

This thesis examines whether mobbing occurs in the selected departments of intensive care, what nurses know about the problem and how they fight against it. The first part of the thesis is theoretical. It describes the role of intensive care nurses and defines what mobbing really is. Then I focus on its occurrence, the most frequent causes, phases and techniques. In the following chapters profiles of offenders and victims are described. I also focus on the health consequences of harassment against victims. The thesis also describes how to prevent mobbing and how to cope with it. The last part is devoted to stress, which is closely associated with mobbing.

Research part interprets the information obtained from questionnaires. The questionnaires were distributed to the intensive care units and AROs in five university hospitals in Prague. Statistical evaluation of questionnaires is used to confirm or refuse hypotheses I raised at the beginning of research.