



Araştırma Makalesi • Research Article

The Effect on Mobbing Perception of the Childhood Trauma: An Examination on Non-Clinical Sampling

Çocukluk Çağı Ruhsal Travma Yaşantılarının Mobbing Algısı Üzerindeki Etkisi: Klinik Olmayan Örneklem Üzerinde Bir İnceleme

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Abstract: The aim of this study is to examine the effects of employees who have childhood trauma experiences on mobbing perceptions in light of the Victim Precipitation Theory. Self-reported Childhood Trauma Questionnaire was used for the collection of the data, which was developed by Berstein et al. (1994) and evaluated by Şar et al. (2012) for 20 years of abuse and neglect experiences and tested for validity and reliability. In addition, the Mobbing Perception Scale was used as a tool for the determination of traumatized employees due to being intensively targeted to mobbing developed by Leymann (1996) and adapted to Turkish by Yavuz (2007). Data from 211 participants who were active in the public or private sector for at least six months and had at least one childhood traumatic experience were included in the study. The population of this study consists of individuals aged 21 and over who worked full-time in the public or private sector for a minimum of six months between July 2019 and December 2019. As a result of multiple regression analysis with SPSS 25 software, there was a positive and significant effect of sexual, physical and emotional abuse types of childhood trauma on the mobbing perception. Since this study will examine the impact of childhood trauma on mobbing perception, the research is important for presenting the reflection of the consequences of child abuse and neglect on working life that is part of the adult life cycle.

Keywords: Childhood Trauma, Mobbing, Mobbing Perception.

Öz: Bu çalışmanın amacı, çocukluk çağı ruhsal travma yaşantısına sahip olan çalışanların, mobbing algıları üzerindeki etkilerini Mağdur Kaynaklı Suç Kuramı kapsamında incelenmektir. Verilerin toplanmasında Berstein, vd. (1994) tarafından geliştirilmiş ve Şar vd. (2012) tarafından Türkçe'ye uyarlanmış 20 yaş öncesi istismar ve ihmal yaşantılarını geriye dönük ve sayısal olarak değerlendirmede yararlanılan, geçerliği ve güvenilirliği test edilmiş, öz bildirime dayalı Çocukluk Çağı Ruhsal Travma Ölçeği kullanılmıştır. Ayrıca Leymann (1996) tarafından geliştirilen ve Yavuz (2007) tarafından Türkçe'ye uyarlanan yoğun biçimde mobbing'e hedef olma nedeniyle travmatize olan çalışanların belirlenmesine yönelik bir araç olarak Mobbing Algısı Ölçeği kullanılmıştır. Araştırmada kamu ya da özel sektörde en az altı ay boyunca aktif olarak çalışan ve en az bir çocukluk çağı ruhsal travma yaşantısı boyutuna sahip 211 katılımcıdan elde edilen veriler analize dâhil edilmiştir. Bu araştırmanın evrenini Temmuz 2019 ile Aralık 2019 tarihleri arasında en az altı ay süreyle kamu

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veya özel sektörde tam zamanlı olarak çalışan 21 yaş ve üzeri bireyler oluşturmaktadır. SPSS 25 programıyla yapılan çoklu regresyon analizi sonucunda, çocukluk çağı ruhsal travma yaşantılarının alt boyutlarından cinsel, fiziksel ve duygusal istismar türlerinin, mobbing algısı üzerinde pozitif yönlü ve anlamlı bir etkisinin varlığı saptanmıştır. Bu çalışma ile çocukluk çağı ruhsal travma yaşantılarının, mobbing algısı üzerindeki etkisi inceleneceği için araştırma çocuk istismar ve ihmalinin sonuçlarının, yetişkinlik yaşam döneminin bir parçası konumunda olan çalışma yaşamındaki yansımalarını sunması bakımından önem arz etmektedir.

