

## Teachers' Views about Mobbing (Psychological Violence) at Elementary Schools

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### Abstract

*Problem Statement:* It is believed that mobbing actions may happen in every group where there is competition among people. These actions are especially intense at schools and universities. Mobbing at the work place, which causes severe individual, organizational and social problems, is a topic that America and European countries pay attention to, and intensive scientific researches have been started on this topic. But in our country, it is a topic that is not mentioned much and that is not attached to importance even if it happens.

*Purpose of Study:* The purpose of this study is to determine the teachers' views and to prepare some suggestions on mobbing; mobbing decreases both personal and institutional productiveness, employees' motivation, and occupational satisfaction and causes physiological discomfort. In addition, this study also intends to draw attention to this topic and tries to arouse interest for making detailed studies at educational institutions.

*Method:* In this study, the "structural interview" method is used as the data collection technique. The working environment of this research consists of 58 volunteer teachers that worked at primary schools in Sanliurfa province in the 2005-2006 education year.

*Results and Suggestions:* According to the research results from elementary schools, the most frequent mobbing attacks that teachers come across are listed as follows: (1) interruption of the conversation, shouting, and scolding, (2) unfair assessments of efforts and achievements and presenting achievements as less than they really are, (3) making people unsuccessful by giving them duties that do not fit their abilities and not giving a person any major duties, and (4) excluding the victim, not talking to the victim, exerting pressure on the ones who talk, and provoking the victim. As a result, it can be said that mobbing actions exist in elementary schools, and the directors as well as the teachers make these actions. One should not stay silent against these attacks. The victimized person should react against these attacks and inform the higher authorities in

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either verbal or written ways. It is believed that legal action should be used against these acts.

**Keywords:** Mobbing, emotional abuse, psychological violence at school, primary school