



PERCEPTION OF PRE-SCHOOL TEACHERS TO MOBING IN TERMS OF EFFECT ON ORGANIZATIONAL BEHAVIOR

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Abstract

Mobbing is an organizational problem that creates tension and clashes between the workers in the organization, effects negatively the satisfaction and capacity of the workers. In a long period of such a case, individual is ended up in isolation from the organization and work life inevitably. Mobbing is an important organizational problem which affects working atmosphere negatively and ends up in tension and conflicts and also decrease the job satisfaction. Getting aware of the Psycho – Violence cases causing serious negative results and defining the grounds and taking appropriate measures are very important in this case. By the virtue of the fact, this study is conducted. *General screening* model is used for the research. In order to clarify the perception “Negative Actions Questionnaire (NAQ)” and “Organizational Behavior Scale” are used. The atmosphere of the study is created with Pre – School Teachers working at kindergartens related to primary schools and independent kindergartens in Istanbul province. The research's sample is composed of Pre – School teachers' chosen by effective sample technique. As a result of the research, as the mobbing events increase at schools, teachers' emotional bounds to their schools are decreasing and also negative perception and behaviors are increasing. In such a situation some recommendations are presented here to prevent mobbing targeted to teachers.

Keywords: Pre-School, Mobbing, Teacher, Education, Organizational Behavior