Anahtar Kelimeler: Çocukluk Çağı Ruhsal Travma Yaşantısı, Mobbing, Mobbing Algısı

Introduction

People acquire and adopt most of the attitude and behavior schemes they have in their working life in their life stages (infancy, childhood, etc.) until they turn to business life. At this point, the cognitive structure of the person is formed as a result of the interaction between the individual(s) responsible for his care in childhood, and thus directs his social relations. The parent(s) who are not in harmony with each other and their environment or the individual(s) responsible for the basic care of the child may engage in behaviors that will undermine or prevent the development and integration of the child's self while raising the child (Gençtan, 2014: 142). The direction of these behaviors sometimes manifests itself in the form of sexual, physical, and emotional abuse that harms the development and perception of the child's self, and sometimes in the form of not providing physical and emotional needs (Topçu, 2009: 31). It has been emphasized that sexual, physical and emotional development of children is damaged as a result of abuse and/or neglect (Hildyard & Wolfe, 2002: 690). When these children reach the adult life period, they try desperately to meet their unmet needs from other people, they do not make an effort to eliminate the difficulties they encounter in the flow of daily life (Chapman et al., 2004: 218), they have difficulty in establishing interpersonal relationships, they exhibit anxiety and self-harming behaviors. (Brodsky et al., 2001: 1872; Thompson et al., 2004: 603).

Two of the possible problems that may occur in people with a history of childhood psychological trauma are the tendency to try to dominate their environment due to their weakness (Gençtan, 2014: 62) and to make quick, unplanned decisions under the influence of internal and external stimuli, ignoring the negative possible consequences on both themselves and others (Felson & Lane, 2009: 498). However, this may result in them becoming targets for mobbing practitioners who have a tendency to exhibit mobbing behaviors. In this study, the effect of childhood psychological trauma experiences on mobbing perception will be examined. In this context, the questions to be answered in the study are; Do childhood psychological trauma experiences have a significant effect on the formation of mobbing perception? If so, which type of abuse and/or neglect has the most significant effect on mobbing perception? formatted.

The research is important in terms of showing the reflection of the consequences of child abuse and neglect in working life, on the basis of the view that “childhood abuse and neglect as a type of trauma have some effects on the formation of psychiatric disorders throughout life”.

Conceptual Framework

The concept of mobbing as a derivative of aggression in the workplace; It can be defined as “verbal and/or non-verbal hostile treatment of the employee systematically applied” (Tutar, 2004: 103). In other words, it defines it as psychological violence or psychoterrorism that occurs with the practices of an immoral mentality. Therefore, mobbing is the behaviors that are exhibited in order to harm individuals or groups in the organization in the form of slandering, disgrace, abuse of power, insulting, intimidation, and attacking (Kirel, 2007: 318). For the mobber, the main purpose of mobbing is the desire to dominate and subdue. In this sense, mobbing can also be seen as “an effort to harm the victim's personality”. It is understood from the findings of previous studies that individuals who have a tendency to take initiatives that will prevent or pause the self-development of employees in business life do not randomly choose their victims (Einarsen, 2000; Beswick et al., 2004;

Çobanoğlu, 2005; Günel, 2010; Çomak, 2012). It is emphasized that the employee enters one of two different roles in order to be exposed to mobbing. The first one is the provocative victim role and the other is the docile victim role. In the role of the provocative victim, the individual is exposed to mobbing as a result of some of his aggressive behaviors. In the docile victim role, people who lack self-confidence and self-esteem become the target of mobbing (Aquino & Lamertz, 2004: 1026).

Therefore, the theoretical background of the study is based on the Victim Precipitation Theory, which was developed by Aquino (2000) within the scope of the characteristics of those exposed to mobbing. The aim of this theory is to examine the victim in the context of psychological, social and legal dimensions and to determine the necessary conditions to prevent being a victim (Sokullu-Akıncı, 2008: 31). Within the scope of this purpose, first of all; Subjects such as the victim typology, the relationship between the victim typology and the causes of the crime, the role and responsibility of the victim in the crime are emphasized (Dursun, 2003: 5).

