

## Article

# Thematic Evaluation of Türkiye-Based Mobbing Research

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**Abstract:** The current study aims to analyze the thematic evolution of mobbing research in Türkiye by utilizing theoretical frameworks to explore the systemic and individual factors influencing mobbing behaviour. Publication outputs, research trends, and thematic development of Türkiye-based mobbing research were examined using bibliometric methods. The Web of Science database was analyzed, and the Bibliometrix package developed for the R programming software language was used to analyse scientific productivity and scientific mapping analyses. The findings reveal that academic interest in mobbing has increased significantly, particularly since 2015. The motor themes of the 1999–2014 period focused on psychological violence, terror, and emotional abuse. During 2015–2019, research demonstrated how workplace bullying intersects with broader organizational dynamics, with emerging themes of job satisfaction, organizational commitment, and leadership styles. From 2015–2024, Türkiye-based mobbing research concentrated on the impact of COVID-19 pandemic-related isolation, remote work challenges, economic recessions, and their effects on employee turnover rates. The research reveals that cyberbullying has emerged as a new dimension of mobbing behavior in digital work environments. Notably, higher education institutions have become a significant focus area, with organizational cynicism and commitment emerging as important factors. In conclusion, mobbing remains a persistent workplace issue in Türkiye requiring continued academic and practical interventions to enhance workplace ethics and employee well-being.

**Keywords:** Mobbing Research; Workplace Bullying; Mobbing in Türkiye; Organizational Commitment

## 1. Introduction

Mobbing, characterised as a dangerous form of workplace bullying with systematic and prolonged psychological treatment, has become an increasingly significant field of research in organisational behaviour and psychology. The investigation of mobbing, which is defined as a form of workplace aggression characterised by continuous and systematic mistreatment of an individual by co-workers [1], in the Turkish context is important to examine how the phenomenon has evolved over the past decades, reflecting changes in public awareness and academic interest. The theoretical framework of this study is based on the social interactionist perspective [2], which views mobbing as a dynamic process influenced by organisational culture, power dynamics and individual behaviours. This framework allows for a nuanced understanding of mobbing as a complex interaction of systemic and interpersonal factors, not just an individual experience. This framework also emphasises the role of organisational culture and environment in facilitating or reducing mobbing behaviours. Despite the growing body of research, there is a notable gap in the literature on the evolution of thematic foci over time in academic publications on mobbing in Türkiye.

The conceptual basis of mobbing is built on several theoretical perspectives, including the Leymann Hypoth-

esis, which defines mobbing as a severe form of social stress resulting from repeated, harmful interactions [2]. Leymann's work emphasises structural and situational factors that create a fertile ground for mobbing, such as hierarchical imbalances and inadequate conflict resolution mechanisms. Furthermore, social identity theory sheds light on how group dynamics and identity-related conflicts can exacerbate mobbing behaviours as individuals strive to maintain or enhance their social position in the workplace [3]. These theories collectively underline the multifaceted nature of mobbing and require a comprehensive approach to understand its antecedents and effects.

The existing literature on mobbing in Türkiye primarily addresses the psychosocial effects and prevalence of mobbing in various professional sectors such as education and health [4]. However, the number of studies utilising bibliometric analyses to systematically map the thematic development of mobbing research over different periods is quite limited. This gap is critical as it limits the comprehension of how research priorities change in response to socio-cultural and economic changes in the country. This study aims to analyse the thematic evolution of mobbing research in Türkiye by using theoretical frameworks to explore the systemic and individual factors that influence mobbing behaviour. The primary research questions guiding this research are:

1. What are the prominent themes in mobbing research in Türkiye during the periods when the number of publications diverged?
2. How have these themes evolved over time and which socio-cultural or economic factors may have influenced these changes?

## Problem Statement

Mobbing is non-sexual harassment applied by a group of employees or other members of the organisation to ensure that the targeted person is eliminated from the organisation [5]. In another definition, mobbing is one of the adverse behaviours that threaten the harmony of employees in the organisation and disrupt both formal and informal relationships in the organisation [6]. Mobbing is a systematic, conscious and sustained adverse behaviour carried out by some of the employees with unethical methods to eliminate the target people from the environment, to discredit them and to ensure that they quit their work [7]. These behaviours, which are called "teasing", "messing with" or "persecution" in working life, are encountered in every professional group [8]. Mobbing occurs when the victim is subjected to systematic violations of rights by colleagues or management. These violations occur frequently (almost every day) and over a long period of time (at least six months) [9]. Mobbing actions include rumours, social isolation, verbal aggression, organisational measures, attacking private space, physical aggression [10].

