



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources,
Industrial and Labour Relations Management**

Occupational Hygiene and Safety

HHRM 405

Part 4 Semester 1 Examination

Total Marks [100]

Date: June 2020

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Analyse any **five** roles and responsibilities of the employee and employer with regards to occupational health and safety in an organisation. (25)
2. Discuss the hierarchy of hazards controls as one of the safe systems of work.
3. In view of the current industrial situation in Zimbabwe, examine the multifactor theory of accident causation. (25)
4. Evaluate the general issues to be considered in working towards improving workplace healthy and safety in an organisation. (25)
5. As a human resource manager of a big organisation, suggest the possible successful safety incentives to be implemented in the organisation. (25)
6. Assess the role of the National Social Security Authority (NASSA) in occupational health and safety in Zimbabwe and its applicability to the current industry. (25)

End of Paper