In a series of studies (Aquino, et al., 1999; Aquino & Bradfield, 2000; Aquino, 2000) conducted by Aquino, which deals with the criminology literature and the management literature together, it has been revealed that the victim has some characteristic features that make it easier to be open to hostile behaviors or the target, or it is stated that he acts in that direction. Employees with a high level of mobbing perception; hate attribution styles (Martinko, et al., 2009; Gibson & Barsade, 1999), aggression (Aquino & Bradfield, 2000), negative affect (Henle & Gross, 2014; Aquino & Bradfield, 2000; Aquino, et al., 1999), the fact that they are inclined to complain (Kim, et al., 2009) and avoidance-forced conflict management styles (Aquino, 2000) actually produces remarkable results in terms of the validity of the assumptions of the Victim Precipitation Theory.

Childhood trauma experience is a broad concept that includes a series of negative life stories that are encountered in early ages and have effects on the future social, physical and spiritual development of the person. For this reason, childhood traumas are examined under several headings. The concept of childhood trauma; It is defined as the events that prevent or restrict the development of the child as a result of being exposed to situations that negatively affect the sexual, physical and emotional development of the child (Güler, et al., 2002: 128), carried out by the parent(s) responsible for caring for the child and responsible persons in childhood (Taner & Gökler, 2004: 82). It has two different forms as child abuse and neglect. Abuse; while it is handled under three headings as sexual, physical and emotional, neglect; classified under two headings, physical and emotional.

Sexual abuse is the use of a child or adolescent by someone at least five years older than him or her for sexual stimulation and sexual satisfaction. Physical abuse is the physical harm (non-accidental) of the child as a result of the deterioration of the physical integrity of the child by the person responsible for him/her. Emotional abuse is defined as excessive verbal threats, ridicule, humiliating criticism and comments by caregivers that endanger the emotional or mental health of the child (Kaya & Çeçen Eroğlu, 2016: 349).

Neglect is the failure of the person responsible for the child's care to fulfill this responsibility, neglecting the child physically or emotionally. The concept of physical neglect includes not meeting the needs of the child such as nutrition, education, medical care properly or adequately, exposing the child to harmful substances, not being protected, not being controlled by the parents, and inadequate hygiene. Emotional neglect is when the child's needs such as love, support, attention, attachment and care are not met appropriately or adequately. The most important point that distinguishes abuse from neglect is that abuse is an active phenomenon and neglect is a passive phenomenon (Yargıç, et al., 1994; Aslan & Alparslan, 1999; Polat, 2001; Yargıç, et al., 2012).

Research Objective, Model and Hypotheses

Individuals who have a history of childhood trauma, the intensity of the relationships they have established in their adult life and therefore in their work life (Bigras et al., 2015: 87), high level of anger and violent content (Salman, 2015: 61; Şahin et al., 2010: 662) have been observed to establish

relationships. Kaplan et al. (1999), it is stated in a study they have done that children who have been abused have a lack of social relations in their future lives and have difficulty in establishing close relationships.

In studies examining the long-term results of childhood trauma experiences; (Mullen, et al., 1996; Lansford, et al., 2002; Norman, et al., 2012; Şimşek & Kocayörük, 2013) emphasized that the negative effects of neglect and abuse continue in adolescence and adulthood. Children with a history of abuse have a lack of social relations in their future lives and have difficulty in establishing close relationships (Wekerle & Wolfe, 1999: 439), at the same time, these individuals are insufficient in solving the problems brought by daily life and their tendency to show violence is high was detected (Uçar, 2015: 57). For example, it is known that even in the long-term consequences of sexual abuse, the person defines himself as worthless and sees himself as a victim (Leventhal, 1997: 655). In addition, social isolation, inadequate parental skills, resorting to physical punishment in establishing discipline, psychological problems, anti-social behavior and personality disorders (Jakupčević & Ajdukovic, 2011: 26), depressive tendencies, substance abuse (Norman, et al., 2012: 6-7) , poor academic achievement, negative relationships with peers (Trickett & McBride-Chang, 1995: 318-320), poor self-perception, post-traumatic stress disorder, social anxiety disorder, delinquency and violence tendency, and anxiety (Zurbriggen, et al., 2010: 206) causes.