In the context of mobbing, three key actors are involved: the victims, the perpetrators, and the bystanders [11]. While mobbing is typically associated with superiors targeting subordinates, subordinates can also engage in mobbing. This can manifest through various forms of communication, such as spreading gossip and using degrading language, or through obstructive behaviors, including baseless complaints and deliberate work slowdowns. Additionally, subordinates may display rudeness, vulgarity, or disrespect toward superiors, which can include disobedience and undermining their authority [12].

Employees who experience behaviors such as being ignored, subjected to psychological pressure, discouraged from their profession, or made to feel unwelcome in the organization often attribute these actions to factors such as being a member of a different union or the perpetrator's feelings of inadequacy toward the victim. These behaviors have been found to lead to psychological outcomes such as nervous breakdowns, depressive effects, and emotional responses like crying over unrelated matters [13]. The causes of mobbing can be listed as leadership, organizational culture, job-related stress factors, work organization, hostility, jealousy, group pressure, being perceived as responsible for every incident, personality traits, and social skills [10]. Mobbing behaviors may include assigning tasks below the individual's skill level, meaningless or unachievable workloads, ignoring ideas or the employee, withholding critical information, increasing supervision, and spreading rumors [14]. Despite over 20 years of litigation and lobbying efforts by unions and practitioners, bullying and mobbing continue to persist in the workplace. The damage caused by these actions extends beyond the individual, affecting the organization as well [15]. As a result of mobbing, workplace tension arises, creating a negative environment that fosters inefficiency.

Mobbing is a serious workplace problem that can result in the victim being humiliated, losing their reputation and leaving the organisation. leading to psychological problems such as psychosomatic complaints, depression, and anxiety, as well as organisational problems such as high employee turnover and loss of motivation [2,5,10]. Mobbing

affects not only the victim but also the entire work unit, negatively impacting cooperation and productivity [16,17].

In Türkiye, mobbing manifests itself in unique ways due to traditional hierarchical structures and collectivist cultural norms. Hierarchy imbalances in subordinate-superior relationships in the workplace can normalise mobbing behaviour; for example, a culture of respect for authority can make it difficult for employees to report mobbing [18]. Collectivist values may lead mobbing victims to remain silent in an effort to maintain group harmony, which in turn makes it difficult to detect such behaviour [19]. Additionally, the importance of personal connections and loyalty in workplace relationships in Türkiye may prevent bystanders from noticing or intervening in bullying, thereby creating conditions for such behaviour to persist.

Although mobbing occurs in the workplace, these behaviors are often deliberate, with the intent to intimidate, neutralize, or remove the victim, ultimately damaging the individual's career and health [20]. Perpetrators typically do not act alone; they exploit their status to incite others against the victim, thereby intensifying the impact of the mobbing and leaving the victim feeling helpless [21]. The aim of mobbing is to pressure the unwanted or weakened employee into leaving the organization by reducing their ability to resist [22].

Employees with less work experience may not initially recognize mobbing behaviors, but as their experience grows, they tend to either ignore the mobbing or leave their jobs [23]. Victimization due to mobbing is most prevalent in large organizations, male-dominated industries, and industrial sectors, with older employees being particularly vulnerable to mobbing [24]. Mobbing behaviors are often covert, making them difficult to prove. As a result, many mobbing lawsuits end inconclusively due to insufficient evidence [25]. Raising awareness among employees about mobbing behaviors is crucial. When employees are aware of what constitutes mobbing, it becomes harder for perpetrators to engage in such behavior, and it aids in proving such cases. Informed employees can also offer mutual support.

Legal regulations are only part of a multifaceted solution to the mobbing problem. Various actors, including governments, unions, and employers, must be actively involved in raising awareness [26]. While ending mobbing cannot rely solely on legal regulations, it requires raising awareness among all employees and fostering goodwill throughout the organization. However, expecting employees to rely solely on goodwill to resolve mobbing is insufficient.

