

UNIVERSITY OF FORT HARE

HRM 226

MANAGEMENT OF WELLNESS, HEALTH AND SAFETY

FINAL DEGREE EXAMINATION

NOVEMBER 2024

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Time : 3 HOURS

Subject: : HRM 226

Marks : 100

This paper consists of 6 pages including the cover page

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INSTRUCTIONS

SECTION A (50 Marks)

1. This section consists of essay based questions
2. Answer ALL questions in the section

SECTION B (50 Marks)

1. This section consists of True OR False questions
2. Answer all questions

## **SECTION A (50 Marks)**

### **QUESTION 1 (15 Marks)**

With the aid of clear examples, discuss and explain the following dimensions of wellness and advise how organisations can promote these in the workplace. (5marks for each dimension)

- a) Physical wellness
- b) Emotional wellness
- c) Environmental wellness

### **Question 2 (10 Marks)**

Discuss the different coping strategies to deal with stress and the factors influencing these coping strategies

### **Question 3: 15 marks**

**Read the case below and answer question 3.1-3.2**

#### **Ergonomics and Workplace Health**

An office-based company has noticed an increase in employee complaints regarding back pain, carpal tunnel syndrome, and eye strain. The company provides standard office furniture and equipment, but employees often work for long hours without taking breaks. Some employees also report that the office lighting is insufficient and that the chairs and desks are uncomfortable.

**3.1 What are the ergonomic hazards present in this workplace? (4)**

**3.2 How might these ergonomic issues affect employee productivity and health? Provide a clear and detailed explanation (3)**

**3.3 What steps should the company take to mitigate these ergonomic hazards? Provide a step for each hazard as identified (4)**

**3.4 What could be the financial implications for the company if these ergonomic issues are not addressed? Justify your answer (4)**

### **Question 4 (4 marks)**

List four economic costs that accidents in the workplace can bear on organisations

### **Question 5 (3 Marks)**

List three workplace factors that affect employee safety

**Question 6 (3 Marks)**

List any three personal factors that can contribute towards the cause of accidents in the workplace

**SECTION B (50 marks)**

**This section contains True or false questions.**

**Each correct answer in this section carries 2 marks.**

**Circle the correct answer**

**Question 1**

Consistent eating behaviour falls under the physical wellness dimension

True

False

**Question 2**

Creating and promoting jobs that provide decent earnings, ensuring safe working conditions, providing social protection, and safeguarding workers' rights is important for sustainable development

True

False

**Question 3**

Ergonomical studies focus on such factors as fatigue, lighting, tools, equipment, layout and placement of controls.

True

False

**Question 4**

Biological hazards may result from prolonged use of dangerous chemicals, noisy machinery, exposure to dust or temperature extremes

True

False

**Question 5**

An effective program supported by management helps employees to focus on other important things in life outside work

True

False

**Question 6**

Exposure to many of the harmful health hazards may produce acute health effect due to intensity of the hazard

True

False

**Question 7**

To promote physical wellness, organisations can encourage meditation and offer quiet rooms for relaxing

True

False

**Question 8**

In terms of the OHSA, an inspector has no right or is not allowed to enter the workplace premises

True

False

**Question 9**

It is the duty of employee to report unsafe and unhealthy situations in the workplace

True

False

**Question 10**

OHSA does not cover domestic workers in private households

True

False

**Question 11**

The response of the body to the physical stress is described as strain and is influenced by the capacity of the individual and by the demands placed on it

True

False

**Question 12**

The seven dimensions of wellness are important for organisations to focus on towards the promotion of decent work

True

False

**Question 13**

Strain refers to the events that are encountered by individuals

True

False

**Question 14**

Physical aspects of the working environment, such as noise and lighting are sources of stress extrinsic to the job

True

False

**Question 15**

Stress management in organisations can aid towards reduced absenteeism, low turnover rates and increased performance

True

False

**Question 16**

Anxiety, fear and increased blood pressure are all psychological reactions to stress

True

False

**Question 17**

Discounted gym prices are a way for organisations to promote physical wellness among employees

True

False

**Question 18**

There is a positive correlation between employee stress and absenteeism and employee turnover

True

False

**Question 19**

The promotion of awareness on, and prevention of mental health is a major focus for The Who Mental Health Action Plan (2013-2030)

True

False

**Question 20**

Health hazards are those hazards that may result in injury or sometimes even death of a worker or workers

True

False

**Question 21**

Encouraging and helping employees to live a healthier lifestyle means, they will not be sick.

True

False

**Question 22**

Negative signs of stress are observed when the feeling of satisfaction from meeting challenges turns into exhaustion, frustration or dissatisfaction.

True

False

**Question 23**

Physical aspects of the working environment, such as noise and lighting, and psychosocial aspects, such as workload, are stressors that are extrinsic to the job

True

False

**Question 24**

An organization's design can either promote or deprive social wellness, depending on the organisation's approach

True

False

**Question 25**

An organization's design can either promote or deprive social wellness, depending on the organisation's approach

True

False

**TOTAL 100 MARKS**