It can be thought that individuals who have experienced psychological trauma in their childhood continue their aggressive relations in business life as well. The individual who is unsuccessful in problem solving may not be successful in solving the existing problems in the workplace and may experience hostile tendencies with various forms of reaction as a result of this situation. It can be thought that the child, who was a victim of abuse or neglect by the person or persons who took care of him in childhood, becomes more vulnerable to abuse by others in the future and continues in the role of victim. It can be thought that the child who is systematically intimidated and/or brought up under pressure becomes vulnerable to being potentially intimidated in the future at work. The individual may continue his childhood psychological traumas in his adult identity as well.

The fact that the causes that form the basis for the emergence of mobbing in the working life are determined correctly will allow both the reduction of mobbing and the ability to cope with this phenomenon. In this context, the main purpose of the study is to determine the effects on mobbing perceptions of employees who have experienced childhood trauma. In line with these assumptions and explanations, in order to find answers to the research questions, the research hypotheses were formed as follows, taking into account the literature:

- H₁: Sexual abuse in childhood has a positive and significant effect on mobbing perception.
- H₂: Physical abuse in childhood has a positive and significant effect on mobbing perception.
- H₃: Emotional abuse in childhood has a positive and significant effect on mobbing perception.
- H₄: Pphysical neglect in childhood has a positive and significant effect on mobbing perception.
- H₅: Emotional neglect in childhood has a positive and significant effect on mobbing perception.

In the light of the findings of the previous studies mentioned above, a model was developed for the relationship between the sub-dimensions of childhood trauma experience and the mobbing perception (Figure 1), and the model was tried to be tested with the research.

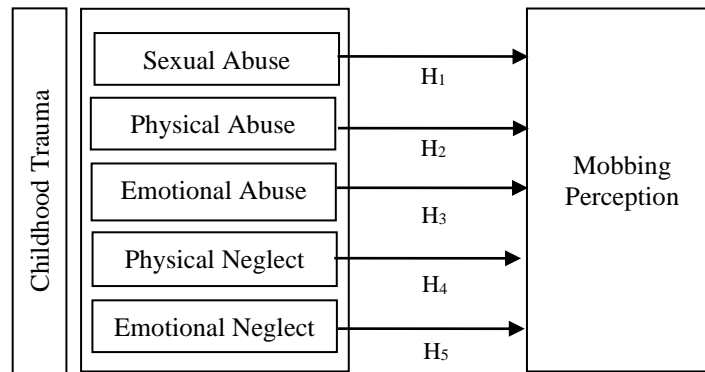


Figure 1.Research Model

Population and Sample

The population of this study consists of individuals aged 21 and over who worked full-time in the public or private sector for a minimum of six months between July 2019 and December 2019. In the study conducted by Çilli et al. (1999) regarding the number of employees constituting the population of this study, the prevalence of childhood trauma experiences in non-clinical groups was reported as 16.1%. Based on this statistical data, the following equation (Barlett et al., 2001: 47) was used to calculate the sample size:

$$n = \frac{(t)^2 * (p)(q)}{(d)^2} \quad n = \frac{(1,96)^2 * (0,161)(0,839)}{(0,05)^2} = 207,57$$

The minimum sample size to represent the population was calculated as 208. After the questionnaire form was ready to be applied to the participants, the purposeful sampling method, which is one of the non-random sampling techniques, was preferred in the purposeful sample. In this way, participants suitable for the research problem were included in the sample. Therefore, data were collected until the minimum sample size was reached. The participants were briefed about the scales in the questionnaire form. The link of the web address where the survey is located to the e-mail addresses reached was sent after the approval of the employees. In this way, a total of 211 questionnaire forms were reached.

