



# The Relationship between socio-demographic characteristics, work conditions and level “mobbing” of health workers in primary health care

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# Backgrounds

- Mobbing is a having multidimensional features socially and psychologically, and it is frequent in occupational environmental.

# Specific Aims

- The aim of this study is to examine health care workers who work in primary health care in the city of Mugla and to determine if there is a relationship between sociodemographic characteristics, work conditions and their level of mobbing.

# Patient Population & Method

- A cross sectional analysis has been conducted in which 130 primary health care workers were selected.
- Of this selected group, 119(91.5%) participated in the study.
- In this study, a questionnaire, which contains the variables of the characteristics of sociodemographic and work conditions and the selected variables from Leymann's "Mobbing" Typology, has been used.
- Fisher's Exact Test and Pearson Chi-Square Test were conducted using the program SPSS 15.0,  $p < 0.05$  was regarded as statistically significant.

# Results; (1)

- 83.2% of health workers are women, 42.9% are midwives, 27.7% are nurses, 14.3% are doctors, 5.9% are civil servants, 5.0% are health officers, 3.4% are laboratory officers and 0.8% are dentists.

## Results; (2)

- 31.1% of health workers have faced with “Mobbing” within a year and the frequency of experiencing “Mobbing” of those 48.6% of them is 1 to 3 times per year.
- 70.3% of those who apply “Mobbing” are senior health workers and 56.8% are men.

## Results; (3)

- After “Mobbing” has been reported, in majority (66.6%), the institution has not taken any precautions.
- There has not been found any significant relationship among the groups in terms of age, gender, marital status, education status, institution that they work for, occupation, average monthly income and total and daily working hours.

# Conclusion

- It has been discovered that primary health care workers have high prevalence of “Mobbing” exposure.
- In order to avoid “Mobbing” at workplace, authorities and responsibilities of all employees have to be clearly determined.

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