

Mobbing is a specific form of mental violence characterised by orderliness, premeditation and long-lasting attacks with an increasing intensity. The causes and evolution of this pathological phenomenon can be seen not only in the psychological and sociological fields but also in the insufficiencies that arise from the very principles of every organisation. The main motive, considered the background of mobbing, is usually the need to get rid of an „incommodius“ colleague. The originator of mobbing tries not to lose or threaten his/her position and significance in the organizational hierarchy. The impacts caused by mobbing affect not only the aggressor and his/her victim but influences also the immediate environment of the persons involved. It negatively projects into the workplace culture, into the family and other close relations of the victim and aggressor and also into the overall social climate. In my thesis I present the basic fundamentals of the origins, evolution and impacts of mobbing in a workplace. All these elements are viewed in terms of psychological and social aspects. The emphasis is put on their imminent relation and cohesion.