

## **Abstract**

The thesis focuses on the issue of workplace bullying or mobbing, with the aim of identifying organizational factors affecting the incidence of workplace bullying in the public sector. The theoretical part of the thesis defines the main concepts and theories related to bullying as one of the main forms of workplace hostility. The disciplinary context of research in occupational health psychology is introduced. Subsequently, definitions and typologies of workplace bullying are presented and the main organizational predictors of bullying, including job demands or leadership, are discussed in detail. The Job-Demands and Resources (JD-R) Theory is described in detail and provides a theoretical framework for the hypotheses tested in the empirical part of the paper. The theoretical part ends with an overview of the prevalence of mobbing abroad and in the Czech Republic. The empirical part of the thesis describes the quantitative research conducted to determine the prevalence and forms of mobbing and to identify selected organisational predictors of mobbing in the public sector. Based on JD-R theory, hypotheses were formulated about the relationship between job demands/resources and the prevalence of mobbing. The formulated hypotheses were tested on a sample of state employees (n = 201). The data were collected through an online questionnaire survey and evaluated by partial correlation method. All the scales of job demands and resources examined were found to be significantly correlated with the occurrence of mobbing. Justice and respect had the strongest (negative) association with the occurrence of bullying. The scale of job insecurity had the weakest (positive) influence. The research is one of the first domestic studies to apply JD-R theory in research on mobbing.

## **Keywords**

Workplace bullying; Mobbing; Organizational predictors of mobbing; JD-R theory; Organization