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THE RELATIONSHIP BETWEEN MOBBING AND EMPLOYEE MENTAL HEALTH

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Abstract

In the recent years, the negative effects of mobbing on employee health have been frequently expressed. For these reason, the objective of the study was stated to investigate whether mobbing has effects on employee health. The study was conducted in Konya, a province of Turkey among 181 healthcare employees. In the study Grunau's (2007) Work Harassment scale, Arrindell, Heesink ve Feij's (1999) The Satisfaction with Life Scale (SWLS) and Ryff's Psychological Well-Being, and Kevin's (2000) Well-Being at Work scales were used. In the result of the study, it was determined that mobbing affected life satisfaction negatively. Life satisfaction had a positive impact on psychological well- being and well- being at work. Besides, the results show that mobbing had no effect on well- being at work and psychological well- being.

Keywords: *Mobbing, Mental Health in the Workplace, Subjective Well-Being (Life Satisfaction) Psychological Well-Being, Well-Being at Work.*

LITERATURE REVIEW

Mobbing

In such a case that global job characteristics comprise opportunity for ability use, control, money and interpersonal communication, improved objectives, diversity, environmental apparent, physical safety and assessed social position (Notelaers, Witte, & Einarsen, 2010, s. 489), competitive structure among employees has become more highlighted in each sector.

As a concept of complex business life, mobbing refers to designed harassment, which is generated for the removal of target from the organization by other employees or an organizational group in disregard of gender discrimination (Duffy & Sperry, 2007, s. 398). Mobbing as may be verbal or physical attacks and also skillful behaviors that cause the victim to

distinguish and exclude from a group (Zapf & Einarsen, 2001, s. 370). Organizational mobbing marks harassment and frequent and persistent organizational implementations and procedural situations that perceived as overwhelming, sarcastic and humiliating and why employees feel themselves as victims (Einarsen, Hoel, Zapf, & Cooper, 2003, s. 13). Besides, it is sometimes mobilized very quickly, sometimes after a certain period of a conflict that continued weeks or months (Leymann, 1996, s. 169). Davenport et al. (2003:64) has made a comprehensive definition of mobbing that “for some, it is a rape of the soul that suffers”. Mobbing actions point many health consequences and that indicates association of mobbing with job contents and social job environment. There are some indicators for responsibility of organizational factors that trigger the emergence of mobbing (Zapf, Knorz, & Kulla, 1996, s. 233). Organizational culture and social climate has affected tendency of individuals harassing others (Zapf, Knorz, & Kulla, 1996, s. 234). It is observed that success and profit owner organizations have recuperative structure for mobbing actions and been displaying a performance under stress and intensive pressure and limited control over their functions in order to achieve their goals (Duffy & Sperry, 2007, s. 400).

Deficiencies within structure of job contents, social processes that include job organization and leadership have led to the development of mobbing (Stadler, 2006, s. 6). The causes of mobbing underlie two main concepts uttered as personal characteristics and psycho- social factors related job (Einarsen, 1999, s. 17). Various negative outcomes and mobbing have occurred international aggressive behaviors and increasing attention for these subjects presents opportunity to investigate them (Salin, 2003, s. 1214). According to results of Quine’s (2001:80) study, one- quarter of nurses reported that their health status have been affected by mobbing and thus they have obliged to get a permission from work.

Mental Health in the Workplace

Different variables related with perceived qualification of meeting individuals’ needs and desires like income, economical adequacy, social class, and financial status are considered as dynamics of poor health and various mental health diseases in the literature (Arber, Fenn, & Meadows, 2014, s. 19). Although cultures have consisted of relative factors and variables, studies focus on a central point that, especially according to needs theory, individuals would like meet basic needs and thus, they could provide a commitment between wealth and happiness 130 (Hochman & Skopek, 2013, s. 130). Maslow’s hierarchy of needs has expected that human needs during life have continuity and a serial structure. In other words, firstly basic needs like food, water, shelter and then the other needs named as safety, belongingness, self esteem and self actualization respectively in order to ensure satisfaction (Benson & Dundis, 2003, s. 316).

