

A Research to Determine the Impact of Mobbing on Organizational Commitment

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Abstract : The mobbing is a process that is consisting of negative behaviors such as, systematically and continuously insulting, offending against personal dignity, preventing access to necessary information and disseminating rumors against employee by one or more than one individuals in a work environment through which disturbing the employee physically, psychologically and socially to cause to quit his/her job. This research is aiming to explore the results of mobbing (psychological violence) on employees' organizational commitment in workplaces. Mobbing takes many forms and is often used to force an employee to leave the work environment. Two different types of scales have been reviewed and revised for use in the research. The Heinz Leymann scale is the first measure, which was developed to define causes and effects, in addition to characteristic behaviors of mobbing. The second scale was developed by Allen and Mayer and indicates levels of organizational commitment. In this research, a questionnaire were applied to 50 employees in a special glass factory in Konya to search mobbing itself and indicate the effects of mobbing to organizational commitments. One of the important findings of this research is that there was no relation between mobbing and general organizational commitment.

Keywords : mobbing, organizational commitment, affective commitment, normative commitment, continuance commitment

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