

Abstract

The presented bachelor thesis covers the topic of mobbing. This phenomenon can also be labelled as psychological terror or bullying in the workplace.

The first part of the bachelor thesis is theoretical and describes how the term mobbing arises and the history of the term mobbing. Then it describes what the term mobbing means and what similar terms include (bossing, staffing). The thesis further focuses on the causes of mobbing formation, the phases of mobbing and their progress. The thesis also deals with the consequences of mobbing and with the possibilities of mobbing prevention and solutions.

The empirical part includes a quantitative analysis of mobbing occurrence and mobbing awareness among employees. Then it compares if there are any differences between the state administration and the commercial sphere. The sample involved 100 respondents from the state administration and 100 respondents from the commercial sphere. The analysis discovered low mobbing awareness and differences in mobbing occurrence between the state administration and the commercial sphere.