In Türkiye, mobbing is a relatively new concept that has recently garnered the attention of researchers. Although the term is new, mobbing behaviors have long existed in Türkiye, but societal norms may have culturally interpreted such actions, preventing individuals from acknowledging themselves as victims of mobbing. Nevertheless, research on workplace mobbing has evolved in Türkiye, reflecting changing social dynamics and research interests [19]. Initial studies in Türkiye focused on identifying the prevalence and characteristics of mobbing across various sectors. Early research highlighted the harmful effects of mobbing on mental health and job satisfaction [27]. As mobbing research progressed, Turkish scholars began conducting more in-depth studies to understand the factors contributing to mobbing behavior. Research in Türkiye has aimed to explore the role of organizational culture [18], leadership styles [28], and power dynamics [29] in either fostering or preventing mobbing incidents, as well as how employees' perceptions of mobbing vary based on gender, title, and marital status [30]. Other studies have investigated the impact of mobbing on job performance [31] and its relationship with organizational commitment and turnover intentions [32].

Additionally, recent trends in mobbing research in Türkiye have begun to focus on evaluating the effectiveness of interventions and policies aimed at combating mobbing. Researchers are examining the impact of legal frameworks, organizational policies, and awareness campaigns on reducing mobbing incidents and creating safer work environments. This study aims to contribute to this body of work by analyzing the thematic changes over time in mobbing research from Türkiye, as published in international journals.

## 2. Method

In this study, bibliometric methods were employed to examine the publication outputs, research trends, and thematic changes in mobbing research originating from Türkiye. Bibliometric analysis is an appropriate method for the quantitative evaluation of empirical contributions in each field and for highlighting the significance of these contributions. Additionally, it provides an effective tool for identifying changes within the field over different periods and for pinpointing controversial topics [33]. This method serves as a content analysis technique that demonstrates the relationships and connections between publications, authors, and cited researchers [34]. Therefore, through

this study, a scientific mapping of research outputs in the field of mobbing has been produced, allowing for a systematic examination of the field's development and trends.

## 2.1. Database Selection

The Bibliometric analysis was conducted in this research to investigate the publications on mobbing originating from Türkiye. Bibliometric analysis is an effective method for assessing scientific productivity and the development of academic fields in a literature review. To analyze the scope of the scientific literature on a broad scale, various indexing and citation databases are utilized. There are many databases that evaluate the global and regional scope of sources such as journals, books, reviews, and conference proceedings. Each of these databases has its own unique algorithms and coverage, making careful consideration of the selection process crucial [33].

The Bibliometrix package developed for the R programming language was used to analyse scientific productivity and scientific mapping. The Bibliometrix package has the capability to process data obtained from extensive databases such as Scopus, Clarivate Analytics' Web of Science (WoS), PubMed, Digital Science Dimensions, and Cochrane. However, due to its broader inclusivity in the social sciences and its ability to provide diverse analyses, the WoS database was preferred for this research. The limited support of Scopus data for analysis types such as co-citation, bibliographic coupling, scientific collaboration, and co-word analysis influenced the choice of WoS as a more suitable option [33,34]. Within this scope, detailed maps of thematic changes and scientific trends in mobbing research were produced through analyses conducted using the WoS database.

## 2.2. Inclusion/Exclusion Criteria

In this study, specific criteria were used for data selection from the Web of Science database; only articles originating from Turkey, directly focusing on the concept of mobbing, and published between 1999 and 2024 were included, while book chapters, theses, and publications indirectly related to mobbing were excluded.

