



Mobbing Behaviors Against Demonstrators and Assistant Lecturers Working at Assiut University

Hala R. Yousef¹, Amira A. El- Houfey² and Yasser M. Elserogy

Abstract:

Mobbing is an antagonistic behavior with unethical communication directed systematically at one individual by one or more persons in the workplace. This study aims to identify the mobbing behaviors against demonstrators and assistant lecturers working at Assiut University. A cross-sectional descriptive survey was used in this study. The current study was conducted at six faculties, i.e. the Faculties of Commerce, Social Work, Law, Engineering, Nursing and Medicine. A stratified random sample technique was used on (535) demonstrators and assistant lecturers. A self-administered questionnaire was used to collect data which included socio-demographic data and the mobbing behavior questionnaire. The main results of this study indicated that 57.9 % of the participants were females and 42.1% were males. The main type of types of mobbing behaviors against demonstrators and assistant lecturers was attacks on their professional status (53.7% and 44.3%, respectively). 49.6% of demonstrators and 43.4% of assistant lecturers responded psychosocially to mobbing behaviors. Thesis supervisors and departmental heads (18.7% and 18.1%, respectively) considered the main sources of mobbing behaviors against the studied participants. This study recommended that an educational program should be applied to managers, demonstrators and assistant lecturers working at Assiut University about the advantage of the open managerial approach, their legal rights, stress management techniques, how to respond appropriately and the measures to prevent the development of mobbing behaviors.

Keywords:

Mobbing; Violence; Psychological harassment; Bullying; Assistant lecturers; Demonstrators.

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