

**PSYCHOLOGICAL VIOLENCE IN ORGANIZATIONS (MOBBING) IMPACT ON
EMPLOYEES AND PREVENTION MECHANISMS****Khusanbayeva Ziyada Makhmutdzhani kizi**Tashkent University Of Applied Sciences Teacher of the Department of psychology
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Annotation: This article analyzes the impact of psychological violence in modern organizations and the mechanisms for its prevention. The MOBBing is a negative impact on their mental health, employment motivation and efficiency through the workplace by providing employees at the workplace. The main causes of Mobbing are the style of management, organizational culture and staff. The article also describes the detection of MOBBing, practical mechanisms on support and its prevention. The results of the study offer scientific and practical recommendations to improve the socio-psychological environment in organizations, protect the health of employee and increase work efficiency.

Keywords: Mobbing, psychological violence, personnel, work, motivation, prevention mechanisms.

In modern organizations, employees' efficiency and work is dependent on many factors, one of which is a psychological environment in the workplace. In recent years, events such as psychological violence or MOBBING are gaining focus as a current socio-psychological problem in the work environment. MOBBing has a negative effect on their mental health to employees by providing repeated and duration psychological pressure, reduces the motivation for the work and reduces the efficiency of the organization. The MOBBing event may appear in different forms: criticism, neglecting, unjust distribution or social isolation against the work. This psychological pressure can cause stress on staff stress, fatigue, depression, and even physical health. At the same time, the management style between the management, business culture and staff may be the process of reading the process of the organizational basis.

Mobbing is a process of providing repeated, continuous and socially psychological pressure on employee. It can be manifested in various forms: criticism, neglecting, unjust distribution, social isolation or other psychological pressure. Since the MOBBING is constant and repeated, significant damage to employees' mental health and treatment motivation is significantly damaged.

The main features of the MOBBing are:

References and duration, target psychological impact, the effectiveness of the work effectiveness and mental state of the employee. Psychological research: Psychological research: stress, worries, depression, self-estimating, sleep disorder and fence. Mobbing staff grow up to self-insecurities and mental fatigue. The effect of self-suffrage, the risk of headache, gastricalitarian issues, cardiovascular disease. Studies show that if MOBBING lasts a long time, chronic health issues may occur. The efficiency of the MOBBing reduces efficiency and

negatively affects the organization's results. Psychological research recommends the following mechanisms to prevent and reduce methods: Preventions and staff support: Training for the workplace: trainings for management methodology and health relations. Internal Policy and Monitoring: Monitoring and Analysis of Conditions Mechanisms, Improving Mobbing cases Improving the Improvement: Strengthening the Spirit and Social Support and Social support.

The prevention of MOBBING and the reduction of its negative consequences is an important psychological and social task for modern organizations. Studies show that the MOCBing event does significant damage to employees' mental health, treatment and effectiveness of the organization. Therefore, complex mechanisms should be introduced to prevent it. The development of effective policies and internal regulations against the Mobbing. These documents explain the staff and leaders the concept of the method, its forms and consequences. Staff should also be introduced to a complaint system that can be informed and anonymously. Through such a system, cases are monitored and disciplinary measures are used against MOB. The barriers will play a key role in identifying and reducing. For this purpose, trainings for leaders are organized, they develop empathy, constructive communication and conflict resolution skills. The leaders significantly reduce the risk of Mobb through regular monitoring of the team environment and early detection and elimination of disputes. It is important to create psychological counseling and support systems for employees. Through this individual or group tips, employees will be able to control stress, to combat psychological pressure in the case, and strengthen spiritual stability. The trainings and seminars also provide knowledge to staff to identify and prevent methods. The mental system, collective activities and intercercant support networks strengthen positive social relations in the work environment. Is one of the most effective means of reducing methods of methods of crofislax. A healthy psychological environment will be created at work at the workplace by explaining the signs of the MOBBING, the dispute resolution tools, and the introduction of a mediator system. At the same time, the development of the culture of the organization, significantly reduces the risk of the origin of MOBBING.

In short, the prevention and reduction mechanisms of MOBBING are a process that requires a comprehensive approach, which includes organizational, legal, leadership and psychological measures. Effective use of these mechanisms serves to protect the mental health of employees, increase work motivation and strengthen the efficiency of organizations.

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