

**Название публикации:**

Socio-Psychological Features Of Mobbing In Organizations

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**Аннотация:**

hypothesis that employees encounter mobbing in the workplace have a number of specific features in the style of interpersonal relations has been verified with the help of the questionnaire to identify mobbing processes in an organization and the technique to identify interpersonal relations. Specific types of behavior were revealed that are characteristic of employees inclined to mobbing. They are authoritativeness, selfishness, aggressiveness, suspicion. Such results can be explained by the fact that their propensity for authoritativeness and proneness to conflict most often causes a negative attitude towards themselves, and in the future, can lead to the infringement on their rights and baiting at work. People, who experience mobbing attacks, have been suffering from strong psychological pressure for a long time. The symptoms such as nervousness, headaches, apathy, or loss of concentration are only the initial stage of the disease. Mental disorders develop with a longer course. Mobbing also has a big influence on the organization, which contributes to the reduction of the quality of productivity. In addition, the article presents practical recommendations to executives and psychologists of organizations for the purpose of ending destructive processes of conflict.

**Ключевые слова:**

mobbing; mobbing processes; interpersonal relations; organizational relations; influence of mobbing on personality and organization