## 2.3. Search Query

The following search query was used in the search field type in the main search interface of the WoS database to obtain bibliographic data (**Table 1**) on the thematic change of mobbing research originating from Türkiye:

“(TS=(mobbing)) AND (CU=(“TURKEY” OR “TURKIYE”))”

**Table 1.** Bibliometric data selection and screening process.

Steps	Description	Records (n)
1	Records identified through Web of Science search	262
2	Records excluded after title and abstract screening	-29
3	Records excluded due to missing/incomplete metadata	-13
4	Final records included in the analysis	220

Researchers analyzed the titles and abstracts of the publications retrieved from the WoS database after applying specific filters. Each researcher independently reviewed the data and recorded the reasons for excluding certain publications. After the individual reviews, the researchers convened to reach a consensus on the final dataset. Through this collaborative process, 29 articles were excluded on the grounds that they were not directly related to mobbing. Subsequently, the bibliographic details of each remaining publication-including the year of publication, title, author(s), keywords, journal name, the country of origin of the author(s), and references-were downloaded as text files and stored on a computer. The open-source R programming package Bibliometrix was then used to identify publications with missing or incomplete bibliometric data, resulting in the removal of 13 records. Following this correction process, the dataset was reduced to 220 publications, forming the basis for the study's analysis.

In the final step, using the Bibliometrix package, co-citation analysis, keyword co-occurrence analysis, and thematic mapping techniques were applied; these methods were used to identify thematic clusters and scientific trends in mobbing research.

### 3. Findings

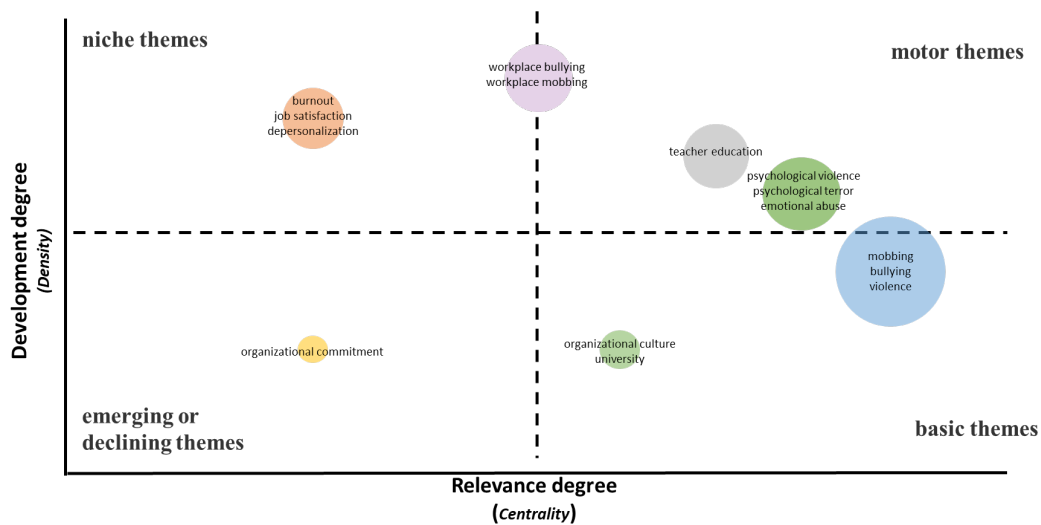
The analysis of the annual scientific production related to mobbing research in Türkiye (**Figure 1**) reveals significant fluctuations over time.



**Figure 1.** Annual Scientific Production.

In **Figure 1**, starting in 1999, only two publications on mobbing were produced, followed by a period of stagnation from 2000 to 2002, during which no publications were recorded. This initial period suggests that mobbing had not yet emerged as a prominent topic of academic interest in Türkiye. However, in the following years, a gradual increase in research output is observed, indicating that mobbing has gained increasing recognition as a relevant academic and social issue. Notably, the year 2015 can be considered a peak period, with 19 publications.

In the context of mobbing research conducted in Türkiye between 1999 and 2014, a conceptual map based on centrality and density (**Figure 2**) helps outline the structure and development of various research themes. Motor themes, characterized by high centrality and high density, play a crucial role in shaping the research field. For this period, topics such as “psychological violence, psychological terror, and emotional abuse” have been identified as motor themes.

