

Mediterranean Journal of Social Sciences 2014 vol.5 N18, pages 187-192

Mobbing as an organizational phenomenon impeding implementation of changes

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Abstract

Most of organizations in Russia are not ready to be changed in compliance with the requirements being dictated by outside environment. The relevance of the study is stipulated by the requirement for detection of causes impeding timely implementation of changes. The figures stated in the article are based on the inquiry held among working undergraduates in higher training of Kazan Federal University, participants in a course of Presidential Retraining Program for managerial staff, responsible executives and workforce of the enterprises in the Republic of Tatarstan. The present article makes an attempt to investigate the main forms and types of mobbing specific to Russia as well as its causes and consequences. Since mobbing has an adverse impact on implementing organizational reassignment the authors consider ways out of the situation of systematical moral persecution.

<http://dx.doi.org/10.5901/mjss.2014.v5n18p187>

Keywords

Bossing, Bullying, Mobbing, Organization, Organizational changes