



AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT
BACHELOR OF SCIENCE IN HEALTH SYSTEMS MANAGEMENT AND
DEVELOPMENT

END OF SEMESTER EXAMINATION MAY-AUGUST 2026

HMD 317: HEALTH AND STRESS MANAGEMENT

TIME: Two Hours START:5:30PM FINISH: 7:30PM

DATE: 5th AUGUST 2026

Section-A ANSWER ALL QUESTIONS (30 Marks)

- 1.a) State how students can manage academic-related stress effectively(4 Marks)
 - b. Outline how proper nutrition contribute to stress management(3 Marks)
 - c. State how social support help in stress management?(3 Marks)
 - d. State three ways in which friends can help an individual cope with stress. (3 Marks)
 - e. List four reasons why negative coping strategies are harmful(4 Marks)
 - f. Identify how relaxation exercises help manage stress(4 Marks)
 - g. Outline How Cognitive Behaviour Therapy help individuals manage stress?(2 Marks)
 - h. Highlight how poor time management contribute to stress(3 Marks)
 - i. State four strategies that individuals can use to build personal resilience against stress. (4 Marks)
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SECTION B :ANSWER ANY TWO QUESTIONS (20 MARKS EACH)

2. Peter is the manager of a large manufacturing company that produces household products. Over the past year, the company has experienced increased customer demand, tight production deadlines, and changes in operational procedures. Employees are expected to meet high production targets while maintaining product quality.

Recently, several employees have reported feeling stressed due to heavy workloads and pressure to meet deadlines. Some workers have become less motivated, while others have shown signs of fatigue, absenteeism, and reduced productivity. However, Peter has introduced several initiatives to address these challenges. He regularly communicates with employees, encourages teamwork, listens to workers' concerns, recognizes outstanding performance, provides opportunities for training, and ensures that employees have adequate resources to perform their duties. He also promotes a healthy work-life balance by allowing flexible work schedules where possible and encouraging employees to take leave when needed.

As a result, employee morale has improved, workplace conflicts have reduced, and productivity has gradually increased.

Using the information provided in the case scenario, discuss five roles of leadership in reducing workplace stress.

(20 Marks)

3. Mary is a 35-year-old health records officer working in a busy county referral hospital. Over the past six months, the hospital has experienced staff shortages, increased patient numbers, and frequent system breakdowns. As a result, Mary often works overtime and rarely takes her annual leave.

Recently, her supervisor has noticed several changes in her behavior and work performance. Mary frequently arrives late to work, appears tired and irritable, and has become less cooperative with colleagues. She complains of constant headaches, difficulty sleeping, and lack of concentration. Her work quality has declined, leading to increased documentation errors. She has also reported feeling overwhelmed, anxious, and unmotivated. At home, Mary has withdrawn from family activities and often feels exhausted even after resting.

As a workplace health consultant, analyze five indicators of workplace stress demonstrated in this case and explain how each indicator affects employee performance and well-being.

(20 Marks)

4. John is a 40-year-old administrative officer working in a large public hospital. During the past eight months, the hospital has experienced increased workload due to staff shortages and a growing number of patients seeking services. As a result, John is required to work long hours, meet strict deadlines, and perform multiple tasks simultaneously.

Recently, his supervisor has observed several changes in John's behavior and performance. He often appears tired and complains of headaches and back pain. He finds it difficult to concentrate during meetings and frequently forgets important tasks. His work output has declined, and he has made several errors in reports that he previously completed accurately. John has become irritable and impatient with colleagues and patients. He has also started arriving late to work and taking more sick leave than before.

At home, John's family reports that he is withdrawn, rarely participates in family activities, and often complains of feeling overwhelmed and unable to cope with daily demands. He has lost interest in hobbies that he previously enjoyed and experiences difficulty sleeping at night.

As a workplace health officer, analyze five indicators of workplace stress demonstrated by John and explain how each indicator may affect his work performance, relationships, and overall well-being.

(20 Marks)