

## Gender and Mobbing: The Case of Turkey

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### Abstract

The aim of this study was to demonstrate the importance of gender as a causative factor of mobbing, which is one of the prominent problems in today's occupational life. The study is important in that it brings together the findings of postgraduate theses in Turkey on the subject of mobbing to demonstrate the role of gender. The study was based on a descriptive screening model, since it aims to examine a current phenomenon. Data collection was performed using the document analysis method. In this study, all published doctorate, postgraduate and medical theses in Turkey investigating mobbing incidents in occupational life (281 theses in total) were examined. 213 theses - including 15 doctorate theses, 197 postgraduate theses, and one medical thesis - were included into the study analysis. 37% of these theses indicated that gender has an effect on mobbing. This result indicates that one in three persons in the workplace face mobbing behaviors due to their gender. In conclusion, this study determined that women face mobbing more frequently than men. The results of mobbing studies in Turkey are similar to those conducted around the world, demonstrating that women are at greater risk of mobbing in their occupational lives.

**Keywords:** Mobbing, Gender, Organizational Psychology, Industrial psychology, Social psychology