Data Collection Tools

Demographic Information Form: It was created by the researcher in order to reach some socio-demographic information about the participants. This three-item form includes demographic information such as gender, age and the type of sector.

Childhood Trauma Scale: developed by Berstein et al. (1994) and adapted to Turkish by Şar et al. (2012), and is used to evaluate the experiences of abuse and neglect before the age of 20, retrospectively and numerically. It is a self-reported, 28-item measurement tool that has been tested for validity and reliability. With this scale, first the scores obtained from positive statements (items 2, 5, 7, 13, 19, 26, 28) are reversed and the total score is obtained. In addition, five sub-factors are obtained on childhood sexual, physical and emotional abuse, as well as physical and emotional neglect. Increasing scores indicate that childhood abuse and neglect as a type of childhood trauma is high. As a result of the reliability analysis performed, the Cronbach's alpha value was calculated as 0.905 as a result of the reliability analysis of the Childhood Trauma Scale. The scale has five dimensions according to the exploratory factor analysis results. The KMO value was found to be .803, and the Barlett normal distribution test result was significant ($p=0.000$). The total variance that the scale can explain is 77.55%. The factor loads of the items vary between .931 and .740.

Mobbing Perception Scale: it is a 36-item measurement tool developed by Leymann (1996) and adapted to Turkish by Yavuz (2007) that measures the mobbing perception level of employees based on self-report. The scale has five sub-dimensions: “Preventing self-disclosure and the formation of communication”, “Attack on social relations”, “Attack on reputation”, “Attack on one's quality of life and professional status” and lastly, “Direct attack on one's health”. Increasing scores indicate higher mobbing perception. The Cronbach alpha value of the reliability analysis of the Mobbing Perception Scale was also calculated as 0.810. The scale has five dimensions according to the exploratory factor analysis results. The KMO value was found to be .786 and the Barlett normal distribution test result was significant ($p=0.000$). The total variance that the scale can explain is 68,071%. The factor loads of the items vary between .834 and .509.

Process

Before sending the questionnaire to the e-mail addresses of the participants, a number of procedural remedies were used in order to minimize the Common Method Variance. First of all, the scales used in the study have been chosen from scales whose validity and reliability have been confirmed many times to date. Secondly, it was emphasized that the identity information of the subjects who will constitute the relevant sample will not be asked, their answers will be kept completely confidential and will not be disclosed in any way. Finally, care was taken to arrange the expressions of the independent variable after the dependent variable in the questionnaire form. It was not possible to apply the scales related to the variables in different time periods, as it would cause the identity information of the participants to be disclosed. First of all, the questionnaire forms of those who were not exposed to any of the types of abuse and neglect (Şar, et al., 2012: 1062) were excluded from the scope of the research in terms of their suitability for the research purpose. In addition, the questionnaire forms of those who declared that they had less than six months of work were excluded from the scope of the research. In other words, the analyzes of this study were carried out within the scope of the opinions of the participants who had at least one childhood abuse and/or neglect as a type of childhood trauma. In this way, the strength and effect of the relationships between the relevant variables were made suitable for considering only within the scope of the participants with a childhood trauma experience.

Statistical Evaluation

SPSS 25.0 package program was used in the analysis of the data. Items in all scales included in the questionnaire were measured with a Likert scale, scored between 1 and 5 (1: Never, 5: Very Often). Adaptations were made for the items to be reverse scored. Before testing the research model, first of all, the suitability of the data set to the normal distribution was checked. As a result of the analysis, it was observed that the assumptions of normality and linearity were not violated. In this context, the analysis was continued using parametric tests.