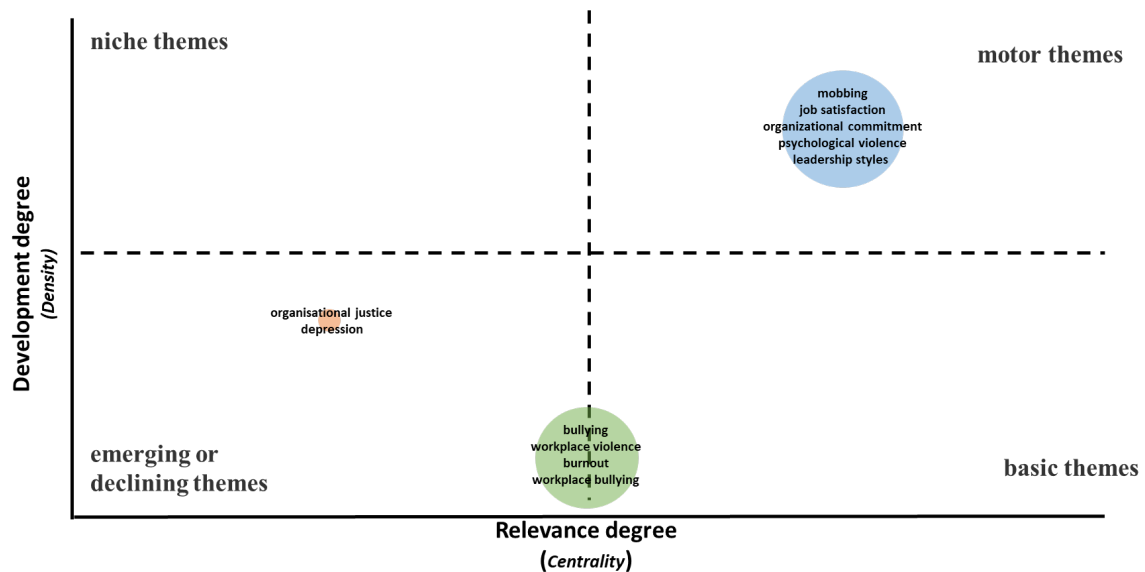


**Figure 2.** Thematic Evaluation for the period 1999–2014.

Basic themes, such as “organizational culture and university,” reflect fundamental but underdeveloped concepts within the research environment. Although these themes are highly central, they lack density; that is, they are important for the field but have not been fully explored or diversified in terms of research.

Additionally, niche themes like “burnout, job satisfaction, and desensitization” appear in the upper left quadrant, indicating that, while these areas are well-researched, they are more specialized and less connected to the broader discussion on mobbing. These themes emphasize the psychological effects of mobbing on employees, despite having limited cross-references with other topics in the field. Finally, emerging or declining themes, such as “organizational commitment,” represent underdeveloped but central concepts in the research area.

The conceptual map analyzing mobbing research in Türkiye between 2015 and 2019 (**Figure 3**) reveals different themes characterized by varying levels of centrality and density, which shape the structure and development of the field. Motor themes, defined by high centrality and high density, are critical to the structuring of research. During this period, topics such as “mobbing, job satisfaction, organizational commitment, psychological violence, and leadership styles” emerged as motor themes.



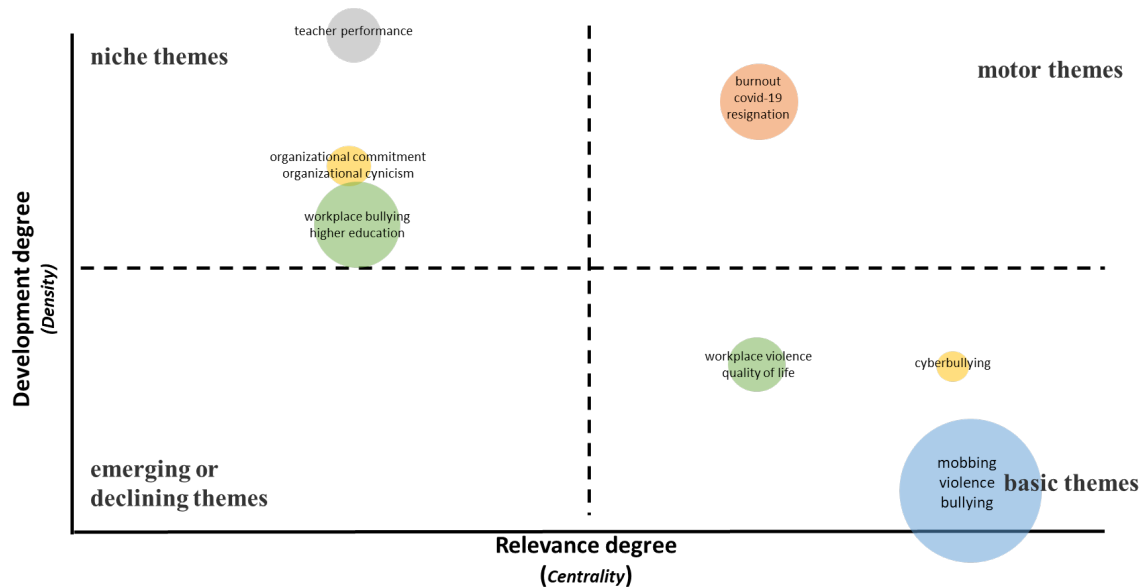
**Figure 3.** Thematic Evaluation for the period 2015–2019.

