REQUIREMENTS FOR LEADER AS SUBJECT PREVENT AND OVERCOME MOBBING IN SUBORDINATES COLLECTIVES

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Abstract: The article disclosed basic requirements for head to prevent and overcome mobbing in a collective, because this phenomenon is a very widespread and can arise in any collective and negatively affect his moral and psychological climate. The head of any subdivision can get information about mobbing and contribute to its prevention and resolution. For this he must possess skills efficiently organize a work collective, consider individual psychological characteristics of their subordinates, support a healthy moral and psychological climate in the group, optimally decide psychological problems, which are arise in process of interpersonal interaction. The head must clearly understand purpose and problem their activities. Also acting as a subject to prevent and overcome mobbing among subordinates he should study and learn with advanced experience other managers and consult with other professionals: psychologists, teacher and more experienced heads.

Keywords: leadership, mobbing, subordinates collectives, teambuilding, psychological climate, groups.

Introduction

Practice indicates that in any collective maybe arise psychological terror employees by their colleagues which experts called mobbing. Considering on negative impact this phenomenon the moral and psychological climate collective, manager must fully to worry about their subordinates and take action of prevent and overcome mobbing. Many scholars in their studies are talking about it. Researchers emphasize the responsibility of the head for all spheres of life subordinates collectives. This is no accident because under the Charter head of partition by its position is the chief to subordinate collective and carry personal responsibility before state for all aspects of their life and work including moral and psychological climate in the team. Given this, prevent and overcome mobbing among subordinate personnel are its direct responsibility.

Analysis of the scientific literature we concluded that, under the psychological readiness of the head unit to prevent and overcome mobbing among subordinate personnel be understood active condition officer, which is endowed power regarding the subordinate subdivision, its installation on prevent manifestations psychological terror among subordinates, improvement of interpersonal interaction and maintain a positive moral and psychological climate among subordinate collective.

Taking into account the views of experts (O. Kiricheva, K. Kolodeya, O. Tishchenko, etc.) to address the problem of mobbing in the collectivity we came to thought in the process prevent and overcome mobbing of the head in the collectivity it is necessary to distinguish at least three phases: first - a diagnosis of mobbing; second - processing strategies overcome mobbing and choice of appropriate technology; third - practical work to overcome mobbing through the implementation of appropriate tools and methods.

In order to prevent the mobbing is important: not show sympathy and support one of his subordinates - this could be a provocation and the basis for the emergence of mobbing; never support subordinates when it is evident that some of them identifies elements mobbing-conduct; show personnel that the head unit opposed mobbing; try to provide comprehensive support and assistance to the person who was the victim of mobbing; show their support for victims of mobbing all members of the collective.

Speaking as a subject of prevent and overcome mobbing among subordinates manager must know as decide these issues his colleagues. It needs to learn the advanced experience work of other managers. Systematics others' experiences and ideas ready for timely use - it is essential condition for the scientific organization work of the head. It should speak about significant role of cognitive component readiness and therefore about necessity its development. In addition, significant role belongs here ability and desire to head consult with experts. In our case, such experts are psychologists, teachers and more experienced leaders.
However, the cognitive component is only a theoretical plane. It is logical there is a need speak about operational component of readiness, that is about ability and skills practically solved problems of prevent and overcome mobbing among subordinates. Primarily, we bear in mind possession of the head unit methods and techniques work of with personnel, and also maintaining a healthy moral and psychological climate in a subordinate collectivity. The manager must clearly understand goals and objectives of the activity as subject prevent and overcome mobbing among subordinates and understand the content and methods of the work. He should have skills plan such activities; use verbal and nonverbal means constructive interpersonal communication; consider individual psychological features sacrifice and initiator of mobbing; efficiently organize work of collectively, distribute time and service load between subordinates; optimally solve psychological problems that arising in the process of interpersonal interaction. It is important to care about subordinates become internal quality and incentive behavior manager. This demonstrates the importance of the motivational aspect of preparedness manager.

Thus, the head of any of the labor group can get information about the mobbing and become an active subject prevent and combat it. Using methods psychological study of subordinates (observation, individual interviews, anonymous survey, testing, sociometry, collect and summarize the independent characteristic, analysis of the activity) he is able to get signal alarm sacrifice of mobbing or passive participants in this process. With proper implementation of management functions, setting appropriate tasks him may inform about display psychological harassment younger commanders or other subordinate. In addition, the head unit should properly use the phone or e-mail trust. It also will help to ensure that can apply with complaint mobbing victim or her family.

During overcome mobbing need to make analysis and assess the problem situation, identify sacrifice and initiators mobbing, choose the means to overcome mobbing, make a plan appropriate measures and make its implementation. Study leader manifestations of mobbing among subordinates involves the collection and information about mobbing and its members. This study conflict allows managers to get some indication of this phenomenon, make the necessary findings and choose the best courses of action to overcome mobbing.

In general, the presence in the head knowledge, skills and the desire shut out psychological terror among their subordinates is an important prerequisite maintaining a healthy moral and psychological climate in the subordinate group. The operation for the head effective psychological tools of prevent and overcome mobbing should be the prospect for further research.

References