

DEVELOPMENT OF HUMAN RESOURCES AS A FACTOR OF ECONOMIC SECURITY

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Abstract:

The article focuses on the need to develop human resources to ensure the economic security of the organization. The main determinants of the microlevel that affect economic security are identified. The authors propose a calculation methodology and threshold values for assessing intellectual, personnel and management determinants. Their characteristics and ways of influencing the economic security of the organization are given. Methods for improving these indicators based on modern information and telecommunication technologies are proposed.

Introduction

The main goal of ensuring the economic security of the organization is to achieve the maximum stability of its functioning, as well as to create a basis for achieving the goals and objectives of the business, taking into account the risk factors of the internal environment of the organization. For the state of security of the enterprise, it is necessary to identify the necessary amount of resources for the needs of the economic enterprise, to determine the overall impact of the threat.

1. Factors affecting the micro-level of the organization

The main goal of ensuring the economic security of the organization is to achieve the highest possible stability of its functioning, as well as to create a basis for achieving the goals and objectives of the business, taking into account the possible risk factors of the internal and external environment. To assess the state of the existing level of economic security of an enterprise, it is necessary to identify the required amount of resources to meet the needs of the enterprise, to determine the overall strength of the impact of threats.

For the most productive construction of an enterprise security system, one should separate the factors affecting the security of the enterprise through the financial environment or the level of impact. Factors influencing the microlevel of the organization are presented in Table 1.

Table 1: Main determinants of the micro level

Key determinants	Characterization of key determinants
Financial	Sufficiency of own and borrowed financial resources
Intellectual and personnel	Sufficiency of labor resources and the level of their qualifications
Technical and technological	Compliance of technological support and technical equipment with development needs
Informational	Reliability and correctness of information support
Resource and production	Possibility for smooth operation
Managerial	Management competence
Marketing	Sales effectiveness

Source: authors

Let us dwell in more detail on the determinants related to the human resources of the organization, as one of the main factors in the formation of the economic security of the enterprise. The intellectual and personnel component is understood as the qualifications and reliability of personnel. In this case, the frame is considered not only as a combination of skills, knowledge and experience, but also from the standpoint of loyal Nost and to the company, its values and interests, the interest in the job and company success.

The managerial factor should be considered taking into account the qualifications, experience of the management body, and also take into account the human factor, features of the approach to management. When characterizing the sales component, it is necessary to take into account the market capacity, the peculiarities of the functioning of the market segment, the position held, the developed and implemented sales policy, the methods and organization of interaction with the target audience, the formation of demand, the presence of a formed sales network.

2. Intellectual personnel and managerial factors of economic security

Consider the calculation methodology and threshold values for assessing intellectual, personnel and management determinants. The intellectual and personnel determinant includes an assessment of the professional and qualification level of personnel, the calculation of the proportion of personnel without violations and the coefficient of staff constancy. The professional and qualification level of personnel is assessed based on the general level of professional training of personnel, using the level of complexity of work to assess, including taking into account the strategic development plan and market trends in general. The share of personnel without violations of labor discipline shows the level of corporate culture of the company and indirectly about the protection of information. With a low value of the indicator, an increase in the facts of theft and disclosure of commercial information is usually observed. Negligence and carelessness of employees can become the main threat to the economic security of an enterprise. The coefficient of staff constancy reflects the change in staff, shows the climate in the team, working conditions. A low level of the indicator reflects a high turnover of personnel, which entails an increase in costs for the services of HR specialists, a slowdown in production processes due to resources for finding and training new employees.

Table 2: Calculation of human resources from the point of view of economic security

Key determinants	Characterizing indicators	Calculation procedure	Threshold value
Intellectual and personnel	Professional and qualification level of personnel	Expert assessment of compliance with enterprise requirements	one
	The proportion of personnel without violations of labor discipline	$\frac{\text{Number of staff}}{\text{Average headcount}}$	0.9
	Personnel persistence ratio	$\frac{\text{Number of staff}}{\text{Average headcount}}$	0.8
Managerial	Professional level of managers	Expert assessment in points (high, sufficient, low)	3
	Enterprise reputation	Expert assessment in points	3
	The pay gap for management and the rest of the staff	$\frac{\text{Number of staff}}{\text{Average headcount}}$	0.5

Source: author

The analysis of the management component includes an assessment of the professional level of managers, the business reputation of the enterprise and the pay gap for the management and other personnel. The professional level of managers directly affects the state of the economic security of the enterprise. The higher the level of competence, the more experience and entrepreneurial abilities, the more efficiently the enterprise works at all stages of the reproduction process. Business reputation is a kind of assessment of the quality of enterprise management, based on the moral and ethical, business characteristics of management, the range and quality of products, the rate of return, and the company's image. The pay gap affects the atmosphere in the team. If the gap is too large, envy and mistrust in the leadership may arise, and if the gap is small, the motivation for development and initiative from the state decreases.

Conclusion

In the digital economy, there is a direct relationship between the level of economic security of a company and its ability to attract employees, manage their efficiency and keep them in the company. In connection with the accelerated obsolescence of professional knowledge, the management of companies must ensure the process of continuous development through training, professional training and retraining, the acquisition of new competencies and advanced training of employees. This process should be focused on improving performance skills and enhancing creative abilities, providing ample opportunities for personal self-realization. The use of modern information and telecommunication technologies makes it possible to implement new areas of education and modernize traditional ones (for example, taking distance courses, interactive business games, business simulations using mobile applications).

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