Basic themes, which appear in the lower right quadrant, reflect areas with high centrality but low density. Despite their significance, these themes are less developed in terms of research breadth. Concepts like organizational culture or mobbing prevention strategies may have emerged as focal points during this period but have not yet been thoroughly explored. This situation forms a foundation for future research on how organizational frameworks enable or mitigate mobbing behaviors.

Finally, emerging or declining themes, characterized by low density but high centrality, include “organizational justice and depression.” While these themes are underdeveloped, they are gaining increasing importance in mobbing research. The intersection of “bullying, workplace violence, and burnout” at the boundary of core and emerging themes highlights their growing relevance.

When analyzing mobbing research in Türkiye from 2015 to 2024, a conceptual map (**Figure 4**) helps identify key emerging themes based on their centrality (importance within the research) and density (depth of exploration). Motor themes such as “burnout, COVID-19, and resignation” exhibit high centrality and density, demonstrating their significant roles in shaping the research landscape. The inclusion of COVID-19 as a motor theme underscores the impact of the pandemic on workplace dynamics, with studies focusing on how stress and uncertainty during the pandemic exacerbated mobbing and burnout.





**Figure 4.** Thematic Evaluation for the period 2020–2024.

Basic themes, such as “workplace violence, quality of life,” and “mobbing, violence, bullying, cyberbullying,” display high centrality but lower density, indicating their importance in mobbing research but with less in-depth exploration.

Niche themes, including “organizational commitment, organizational cynicism, workplace bullying, and higher education,” are well-developed but have more limited connections to the broader field. The focus on higher education highlights that workplace bullying has become a significant issue in academic institutions in Türkiye.

#### 4. Results and Discussion

In this study, the analysis of publications related to mobbing reveals that 220 studies indexed in the WoS database from 1999 to May 2024 are distributed across 156 different sources. These publications were authored by a total of 3510 researchers, with only 41 single-authored contributions. This highlights that mobbing research continues to be a highly collaborative and contemporary field. Additionally, it can be observed that academic interest in mobbing has significantly increased over the years, particularly since 2015, with a notable rise in the number of publications compared to previous periods. This upward trend reflects a broader global focus on workplace bullying, in alignment with the growing attention to workplace ethics and employee well-being in both academic and professional discourse. The increasing volume of research mirrors societal and organizational shifts aimed at understanding and mitigating workplace bullying, emphasizing the importance of this area in improving both mental health and workplace ethical standards [35]. The growing body of publications in subsequent years points to a deepening engagement with the subject, particularly within the contexts of organizational behavior and psychology.

The fluctuations in annual publication output also reflect the evolving nature of mobbing research, with peak points likely corresponding to shifts in public awareness or policy changes regarding workplace harassment. For instance, mobbing research in the field of nursing peaked in 2020 with 67 publications [36]. In Türkiye, research related to mobbing in the tourism sector peaked in 2016 and 2019 [37]. This indicates a recent increase in research on mobbing across different sectors. These data not only highlight the growing academic interest in mobbing but also underscore the sensitivity of academic output to socio-political developments in Türkiye. The rising volume of research underscores the persistent significance of mobbing as an issue that requires ongoing academic and practical interventions.

