



**ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE**

**FACULTY: HUMANITIES, SOCIAL AND MANAGEMENT SCIENCE**

**DEPARTMENT: HUMAN RESOURCE MANAGEMENT**

**FIRST SEMESTER EXAMINATION**

**2020/ 2021 ACADEMIC SESSION**

**COURSE CODE: HRM 413**

**COURSE TITLE: OCCUPATIONAL HEALTH AND SAFETY**

**DURATION: 2 HOURS AND 30 MINUTES**

**INSTRUCTION: ANSWER THREE QUESTIONS ONLY.**

1. (i) Occupational Health and Safety (OHS) is a discipline with a broad scope involving many specialized fields. In general terms, it aims at promoting and maintaining the highest degree of physical, psychological and social well-being of workers in all occupations. Discuss  
  
(ii) Critically examine the cost of occupational injuries.  
  
(iii) There are unlimited numbers of hazards that can be found in the workplace. Discuss five benefits of maintaining a productive and hazard free OHS standard in the workplace.
2. (i) Define work stress.  
  
(ii) Using clear diagrams, write short notes on any two of the following theoretical models of work stress:
  - (a) Job-Demand Control theory
  - (b) Effort-Reward Imbalance concept
  - (c) Person-Environment Fit model  
(iii) What is work-life balance
3. (i) Organisations are wholly responsible for ensuring that OHS at the workplace is not compromised. Drawing from this statement of fact, diagrammatize and discuss how an organisation can create an administrative system to raise the standard of OHS for optimum organisational performance.  
(ii) Using Elizade University as a case study, explain a simple OHS method that the institution can use in hazard prevention and control.
4. (i) There are always concerns about the state of OHS standards in Nigeria. Discuss six key national issues challenging the enforcement of OHS regulations in Nigeria.

- (ii) Explain how the failing OSH standards in Nigeria can be adequately addressed.
5. (i) Write short notes on the following OHS laws in Nigeria:
- (a) Workmen Compensation Act, 2004
  - (b) The Factories Act, Laws of the Federation of Nigeria, 2004 as amended.
  - (c) Employee Compensation Act, 2010
- (ii) Mention and discuss six work conditions that Nigerian organisations need to consider when addressing health and safety standards in the workplace.
- (iii) Occupational hazards cannot be completely eliminated in the workplace but can be minimized. Discuss