

EASTERN UNIVERSITY, SRI LANKA

FACULTY OF COMMERCE AND MANAGEMENT



**Final Year – First Semester Examination in Specialization in Human
Resource Management – 2007 / 2008 (October – 2008)**

HRM 4143 Employee Health & Safety

Answer all questions

Time: 03 hours

Q1. **Case Study - OSH.com**

At first glance, an OSH.com is one of the last places you would expect to find potential safety and health hazardous – or so John and Jenifer thought. There's no danger of moving machinery, no high pressure lines, no cutting or heavy lifting and certainly no forklift trucks. However, there are safety and health problem.

In terms of accident-causing, for instance the one thing OSH.com companies have lots of cables and wires. There are cables connecting the computers to each other and to the servers, and in many cases separate cables running from some computers to separate printers. There are 10 telephones in the office, all on 15-foot phone lines that always seem to be snaking around chairs and tables. There is, in fact, a surprising amount of cable considering an office with less than 10 employees. When the installation specialist wired the office, they estimated they used well over five miles of cables of one sort or another. Most of these are hidden in the walls or ceilings, but many of them snake their way from desk to desk, and under and over doorways.

Several employees have tried to reduce nuisance of having to trip over wires whenever they get up by putting their plastic chair pads over the wires closer to them. However that still leaves many wires unprotected. In other cases, they

brought in their own packing tape, and tried to tape down the wires in those spaces where they're particularly troublesome, such as across doorways.

Every employee spends a lot of hours at his or her computer, so carpal tunnel syndrome is a risk, as are a variety of other problems such as eyestrain and strain backs.

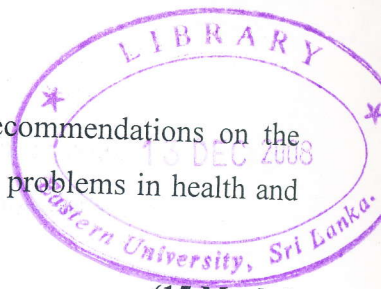
One recent accident particularly scared them. The firm uses independent contractors to deliver the firm's book and CD-ROM based courses in cities. A delivery person was riding his bike and got into an accident at the intersections of two roads. Luckily he was not hurt, but the bike got fully damaged. In that situation, John and Jenifer are thinking about their lack of a safety program.

They also have some concerns about potential health problems such as job stress and burnout. It is not at all unusual for employees to get to work by 7.30 or 8 o'clock in the morning and to work through until 11.00 or 12.00 o'clock at night, at least five and sometimes six or seven days per week.

The bottom line is that both John and Jenifer feel quite strongly that they need to do something about implementing a health and safety plan. Now, they want you, their management consultants, to help them actually do it. Here's what they want you to do for them.

Questions:

- i) Based upon your knowledge about health and safety matters, make a list of potential hazardous conditions of employees and others at OSH.com.
(05 Marks)
- ii) Would it be advisable for us to set up a procedure for screening out stress-prone and accident-prone individuals? Why? If so, how would we screen them? Explain.
(08 Marks)



- iii) Based on what you know about OSH.com, give the recommendations on the subject of “what can OSH.com do to reduce the potential problems in health and safety in the company”

(15 Marks)

(Total 28 Marks)

- Q2. i) Define the term “Occupational Safety & Health” and Explain four (04) Contemporary issues in Occupational Health & Safety.

(06 Marks)

- ii) “The effect of workplace violence on traumatized employees, families of employees, co-workers is difficult to put into exact financial terms”. In light of this statement, explain the workplace violence prevention strategies.

(06 Marks)

- iii) “Nowadays safety problems are becoming complex”. Explain the reasons for this.

(06 Marks)

(Total 18 Marks)

- Q3. i) Define the term “Safety Audit” and Explain the types of Safety Audit conducted by Safety Hazardous Organizations in Sri Lanka.

(06 Marks)

- ii) Explain the responsibilities of Plant Manager, Engineer, Line Supervisor and Trade Unions in the field of Safety Management in an organization.

(06 Marks)

- iii) Briefly explain the accident prone organizations’ safety management procedure with examples.

(06 Marks)

(Total 18 Marks)

Q4. i) Explain any three (03) Accident Causation Theories with suitable applications in the real situations.

(06 Marks)

ii) Define and differentiate “Job Safety Analysis” and “Barrier Analysis”.

(06 Marks)

iii) Briefly explain the role of management, supervisors and employee in accident investigation.

(06 Marks)

(Total 18 Marks)

Q5. i) Define the term “Risk” and differentiate it from Hazard and Outcome.

(05 Marks)

ii) “There are number of safety training methods in organization”. Identify the factors influence in selection of training methods and briefly explain two (02) important phases of Shop Training.

(07 Marks)

iii) What are the safety rules adopted by a production organization? Explain its rules and its importance.

(06 Marks)

(Total 18 Marks)