

6th World Nursing and Healthcare Conference

August 15-17, 2016 London, UK

Determination of the level of exposition to mobbing of health employees working in a medical faculty hospital

Sevgi Turkmen¹, Cagatay Ustun², Cigdem Ozdemir³, Tugba Akyol³ and Fikret Poyraz Cokmus³

¹Celal Bayar University Faculty of Health Sciences, Turkey

²Ege University Faculty of Medicine, Department of Medical History and Ethics, Turkey

³Celal Bayar University Hafsa Sultan Hospital, Turkey

Introduction: It is a workplace issue that psychological harassment in the workplace, which is extremely harmful and devastating consequences for workers and a major source of stressful work environment. With the start of the process of psychological harassment in the workplace, various groups are affected by this process. The most affected part of the process, the side exposed to harassment. However, institutions and colleagues of the victims along with aggravation and the process of progress can be affected

Objective: This study was conducted in order to determine the perception of psychological harassment cases at the workplace of assistant doctors and nurses which are work in Celal Bayar University Hafsa Sultan Hospital

Materials and Methods: The target population of the study is the assistant doctors and nurses working in Hafsa Sultan Celal Bayar University. The sample space of the study consists of 110 staff members accepting to participate in the study between the dates October 2014-January 2016. The data is collected through an information form and Workspace Mobbing Scale. Percentage, T-test, mann whitney U test, kruskal wallis test are used in the evaluation of data.

Result: 110 health employees have participated in the study. The average age of the participants is 29.92 ± 5.47 , 73.6 percent female, 60.9 percent nurse/midwife, 32.7 percent assistant doctors, 59.1 percent were married, 46.4 percent were undergraduate, 38.0 percent graduate and post graduate, 61.8 percent income balanced. 26.4 percent of the employees were exposed to mobbing cases. The employees that needed psychological consulting due to the hostile behaviours they experienced is 22.5 percent. To the question "do you feel being a victim of psychological mobbing" 16.9 percent of the staff responded positively and 18.3 percent had stated that they had no opinion. 13.6 percent of those exposed to mobbing from 6 months to 11 months were exposed to mobbing, 21.8 percent stated that Mobbing applied to themselves by 3 or more people. 42.7 percent of health workers stated that they witnessed mobbing applied to someone else. The employees that needed psychological consulting due to the hostile behaviours they experienced is 24.5 percent. Health employees which is psychological support needed and high the level of education in the study has been determined to be higher. The difference was statistically significant $p < 0.05$.

In order to prevent or stop mobbing it is necessary to understand the essence of the issue. Consequently the duties of the employees must be well defined and the responsibilities must be obvious. An consistent and coherent employee policy must be defined which states the expected behaviours and ethical standards.

Keywords: Mobbing, workplace, employees.

Biography

Sevgi Turkmen has completed Ph.D at the Ege University-Turkey, in 2011. She was born in 1978. She is working as an assistant professor at Department of Mental Health and Diseases Nursing in Celal Bayar University School of Health-Turkey. She is the president of Department of Mental Health and Diseases Nursing. She has published more than 20 papers in reputed journals.

sevgi.nehir@cbu.edu.tr, sevgiturkmen2012@gmail.com

Notes: