

LEONA BLINDER

Israeli Military Ashdod Naval Officers School

FEATURES OF MOBBING (PSYCHOLOGICAL VIOLENCE) IN CONDITIONS OF EMIGRATION

The modern development of the world is characterized by all kinds of political and economic changes, which leads to increased tension in a social society. Every person at least once in life has faced psychological violence in a social environment, where inadequate leadership requirements, psychological harassment of young employees, unfair job evaluation, the threat of dismissal, etc. are positioned as the norm.

Mobbing – psychological pressure, harassing a team or part of it (by management, subordinates or colleagues) against an employee, carried out with the aim of forcing a person to change jobs. Mobbing in the organization, as a rule, is expressed in constant and often unreasonable criticism, in the dissemination of misleading information (rumors and gossip) about the employee, undermining professional competence and reputation. Mobbing also manifests itself in the form of ridicule and provocation, direct insults and intimidation, boycott and demonstrative ignoring, in attacks that prejudice honor and dignity, and even in the form of causing material or physical harm. The purpose of mobbing is to bring an employee out of psychological balance. Two types of mobbing are traditionally distinguished: 1) vertical – when psychological terror against the employee comes from the boss; 2) horizontal - when psychological terror comes from colleagues.

It is well known, that person's social status and satisfaction with it is of great importance in human life. The process of emigration changes the entire social structure of the emigrant, such as status, social roles, all connections and relationships. In conditions of emigration, a person loses the significant social ties that supported him or her in the past, and this destructively affects mental health.

Thus, the problem of mobbing in the modern world is very important and requires an effective approach at the state level. It is psychological safety that is the condition that ensures the formation and development of functional comfort, maintaining a high level of personal and emotional security and socio-psychological skill, and optimizing the individual's reserve capabilities in activities. Ensuring the psychological health of employees should be a top priority in organizations, since systems with a culture of suppression make people equally inert, dependent, unproductive and unable to give the society promising highly developed professionals leading the society to progress and prosperity.

Language adviser O. O. Orlova