

MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS 2016/2017 ACADEMIC YEAR**

**THIRD YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 311**

**COURSE TITLE: EMPLOYEE HEALTH, SAFETY                                  AND SECURITY**

**DATE: 12TH JULY, 2017 TIME: 1100 – 1300HRS**

**INSTRUCTIONS TO CANDIDATES**

* Question **ONE** is compulsory
* Answer any other **THREE** questions
1. (a) Discuss the strategies that can be used to manage stress to mitigate its’ adverse effects on worker productivity **(15 marks)**

(b) Explain the importance of the occupation health and safety Act

(OSH) in workplace health and wellness program. **(10 marks)**

1. Explain the employees health and safety responsibilities at work  **(10 marks)**

(b) Explain the meaning of substance abuse and its danger to employees at work.  **(5 marks)**

1. (a) Explain the functions of health and safety representatives at work

 **(10 marks)**

(b) Discuss the link between stress and substance abuse. **(5 marks)**

1. “Human resource professionals play an important role in ensuring employees health and safety as they know the employees , the work place and their job demands” Discuss **(15 marks)**
2. (a) Explain guidelines for integrating work place health and safety in        Human resources management practices . **(10 marks)**

(b) Explain the latest trends in Health, safety and employee welfare that are organizational driven. **(5 marks)**

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