Exploratory Factor Analysis (EFA), which was performed using the Varimax Rotation Method and Principal Components Analysis, was repeated until the most appropriate factor structure was reached, and the factor base load value was determined as 0.50. The results of the Bartlett normal distribution test for all variables were significant ($p<0.001$). The reliability and validity of the scales used in the evaluation of the data were tested for their compatibility with the theoretically predicted models.

Although a series of measures were used before the study, the use of self-evaluation method in the data collection process, the collection of data on childhood trauma experiences and mobbing perception variables from the same source and at once may suggest the possibility of common method variance error. In this context, Harman's Single Factor Test (1967), which was emphasized to be necessary, although not sufficient, was applied to detect the presence of common method variance error (Özyılmaz & Eser, 2013: 505). Therefore, when acyclic rotation is applied to a total of 61 expressions in the exploratory factor analysis, the variance explained by a single and general factor for all factors is 30.24%. As a result of the analysis, a total of ten factors with an eigenvalue greater than 1

explain 70.37% of the variance, and the variance explained by the first factor is 10.93%. Accordingly, it can be said that there is no common method variance error in this study.

In this study, in addition to the descriptive analysis to analyze the current situation, Pearson correlation analysis and multiple regression analysis were used to test the significance of the model and hypotheses.

Findings

In the study, each of the types of abuse (sexual, physical and emotional) and neglect (physical and emotional) that constitute childhood trauma experiences were determined as the predictor variable, and the Mobbing Perception scale was determined as the predicted variable.

The sample of the research; 62.6% are women, 37.4% are men. In terms of age levels, 23.8% are 21-30 years old, 21.8% are 31-40 years old, 34.1% are 41-50 years old, and 20.3% are 51 and over. 37.4% of the participants work in the public sector and 62.6% in the private sector. As a result of the Pearson correlation analysis, the arithmetic mean, standard deviation and correlation coefficients for each variable are given in Table 1. When the Pearson correlation analysis findings were examined, mobbing perception and sexual abuse ($r=0.506$; $p<0.01$); physical abuse ($r=0.353$; $p<0.01$); emotional abuse ($r=0.355$; $p<0.01$); a positive and significant relationship was found between physical neglect ($r=0.320$; $p<0.01$) and emotional neglect ($r=0.196$; $p<0.01$). Emotional abuse ($p<0.05$) is in a positive relationship with both physical abuse ($r=0.151$) and physical neglect ($r=0.158$) at the significance level. It is seen that the relations between all the remaining sub-dimensions of childhood trauma experiences are positive and significant ($p<0.01$).

Table1. Descriptive Statistics of Variables, Correlation Coefficients

Variables	Mean	SD	1	2	3	4	5	6
Sexual Abuse	1,37	,998	1					
Physical Abuse	2,62	1,355	,379**	1				
Emotional Abuse	2,40	1,342	,397**	,151*	1			
Physical Neglect	2,00	1,416	,451**	,283**	,158*	1		
Emotional Neglect	3,27	,868	,382**	,298**	,193**	,197**	1	
Mobbing Perception	3,15	,167	,506**	,353**	,355**	,320**	,196**	1
N=211	$p<0,05^*$	$p<0,01^{**}$						

The research model in which sexual abuse, physical abuse, emotional abuse, physical neglect and emotional neglect, which are the sub-dimensions of childhood trauma experiences, are accepted as independent variables and mobbing perception as dependent variable, was tested with multiple regression analysis method. Before proceeding to the multiple regression analysis findings, the existence of multiple linearity and autocorrelation problems should be examined. All of the VIF values in Table 2 are less than 10. Tolerance values are much higher than the lowest limit of 0.10. Therefore, there is no multicollinearity problem in the multiple regression model (Hair et al., 1998: 188-194). In addition, the fact that the Durbin-Watson test statistic is close to 2 indicates that the assumption that there is no autocorrelation problem is confirmed. The fact that this test statistic takes a value less than 1 or greater than 3 indicates the existence of an autocorrelation problem (Field, 2009; 220-221). The value reached by the analysis of the model is at an acceptable level, indicating that the assumption that there is no autocorrelation problem is provided.

