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THE CYCLE OF ABUSE IN MANAGEMENT AND ITS OVERCOMING

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Theses are devoted to the study of the concept of "abuse cycle" in management. It was determined that the cycle of abuse is a negative process in the organizational structure. The underlying causes of abuse were explored and various strategies were proposed to overcome this cycle. An important aspect is the timely detection and response to the cycle of abuse at the enterprise.

Abusing is toxic behavior towards other people (colleagues, employees in the context of scientific work), which has many causes, takes different forms, uses various tools to influence the psyche of others and must be neutralized by company management.

The cycle of abuse consists of four basic stages, which are the build-up of tension, the incident, reconciliation, calm. This four-stage pattern can happen repeatedly, so understanding this cycle is important to stopping it. An abuser can go through these four stages from a few hours to a year or more. Such a cycle occurs in the work environment when one or more people abuse their position for personal gain and usually begins with the formation of abusive behavior on the part of one or more people who occupy leadership positions or have a great influence on the organization.

The cycle of abuse manifests itself through mobbing, misinformation, discrimination, sexual harassment, and can create a toxic work environment, psychological stress, and reduced employee motivation and productivity. An important first step for an abused employee is to understand what is happening. Some victims come to believe that they are responsible for everything that happens to them because of their own weaknesses and failures. Therefore, an important management task is to develop and implement strategies to overcome the cycle of abuse and provide support to victims.

Depending on specific circumstances and certain factors, namely gender, age, religious, abuse can take different forms. A special place in the formation of abuse is also occupied by the mental and physical health of an individual, company policy, and etiquette within the team. Abusing can occur not only on the part of experienced employees, but also on the part of young specialists who may not be competent enough or have limited work experience and try to earn authority in a way that is not always appropriate. It is important to neutralize abuse in time and break its cycle, because it has a very negative effect on the health of employees and their effectiveness in the work environment. For this, a certain mechanism for managing abuse at the workplace is effective, which consists of several stages:

- 1) analysis and evaluation of manifestations of abusive behavior;
- 2) selection of categories of employees, among whom abusive influence may occur;
- 3) methods of neutralizing abusive behavior by employee category.

Overcoming the cycle of abuse in management can be difficult, but some steps can help in solving this problem. The main ways to overcome abuse are the creation of an anonymous psychological hotline at the enterprise for quick response, further reporting to top management, appeals to law enforcement agencies, separate educational trainings, creation of an electronic "trust box", team building with managers of different levels, etc. Also important are the assessment and detection of abuse in the work environment, which can be implemented using methods such as:

- conducting anonymous surveys of the team;
- regular assessment of the psycho-emotional state of the company's managers;
- creation of an abuse prevention policy at the enterprise.

Abusing management at the enterprise is an important process of preventing, identifying and overcoming negative behavior in the team. Creating a safe work environment and maintaining open communication are important aspects of overcoming the cycle of abuse. The company must provide a safe environment for employees in which they feel protected and can freely express their complaints or concerns.