

# Workplace bullying mobbing



**ASSIGN  
BUSTER**

Workplace bullying is the tendency of individuals or groups to use aggressive or unreasonable behavior to achieve their ends and it is the repeated mistreatment of one employee targeted by one or more employees with a malicious mix of humiliation, intimidation and sabotage of performance.

Unlike the more physical form of schoolyard bullying, workplace bullies often operate within the established rules and policies of their organization and their society. Workplace bullying is also referred to as mobbing, although mobbing can also mean any bullying by more than one person, psychological terror or aggression, hostile behaviour at work, work place trauma, emotional violence!

In practice means » ganging up« by co-workers, subordinates or superiors, to force someone out of the workplace through rumor, innuendo, intimidation, humiliation, discrediting, and isolation. Mobbing is typically found in work environments that have poorly organized production and working methods and incapable or inattentive management.

A recent reliable study estimates that approximately 1 in 6 workers has directly experienced destructive bullying. Half of all bullies (58%) are women. Half of all bullying is woman-on-woman. Women comprise 80% of targets. The vast majority of bullies (71%) are bosses.

Why bullies bully can be reduced to 3 factors. This are competitive schemes, peoples who live to manipulate others to accomplish their own goals and when employers reward the aggression with promotions and rewards.

Research indicates that adults who bully have personalities that are authoritarian, combined with a strong need to control or dominate. A person

can know when is bullied because of experiences from work and outside of work (always talking about work).

There are four types of bullies. Chronic bullies (tries to dominate people in nearly every encounter—at work and away from work), opportunist bullies (he/she knows that beating up other people will lead to winning), accidental bullies (is truly unaware of the effect of her actions on other people) and substance abusing bullies (very dangerous and threatening because she may not be in control of her decisions at all).

We can protect ourselves of bullying! There is no direct law about bullying (only in Sweden, Norway and Finland) but it should be in the employers interest to establish a policy in preventing conflicts from escalating into dangerous states. As well as practical measures a bullying target can take, there is some legal protection or redress against some types of behaviour, although a suffering employee must look to different parts of related employment law. Although you should first realize that this is not your fault that you are bullied, to inform a manager about that, consider changing your job, to tell a bully that this kind of behaviour is not acceptable,

The most problematic and serious mobbing or bullying we can find in army workplace! The U. K. army defined bullying as: "...the use of physical strength or the abuse of authority to intimidate or victimize others, or to give unlawful punishments! Every year we can hear about scandals in armies all over the World. In Russian army is still a lot of violence although there was established military police like in other countries. Some argue that this behaviour should be allowed because the " soldiering" is different from other

occupations. Soldiers expected to risk their lives should, according to them, develop strength of body and spirit to accept bullying.