As a holistic viewpoint of mental health, this taxonomy would be handled and examined in three parts as subjective well being, well being at work and psychological well being within the whole study.

Subjective Well-Being (Life Satisfaction)

Subjective well being, which is a crucial concept for providing the balance between economy and the other social institutions and especially economical efficiency in recent years, seems to be an indicate the quality of people life (Sarracino, 2013, s. 52; Binder & Coad, 2013, p.155). This concept is defined as thoughts and feelings concerning variables going well during life circle (Malkina-Pykh & Pykh, 2013, s. 150). According to another definition it is identified as “a measure of the overall ‘wellness’ of an individual, and as such has the potential to be used as this global marker for how treatments affect people in the experience of their lives” (Lee, Vlaev, King, Mayer, Darzi, & Dolan, 2013, s. 28). Some recent studies has discussed that life satisfaction as an indicator of subjective well being is affected by personality commonly, conversely assumed factors such as income, social positions within the early studies (Malkina-Pykh & Pykh, 2013, s. 151). While life satisfaction has been reflecting general happiness and emotional functioning, subjective well being should not be thought just as the absence of mental disorders or pathology of mood (Pe, Koval, & Kuppens, 2013, s. 335).

Subjective well being is mentioned as an important way to understand general profile of labor. Thus, records that basis to well being data support for the organizations a control mechanism on unobservable individuals characteristics (Böckerman, Ilmakunnas, & Johansson, 2011, s. 553). The variable of well being is one of the organizational outcomes and highlights job and occupational satisfaction. Many factors such as role stress, anxiety about career, inadequate resources influence on well being at work (Duygulu, Ciraklar, Guripek, & Bagiran, 2013, s. 1366), loneliness, social climate and workplace isolation are curious predictors of well being (Erdil & Ertosun, 2011, s. 507). In the study of Sarracino (2013:57), goods that are valuable for the owner relatively, income and socio- demographic standards were used as the determinants of subjective well being. Subjective well being includes way of appraising individuals themselves by heeding such factors as life satisfaction, high mental health status and feeling good (Shier & Graham, 2010, s. 403).

People, who have subjective well being, an attractive concept in recent years for social sciences, have improved health status, are talented in finding various ways to achieve goals and tasks, courageous of including challenging process (Tamannaefar & Motaghedifard, 2014, s. 38). Subjective well being have a relative place and effect on individuals that in the literature, by associating with concepts that vary according to people such as negative and positive affect and life satisfaction (MacInnis, Busseri, Choma, & Hodson, 2013, s. 789). For instance, mobbing as an effective factor of well being presents oftentimes symptoms related mental diseases such as depression, anxiety, paranoia etc. (Duffy & Sperry, 2007, s. 400).

H1. Mobbing is negatively associated with subjective well-being

Well-Being at Work

Well being at work is related to the ability of employees’ efforts to coping with job stressors and repairing their intensity (Kinnunen, Mauno, & Siltaloppi, 2010, s. 181). Self determination theory explains well being at work as well as high degree of fulfilling people’s needs, they feel happy and satisfied (Deci, Ryan, Gagné, Leone, Usunov, & Kornazheva, 2001, s. 930). Job satisfaction is

a difficult concept to measure in order to mention about individual or organizational performance. Although this term is an important and dominant determinant of overall well being at work, examining various data as industrial and social perspective will indicate its complexity better (Sousa-Poza & Sousa-Poza, 2000, s. 521). Collaboration, participation, trust, justice, responsibility, development and growth and resilience are classified as major value factors for well being at work (Zwetsloot, Scheppingen, Evelien H. Bos, & Starren, 2013, s. 192).

