

Eastern University, Sri Lanka

Faculty of Commerce & Management

Final Year – First Semester examination in B.B.A

Specialization in Human Resource Management – 2008 / 2009 (Sep 2009)

HRM: 4143 - Employee Health and Safety

Answer all Questions

Time: Three Hours

Q1. Case Study - The Accident

Driver Alloysius and cleaner Gunawardena set off in a van No.26 Sri 5555 from the company's premises in Colombo at 2.30 p.m. with a load of goods to be delivered to the company's wholesale agent at Kurunegala. Both of them were on duty in the afternoon shift from 1.00 p.m. to 9.00 p.m. They were scheduled to reach Kurunegala – distance of 58 miles, in two hours, spend a further one hour unloading and rest and return, to Colombo by 7.30 p.m. The company has 15 vehicles, which are used to deliver goods to the company's wholesale agents and other major customers. The general rules of conduct for the employees state the consumption of liquor and being under the influence of liquor. While on duty, are considered serious offences that are punishable by dismissal. The special rules applicable to drivers and cleaners state that carriage of unauthorized passengers and goods in company's vehicles is considered a serious offence that is punishable by dismissal.

At about 8.00 p.m. the company's office in Colombo received a telephone message from Gampaha Police Station (18 miles from Colombo) informing that van No. 26 Sri 5555 had met with an accident at about 7.15 p.m. at Imbulgoda (13 miles from Colombo on Colombo – Kandy – Kurunegala Road) and the four persons travelling in the van were found injured and have been admitted at the government district hospital, Gampaha. This message was conveyed to the General Manager, who immediately made arrangements for the HR Manager and the transport officer to visit the scene of accidents and the injured in hospital.

It was about 9.00 p.m. when the HR Manager and transport officer reached the scene of accident. It was a straight – stretch of road and it was evident that due to the fast speed the driver apparently had lost control of the van which had stretched to the left edge, hit a culvert guard, spinned up, and turned over the number of the times and hit against a coconut tree which was about 15 yard away from the road. The van was total wreck. There was a strong smell of arrack emanating from the wreck and the two constables on duty showed pieces of four large bottle containers about said that at the time of the accident the van had been transporting illicit arrack.

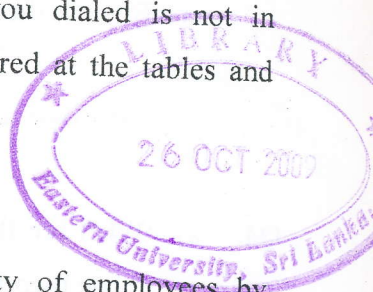
The HR Manager and the transport officer then visited injured at hospital. Both the driver and cleaner had serious injuries but they were declared out of danger. The medical officer showed two other people who were supposed to have traveled in the van and who had sustained bruises and cut injuries apparently having fallen over broken pieces of glass. The medical officer added that all of them were found to be under the influence of liquor.

Thereafter, they visited the Gampaha police station where they were told of the details as recorded by the police. The van at the time of accident had been travelling at a very fast speed, the driver and other occupants were found to be under the influence of liquor and that the police will be charging the driver for driving a vehicle under the influence of liquor, driving recklessly and negligently, and for transporting illicit liquor.

It was about 11.00 p.m. when they returned to office and it took another 30 minutes or so to make an oral report to the general manager. The following morning by 6.30 a.m. the HR Manager came to office and perused through the personal files of the two employees to inform their next of kin. But, no such a record was available in the files. Then, he rang up transport selection and asked the officer – in – charge to send him any person who knew where Alloysius and Gunawardena resided.

Then, he looked into the telephone directory and dialed up the number indicated as that of District Hospital Gampha to ascertain the condition of the injured. As

he listened to a message which said, "The number you dialed is not in use....." He dashed the receiver on the cardle and stared at the tables and chairs, which were still empty and looked ghostly



Questions

a) "It is possible to ensure Occupational Health and Safety of employees by preventing Occupational accidents and Occupational diseases" Elaborate this statement with connections of the case.

(08 Marks)

b) Can you reduced accidents at work place as a Human Resource Manager?

(10 Marks)

c) Do you contemplate on taking disciplinary actions against Alloysius and Gunawardena? If so, when and how do you propose to take such actions?

(10 Marks)

(Total 28 Marks)

Q2. a) What are the contemporary issues related to health and safety? Explain briefly?

(06 Marks)

b) Ensuring "Health and Safety of employees is the main responsibility of Human Resource manager". Do you agree? Justify your answer.

(05 Marks)

c) "An assessment of security risk has been made by the threat assessment teams that recommend actions to control and prevent workplace violence". Explain violence prevention strategies.

(07 Marks)

(Total 18 Marks)

Q3. a) "Safety auditing is a very effective tool with safety management for identifying weak spots and planning corrective actions". What does safety audit man? And explain the types of safety audit.

(06 Marks)

b) Briefly explain the objectives of safety management with examples.

(06 Marks)

- c) Explain the term 'accidents' and state consequences of accidents in a work place. (06 Marks)

(Total 18 Marks)

- Q4.** a) What are the various theories of accident causation? Briefly explain any two of those theories.

(06 Marks)

- b) What is the purpose of accident investigation and proactive safety?

(05 Marks)

- c) "Electric power is an essential input in various types of industries". Explain the steps to be taken by authorities to ensure safety in the electric plant.

(07 Marks)

(Total 18 Marks)

- Q5.** a) What are the areas useful to train for electrical workers in Ceylon Electricity Board?

(07 Marks)

- b) Differentiate the terms 'Risk' and 'Risk management' and identify the steps of risk analysis.

(06 Marks)

- c) What do you mean by industrial ergonomics? Identify the names of injuries.

(05 Marks)

(Total 18 Marks)