Table 2. Multiple Regression Analysis Results on the Effects of Childhood Trauma Sub-Dimensions on Mobbing Perception

Model (Independent Variables)	Unstandardized Coefficients		Standardized	t - score	p	Collinearity Statistics	
	B	Standard Error	Beta			Tolerance Values	VIF Value
Constant	2,958	,041		72,668	,000		
<i>Sexual Abuse</i>	,056	,012	,334	4,497**	,000	,698	1,433
<i>Physical Abuse</i>	,023	,008	,183	2,870**	,005	,814	1,228
<i>Emotional Abuse</i>	,023	,008	,187	2,987**	,003	,840	1,191
<i>Physical Neglect</i>	,011	,008	,096	1,478	,141	,782	1,279
<i>Emotional Neglect</i>	-,008	,012	-,041	-,647	,518	,825	1,213
R				,568			
R ²				,323			
Adj. R ²				,306			
Standard error of est.				,13910			
F				19,537			
p				,000			
Durbin-Watson				1,417			

Dependent Variable: Mobbing Perception

* p<,05 **p<,01

According to the results of multiple regression analysis, the model is statistically significant ($F_{5,205}=19.537$, $p<0.001$). The adjusted R^2 value is 0.306. This result shows that the 30.6% variance in mobbing perception is explained by sexual abuse, physical abuse, emotional abuse, physical neglect and emotional neglect. However, when the beta coefficients in the regression model are examined, when all independent variables are included in the regression model, it is seen that only sexual abuse ($\beta=0.334$), physical abuse ($\beta=0.183$) and emotional abuse ($\beta=0.187$) sub-dimensions have significant contributions in explaining mobbing perception ($p<0.01$). However, the independent variables of physical neglect ($\beta=0.096$) and emotional neglect ($\beta=-0.041$) had no significant contribution ($p>0.05$).

Therefore, hypotheses H_1 , H_2 and H_3 were accepted, while hypotheses H_4 and H_5 were rejected.

Conclusion and Discussion

In the study, the effect of the childhood trauma experiences of individuals aged 21 and over who work full-time in the public or private sector and actively for a minimum of six months in their unit, on the perception of mobbing was investigated.

It has been determined that sexual, physical and emotional abuse has a positive effect on the perception of mobbing. Accordingly, it can be said that people who are not treated as they deserve in their childhood as a result of the negative behaviors of defective parents or obliged persons continue to experience the negativities created by this situation in their adulthood with various forms of reaction. Because the child who grows up in such negative conditions develops the feeling that he lives in a hostile world, and due to the difficulty of controlling the anger created by being blocked, he experiences feelings of fear and worthlessness in front of other people. This situation naturally paves the way for developing inconsistent human relations and poor performance in business life. The child, who was a victim of abuse by the person or persons who took care of him in childhood, may think that he continues in the role of victim by becoming more vulnerable to abuse by others in the future. Therefore, it can be said that they are mostly chosen as victims by those who have mobbing tendencies. This result was supported by the study finding of only one study, since the number of studies conducted in this context in the literature is not sufficient yet (Uçar, 2015: 58).

This finding strengthens the thesis that the consequences of childhood trauma experiences on the mobbing perception of employees should not be underestimated. At this point, the perception of mobbing experienced by the employee should also be evaluated as the results of childhood trauma. However, at this point, although childhood trauma experiences are an important risk factor for psychological problems that occur in adulthood, it should not be forgotten that not everyone who has these experiences will develop a psychological disorder.

Since the study was conducted using the purposeful sampling method and it is a cross-sectional study, there are limitations regarding the generalizability of cause-effect inference and findings.

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