



What is The Prevalence of Mobbing Among Turkish Healthcare Workers?

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This review was performed in Turkey, the country located in Southeast Europe. The population of Turkey (as per a 2014 estimate) is 77,695,904, and has a surface area of 783,562 km² [1]. Mobbing is a type of violence which occurs in workplaces, and is classified under the community violence subgroup of interpersonal violence [2]. Workplace mobbing is a phenomenon that has really only been identified since the 1990s, and is the subject of scientific, and legal attention, particularly in Europe, but has recently become the subject of increasing attention in the United States, and Canada [3-6].

The term mobbing was first used by Leymann (1990) to describe abusive workplace behavior [7]. Leymann defined mobbing as “a type of psychological terror of antagonistic behaviors with unethical communication directed systematically at one individual by one or more other individuals.” Leymann established two criteria for considering these actions as mobbing: (1) They must occur on a very frequent basis, at least once a week; and (2) over a long period of time, with at least a 6-month duration [8]. Mobbing affects the individual mental health, and sense of well-being, and it has a negative impact on the organization where it takes place [9].

In Turkey, workplace violence has become an important issue in recent years, and some descriptive studies have been done. There are a limited number of researches on the subject of mobbing in Turkey. Most studies dealt with workplace mobbing in the secondary health care, and the morbidity was found to be high. Studies among workers in hospital emergency services showed that 69.5% of the workers had been exposed to psychological violence [10]. A study of 206 Turkish nurses found that 33.0% of intensive care unit nurses were more exposed to “mobbing” behaviors compared [11]. Another study performed in secondary health care settings in Turkey found that 55% of the health care workers had experienced psychological violence [2]. A study in Turkey showed that about 30.3% of secondary health care workers had been exposed to psychological violence at workplace [12]. Similarly, in another study, a total of 87.7% of Turkish junior male physicians experienced mobbing behavior [13]. Another study performed in the state hospital in Turkey found that 66.7% of the nurses had experienced workplace mobbing [14].

All these studies in health care settings revealed that the morbidity of the workplace violence in that sector is high. Despite the recent studies in the secondary health care, the level, and type of workplace mobbing in primary health care in Turkey remain unclear. It is necessary to state that there are not enough measurement instruments specific to mobbing in Turkey. To the best knowledge of authors, there is no published research on the problem of workplace mobbing in primary health care in Turkey. Unfortunately, the first study we did was a cross sectional survey; the analysis has been conducted in which 130 primary health care workers were selected. In all, 31.1% of health workers have faced with “mobbing” in the last 1 year, and the frequency of experiencing “mobbing” of those 48.6% of them is 1 to 3 times per year [15]. It has been discovered that primary health care workers have high prevalence of “mobbing” exposure. To avoid “mobbing” at workplace, authorities and responsibilities of all employees have to be clearly determined.

Furthermore, there is neither statistics on workplace mobbing in its different forms nor even a formal acknowledgment of its existence.

More studies should be done to reflect the cultural difference of Turkey in identification of mobbing behaviors.

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Received November 02, 2015; Accepted November 16, 2015; Published November 24, 2015

Citation: Picakciefe M (2015) What is The Prevalence of Mobbing Among Turkish Healthcare Workers? *Primary Health Care* 5: 212. doi:10.4172/2167-1079.1000212

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