

OCCUPATIONAL HEALTH & WORKER'S COMPENSATION PRACTICE TEST (SAMPLE) STUDY GUIDE



Prepare with structure. Pass with confidence



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	16

SAMPLE

Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

SAMPLE

- 1. Which of the following is NOT a hazard faced by healthcare workers?**
 - A. Workplace violence
 - B. Infectious diseases
 - C. High altitude exposure
 - D. Radiation from X-ray exposure

- 2. Which principle is referred to as "medical cost containment" in the context of workers' compensation?**
 - A. Strategies implemented to increase health care benefits for employees
 - B. Regulations ensuring all medical expenses are covered regardless of the situation
 - C. Strategies implemented to control medical expenditures related to an injured worker's care and treatment
 - D. A method to reduce waiting times for medical treatment

- 3. What does the term "ergonomics" refer to?**
 - A. The study of workplace accidents
 - B. The science of designing the workplace to fit the worker
 - C. The evaluation of employee productivity
 - D. The analysis of working hours and schedules

- 4. Which NIOSH value pertains to being open and honest with the public?**
 - A. Impact
 - B. Diversity
 - C. Transparency
 - D. Relevance

- 5. What is the primary goal of occupational health programs?**
 - A. To enhance employee productivity
 - B. To prevent work-related injuries, illnesses, and deaths while promoting worker well-being
 - C. To ensure financial profitability for the organization
 - D. To improve company image in the community

- 6. How is "fatigue" defined in the workplace?**
- A. A lack of motivation to work
 - B. A physical or mental state from prolonged exertion
 - C. Excessive resting periods during work
 - D. An increase in overall employee energy
- 7. What is one critical factor for preventing zoonotic diseases?**
- A. Minimal contact with animals
 - B. Hand hygiene
 - C. Taking unnecessary risks
 - D. Delaying vaccinations
- 8. What is the purpose of the OSHA logging system?**
- A. To promote workplace safety through training
 - B. To record and track workplace injuries and illnesses
 - C. To outline emergency procedures for workers
 - D. To evaluate employee performance
- 9. What can enhance the effectiveness of occupational health programs?**
- A. Limiting employee feedback
 - B. Integrating employee input and participation
 - C. Relying solely on management decisions
 - D. Implementing rigid structures
- 10. What does FMLA stand for in the context of occupational health?**
- A. Family and Medical Leave Act
 - B. Federal Medical Leave Allowance
 - C. Flexible Medical Leave Act
 - D. Family Medical Labor Association

Answers

SAMPLE

1. C
2. C
3. B
4. C
5. B
6. B
7. B
8. B
9. B
10. A

SAMPLE

Explanations

SAMPLE

1. Which of the following is NOT a hazard faced by healthcare workers?

- A. Workplace violence
- B. Infectious diseases
- C. High altitude exposure**
- D. Radiation from X-ray exposure

C. High altitude exposure is the correct answer because healthcare workers typically do not operate in environments where high altitude presents a threat. The hazards faced by healthcare workers generally include direct patient care situations where they can encounter infectious diseases, be exposed to radiation from diagnostic imaging procedures such as X-rays, and experience workplace violence, which is a concern due to interactions with patients and their families. While high altitude exposure can be a risk in certain industries (such as aviation or mountaineering), healthcare settings usually operate at standard elevations within hospitals or clinics. Thus, high altitude exposure is not relevant to the typical hazards that healthcare workers experience in their daily roles.

2. Which principle is referred to as "medical cost containment" in the context of workers' compensation?

- A. Strategies implemented to increase health care benefits for employees
- B. Regulations ensuring all medical expenses are covered regardless of the situation
- C. Strategies implemented to control medical expenditures related to an injured worker's care and treatment**
- D. A method to reduce waiting times for medical treatment

The principle referred to as "medical cost containment" in the context of workers' compensation relates to implementing strategies aimed at controlling the medical expenditures associated with the care and treatment of injured workers. This is essential for maintaining a sustainable workers' compensation system, as it helps manage the costs incurred by employers while ensuring that injured employees receive necessary medical care. Cost containment strategies can include negotiating rates with healthcare providers, promoting the use of in-network providers, implementing treatment guidelines, and encouraging rehabilitation programs. By focusing on controlling these costs, the system aims to prevent financial burdens on insurers and employers while also aiming for the efficient delivery of necessary medical care to the injured worker. In contrast, increasing health care benefits or ensuring that all medical expenses are covered regardless of the situation could lead to unchecked spending without mechanisms to control the costs. Similarly, reducing waiting times for medical treatment does not address the costs associated with that treatment, which is a critical component of cost containment.

