

## **ANOTACE/ SUMMARY**

### **Mobbing and Bossing at a Workplace as a Pastoral Challenge**

The bachelor thesis deals with problematic events in the workplace – mobbing and bossing. It tries to provide the Czech readers with information on these topics, quoting both domestic and foreign sources. It seeks a multidisciplinary approach. The thesis characterizes the terms “mobbing” and “bossing”, analyzes the roots and causes of mobbing, outlines a typical profile of perpetrators and victims, and further introduces respective phases to the reader.

It is hardly possible to explain mobbing and bossing from a Christian perspective without mentioning at least a short excursion to the theology of work. The author describes it from the perspective of Karl Rahner and through *Laborem exercens*, an encyclical of John Paul II.

Specifically, the thesis focuses on the issue of pastoral care options for the victims of mobbing. It explains the differences between pastoral care and psychological or general counseling. It briefly outlines the conditions and demands for a pastoral interview. It seeks to recall that any form of pastoral care assumes the knowledge of God through Jesus Christ and should follow a holistic approach towards personality.

The final part of thesis seeks to provide a presentation of available pastoral projects in Germany and the Czech Republic as well as a short reflection on the possibilities of greater involvement Catholic Church in this area.

### **Keywords**

mobbing

bossing

pastoral care

Psychology of work

*Laborem exercens*