The motor themes from the 1999–2014 period were not only central to mobbing research but also deeply connected to other subtopics, reflecting a critical focus on psychological harm within the broader discourse of “workplace bullying.” The prominence of these themes demonstrates that researchers during the 1999–2014 period ex-

tensively investigated the psychological consequences of mobbing, and these themes played a significant role in shaping academic debates, providing a foundation for further research. The basic themes are particularly relevant to mobbing research in Türkiye, where factors such as the workplace environment and institutional culture, especially in universities, have been identified as important factors influencing mobbing behaviors. However, these aspects may not have been comprehensively explored during the 1999–2014 period, indicating a need for more in-depth research into how organizational structures contribute to mobbing. The niche themes show that while academics focused on individual psychological outcomes of mobbing, such as burnout, these studies remained relatively isolated from the broader discussions on workplace bullying.

Emerging or declining themes show early signs of relevance or a loss of importance within the research context. In mobbing studies, this could indicate that organizational commitment may be a newly emerging topic, with researchers recognizing its importance in preventing or reducing mobbing, though it may not have been fully developed in studies during this period.

Motor themes from 2015 to 2019 highlight the multifaceted ways in which workplace bullying intersects with broader organizational dynamics, forming an integral part of the mobbing discourse. Studies on job satisfaction and organizational commitment suggest that researchers have begun to focus not only on the impact of mobbing on individual psychological well-being but also on how it affects workplace productivity and employee retention. As supported by previous literature [35], leadership styles have also emerged as a significant area of interest, suggesting that managerial behavior plays a crucial role in either preventing or exacerbating mobbing. The intersection of “bullying, workplace violence, and burnout” at the boundary of core and emerging themes likely represents research areas that arose during this period, as researchers began exploring how systemic factors such as organizational justice or its absence, contribute to psychological distress and workplace victimization [1]. In summary, the 2015–2019 period reflects an evolving understanding of mobbing, with the conceptual map identifying key themes that signal both mature and emerging areas for future research.

Mobbing research in Türkiye from 2015 to 2024 highlights how isolation during COVID-19, challenges of remote work, and economic downturns increased resignation rates and burnout [38]. The findings suggest that these factors created fertile ground for mobbing to develop in Turkish workplaces. In the Turkish context, the link between burnout and resignation emphasizes the long-term consequences of workplace bullying, as victims often leave their jobs due to emotional and psychological exhaustion, which is a common pattern in many institutional settings [35]. The core themes from the 2015–2024 period remain crucial for understanding the impact of mobbing on employee well-being and life satisfaction. Cyberbullying, in particular, gained attention during the pandemic due to the rise in digital communication in workplaces, and research has shown how mobbing extended into virtual spaces [39]. Cyberbullying, especially with the spread of digital work environments during the COVID-19 pandemic, has emerged as a new form of mobbing in Turkish workplaces, and the effects of this situation on employee job satisfaction and organisational commitment need to be further researched. Despite their importance, these core themes need further development within the Turkish context to fully understand how workplace bullying and violence intersect with both physical and digital environments. The insufficiently researched connections between mobbing and quality of life indicate a need for more studies evaluating how persistent workplace bullying in Türkiye affects long-term mental health, productivity, and social relationships. However, complementary studies would be valuable for the literature. For example, in mobbing research related to nursing, the most common keywords used were “nursing,” “mobbing,” and “workplace bullying.” A thematic map covering the years 1996–2021 shows clustering in only two quadrants, with no clustering in emerging or declining themes or motor themes. In advanced and isolated themes (Niche Themes), there are three emerging themes—“stress,” “kindness,” and “computerized adaptive testing”—that are not yet significant for shaping the research field. There are five clusters in the core theme, representing terms like “school nurse,” “education,” “workplace bullying,” “mobbing,” and “nurse” [36]. The themes of mobbing and workplace bullying remain relevant in mobbing research in Türkiye, consistent with the results of our study.

Niche themes such as “organizational commitment, organizational cynicism, workplace bullying, and higher education” highlight the growing focus on higher education, indicating that workplace bullying has become a significant issue in academic institutions in Türkiye. This finding is supported by recent studies that reveal high rates of mobbing in universities [40]. The growing interest in organizational cynicism and commitment reflects a deeper understanding of how negative workplace cultures foster mobbing and erode trust in management. Although these



topics are well-researched, their specificity can leave them somewhat isolated, underscoring the need to integrate insights from higher education and broader organizational studies to develop a more comprehensive understanding of mobbing in Türkiye.

