



# **MACHAKOS UNIVERSITY**

**University Examinations for 2020/2021 Academic Year**

**SCHOOL OF BUSINESS AND ECONOMICS**

**DEPARTMENT OF BUSINESS ADMINISTRATION**

**FOURTH YEAR FIRST SEMESTER EXAMINATION FOR**

**BACHELOR OF COMMERCE**

**BBA 421: OCCUPATIONAL HEALTH AND SAFETY**

**DATE: 17/8/2021**

**TIME: 8.30-10.30 AM**

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## **INSTRUCTIONS:**

**Answer question one and any other two questions.**

### **QUESTION ONE (30 MARKS)**

**Read the case study below and answer the questions.**

#### **A CASE OF BURNOUT**

When Musyoka joined XYZ Bank (private sector) in 2010, he had once clear goal-to prove his competence. He did prove himself and had been promoted five times since his entry into the bank. Compared to others, his progress has been the fastest. Currently, his job demands that Musyoka should work 10 hours a day with practically no holidays. At least two days in a week. Musyoka is required to travel.

Peers and subordinates at the bank have appreciation for Musyoka. They don't grudge the ascension achieved by Musyoka. Though there are some who wish they too had been promoted as well. The post of the general manager fell vacant. One should work at GM for a couple of years if he were to climb to the top of the ladder. Musyoka applied for the post along with others in the bank. The chairman assured Musyoka that the post would be his. A sudden development took place which almost wrecked Musyoka's chance. A sudden development took place which almost wrecked Musyoka's chances. The bank has the practice of subjecting all its executives to medical check-up once in a year. The medical reports go straight to the chairman who would initiate remedials where necessary. Though Musyoka was only 35, he too, was required to undergo the test. The chairman of the bank received a copy of Musyoka's physical examination results, along with a note from the doctor. The note explained that Musyoka was seriously overworked and recommended that Musyoka's workload must be reduced and he must take to physical exercise every day. The note warned that if Musyoka did not care for advice, he would be in trouble for heart trouble in another six months. After reading the doctor's notes, the chairman sat back in his chair and started brooding over. Three issues were

uppermost in his mind- (i) How would Musyoka take this news?, (ii) How many others do have similar fitness problems? (iii) since the environment in the bank helps create the problems, what could he do to alleviate it? The idea of holding a stress-management programme flashed in his mind and suddenly he instructed his secretary to set up a meeting with the doctor and some key staff members, at the earliest.

- a) Explain in **four** points why employee's health and safety is a management concern of the 21<sup>st</sup> Century (8 marks)
- b) Explain **four** obligations of the employers in regard to health and safety of employees in the Organization (8 marks)
- c) Explain in **five** points giving illustrations on the type of hazards discussed in the case study above. (10 marks)
- d) Explain **four** causes that might have led to Musyoka's stressful health situation. (4 marks)

#### **QUESTION TWO (20 MARKS)**

- a) In Kenya the legislation governing occupation health and safety is the Occupational **Health** and safety Act, 2007 which repealed the factories Act, cap 254 of the laws of Kenya. Explain in **five** points the significance of the provisions. (10 marks)
- b) Describe the process that an occupational health and safety officer should follow while conducting risk assessment (10 marks)

#### **QUESTION THREE (20 MARKS)**

- a) The Occupational Safety and Health Act, No. 15 of 2007 was revised in 2010, and provides for the safety, health and welfare of workers and all persons lawfully present at workplaces. Explain **five** responsibilities of the employees in section 13. (10 marks)
- b) Discuss **five** core functions of the directorate of health and safety services (DOSHS) (10 marks)

#### **QUESTION FOUR (20 MARKS)**

- a) Workplace hazard identification assists an organization avoid blind spots in the workplace safety procedures. Explain **five** types of hazards giving relevant illustrations. (10 marks)
- b) Informal and formal workplace inspections are regular examinations of the workplace conditions to ensure health and safety environment. Explain in **five** points the significance of the inspections for an organization. (10 marks)

**QUESTION FIVE (20 MARKS)**

- a) A health and safety committee can be an important way to improve conditions on the job. Explain in **five** points the duties of hazard management safety committee. (10 marks)
- b) Explain **five** situations that an employee could make a claim for personal injury compensation Since the year 2000 under the workplace compensation. (10 marks)