Work environment variables, job characteristics, and relationships between employees, clients and supervisors, workload, level of changing environment at work, professional aspects capture and display overall well being level at work among employees (Shier & Graham, 2010, s. 416). Besides, not only work requirements but also absence of job and focusing on career steps can exhibit an affecting role on well being (Maggiori, Johnston, Krings, Massoudi, & Rossier, 2013, s. 447). Various implementations within the organization such as team meetings, use of signature strengths, examples of involvement of employees in decision making processes, brainstorming generate an contributive and motivational climate for individuals and in addition to that organizational outcomes benefit from this overall well being constructively (Forest, Mageau, Crevier-Braud, Bergeron, Dubreuil, & Lavigne, 2012, s. 1246). Various psychological factors, like psychopath which is exemplified such as narcissism, Machiavellianism, increases conflicts related work and family, and affects deprecatingly on job satisfaction, employee attitudes and performance (Mathieu, Neumann, Hare, & Babiak, 2014, s. 83).

Two facets of well being at work have confronted in terms of both individuals and organization. To explain that job related experiences affects and manipulates individuals' determination of happiness and mental well being and on the other side, top management has a desire to boost organizational yield and efficiency by evolving job related conditions (Russell, 2008, s. 118). In the light of this aspect well being has a reversible functioning effect in work life that's why this concept can be entitled as a part of pattern continuity. Sousa-Poza and Sousa-Poza (2000:532) examined twenty- one countries and highlighted that cultural differences has reflected to organizational outcomes like job satisfaction. Moreover, while predictors of job satisfaction for some countries can be designated as job characteristics and relations, for others titled as payment and job security. Investigated study of Schaufeli, Taris, and Rhenen (2008: 173), workaholism, burnout and engegement has been regarded as indicators of employee well being.

H3. Mobbing is negatively associated with well-being at work

Psychological Well-Being

Social identities are basis of determining individual's balance between expectations and relations. Role requirements as guidance present a way for individuals how they behave, so that the status of psychological well being has stated this background (Thoits, 1983, s. 175). Psychological well being is identified with the harmony of life satisfaction, experiences and well mental status and function. In this framework to understand the definition of this term better negative and positive affect, cognitive structure and compatibility of meeting expectations with life experiences should be considered particularly (Onraet, Hiel, & Dhont, 2013, s. 510).

Psychological well being has been generated and influenced by relative factors such as social support and relations, income and negative life events (Fry, 2000, s. 375). Psychological well being is observed at work as related to many factors such as social support, work characteristics, individual experiences, interpersonal conflict, and employee targets, payment etc. (Reynolds, 1997, s. 100).

As related with psychological well being, mobbing has increased level of anxiety, depression and negative behaviors related to conflict and in addition to that victims have difficulties by integrating work group and managing the conflict situations (Zapf, 1999, s. 83). In the study of (Nath & Pradhan, 2012: 170) about the dynamics of associating role of positive affect with psychological and physical well being, resulted as that positive affect is one of the indicators of psychological well being. So, individuals could be more eager for enduring negative life events by enhancing happiness. According to many researches workplace bullying has an association with health and well being, that's to say both psychological and physical symptoms can be visible among employees. Vartia (2001:67) discussed that targets exposing workplace bullying experienced stress and mental stress related symptoms.

H2. Mobbing is negatively associated with psychological well-being

METHOD

Research Model

In this study, the relations with mobbing and mental health in the workplace were analyzed. The data was evaluated by the packet program of SPSS 10.0. In order to examine the content validity of these measures, we performed confirmatory factor analysis (CFA) and path analysis with LISREL VIII. Besides the descriptive statistics and structural equation model analyses were also carried out.

Participants

The research was conducted in Konya, a province of Turkey, at 3 hospitals among 181 healthcare employees that were selected with random sample method. Age average of the participants is 35, 21. Work duration of the participants is determined as 7.47. 57 % of all participants are women and 43 % of them are men. The participants' education levels were consisting of bachelor (87.7 %), postgraduate (6.1 %) and high school (6.1 %). Majority of the participants are married (68.2 %), 27.9 % of all participants are single and 3.9 % of them are divorced or widowed.

