

Chapter 11

Discrimination as a Mobbing Behavior

Muhsin Kürşat Türker

 <https://orcid.org/0000-0002-0271-7078>

National Education Ministry of Turkey, Turkey

Mutlu Erdem

Gebze Technical University, Turkey

ABSTRACT

Discrimination is one of the oldest human topics because of human characteristics. From the perspective of last two centuries, it can be supposed that discrimination history is mostly about gender, nationality, race, or skin colour. The topic interested in here is not purely about discrimination in all aspects, but especially about discrimination in the workplace, discriminatory actions, or behaviours in the work-related environment. Discrimination can be considered as a harmful behaviour psychologically in terms of people who are subjected to it. If it occurs in the workplace or in work-related environments, the people who become victim cannot prevent it. At that time, discrimination can be discussed as a mobbing behaviour. Accordingly, the main issue of this chapter is discrimination as a mobbing behaviour.

INTRODUCTION

The concept of discrimination generally evokes negative actions and effects. But this evocation may not be true in every case. If anyone was treated with discrimination but the person benefits from it legally and positively, it can be called positive discrimination. The main purpose of these study is not to point out concepts of positive discrimination mentioned by (Russell & O’Cinneide, 2003). Therefore, the main purpose is about negative discrimination, its relation about mobbing and effect of discrimination on employee. Thompson (2006) refers to this form of discrimination as “unfair” discrimination and perception of differentiated as a reason for being treated inequitably or unjustly.

The concept of discrimination is not only using for mankind, but also other kinds of animals. But the specialty of concept for human beings is the aspect of discrimination. Any animal doesn’t have prejudice

DOI: 10.4018/978-1-7998-9187-1.ch011

about others because of skin colour, gender or other something like mankind does. Actually, as Fiske (2000) mentioned; behaviours may be a reason for oppressing, excluding, or killing people but thoughts and feelings don't be a reason for same activities.

The main problem is how discrimination emerged from to today's modern life, how it developed and how it is processing now. According to Social Identity Theory (Tajfel & Turner, 1985), people classify themselves and others into social categories whose content is formed by prototypical characteristics drawn from the category members.

The thought about classifying people themselves on their own about cultural motivation or national specifications can be acceptable, but for example when the thought about culture or nationality become a behaviour or attitude about discrimination, at that time the problems begin. Not only in terms of culture or nationality, but also the other aspects of discrimination must be considered. If we suppose that there is no manner about modern discrimination before our last two centuries, the question mark must emerge about "how the discrimination became today's condition?". As Fiske (1998) mentioned; theoretical contributions about individual in terms of stereotyping, prejudice, and discrimination began with the studies on the authoritarian personality in the last half of 20th century and the studies about subtle racism theory in the 1970s., but the dissociation model about this concept began in the 1990s. Understanding of discrimination have been more important and have had legitimacy definitions, and so; have become central to popular and scholarly since the civil rights era (Pager & Shepherd, 2008).

As mentioned, opinions above; thoughts, senses or considerations about discrimination may change depends on circumstances and term. As Massey (2005) explained the discrimination with simulating it as a moving target because of its structural definition, forms and patterns shift over time and across domains. According to Green (2003); since Title VII of the Civil Rights Act, which was enacted to struggle with discrimination in employment, there is a change on discrimination in the workplace. But today's manner about daisy life and work life cannot be considered same with that war periods. As changing lots of things around us, understanding about work life have been changing too. As Green (2003) mentioned, job categories defined generally are becoming more expanded, skill-based, and individualized.

Of course, there was discrimination between people before last half century, but the shaping process about today's manner developed in last decades. According to Fiske (1998), with the ideas of contact between different ethnicities in 1950s; stereotyping, prejudice and discrimination have been studied about these concept's contexts. Despite a half century has elapsed since the passage of legislative regulations, still there are disparities about gender and race virtually every work sector both government and private, even Fortuna 500 ((Barreto, Ryan, & Schmitt, 2009; Brief, 2008; Eagly & Carli, 2007; Cortina, Kabat-Farr, Leskinen, Huerta, & Magley, 2013). According to Lewis, Giga and Hoel (2010); maybe there is a missense about all minorities experience discrimination and mobbing. But contributions about being minority for exposing mistreatment in the workplace is an important rising factor with more and more evidence (Hoel & Giga, 2006; Lewis & Gunn, 2007; Lewis, Giga, & Hoel, 2010). First of the reviewing about stereotyping, prejudice and discrimination was studied by Lindzey (1954) in the Handbook of Social Psychology (Fiske, 1998).

Because of today's complicated and widen social networks and communication, it is harder to assess completely how discrimination applied or who exposed. Because work life, opportunities, work experiences and sanctions are changing day to day and so it can be supposed that the form of discrimination shapes and will change depends on circumstances. As mentioned by Pager and Shepherd (2008); discrimination was applied explicitly and widespread in the last half century; today, degree to which daily experiences and opportunities are shaped in the process of discrimination. According to authors,

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