



University of Fort Hare
Together in Excellence

UNIVERSITY OF FORT HARE

**EMPLOYEE HEALTH, SAFETY AND WELLNESS
HRM 321**

UNDERGRADUATE SUPPLEMENTARY EXAMINATIONS

JANUARY 2019

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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

External Examiner

Dr. M du Plessis

**INSTRUCTION: THIS PAPER CONSISTS OF FIVE (5) QUESTIONS.
ANSWER ANY FOUR (4).**

QUESTIONS

1. Demonstrate your *full understanding* about the three (3) broad sources of employee stress (25)
2. Carefully explain any five (5) consequences of work-stressors (25)
3. Give a detailed account of your knowledge about the concept of employee wellness (25)
4. Discuss the concept of employee healthcare under the following headings
 - a. Prevention versus Cure (12^{1/2})
 - b. A holistic approach (12^{1/2})
5. Provide detailed explanations on how the following issue affect employee performance or productivity
 - a. Substance abuse/addiction (05)
 - b. Loss and trauma (05)
 - c. HIV/AIDS (05)
 - d. Depression (05)
 - e. Disability (05)