Instruments

In the study Work Harassment scale, Subjective Well-Being (Life satisfaction), Well-Being at Work and Psychological Well-Being scales were used. More detailed information is given about the scales below.

Work Harassment Scale: In the research work harassment scale was obtained the study of Grunau (2007). The original of the source was belong to Bjorkqvist vd. (1992) and scale was comprised 24 questions. Reliability of work harassment scale was found highly (Cronbach Alpha: .95) in the study of Björkqviste et al. (1992). Internal consistency of the scale was occurred with

depression as $\alpha = .86$ and anxiety as $\alpha = .73$ (Björkqviste vd., 1994: 176–177). Answers are measured with the 5 optioned likert scale as “Never”, “Rarely”, “Sometimes”, “Often” and “Always”. Validity of the scale into Turkish and reliability of the scale with confirmatory factor analysis, CR and AVE coefficients were performed in the study of Aslan and Akarçay (2013) and obtained scale of this study was conducted in the research.

Subjective Well-Being (Life satisfaction): The Satisfaction With Life Scale (SWLS) of Arrindell, Heesink ve Feij’s (1999) was obtained for the research. A 4-point scale ranging from 1 (good health) to 4 (poor health). 5 questioned scale was consisted of just one dimension. In this study was performed validity and reliability of the scale into Turkish.

Well-Being at Work: 30 questioned scale was obtained from the study of Kevin (2000). Scale has 2 sub- dimensions. Each dimension has negative and positive sub- dimensions. These sub-dimension could be classified as A-C (Anxious-Comfort), D-P (Depression-Pleasure), B-E (Bored-Enthusiastic), T-V (Tiredness-Vigour), A-P (Angry-Placid). Each item was rated on a six-point fully anchored scale. The possible responses were ‘never’ (scored 1), ‘occasionally’ (scored 2), ‘some of the time’ (scored 3), ‘much of the time’ (scored 4), ‘most of the time’ (scored 5) and ‘all of the time’ (scored 6). In this study was performed validity and reliability of the scale into Turkish.

Psychological Well-Being: Ryff's psychological well-being scale (1989a, 1989b, 1995) was obtained from the study of Abbott et al. (2006), who performed validity of the scale. 42 questioned scale was consisted of 6 dimensions arranged as Autonomy (7 items), Environmental Mastery (7 items), Personal Growth (7 items), Positive Relations with Others (7 items), Purpose in Life (7 items), Self-Acceptance (7 items) (1. strongly disagree to 6. strongly agree). In this study was performed validity and reliability of the scale into Turkish.

Table 1. Items and Item Loadings from Confirmatory Factor Analyses for Work Harassment scale

Items	(CFA)	t- Value	Mean	SS	Item-Total Correlations
	Result Version Standardized Loadings				
	Cronbach Alpha=.904				
13	.78	12.14	1.47	.744	.819 **
14	.83	13.16	1.56	.793	.854**
15	.86	14.11	1.55	.842	.879**
16	.77	11.81	1.66	.848	.806**
17	.72	10.76	1.66	.867	.786**
21	.74	11.15	1.41	.770	.796**

Note: Standardized item loadings reported for CFA. $p < .001$ for all loadings.