3. What does the term "ergonomics" refer to?

- A. The study of workplace accidents
- B. The science of designing the workplace to fit the worker**
- C. The evaluation of employee productivity
- D. The analysis of working hours and schedules

The term "ergonomics" specifically refers to the science of designing the workplace to fit the worker. This discipline focuses on creating work environments that enhance comfort, efficiency, and overall well-being. By applying principles of ergonomics, employers can reduce physical strain and discomfort for employees, which can lead to improved productivity and a decrease in work-related injuries. When a workplace is ergonomically designed, it takes into account factors such as workspace layout, equipment design, and the physical capabilities of workers. This alignment ensures that employees are working in a way that is not only safe but also conducive to their health and performance. The concept of workplace accidents involves looking at incidents that occur, but it does not encompass the proactive design focus of ergonomics. Evaluating employee productivity looks at output rather than how well the working environment supports that output. Analyzing working hours and schedules may touch on aspects of worker well-being, but it is not focused on the physical design of the workplace itself. Thus, the correct answer captures the essence of ergonomics and its objective to align work conditions with human capabilities.

4. Which NIOSH value pertains to being open and honest with the public?

- A. Impact
- B. Diversity
- C. Transparency**
- D. Relevance

The NIOSH value that pertains to being open and honest with the public is indeed transparency. This concept emphasizes the importance of clear communication and the sharing of information with stakeholders, including the public, in order to uphold trust in the organization's work and findings. Transparency allows for accountability, enabling the public to understand decisions and actions undertaken by health organizations and professionals. By practicing transparency, organizations can foster collaboration, invite community engagement, and enhance their credibility. It supports an environment of openness where information is not withheld, and stakeholders are informed about relevant issues such as occupational health risks, research findings, and safety standards. This value aligns closely with NIOSH's mission to promote safe and healthy workplaces, offering insights that can lead to improved health outcomes for workers.

5. What is the primary goal of occupational health programs?

- A. To enhance employee productivity
- B. To prevent work-related injuries, illnesses, and deaths while promoting worker well-being**
- C. To ensure financial profitability for the organization
- D. To improve company image in the community

The primary goal of occupational health programs is to prevent work-related injuries, illnesses, and deaths while promoting worker well-being. This focus underlines the importance of safeguarding employees' health in their work environment, recognizing that a healthy workforce is essential for both individual and organizational success. Occupational health programs aim to identify and mitigate workplace hazards, implement health and safety measures, and foster a culture of health that encourages healthy behavior among employees. By prioritizing prevention and well-being, these programs not only aim to protect workers but also contribute to enhancing overall workplace morale and productivity indirectly. When employees feel safe and valued, they are more likely to engage fully in their work, resulting in improved organizational performance. This holistic approach addresses the complex interplay between employee health, safety, and productivity, ensuring that the workforce can thrive in a conducive working environment. While enhancing productivity, ensuring financial profitability, and improving community image may be important ancillary benefits of effective occupational health programs, they are not the primary objectives. The essence of occupational health lies in its commitment to preventing harm and supporting the health of workers.

6. How is "fatigue" defined in the workplace?

- A. A lack of motivation to work
- B. A physical or mental state from prolonged exertion**
- C. Excessive resting periods during work
- D. An increase in overall employee energy

Fatigue in the workplace is fundamentally defined as a physical or mental state resulting from prolonged exertion. This definition encompasses both physical fatigue, which may occur from physical tasks requiring energy, and mental fatigue, which can arise from cognitive demands or prolonged stress. This state is significant because it can impact an individual's performance, focus, and overall well-being, leading to decreased productivity and increased risk of errors or accidents on the job. Understanding fatigue is crucial for employers to implement strategies that can manage workloads effectively, promote rest, and ultimately enhance employee safety and efficiency in the workplace. The other definitions provided do not align with the established understanding of workplace fatigue. A lack of motivation to work refers more to an employee's emotional or psychological state rather than physical or mental exhaustion. Excessive resting periods during work could indicate poor workload management but would not define fatigue itself; in fact, proper rest can help mitigate fatigue. Lastly, an increase in overall employee energy contradicts the definition of fatigue, which inherently implies a reduction in energy and performance capacity.

