

Organizzazione del lavoro disfunzionale e *mobbing*. Quattro casi emblematici

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KEY WORDS

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SUMMARY

«Dysfunctional work organization and mobbing. Four typical cases». Background: *Stress and psychological harassment at work are increasing worldwide, according to International Agencies (European Community, NIOSH) and to most authors. Objectives: To describe typical working situations responsible for distress and mobbing, with the aim of early diagnosis and effectiveness of therapy and rehabilitation. Methods: Four cases are reported as representative of dysfunctional organization producing distress and pathology or inducing mobbing behavior or mobbing without clear organization responsibilities. Conclusions: In all cases dysfunctional organization appeared to have played a significant role even though not always a direct one. Also, common characteristics were highlighted in the three cases where mobbing was recognized.*