**Correlation is significant at the 0.01 level (2-tailed).

Work Harassment scale: Work Harassment scale has been formed 24 items at initial version. Confirmative Factor Analysis (CFA) has been applied. It has been not achieved validity initial version scale (Goodness-of-Fit Statistics: $\chi^2/df = 1004.15/252 = 3.98$, NNFI=.76, NFI= .72, CFI=.78, AGFI=.62, GFI=.68, RMSEA=.13). 12 items have been removed from the scale because of item which had been factor loadings lower than .60 and CFA has been applied. As a result of confirmatory factor analysis, It has been not achieved validity new version scale (Goodness-of-Fit Statistics: $\chi^2/df = 229.95/54 = 4.25$, NNFI=.87, NFI= .86, CFI=.89, AGFI=.74, GFI=.82, RMSEA=.14). 6 items have been removed from the scale because of item which had been needed modification indices. CFA has been applied. As a result of confirmatory factor analysis, some of the fit indices values are supposed to be acceptable. Goodness-of-Fit Statistics*: $\chi^2/df = 23.28/9 = 2.59$, NNFI=.96, NFI=.96, CFI=.98, AGFI=.90, GFI=.96, RMSEA=.09. The item-total correlations for scale items were: .78 with 87. According to this, scale shows a good level of internal consistency. As a result of CFA analysis, the scale has reached its valid form consisting of 6 questions and 1 dimension. The scale's Cronbach Alpha coefficient was .904. The scale has been found to be high reliability.

Table 2. Items and Item Loadings from Confirmatory Factor Analyses for Subjective Well-Being (Life satisfaction)

Items	(CFA) Result Version Standardized Loadings	t-Value	Mean	SS	Item-Total Correlations
	Cronbach Alpha=.833				
1.	.79	12.39	3.25	1.160	.842**
2.	.90	14.66	2.99	1.187	.882**
4.	.68	10.16	3.55	1.123	.780**
5.	.62	8.99	3.01	1.114	.757**

Note: Standardized item loadings reported for CFA. $p < .001$ for all loadings.

**Correlation is significant at the 0.01 level (2-tailed).

Subjective Well-Being (Life satisfaction): Life satisfaction scale has been formed five items at initial version. Confirmative Factor Analysis (CFA) has been applied. It has been not achieved validity initial version scale (Goodness-of-Fit Statistics: $\chi^2/df = 24.25/5 = 4.85$, NNFI=.90, NFI= .94, CFI=.95, AGFI=.86, GFI=.95, RMSEA=.140). One item (item 3th) has been removed from the scale because of item which had been needed modification indices. CFA has been applied. As a result of confirmatory factor analysis, some of the fit indices values are supposed to be acceptable. Goodness-of-Fit Statistics*: $\chi^2/df = 3.51/2 = 1.755$, NNFI=.98, NFI=.99, CFI=.99, AGFI=.96, GFI=.99,

RMSEA=.06. The item-total correlations for scale items were: .76 with 84. According to this, scale shows a good level of internal consistency. As a result of CFA analysis, the scale has reached its valid form consisting of 4 questions and 1 dimension. The scale's Cronbach Alpha coefficient was .833. The scale has been found to be high reliability.

Table 3. Items and Item Loadings from Confirmatory Factor Analyses for Psychological Well-Being

Items	CFA) Result Version Standardized Loadings	t-Value	Mean	SS	Item-Total Correlations
	Cronbach Alpha=.806				
A-C (Anxious-Comfort)	.891				
Anxious	.89	10.96	3.42	.959	.952**
Worried	.90	11.06	3.49	.908	.947**
A-P (Angry-Placid)	.807				
Annoyed	.77	9.62	3.37	.848	.901**
Aggressive	.90	11.08	3.28	1.055	.937**
D-P (Depression-Pleasure)	.883				
Happy	.90	15.13	4.04	1.406	.912**
Pleased	.90	15.16	4.00	1.305	.930**
Cheerful	.74	11.21	3.96	1.287	.858**
B-E (Bored-Enthusiastic)	.836				
Enthusiastic	.75	11.43	3.64	1.384	.857**
Optimistic	.77	12.04	4.35	1.304	.862**
Motivated	.86	14.09	3.94	1.366	.886**
T-V (Tiredness-Vigour)	.792				
Active	.85	13.51	3.97	1.355	.905**
Full of energy	.78	11.91	3.77	1.433	.915**

Note: Standardized item loadings reported for CFA. $p < .001$ for all loadings. N: Negative item; P: Positive item

