



## “Study about the situation of prevention, detection, and management of mobbing in Spanish organizations”

Autonomous University of Barcelona

Students of the Master in [Human Resource Management in Organizations at the Autonomous University of Barcelona \(UAB\)](#) (UAB)

### **Background:**

Concern about the effects of violence and bullying on the health and safety of workers has increased over the last decade. Both third-party violence and harassment at work can have serious negative consequences for the victims, their families, co-workers, and organizations. Although this concern has created a better supply of information, there is still a need to improve and promote better awareness of the tools and procedures to prevent and manage these occupational hazards.

According to the [European Agency for Safety and Health at Work](#), the countries of southern Europe, Spain included, seem less aware of the psychosocial risks and are less likely to take steps to manage them. Although Spain appears less aware, the country is a leader in Europe in having information, resources, and external support in managing psychosocial risks at work.

### **Who is performing the study:**

The study on workplace harassment will be carried out confidentially and anonymously by the students of the Master in [Human Resources Management in Organizations in the Autonomous University of Barcelona](#)(UAB), Daniela Cortés and Michael Cardonick, under the direction of [Mrs. Ingeborg Porcar associate professor at UAB](#) and tutor of this final project.

### **Objectives of the study:**

After making a theoretical review, we intend to conduct interviews with Human Resource directors or Human Resource Managers to find:

- How do diverse organizations prevent, detect, and manage mobbing, among other points, in order to posteriorly analyze the results.

We will create new proposals to prevent, detect, manage, and if possible, eliminate workplace harassment.

We emphasize that the objective is not to criticize, evaluate, nor compare the different organizations.

**Who can participate?**

All those companies who wish to know (state of the art) prevention of mobbing in Spanish companies. Human Resources Managers and Human Resource Directors with a minimum of 2 years' experience in this position. It is not necessary to have filed harassment in your business or to be an expert on the subject to participate.

**What can participant companies receive from this study?**

All the companies participating in the study will receive:

- Report with proposals of the best practices of prevention, detection, and management of workplace harassment, based on all information obtained and without focusing on any particular company.
- Interview to inform results (Skype or face-to-face)

**What does the interview consist of?**

This is an interview in person or via Skype for about 1 hour with the head of a Human Resources Department who wishes to participate. The interview consists of six parts, addressing points such as what you believe is considered mobbing, how to prevent it, how to detect it, among other points.

**How to participate?**

If you would like to receive additional information, please contact the students, [Daniela](#) or [Michael](#), through the provided links to their LinkedIn profiles, or an e-mail to the following: **estudio.acoso.laboral@gmail.com**

Participation is completely anonymous and the name of the participant, the company, and the interview will never be published or released in the written work itself. We guarantee confidentiality by signing a document of confidentiality and informed consent, signed by the student and the participant in the study who will also receive a copy.

We hope you can participate in this project. Best regards, Michael Cardonick and Daniela Cortés