## 5. Conclusions

Mobbing research in Türkiye between 1999 and 2024 has expanded significantly, reflecting an increasing academic interest in the subject since 2015. This thematic evolution has been influenced by both global trends and local challenges, demonstrating a deepening engagement with workplace ethics and employee well-being. The early research (1999–2014) primarily focused on the psychological harm associated with mobbing, specifically psychological violence, psychological terror, and emotional abuse, establishing a critical foundation for the field.

During the 2015–2019 period, the focus broadened to encompass organizational dynamics, with job satisfaction, organizational commitment, and leadership styles emerging as key themes. This shift demonstrated that researchers expanded their scope beyond individual psychological well-being to analyse the effects of workplace bullying on productivity and employee commitment. In the most recent period (2020–2024), the research environment was profoundly shaped by the COVID-19 pandemic and economic challenges, leading to the emergence of highly central and researched themes such as burnout, COVID-19, and resignation. This period highlighted how pandemic-related isolation and remote working intensified mobbing behaviors and brought to the fore long-term consequences such as victims leaving their jobs due to emotional exhaustion.

Furthermore, the transition to digital work environments has brought cyberbullying to the fore as a critical new dimension of workplace bullying, highlighting the need for greater attention to its impact on employee well-being. At the same time, the importance of specific niche topics such as mobbing and organizational cynicism and commitment in higher education institutions has increased. These findings confirm that mobbing is an ongoing problem in workplaces in Turkey and that academic and practical interventions must be sustained at both the individual and organizational levels to improve workplace ethics and employee well-being.

## 6. Limitations

The bibliometric analysis method used in this study offers significant advantages in terms of systematically mapping the thematic development of mobbing research. However, some limitations of the method should also be considered. First, the analysis only covers publications in the Web of Science (WoS) database. This means that studies published in Türkiye-based national journals that are not indexed in WoS or studies found in different databases are not included. This may prevent the full reflection of all research trends in the field. Additionally, bibliometric analyses are based on quantitative data, which may limit in-depth qualitative inferences in terms of content. For example, while keyword matches are decisive in thematic mapping, the theoretical or methodological contribution level of each study cannot be reflected to the same degree. Therefore, it is important to consider the scope of the analysis and methodological limitations when interpreting these findings. In future research, the combined use of different databases and support from qualitative analyses will be useful in overcoming these limitations.

## 7. Recommendations

Studies on how workplace mobbing and violence intersect with both physical and digital environments, as well as their effects on quality of life, mental health, productivity, and intra-organizational relationships, could be expanded.

To reduce mobbing in workplaces in Türkiye, interventions such as basing organisational culture on ethical leadership and open communication principles, awareness training, and strengthening formal complaint mechanisms are recommended.

To gain a more comprehensive understanding of mobbing in Türkiye, research focusing on inter-institutional collaboration can be increased.

Considering that organizational commitment may prevent or hinder the implementation or support of mobbing behaviors, the relationship between mobbing and organizational commitment could be further explored in future studies.

## Author Contributions

Conceptualization, H.E. and T.S.; methodology, T.S.; software, T.S.; validation, H.E. and T.S.; formal analysis, T.S.; investigation, H.E.; resources, H.E.; data curation, T.T.; writing—original draft preparation, H.E. and T.S.; writing—review and editing, H.E.; visualization, T.S.; supervision, H.E.; project administration, T.S. All authors have read and agreed to the published version of the manuscript.

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## Institutional Review Board Statement

This study does not require ethics committee approval, as it is based solely on bibliometric analysis. The data used in the research was obtained from publicly available databases, such as academic journals and citation indices, and no direct involvement of human participants or personal data collection occurred.

## Informed Consent Statement

Not applicable.

## Data Availability Statement

The research data analyzed were derived from publicly available academic resources. Specifically, the bibliographic data used for the bibliometric analysis was extracted from the Web of Science (WoS) database. The search query used to retrieve the data is provided in the Method section. Due to the nature of bibliometric analysis, which utilizes publicly indexed information, no new primary data were generated, and no ethical approval or informed consent was required.

## Conflicts of Interest

The authors declare no conflict of interest.

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