manual handling technique that could be adopted by a person required to lift a load from the ground. (03 marks)

- iv) Following two letters have been received by Meena, the ICT agony aunt in a weekly newspaper column. Reply to those letters in brief.

a) Dear Meena,

*“I have been using a keyboard for several years and find 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?” Amila, Matara*

b) Dear Meena,

*“I work at a computer workstation from 8:30 a.m to 2:30 p.m and find that my eyes feel tired. I can’t concentrate on the work by the end of the session. What should I do?” Ravi, Galle.*

(04 marks)

(Total marks 14)

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

- i) Body Mass Index
- ii) Prevention of fire and common types of fire extinguishers
- iii) Provisions for Health and Safety provided by the Factories Ordinance
- iv) Provisions for safety in use of machineries provided by the Factories Ordinance
- v) Workplace accidents due to unsafe conditions

(Each carries 3.5 marks)

(Total marks 14)