**Correlation is significant at the 0.01 level (2-tailed).

Well Being at Work Scale: Well Being at Work scale has been formed 30 items, 2 dimensions and 5 subdimensions at initial version. Confirmative Factor Analysis (CFA) has been applied. It has been not achieved validity initial version scale. (Goodness-of-Fit Statistics: $\chi^2/df = 2212.5/395 = 5.60$, NNFI=.47, NFI= .48, CFI=.52, AGFI=.34, GFI=.44, RMSEA=.21). 15 items have

been removed from the scale because of item which had been factor loadings lower than .60 and CFA has been applied. As a result of CFA Goodness-of-Fit Statistics have been low (Goodness-of-Fit Statistics: $\chi^2/df = 196.72/80 = 2.45$, NNFI=.89, NFI= .88, CFI=.92, AGFI=.81, GFI=.87, RMSEA=.09). 3 items have been removed from the scale because of item which had been needed modification indices. CFA has been applied. As a result of confirmatory factor analysis, some of the fit indices values are supposed to be acceptable. Goodness-of-Fit Statistics*: $\chi^2/df = 87.82/44 = 1.99$, NNFI=.95, NFI=.94, CFI=.96, AGFI=.87, GFI=.92, RMSEA=.07. The item-total correlations for scale items were: .85 with 95. According to this, scale shows a good level of internal consistency. As a result of CFA analysis, the scale has reached its valid form consisting of 12 questions and 5 dimensions. The scale's Cronbach Alpha coefficient was .806. The scale has been found to be high reliability.

Table 4. Items and Item Loadings from Confirmatory Factor Analyses for Psychological Well-Being Scale

Items	(CFA) Result Version Standardized Loadings	t- Value	Mean	SS	Item-Total Correlations
	Cronbach Alpha=.664				
Autonomy	.844				
1	.89	14.01	3.80	.979	.898**
2	.78	11.57	3.64	.946	.858**
3	.75	11.05	3.73	1.048	.866**
Environmental mastery	.825				
1	.89	13.85	3.84	1.01	.882**
2	.83	12.68	3.95	1.01	.879**
3	.64	9.10	3.72	1.08	.825**
Personal growth	.721				
3	.62	8.39	2.18	1.081	.780
5	.84	12.18	2.04	1.104	.847
7	.59	8.00	2.18	1.180	.775
Positive relations with others	.701				
13	.75	10.28	3.77	.965	.884
14	.72	9.80	3.82	.921	.871
Purpose in life	.717				
4	.57	7.54	2.53	1.148	.774
5	.73	10.06	2.27	1.126	.805
6	.74	10.24	2.36	1.100	.819
Self-acceptance	.678				
1	.67	8.23	3.37	1.065	.845
3	.61	7.53	3.46	1.029	.832

Note: Standardized item loadings reported for CFA. $P < .001$ for all loadings.

**Correlation is significant at the 0.01 level (2-tailed).

Psychological Well-Being Scale: Psychological Well-Being scale has been formed 42 items and 6 dimensions at initial version. Confirmative Factor Analysis (CFA) has been applied. It has been not achieved high validity initial version scale. The goodness-of-fit measures were used to assess the overall model fit (Goodness-of-Fit Statistics: $\chi^2/df = 1925.74/804 = 2.39$, NNFI=.60, NFI= .50,

CFI=.62, AGFI=.58, GFI=.63, RMSEA=.01). 20 items have been removed from the scale because of item which had been factor loadings lower than .60 and CFA has been applied. As a result of CFA Goodness-of-Fit Statistics have been low (Goodness-of-Fit Statistics: $\chi^2/df = 208.83/120=1.74$, NNFI=.92, NFI= .86, CFI=.93, AGFI=.84, GFI=.88, RMSEA=.06). 8 items have been removed from the scale because of item which had been needed modification indices. CFA has been applied. As a result of confirmatory factor analysis, some of the fit indices values are supposed to be acceptable. (Goodness-of-Fit Statistics: $\chi^2/df = 117.62/89=1.32$, NNFI=.96, NFI=.90, CFI=.97, AGFI=.88, GFI=.92, RMSEA=.04). The item-total correlations for scale items were: .77 with 89. According to this, scale shows a good level of internal consistency. As a result of CFA analysis, the scale has reached its valid form consisting of 16 questions and 6 dimensions. The scale's Cronbach Alpha coefficient was .664. The scale has been found to be high reliability.

