

**Abstract:****Mobbing, threats to employees**

**RQ:** Is there a connection among perception of hostile and unethical communication, timely removal of causes and employee satisfaction?

**Purpose:** Perceived mobbing in the organization, analysing causes and timely removal of them without any effect; achieve an environment of satisfied employees. The purpose is to study the relationship among the categories: perceiving mobbing, removing the effects, employee satisfaction.

**Methods:** Qualitative research approach, method of interview by using the seven steps principles.

**Results:** The findings clearly state that being aware of the negative factors and psychological abuse in organizations was present. The interview participants perceived different negative behaviours especially by the female population and from the side of superiors. In some organizations perceived negative factors are insults, insinuations, low wages, inadequate working day, competition, lobbying, and verbal threats. All negative factors lead to serious implications for employees, in which the organization can lose its reputation, productivity is reduced, costs of employment can increase with more sick leaves and in extreme cases, the results can be so serious that the organization can end in bankruptcy or liquidation.

**Organization:** The result of the study warns management to accept certain actions and remediate the situation in organizations. The employer and managers must do everything to protect their subordinates from violence and potential offenders.

**Society:** The research study warns on the seriousness of mobbing among employees, the aim is to bring the issue to individuals and society. The victim usually needs help (health costs), losses in the pension system, increased unemployment, and lower productivity of the whole society.

**Originality:** In view of the sensitivity of the issues, the author concludes that the existing research studies are based especially on closed questions (questionnaires); however, interviews create mutual trust between the participants of the interview, which is especially challenging.

**Limitations:** 9 interview participants.

**Keywords:** mobbing, working environment, victims of mobbing, successful organization, quality of interpersonal relationships