7. What is one critical factor for preventing zoonotic diseases?

- A. Minimal contact with animals
- B. Hand hygiene**
- C. Taking unnecessary risks
- D. Delaying vaccinations

Hand hygiene is a critical factor in preventing zoonotic diseases because many pathogens that can be transmitted from animals to humans are shed in their bodily fluids, such as saliva, urine, and feces. Regular and thorough hand washing with soap and water, or the use of hand sanitizers when soap is not available, significantly reduces the likelihood of these pathogens being transmitted. Proper hand hygiene practices minimize the risk of infection, especially after handling animals, their waste, or items that may have come into contact with animals. This is particularly important for individuals who work in environments where they may interact with animals, such as veterinary offices, farms, or research facilities. Other options like minimal contact with animals may help reduce exposure, but it is not always practical or possible, especially for those whose jobs involve direct care or interaction with animals. Taking unnecessary risks contradicts the principles of safety and prevention, while delaying vaccinations can leave individuals vulnerable to preventable infectious diseases. Hand hygiene remains a universally applicable and effective preventive measure against the transmission of zoonotic diseases.

8. What is the purpose of the OSHA logging system?

- A. To promote workplace safety through training
- B. To record and track workplace injuries and illnesses**
- C. To outline emergency procedures for workers
- D. To evaluate employee performance

The purpose of the OSHA logging system is fundamentally to record and track workplace injuries and illnesses. This system is essential for maintaining comprehensive records that help employers and regulatory agencies monitor workplace health and safety. By documenting each incident, organizations can identify patterns, implement preventive measures, and ensure compliance with safety regulations. This also assists in establishing a safer work environment, as thorough records allow for a better understanding of risks and the effectiveness of safety programs. While the other options touch on various aspects of workplace safety and employee management, they do not align with the specific function of the OSHA logging system. Training promotes awareness and knowledge, outlining emergency procedures ensures readiness for specific situations, and evaluating employee performance focuses on individual contributions rather than the broader aspect of workplace health and safety.

9. What can enhance the effectiveness of occupational health programs?

- A. Limiting employee feedback
- B. Integrating employee input and participation**
- C. Relying solely on management decisions
- D. Implementing rigid structures

Integrating employee input and participation into occupational health programs significantly enhances their effectiveness. When employees are actively involved in the development and implementation of these programs, they are more likely to feel valued and heard, which can result in increased engagement and compliance with health and safety practices. Participation fosters a sense of ownership among workers, enabling them to contribute their unique insights and experiences regarding potential health hazards and solutions in the workplace. This collaborative approach not only helps in identifying specific needs and concerns related to occupational health but also promotes a culture of safety and well-being. Employees who take part in discussions about health initiatives tend to be more motivated to adopt healthy behaviors and follow safety protocols, ultimately leading to a healthier work environment and reduced incidents of work-related injuries and illnesses. In contrast, options that limit employee feedback, rely solely on management decisions, or implement rigid structures can hinder communication and responsiveness. Such approaches may result in programs that do not adequately address the actual issues faced by workers, making them less effective.

10. What does FMLA stand for in the context of occupational health?

- A. Family and Medical Leave Act**
- B. Federal Medical Leave Allowance
- C. Flexible Medical Leave Act
- D. Family Medical Labor Association

The correct interpretation of FMLA in the context of occupational health is the Family and Medical Leave Act. This legislation was enacted in the United States to provide eligible employees with the right to take unpaid, job-protected leave for specified family and medical reasons. The FMLA allows employees to take time off to care for a newborn, adopt a child, tend to a family member with a serious health condition, or manage their own serious health issues. The act plays a critical role in protecting workers' rights and ensuring that they do not have to choose between their job and their health or family responsibilities. It also establishes certain criteria such as the length of the leave and the conditions under which it must be granted, which are vital for promoting occupational health and worker welfare. Other options provided do not accurately reflect this federal legislation. The Federal Medical Leave Allowance, for instance, is not a recognized legal framework, and similarly, the Flexible Medical Leave Act and Family Medical Labor Association do not exist within the context of established labor law. Thus, the Family and Medical Leave Act stands out as the accurate and relevant term.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://occupationalhealthandwc.examzify.com>

We wish you the very best on your exam journey. You've got this!

SAMPLE