Findings

The structural model

The hypothesized model is depicted in Fig. 1.

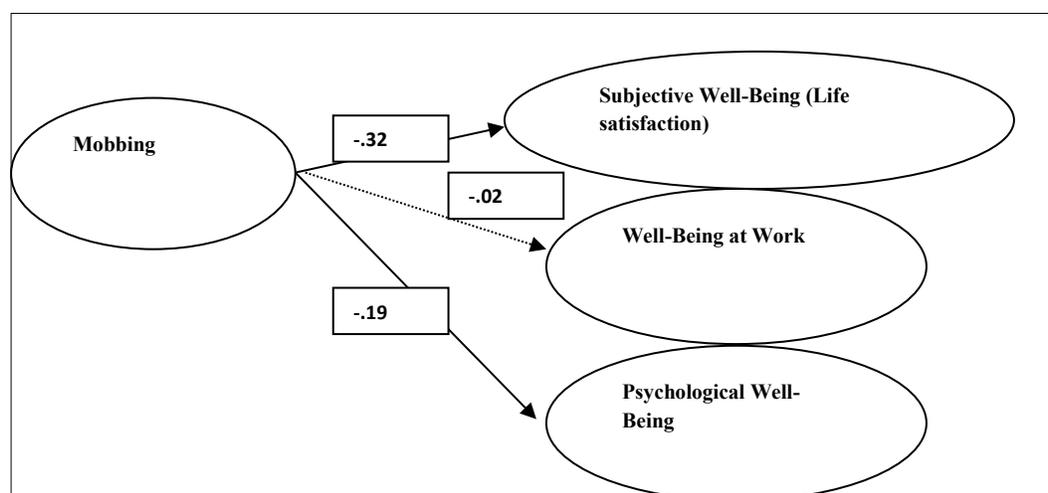


Figure 1. model of the research Figure 1. model of the research (indicates the invalid relationship) $t=-.31$

In the first stage, the relation between mobbing and subjective well-being (life satisfaction), well-being at work and psychological well-being have been determined by all-alone path analysis. At the result of the path analysis done it has been determined the path coefficient between mobbing and subjective well-being (life satisfaction) as $-.32$ ($p<.01$). It has been determined the path coefficient between mobbing and subjective well-being (life satisfaction) as $-.19$ ($p<.01$). The path coefficient between mobbing and well-being at work has been determined as $.02$ ($p>.05$) (Fig. 1). This result fulfils that there is not a relation between mobbing and well-being at work ($p<.01$). In addition to that, in tested model, the path from mobbing to well-being at work is not significant ($t=.72$). As examined the Goodness-of-fit indices of the

model 1, it could be stated the model is not acceptable because obtained values in the model are yield values of Goodness-of-fit. For this reason, the second model has been analyzed by removing the direct effects of mobbing on well-being at work and the direct effects of mobbing on psychological well-being because of it has been needed modification indices. New paths have been added from subjective well-being (life satisfaction) to well-being at work with psychological well-being. As examined the Goodness-of-fit indices of the model 2, it could be stated the model acceptable because other values yield values of Goodness-of-fit.

The resulted model is depicted in Fig. 2.

