

Fakultet političkih nauka, Beograd

# **MAGISTARSKI RAD**

## **MEDIJI I VERSKE ZAJEDNICE**

### **ULOGA MASOVNIH MEDIJA U OBLIKOVANJU STAVA JAVNOSTI PREMA MALIM VERSKIM ZAJEDNICAMA**

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## *Rezime*

Fenomen mobinga je postao mnogo popularan u mas-medijima, svakodnevnom govoru, i naučnoj literaturi. U skorijim dekadama prošloga veka, sistematička istraživanja problema mobinga na radnom mestu su se pojačala.

Najčešće, ona se odnose na istraživanje koje je sproveo Henz Lezmann, koji je precizno definisao termin, determinisao osnovne osobine, faze i posledice mobinga, i takođe je osnovao kliniku za davanje podrške žrtvama mobinga. Dalje istraživanje problema rezultiralo je u ogromnom broju studija u vezi sa prevazilaženjem fenomena, grupe rizika, motiva i konačno, ciljeva mobinga. Višedisciplionarski pristup problemu ohrabrio je razvoj programa pomoći i podršci žrtvama, takođe je uvedeno i sankcionisanja mobinga na radnom mestu.

Ovaj rad je strukturiran u tematičkim delovima, da bi se definisao termin, i da bi se determinisali procedure, karakteristike mobinga, prevazilaženje fenomena i njegove posledice.

## *Summary*

A phenomenon of mobbing has become very popular in mass-media, everyday speech, and scientific literature. In recent decades of the previous century, the systematic researches of the problem of mobbing on the workplace have been intensified.

Most often, they refer to the research conducted by Henz Leymann, who precisely defined the term, determined the basic features, phases and consequences of mobbing, and also founded a clinic for giving support to the victims of mobbing. Further research of the problem resulted in a significant number of studies regarding the prevalence of the phenomenon, risk groups, motives and final aims of mobbing. Multidisciplinary approach to the problem encouraged the development of programs of aid and support to the victims, and also a number of regulations sanctioning the mobbing on the workplace were enacted.

The paper is structured within the thematic parts, in order to define the term, and determine the procedures, characteristics of mobbing, prevalence of the phenomenon and its consequences.

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