

BULLING IN THE LABOR COLLECTIVE AS A SOCIAL PROBLEM OF SOCIETY

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ABSTRACT	KEYWORDS
In this article, we have examined and analyzed one of the common types of bullying bullying within the labor collective. Its victims are usually competent, responsible, and balanced employees who are fully dedicated to their professional activities. The main goal of aggressors in such situations is to displace a person from the collective and force them to leave.	Bullying, victim, harassment, pressure, injustice, bullying.

Introduction

Bullying, or harassment (from English bullying - "hooliganism"), is a pathological form of behavior characterized by the desire to harm others. The aggressor's main goal is to repeatedly and systematically insult or humiliate the victim. Bullying is often compared to mobbing, but these concepts are not identical: in the case of bullying, aggression is primarily demonstrated by one person, while mobbing implies collective persecution or harassment [6; 9].

We studied some historical examples of labor wars.

Nikola Tesla vs Thomas Edison (1880s). Edison, sensing a threat from the young genius, initiated a campaign of discrediting Tesla's ideas, calling them "crazy." He refused to pay for the work, publicly mocked its alternating current, and drove the inventor to nervous exhaustion.

Alan Turing at Bletchley Park (1940s). Despite his key role in deciphering "Enigma," his colleagues harassed Turing for "strange habits" (running to work in gas masks) and homosexuality. This led to catastrophic isolation and ultimately tragic suicide.

Steve Wozniak in early Apple (1976-1985). Apple's co-founder was gradually pushed out of decision-making, being called a "technical idiot." He was ignored at meetings, and his merits were attributed to others.

Marie Sklodowska-Curie at the Paris Academy (1910s). After Pierre Curie's death, his male colleagues began harassment, accusing him of "unethical behavior" (a romance with a married scientist). The Nobel laureate lost her laboratory and worked in the basement for years.

In 1913, engineer Rudolf Diesel, the creator of the famous engine, became a victim of systematic harassment by industrial competitors and his own shareholders. His innovative ideas aroused envy, and his inability to play political games made him an ideal target. The outcome is known - a mysterious disappearance in the North Sea. This case became an archetypal example of how a talented but socially vulnerable specialist becomes a victim of corporate persecution.

In the Paris office of the La Presse newspaper in 1893, a scandal broke out: a group of journalists systematically poisoned a colleague, causing him nervous breakdown. The victim, unable to bear the perpetual psychological terror, burst into the editor-in-chief's office with a revolver. This case, which entered court records as "L'affaire des employés fous," became one of the first documented cases of mobbing, that is, targeted harassment of a person. The result of this harassment was mockery, a very natural outcome in such cases [2; 8].

It should be emphasized that bullying in the workplace is often initiated by the management itself, and it is on it that the main responsibility for organized bullying of employees falls.

Research Results

You can simply describe bullying in your own words - it's a story of structural hypocrisy. Companies and organizations have been turning a blind eye to "uncomfortable" employees for years until they turn into emotional cripples. As Foucault wrote in "To Oversee and Punish," any system of power first marginalizes, then stigmatizes, and finally - destroys. The modern office has only replaced torture chambers with open space and KPI [1].

We analyzed several types of bullying.

Impulsive (demonstrative) - mockery in this case serves as a way to attract attention, a desire to gain approval from others, or to evoke an emotional reaction.

Normative (instrumental) - the most common form of harassment, manifested through humiliation, insult, and violence; for the aggressor, such behavior is a habitual pattern of interaction with others.

Purposeful (hostile) - characterized by open aggression directed, as a rule, at those who are unable to provide resistance.

Social bullying is divided into permanent, when the victim is systematically subjected to attacks, and situational, when the aggressor shows aggression episodically [3].

How to recognize corporate bullying:

Communication vacuum. In this case, the victim is excluded from working chats, "forgets" to invite them to meetings, gatherings, and responds with one-word reluctance.

Simulation of incompetence. The head (director) deliberately sets impossible tasks or assigns a very large amount of work that needs to be completed in a very short period of time, then publicly mocks the failure, hints at incompetence in the position held [4; 7].

- Chrona-aggression. Subordinates are systematically shifted deadlines, forcing them to work in a permanent seynote mode.

- Gas Lighting. Colleagues rewrite the conflict story, convincing the victim that she "perceives everything too emotionally."

Corporate harassment phases:

"Intelligence" phase. The aggressor tests the victim's boundaries through small vices: "randomly" deleted files, "humorous" hints.

Consolidation phase. Uncertain colleagues join in the harassment - out of fear of becoming the next target.

The institutionalization phase. Management legitimizes persecution by calling it "hard management."

The phase of existential crisis. The victim begins to believe they deserve bad treatment.

Tips and individual defense tactics:

- documenting aggression

- keeping a "harassment diary" from the fixed date, quotes, witnesses.
- save emails, chat screens, meeting records (verify the legality of the audio recording in your jurisdiction).
- use the "foggy mirror" method: respond to attacks neutrally, depriving the aggressor of emotional sustenance.

Practice a controlled escapade: if your colleague shouts, suddenly ask, "Are you now aware that your voice is trembling with anger?" - this distorts the bullying scenario.

Some organized methods of bullying:

- Formalization of complaints.
- Submit appeals to HR only in writing, demanding the incoming document number.
- Use the formulations: "Systematic violation of Article XX of the Labor Code," "Creation of a hostile working environment."
- Provocation of the audit. Request an external audit (for example, from a trade union or labor inspection) - this makes management fear loss of reputation.
- "Nuclear variant." If the company covers bullying, initiate a media scandal or file a lawsuit.
- Important: demand compensation for moral damages - even the threat of a lawsuit often sobers up the aggressors.
- "Coconut" technique: mentally surround yourself with a "shield," imagining how attacks are repelled from it without reaching you.
- Digital detox: After work, block corporate chats - constant availability makes you an easy target.
- Black humor: Create a secret chat with like-minded colleagues with memes about harassment situations (like in The Office).

Leaving (dismissal of one's own volition) is a strategy, not a defeat.

The rule of three "NOTS": if there is no reaction from the director, no support from the management, no improvements within a month - start looking for a new job.

Effect Management: Write an open letter to the CEO (as Google engineer Tim Brey did when he quit due to bullying) to change the system for others [10].

Conclusions

Having thoroughly studied this topic, the articles concluded that one should never tolerate violence against oneself. Defend yourself, achieve your goals, and move forward using a combination of documentation + publicity, achieving punishment for the aggressors. Your goal is not just to survive, but to translate the conflict into a legal field where you have to pay for harassment [5].

Bullying within the labor collective is now commonplace. Its victims are usually competent, responsible, and balanced employees who are fully dedicated to their professional activities. The main goal of aggressors in such situations is to displace a person from the collective and force them to leave. In the 19th century, workers endured beatings from supervisors. Today, the tools are different - labor codes, social networks, collective lawsuits. Use them just as coldly as a buller uses your weaknesses.

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