

Mobbing (Psychological-Moral Harassment) in the Work Environment: a Contemporary Critical View

Abstract

This paper reports on a critical view of the production of current knowledge of the *mobbing* at workplace (psychological harassment) from the perspective of mental health, Describes the socio-economical-political and organizational contemporary scenario. Show their main characteristics, pointing to the relevance of the term *mobbing* (psychological harassment) at the workplace to the detriment of bullying and moral harassment, while recognizing that the use of the latter is enshrined in the national and Hispanic literature. Concludes that, the appropriate approach to the problem will only be possible through its recognition and collective coping, direct and clear and an interdisciplinary understanding and intervention, since it is a multidimensional phenomenon.

Keywords: *Mobbing*, psychological harassment, workplace, work.