

PRE-REQUISITE(S): HRM 311

**COURSE DESCRIPTION:**

Occupational Health, Safety & Security is the concerned with developing and maintaining a safe workplace for all employees. This course is designed to equip Human Resource professionals with an understanding of the theory and the practical implications of maintaining a safe, healthy, and secure workplace. Students will learn how to insure that policies and procedures are established and are followed by employees. Additionally, this course will evaluate theory and implications behind workplace wellness initiatives.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will discuss the concept of “safety” and “health” theories, principles, practices and trends that affect our ability to work and live safely daily.

**Learning Objectives:** The student will:

- A-1 Explain the safety and health movement and why the need for safety and health in the workplace and in our daily lives.
- A-2 Discuss the effects of accidents and their direct and indirect effects on all involved.
- A-3 Discuss the theories of accident causation including the Domino Theory, Human Factors Theory, Accident/Injury Theory and the Epidemiological Theory.

**GOAL B:**

The student will discuss the legal aspects of working safely and the responsibilities of both the employer and the employee to maintain a safe work environment.

**Learning Objectives:** The student will:

- B-1 Identify the background, need and evolution of the Occupational Safety and Health Act (OSHA) and the OSHA organization, at both the federal and state levels.
- B-2 Discuss the aspects of the Worker's Compensation law including a historical perspective, legislation, medical treatment and monetary benefits.
- B-3 Identify the aspects of product safety, product liability law, and the liability of producing unsafe products.

**GOAL C:**

The student will discuss workplace issues that can affect employees daily, both at their workplace and in their daily lives while at home. Much of the information is geared to industry, but can be applied to all business settings.

**Learning Objectives:** The student will:

- C-1

