

Mobbing syndrome and the psychological prosecution of Nurses: On the Edge of Toleration

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Introduction: Intentional harassment in the workplace, with a view to dismissal of the person or group of persons from the working reality, can give up to a point the definition of mobbing syndrome. Scientifically this syndrome is defined as exercise, in relations between colleagues or between upper and lower in the hierarchy, a systematic and sustained attack against a predetermined victim to forced to leave their workstation. The phenomenon has developed in the last twenty years in the workplace, and is a serious problem for workers, with different implications and consequences both to the employee and the family environment, and the professional and wider society.

Objectives: To highlight the mobbing syndrome, which can appear as a problem in the relationship of the perpetrator to the victim, but also implies the presence of such conditions to occur and flourish.

Mobbing forms The phenomenon of mobbing, depending on the origin and direction of the actions of psychological violence, can be divided into vertical and horizontal. Vertical mobbing or, above all, is recommended for psychological violence exercised by a person who holds a higher hierarchical rank in another inferior person. Horizontal mobbing is recommended for psychological violence by one or more workers at the expense of another of the same hierarchical rank. The causes can be many: competition, envy, racism, localism, different political views.

Mobbing syndrome in Nursing : Nurses are considered a professional group with a high risk of mobbing. "Horizontal violence" is a widely used term for mobbing in the nursing profession, although vertical violence is present in both this profession and other health services. The term "horizontal violence" is due to the traditional type of assumption that nurses have a minor role in relation to physicians, often confronting their colleagues.

However, it can be prevented by techniques such as systematic primary prevention, information, education and training in communication skills. This will result in a higher quality of nursing care and healthier nurses.

Effects of Mobbing Syndrome: It has been found that exposure to occupational intimidation and / or moral harassment is associated with Organic Impacts and Psychological effects

Results: Mobbing occurs mainly with serious consequences, which may take the form of increased cooperation difficulties, reduced resistance to stress, physical distress, abuse and psychological reactions. Also, make the worker sleeping difficulties, depression, mania developing various forms, sometimes intense aggression, fatigue and / or suicidal tendencies

Conclusions: Mobbing syndrome is a work-related phenomenon among the health care professionals. The introduction of tailored training of the managerial staff and the employees in the healthcare sector is of paramount importance for the prevention and early detection of mobbing behaviors so as to avoid the negative consequences of the phenomenon.

References

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