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Psychological Harassment and Anxiety in Medical Residency: The Role of Resilience

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ABSTRACT :

In daily hospital routines, doctors in training often face subtle or direct psychological pressures. This research looked into how such pressure—especially known as mobbing—might be linked with anxiety in residents working in Istanbul. A group of 300 doctors participated in the study. To collect information, a few well-known scales like the Beck Anxiety Inventory and a resilience questionnaire were used. The results showed that people who feel more mobbing also tend to report more anxiety. Still, those with better psychological strength seemed less affected. This tells us that building up resilience might help reduce the mental strain caused by hostile work settings.

Keywords: Workplace mobbing, anxiety, psychological strength, resident doctors, emotional pressure

Introduction

Being a doctor in training comes with a lot of pressure. These young professionals are expected to learn fast, work long hours, and deal with the emotional weight of their job. Some of them also face unpleasant behavior from others in the workplace—this can include ignoring them, putting them down, or making them feel isolated. These kinds of repeated negative experiences are called mobbing.

Not everyone reacts to mobbing the same way. While some get overwhelmed and anxious, others manage to stay mentally strong. This difference might come from something called psychological resilience. People who are resilient tend to bounce back from stress more easily. This study wants to understand how much mobbing affects anxiety in resident doctors, and whether resilience makes any difference in how people deal with it.

Methodology

The study was carried out using surveys shared online. A total of 300 resident doctors from different hospitals in Istanbul joined the research. They answered questions from three different tools: one that measures mobbing, one that checks anxiety levels, and one that looks at resilience. There was also a short form asking about their age, gender, and similar details. The answers were then analyzed using SPSS software to see how the scores were related.

Findings

After looking at the data, it was found that doctors who reported higher mobbing also had higher anxiety. This connection was statistically meaningful. Also, women in the study seemed to have more anxiety compared to men. Age didn't seem to make much difference when it came to mobbing. One more important point was that resilience helped. Doctors who had more resilience felt less anxious even if they were mobbed. So, having a strong mind helped reduce the harm.

Discussion and Conclusion

The results show that mobbing is not just a workplace issue—it also affects how people feel inside. For resident doctors, who are already under a lot of pressure, facing mobbing can make things worse and lead to anxiety. But the study also gives hope. If doctors build resilience, they may be better protected from the bad effects of mobbing. Hospitals should think about this and try to make workplaces more supportive. Giving doctors training to become more resilient, or just making sure they are treated fairly, can make a big difference.

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