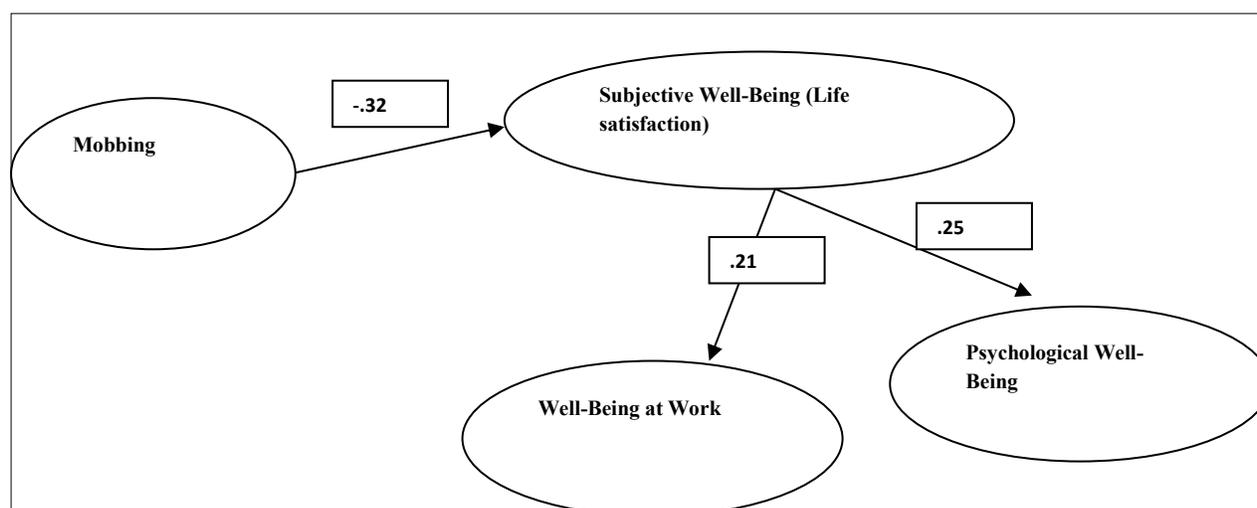


Figure 2. model of the result

Table 4. Goodness-of-fit indices for different proposed structural models

Structural Model	Chi-square (χ^2)	df	χ^2/df	RMSEA	CFI	NFI	NNFI	AGFI	GFI
Model 1	18.33	3	6.11	.17	.61	.59	.23	.83	.95
Model 2	3.97	3	1.32	.04	.97	.90	.93	.96	.98

Hypothesis H1 has been supported. As a conclusion it could be stated that the variable of mobbing affects subjective well-being (Life satisfaction). Hypothesis H2 and H3 have been rejected. Subjective well-being (Life satisfaction) affects *well-being at work and psychological well-being*

CONCLUSION

As one of the results of the study, it was revealed that the concept of mobbing affects life satisfaction adversely. As supporting of this result, social lives and psychological health of mobbing victims are influenced negatively (Zapf, Knorz, & Kulla, 1996, s. 215). Besides, it stated that mobbing threatens professional status and makes to occur many negative outcomes related social life like isolation (Pranjić, Maleš-Bilić, Beganlić, & Mustajbegović, 2006, s. 750).

Another result of the study is considered as highlighted the affected way of mental health better. According to obtained results, it was found that life satisfaction has an effect on psychological well being and well being at work. In the research of Melendiz et al. (2009: 291), it is emphasized that psychological well being is an indicator of life satisfaction and they have a relationship due to individual determination and physical effects. In addition to that, according to the study of Berges and Landa (2014:86), conducted among nurses, nurses, who attempts to overcome negative emotions, feel better at work and they accordingly have impairments as related life satisfaction and well being at work.

Lastly, other result of the study did not reflect expected like in the literature and it was stated that mobbing has no effect on well being at work and psychological well being. In a study, carried out among nurses, as convenient general viewpoint and results in the literature, it was experienced that individuals, exposed to mobbing, have negative psychological and social reflections and influences at work (Yıldırım and Yıldırım, 2007:1444). However, according to another study that many factors such as difficult tasks, lack of goal clarity and common involvement make complicated reflections and understanding of mobbing (Vartia, 2001, s. 67).

More detailed information about environmental and individual factors is needed in order to comprehend effects of topic among health employees better. That is as a limitation of the research, it is considered as being more essential to support scales with qualitative expressions and questions.

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