

Mobbing - Konflikte Am Arbeitsplatz?: Definitionen, Verlauf, Prävention - Ein Kurzer Überblick - Mario Albrecht

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Mobbing ist, wie es Zahlen aus Statistiken verdeutlichen werden, heutzutage in der Arbeitswelt weitverbreitet. Es führt zur Beeinträchtigung der Leistungsfähigkeit des Unternehmens und verursacht immense Kosten. Trotzdem wird das Vorkommen von Mobbing geduldet. Es wird viel darüber geredet, so dass man heute davon sprechen kann, dass es sich zu einem Modethema entwickelt hat. Geht es jedoch um die Klärung schwelender Konflikte im eigenen Umfeld, so wird zum Thema Mobbing geschwiegen. Mobbing ist also auch gleichzeitig ein Tabuthema. Der 'Mobbing-Report' der Sozialforschungsstelle Dortmund (Meschkutat, Stackelbeck, Langenhoff 2002) gibt an, dass 2,7 % der Erwerbstätigen davon betroffen sind. Davon erkrankten 49,3 %; jeder neunte Arbeitnehmer ist mindestens einmal in seinem Arbeitsleben von Mobbing betroffen, so die Statistik (Meschkutat, Stackelbeck, Langenhoff 2002, 2f). Der Deutsche Gewerkschaftsbund spricht von 1,5 Millionen Opfern im Jahr 2002 und beziffert den Schaden auf 15 Milliarden Euro im gleichen Jahr (bmgs.bund.de/deu/txt/aktuelles/pm/pm_bma_2002/index.cfm, 24.01.2005). In meiner Ausarbeitung werde ich zwei verschiedene Definitionen, speziell die von Heinz Leymann (1993) und die von Oswald Neuberger (1994) gegenüberstellen. Die begünstigenden Umstände und die Ursachen sollen genannt werden. In einem gesonderten Kapitel wird auf die spezielle Situation in der Pflege eingegangen. Meine Hauptquellen bestehen in den Publikationen von Leymann (1993) und Neuberger (1999). Der schon oben zitierte 'Mobbing-Report' (Meschkutat, Stackelbeck, Langenhoff 2002) wird weitere Zahlen liefern. Die Verwendung der Begriffe 'Opfer' oder 'Täter' spiegelt nicht meine Meinung wider, sondern geschieht nur im Bezug auf deren Vorkommen in der Quellenliteratur. Author: Albrecht, Mario Publisher: GRIN Verlag Illustration: N Language: GER Title: Mobbing - Konflikte am Arbeitsplatz?: Definitionen, Verlauf, Prävention - ein kurzer Überblick Pages: 00017 (Encrypted PDF) On Sale: 2005-01-01 SKU-13/ISBN: 9783638387651 Category: Business & Economics : Management - General

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