



University of Fort Hare
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UNIVERSITY OF FORT HARE

**MANAGEMENT WELLBEING, HEALTH AND
SAFETY**

HRM 226

UNDERGRADUATE EXAMINATIONS

NOVEMBER 2018

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TIME: 3 HOURS

SUBJECT: HUMAN RESOURCES MANAGEMENT

MARKS: 100

This paper consists of 2 pages including the cover page

Internal Examiner

Dr. J.K Aderibigbe

Internal Examiner

Dr. M. Dywili

INSTRUCTION: THIS PAPER CONSISTS OF FOUR (4) QUESTIONS. ANSWER QUESTION NUMBER ONE (COMPULSORY), AND ANY OTHER TWO (2) QUESTIONS.

QUESTIONS

1. a. From the different perspectives of Lazarus (1991), Hans Selye (1976), John French and his colleagues' (1982) about stress, present a holistic definition of employee stress (10)
- b. Identify and briefly explain any five (5) effects which the negative type of stress could have on employees (15)
- c. Identify and briefly explain any five (5) effects which the negative type of stress could have on the company or organisation (15)

Total = 40 marks

2. a. Explain any five (5) individual strategies of reducing or coping with job stress (15)
- b. Explain any five (5) organisational strategies of reducing or coping with job stress (15)

Total = 30 marks

3. a. Explain the following basic
 - i. Physical wellness (05)
 - ii. Social wellness (05)
 - iii. Emotional wellness (05)
 - iv. Environmental wellness (05)
 - v. Spiritual wellness (05)
 - vi. Intellectual wellness (05)

Total = 30 marks

4. Give a detailed account of your understanding of the concept of employee healthcare (30)