

HARASSMENT TO ENFORCE AN UNFRIENDLY TERMINATION

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ABSTRACT

This study focuses on the topic of job cuts following short-term employment and the impact in the form of bullying by other employees. During these times, the tone among colleagues often becomes harsh and unpleasant, but this situation does not exempt the employer from intervening if they become aware of the bullying. The study is examined using the quantitative content analysis according to Mayring², incorporating and referencing current legal precedents from German labor law, specialized literature, and legal journals. The study, following Mayring's categorization³, is divided into the following sections: Mental stress as a health risk in the workplace, Duty of care within the employment relationship, Legal consequences, and Summary.