



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

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**FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS**

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**DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL  
MANAGEMENT**

**EXAMINATION PAPER**

**COURSE CODE** : CHR 214  
**COURSE TITLE** : OCCUPATIONAL HEALTH AND SAFETY  
**DURATION** : 3 Hours  
**LEVEL** : 2:1  
**DATE** : 11 OCT 2023

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Question 1 is compulsory.
3. Answer question one (1) and any other three (3) questions.
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets [ ]

## **SECTION A – COMPULSORY.**

### **QUESTION 1**

Explain the causes of accidents and the measures that can be undertaken by organisations to prevent accidents at the workplace. Use relevant examples in your answer. **[25 marks]**

## **SECTION B: ANSWER ANY THREE QUESTIONS**

### **QUESTION 2**

As a Human Resources manager in a mining organization; what behavior based strategies can you put in place to eradicate the occurrence of accidents and workplace injuries. **[25 marks]**

### **QUESTION 3**

Stress has a serious effect on employee performance; discuss this assertion basing your arguments on your knowledge of the causes and impacts of stress at work. **[25 marks]**

### **QUESTION 4**

With reference to current events, discuss the limitations of Occupational Health and Safety legislation in Zimbabwe **[25 marks]**

### **QUESTION 5**

Discuss the following and how they contribute to Health and Safety issues at the workplace:

- (a) Total loss control **[10 marks]**
- (b) Risk management **[10 marks]**
- (c) Safety Inspection **[5 marks]**

### **QUESTION 6**

Identify and explain the different types of occupational hazards that can be faced in a mining organisation and how these can be managed. **[25 marks]**