

Signs of Mobbing Executed on Novice Teachers

Abstract

The presented article presents the results of the poll research conducted among novice teachers who experienced mobbing. The mobbing phenomenon in the workplace of various institutions always negatively affects the inter-personal relations as well as the work atmosphere. The research results prove that the most often applied mobbing actions towards novice teachers are the following: impersonal allusions, criticism of the work performed, lowering of professional competences and self-esteem, overburdening with tasks and taking back the previously ordered work. Novices often agree to such a situation and try to wait until it is over or improved, or they try to change the workplace. Despite the unfavourable situation they claim the lobbying they experienced does not influence their educational work with children or teenagers.

Key words: *novice teacher, lobbying, signs of mobbing.*

The requirements imposed on teachers change simultaneously with the social-economic transformations, reform conceptions put forward by the consecutive governments, as well as with the social needs, which in consequence results in additional duties and higher responsibility. Therefore, the teacher cannot be just an expert in the subject he/she teaches; he/she must be an educator as well, which concerns creative thinking, emphatic and sensitive approach towards his/her students' problems and needs.

Competence, creativity and inventiveness are required from teachers in the novelty implementation process, as well as the democratic organization of the class-team mechanism implementation (Grzegorzewska M.K., 2008). Therefore, very