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MANAGEMENT ASPECTS OF MOBBING PREVENTION IN LABOR COLLECTIVES

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Abstract. *The article summarizes theoretical principles for determining the essence of the concept of mobbing. Main forms of manifestation, causes, development stages and consequences of mobbing in workplaces are considered on the basis of analysis of scientific works of researchers. The conducted sociological survey of employees made it possible to study this negative phenomenon in Ukraine workplaces and provide recommendations for its liquidation at early stages of its development.*

Keywords: *mobbing, mobbing in the labor collectives, moral violence, psychological pressure.*

In modern conditions of economic development and production relations, the role of the socio-psychological climate of the labor collectives and its impact on the individual is growing. Accordingly, more and more attention is paid to current problems of personnel management, in particular, such a negative for the company socio-psychological phenomenon as mobbing is becoming widespread.

Modern challenges require practical study of the problem of mobbing in labor collectives, because this phenomenon negatively affects the performance of official duties and, also the well-being of an employee, which directly affects the efficiency of the enterprise.

The purpose of this paper is to study the theoretical and methodological foundations of mobbing in the labor collectives, to analyze the main forms of manifestation, causes and consequences of mobbing on the basis of a survey of workers suffering from psychological pressure in the workplace, and to provide recommendations for the prevention and liquidation of the phenomenon of mobbing at its initial stage.

In its modern sense, the term "mobbing" was firstly used by psychologist and medical scientist H. Leiman. Mobbing is a collective psychological violence against an employee by his/her colleagues, subordinates or management in

order to force the individual to take certain actions that may result in physical or mental harm.

To investigate the existence and spread of the phenomenon of mobbing in Ukraine, a special anonymous questionnaire was developed, on the basis of which a sociological survey of employees suffering from psychological pressure in the workplace was conducted. 737 people took part in the survey.

The study has revealed the following facts:

- the objects of mobbing in most cases are women (503 people - 68.25%);

- the subjects of mobbing by rank in most cases are people who are higher in position, or a group of people that includes people of different ranks (that is, there is bossing and "sandwich mobbing»);

- the causes of mobbing in relation to its object are the behavior and character, mental abilities, as well as the age and sex of the respondent;

- the positive consequences of mobbing are: increased time for family and friends, a new hobby and self-analysis of one`s behavior;

- the negative consequences of mobbing are: divorce and loss of friends, alcohol consumption, gambling, low self-esteem and feelings of insecurity;

- mobbing affects health by causing headaches, migraines, clinical depression, post-traumatic stress and cardiovascular problems;

- only 86 people out of 737 respondents thought about suicide because of bullying.

To solve the problem, each enterprise, organization must implement a policy of detection, prevention and liquidation of mobbing in its early stages. But such actions will be effective only if managers, employers and employees respect human qualities, value professionalism and create safe working conditions and a positive psychological climate for workers in the workplace.

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