

## Examining Psychological Mobbing Behaviors that Nurses and Midwives Experience

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It is stated that mobbing behaviors are encountered more common in health sector which is one of the service sectors where people have intensive relationship. It is reported that the professions of nursing and midwifery constitute group of employee that are riskier in comparison with other professions.

The study was carried out as a descriptive study to examine the psychological mobbing behaviors and their dimensions that nurses and midwives experience. The population which consists of 432 contributors (327 nurses, 105 midwives) who have been working as nurse and midwife at a state hospital for at least 6 months. The sample consisted of 235 contributors who have filled in the questionnaire in full. The data in the study was collected by "Information Form" and "The Scale of Mobbing Behaviors". The data were collected from the contributors who received informed consent following ethics committee and institutional permission. Number, percent values, point averages of the scales, ANOVA, Kruskal Wallis and Mann Whitney-U tests were used in order to evaluate of the data.

It was appointed that 10,2% of the contributors, that is only 24 contributors, exposed to mobbing behaviors at least once a week within last 6 months. The point average of the study group was determined as low with  $1,53 \pm 0,43$  (min=1; max=3,79) and it was seen that mobbing behaviors were not encountered much among this study group. Points in the sub dimensions were found low, too. No significant difference was found after comparing point averages of the scale and sub groups and the features of study group ( $p > 0.05$ ).

The ratio of the contributors who were stated that they were exposed to mobbing behaviors and scale point averages in the study was found low both for nurses and midwives.

**Keywords:** Nursing, midwifery, mobbing.