

MOBBING AS A FORM OF PSYCHOLOGICAL ABUSE IN THE WORKPLACE, LEGAL ASPECTS AND DIFFICULTIES TO PROVE IN THE COURT!

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ABSTRACT

In this research I will treat legal aspects and difficulties to prove emotional and psychological abuse of employees in their working environments. *"Mobbing"* - (*work abuse or employee abuse*) - is a specific form of behaviour at work place that has do with abuse-ill-treatment of the employee. It is also known as emotional or psychic abuse. One or more person's jointly abuse in a psychological or moral manner another person (employee). This is done with the purpose of stigmatising, damaging reputation, image, honour, human integrity and personality, aiming at excluding the person from the social surrounding and culminating with total removal from its workplace as a result of continuous emotional attacks. Consequently, mobbing has to do with a whole set of above-mentioned actions directed from a group of people or even from a person directed at another person-employee for the aforementioned purposes. Persons that have been subject to mobbing at their workplace have usually lots of difficulties to defend themselves and to resist. This is because they have been subject to systematic emotional attacks which lead to total psychological fatigue so that they cannot any longer bear the resistance and they spontaneously search for ways to leave that work place as a salvation and the only breakthrough. Various scientific-social researches have shown that in majority of cases those who have been subject to mobbing are persons that demonstrate intelligence, competition, integrity, progress and commitment, who represent a risk, threat to persons or certain clans-groups in a place or segment of work which in the majority of cases belong to supervising or managerial hierarchy. Mobbing started to be used as a term in the 80s (Heinz Leymann). While as a phenomenon it can be found among the employees of the same ranks related to work hierarchy and in the society. The other form of mobbing is known as "bossing" and is exercised by persons who occupy higher ranks, towards employees that are in lower working ranks and who resist and submit to their supervisors in a servile manner.

Keywords: Mobbing, workplace abuse, emotional, intelligent, work, legal system, etc.