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**College of Administrative and Financial Sciences**

**Assignment 3**

**Human Resource Management (MGT211)**

**Deadline: 09/04/2020 @ 23:59**

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| --- | --- |
| Course Name: H.R. Management | Student’s Name: |
| Course Code: MGT211 | Student’s ID Number: |
| Semester: II | CRN: |
| Academic Year: 1440/1441 H | |

**For Instructor’s Use only**

|  |  |
| --- | --- |
| Instructor’s Name: | |
| Students’ Grade: Marks Obtained/Out of | Level of Marks: High/Middle/Low |

**Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted on Blackboard (**WORD format only**) via allocated folder.
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented, marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* **Late submission will NOT be accepted**.
* Avoid plagiarism, the **work should be in your own words**, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* **Submissions without this cover page will NOT be accepted.**
* **Assignment -3 should be submitted on or before due date.**
* If the assignment shows more than 25% plagiarism, the students would be graded zero.

**ASSIGNMENT-3**

***Learning Outcome:***

1. Demonstrate overall Human Resource concepts, goals and strategies within the context of organizations goals and strategies (Lo 1.1).

2. Ability to examine the role of Employees as a strategic partner in an organization. (Lo 1.9).

3. Demonstrate ability to think independently and systematically on the major HR-related laws in realistic cases or scenarios. (Lo 3.7).

***Assignment Structure:***

|  |  |
| --- | --- |
| **S.No** | **Marks** |
| Assignment-3 | 10 |

**Assignment-3**

**TOPIC: EMPLOYEE HEALTH AND SAFETY IN THE ORGANIZATION**

***Organization officials have a legal and moral responsibility to ensure that the workplace is free from unnecessary hazards. Employers hold responsibility for understanding what is necessary to keep workers safe from harm. Conditions surrounding the workplace must be secure for employee’s physical and mental health. As many organizations have implemented wellness program, that focus on smoking cessation, weight control, stress management, early diagnosis of health problems, prevention and education about life-style related and contagious illness. Wellness program can cut Employers health cost and lower absenteeism by preventing health related problems.***

***Reference:*** Textbook- DeCenzo, D. A., & Robbins, S. P. (2013). Human resource management , Chapter 13 Health and Safety.

Assignment Questions:

1. Describe the role of HR in offering Healthy and safe work environment to the workers. Also write the ways that Occupational Safety and Health Administration OSHA assist employers in creating a safer workplace. ( Marks:4)
2. Discuss the purpose and significance of Wellness Programs/Disease Management in the Organization. Support your answer with the example of two companies that provide these programs to their workers. (Marks 2.5)
3. If you’re HR Manager, how can you support your employees during the Public Health Emergency/Outbreak? Present your HR planning to run the organization effectively along with employees’ safety.(Marks: 3.5)