

SECTION 10. ECONOMIC SECURITY

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MANAGEMENT OF HUMAN RISKS AS AN ELEMENT OF ENSURING ECONOMIC SAFETY OF ENTERPRISES

The article discusses the need to ensure economic security for domestic enterprises. A conceptual approach to risk management personnel in the context of economic security is proposed. The importance of its use in the functional areas of personnel management to assess the extent of relevant threats and develop their mitigation and neutralization is justified.

The current stage of development of the national economy can be characterized by the growing role of the human factor. Concerning the management of personnel, any leader is primarily concerned with the benefit that the staff will bring. But it is equally important to understand whether it poses a threat to the financial and economic activity of the enterprise.

After all, the fluidity of staff, theft, deliberate or careless disclosure of commercial secrets, damage to business reputation, damage to customers or business partners of the enterprise – all this negatively reflects on its performance and profitability. Taking into account that in the reality of unpleasant situations, when enterprises suffer losses due to personnel mistakes and the inability to level out the corresponding risks, more than enough, the theme of work is gaining increasing relevance and timeliness of research.

The main element in the company's security system is a human factor that can influence its functioning and competitiveness, ensuring economic security is impossible without comprehensive management influence on the real and potential personnel risks arising in the unstable environment of the external and internal environment. The need for an informed conceptual approach to managing human risks leads to the urgency of analyzing and systematizing major risks, factors that determine the emergence and development of adverse situations, and indicators indicating the emergence of risk. Therefore, individual HRM procedures that are ineffective should be replaced by an existing personnel risk management system that has the appropriate functionality and is designed to control the various risk areas of managerial activity in personnel management.

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