

The Effect of Mobbing on Organizational Alienation in Hospital Enterprises: An Application in Afyonkarahisar

İbrahim KILIÇ

Afyon Kocatepe University
Afyonkarahisar, Turkey
orcid.org/0000-0003-0595-8771
kilicibrahim@hotmail.com

Sinan SARAÇLI

Afyon Kocatepe University
Afyonkarahisar, Turkey
orcid.org/0000-0003-4662-8031
ssaracli@aku.edu.tr

İlkay DOĞAN

Afyon Kocatepe University
Afyonkarahisar, Turkey
orcid.org/000-0003-2561-1695
ilkay_dgn@hotmail.com

Elbeyi PELİT

Afyon Kocatepe University
Afyonkarahisar, Turkey
orcid.org/0000-0002-6418-801X
elbeyipelit@aku.edu.tr

Extensive Summary

Introduction

Mobbing, which includes negative effects for the individuals in working life and that comes first of the topic that any organization must consider whatever the working field is accepted as a fact that becomes by the applications like repression, suppression, do not ignore and causes a disadvantage like organizational conflict, poorness, and motivation lose that endanger the existence of the organization.

Mobbing may occur at public institutions, private enterprises, non-profit organizations education sector and health sector, which is the most important. Health sector is one of the most among all others that the mobbing occur when compared with the other sectors, working conditions and working environment differs from the others. Giving continues service at all the hours of a day, being a sector that requires much labor, remarking by more female workers both all over the world and in our country increase the prevalence of mobbing especially on nurses among health professionals.

Confidence, respect to other workers, and satisfaction from the work will be command at the workplaces where there is no physiological violence. Productivity will increase when the communication channels are always open among the workers and the directors and social fund is strong. Thus, motivation, productivity, performance and job satisfaction of the workers will increase and sick leave, absenteeism, release, and especially level of organizational alienation will decrease.

Organizational alienation may be one of the factor that causes decrees on motivation, negative effect on sanity at individual level, job dissatisfaction, stress, depression and other mental problems. As in all other working fields, an individual who

alienate towards his organization may also met some problems like low productivity, low morale, high absenteeism, release and some other problems at health sector.

The purpose of this study is to put forward the effect of mobbing on organizational alienation by determining the levels of mobbing perceptions and organizational alienations of health professional.

Methodology

The population of this study is composed of nurses, doctors and other health professionals, working at different hospitals at the city center of Afyonkarahisar providence. The sample is 403 participants within these health professionals among the dates 15 September - 15 November 2016. A questionnaire formed by three sections is used to collect the data set. The first section of this questionnaire includes the demographic features of the health professionals, the second section includes Lehman's mobbing scale and the third section includes Mottaz's organizational alienation scale. As a statistical analysis, besides descriptive statistics, independent samples t test, ANOVA, Pearson correlation and linear regression analysis are used.

Results and Conclusion

This study is composed of 403 participants as 171 nurse, 124 doctor and 108 other health professionals. While the health professionals' levels of mobbing perception found very low, levels of organizational alienation of them found less than medium.

Other findings of this study are; while there is no statistically significant difference among the working field (nurse, doctor, other), there is a significant difference on the mobbing perception for gender, marital status, age and working year. The mobbing perception of males, singles, at the ages between 28-38 and those who worked more than 10 years found higher than the other health professionals. Besides levels of organizational alienation of health professionals who are younger than 38 years old found higher than the others.

Findings of the study indicate that there is a positive and medium correlation between the mobbing perceptions and organizational alienations of health professionals and its determined that 1-unit increase on mobbing perception causes an increase with the coefficient of 0.875 on organizational alienation. By the results obtained from this study, it can be said that; by considering the importance of mobbing that causes important organizational problems, some precautions may be taken about it. Because mobbing may cause organizational alienation, stress and leaving the job besides it may cause a decrease on motivation, productivity, performance and saturation levels of the health professionals.