



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF HUMAN SCIENCES, COMMERCE AND EDUCATION

DEPARTMENT OF MANAGEMENT

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 07BHRM	LEVEL: 7
COURSE CODE: WHE721S	COURSE NAME: EMPLOYEE WELLNESS, HEALTH AND ERGONOMICS
SESSION: November 2022	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

FIRST 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 4 PAGES (Including this front page)

QUESTION 1

CASE STUDY: (20 MARKS)

You have been appointed as the Human Resources Business Partner in charge of occupational health at a heavy engineering company that manufactures and assembles large trucks and trailers. The company employs 800 employees, many of whom are involved in welding, assembly work and spray painting. Although little attention has been paid to occupational health in the past, the company, the company now wishes to rectify this and has appointed you because of your Occupational health qualifications.

After a few days at work and a careful walk- through, you've observed the following:

- There is an excess of welding fumes and noise in the workplace
- Personal protective equipment (PPE) is used randomly by employees
- Some employees say that the fumes are damaging their health (they complained in the clinic of "tight chests"). When they complained they were given milk as a preventative measure.
- The production manager asks you to give him the medical records of those complaining of the ill- health effects caused by workplace exposure. He tells you that you cannot refuse, because the company pays your salary and the records belong to the company.
- Some employees also complain of backache and shoulder pain, and there have been a number of hand injuries and arch- eye cases in one week. The supervisor asks you for anaesthetic eye drops for the welders, because they need to complete an urgent order.

Questions

1.1 Discuss the different categories of hazards employees are exposed to at this engineering company (10)

1.2 Discuss the process of how you will assess these hazards (10)

QUESTION 2

STRUCTURED QUESTIONS

2.1 State and briefly discuss the occupational wellness, health and ergonomics services interdisciplinary team members and their respective duties. (14)

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

2.3 Discuss the various principles that underpin the objectives of an occupational wellness, health and ergonomics service. (10)

2.4 According to the domino theory, six factors are involved in the sequence of events that lead to an accident and its consequences. Briefly discuss how lack of control and personal factors can lead to accidents. (13)

2.5 Ergonomics is defined as the scientific discipline concerned with the understanding of the interactions among humans and other elements of a system and the profession that applies theory, principles, data, and methods to design in order to optimise human well-being and overall system performance. With this in mind, discuss the matters that should be taken into consideration when ergonomics is applied. (9)

2.6 Once the occupational health practitioner becomes aware through observation and complaints from a particular worker and/or a group of workers that might have contracted a disease through exposure to a particular hazard, he/she should start with the management thereof, without delay. Discuss the five steps to manage occupational diseases. (10)

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

- a) How does HIV/AIDS affect the workplace? (5)

- b) Discuss the assistance which employees who are HIV positive needs from management (4)

2.8 Employee Assistance Programmes(EAP) are designed to build productive organisations. Discuss any five (5) EAP guidelines. (5)

Total Marks: 100

GOOD LUCK!!!

2021/18! 