



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION

DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 07BHRM	LEVEL: 7
COURSE CODE: WHE721S	COURSE NAME: EMPLOYEE WELLNESS, HEALTH AND ERGONOMICS
SESSION: January 2025	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION PAPER	
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MODERATOR:	Ms Barbara Dreyer

INSTRUCTIONS
1. Answer ALL the questions 2. Write/type clearly and neatly 3. Number the answers clearly.

THIS QUESTION PAPER CONSISTS OF 3 PAGES (Including this front page)

SECTION A

QUESTION 1 : CASE STUDY (21 MARKS)

The Namibia Import and Export Corporation - Employee Assistance Program

The Namibia import and Export Corporation is a large Namibian corporation in Windhoek and hundreds of employees. The company has recognised the need for additional support for its employees facing personal and work-related challenges.

To address this, the company has decided to implement a comprehensive Employee Assistance Program (EAP).

1. As a Wellness consultant, describe to the management of The Namibia Import and Export Corporation, the key features you would incorporate in their Employee Assistance Program?

(8)

2. How will the Employee Assistance Program be implemented at The Namibia import and Export Corporation (6)

3. What are the expected outcomes of the Employee Assistance Program? (7)

SECTION B

QUESTION 2 – STRUCTURED QUESTIONS (79 MARKS)

2.1 Managing a business enterprise or public institution, many responsibilities rest heavily on the shoulder of management. In the context of wellness, health and ergonomics, attention needs to be given to some main considerations. Discuss the following considerations in detail.

- a) Economic considerations (4)
- b) Psychological considerations (4)
- c) Legal sanctions considerations (4)

2.2 Compliance to the wellness, health and ergonomics legislation is the responsibility of all employers in Namibia. Explain the duties that are assigned to employers to ensure that workplaces are free from any hazard and those workers are protected. (10)

2.3 Discuss the matters to be taken into consideration when ergonomics are planned and conducted in organisations. (12)

2.4 Hazards can only cause harm if they come into contact with the body. Discuss the various ways in which this can happen? (8)

2.5 Discuss any twelve (12) uninsured or “hidden costs of accidents. (12)

2.6 Discuss the five steps that should be taken to manage occupational diseases: (10)

2.7 The workplace can be a natural and potentially effective setting for health promotion programmes, for a number of reasons: Discuss these reasons. (5)

2.8 Discuss HIV/AIDS in the workplace under the following aspects:

- a) How does HIV/AIDS affect the workplace? (6)
- b) Discuss the assistance which employees who are HIV positive needs from management (4)

THE END: GOOD LUCK