



PAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

FACULTY OF MANAGEMENT SCIENCES

DEPARTMENT OF MANAGEMENT

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| QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT | |
| QUALIFICATION CODE: 07BHRM | LEVEL: 7 |
| COURSE CODE: WHE721S | COURSE NAME: EMPLOYEE WELLNESS HEALTH AND ERGONOMICS |
| SESSION: JANUARY 2019 | PAPER: PAPER 1 |
| DURATION: 3 HOURS | MARKS: 100 |

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| SECOND OPPORTUNITY EXAMINATION PAPER | |
| EXAMINER(S) | Mr. B Zealand Mr. D. Hlahla |
| MODERATOR: | Mrs. B Omoregie |

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| INSTRUCTIONS |
| 1. Answer ALL the questions. 2. Write clearly and neatly. |

THIS MEMORANDUM CONSISTS OF 4 PAGES (Including this front page)

Section A: Read the case study below and answer the questions that follow.

[30marks]

Poultry Farming in Namibia



Agriculture consistently ranks as one of the most hazardous occupations in Namibia.

Poultry farmworkers have few workplace safety protections and only a minority of these businesses provide additional safeguards for farmworkers.

Poultry farmworkers are often afraid to complain about health and safety violations because of fear of employer retaliation. The limited legal protections and fear of employer retaliation coupled with additional factors, such as frequent mobility, poverty, inadequate training, language barriers, and unfamiliarity with the Labour Act, result in many, preventable workplace injuries and illnesses.

Question 1

- 1.1 Discuss some of the most serious health and safety hazards that farmworkers are facing in Namibia.

(5marks)

1.2 What are some of the dangers that a Poultry farmworker is exposed to? (5marks)

1.3 Discuss any four hazards that Poultry farmworkers are exposed to and give two examples of each hazard identified. (12marks)

1.4 What are some of the preventative measures that these workers could consider to be safer and or not to fall ill? (8marks)

SECTION B [43marks]

Question 2

2.1 Behavioural Based Safety is a process that reduces unsafe behaviours that can lead to incidents occurring in the workplace. The process works by reinforcing safe behaviour and identifying the causes of unsafe behaviour. A behavioural safety process can be introduced in numerous ways but can be categorised into one of three generic types. Briefly explain these three categories. (9marks)

2.2 Section 39 of the Labour Act explains the duties of employers to their employees List these duties. (10marks)

2.3 Briefly explain the functions of the Health and Safety Committee. (6marks)

Question 3

3.1 Discuss eight of the functions that Health Care professionals should perform in an organisation? (8marks)

3.2 How could occupational diseases be managed in an organization? Briefly explain. (5marks)

3.3 What can organisations benefit from a healthy workforce? (5marks)

Section C [27marks]

Question 4

4.1 Briefly explain the characteristics displayed by an adult learner. (6marks)

4.2 Domestic workers are experiencing common health related problems. Discuss some of the problems that these workers might experience. (8marks)

4.3 You were appointed as Health and Safety Officer at one of the leading financial institutions in Namibia. The business is suffering tremendous losses resulting from employees causing accidents. Briefly explain what the business could do to control accidents. (5marks)

Question 5

5.1 As an ergonomist, you need to assess the fit between a person and their work. What are some of the aspects that you need to consider? (4marks)

5.2 You are asked to develop an Occupational Health and Safety (OHS) policy. Identify and briefly explain the main components of an OHS policy document. (4marks)