

Employees Of The Enterprise As The Main Internal Threat Factor Affecting Economic Security

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Abstract: This article discusses the impact of employees, one of the main internal threat factors affecting the economic security of an enterprise. Internal threats posed by employees are studied, and the impact of direct and indirect damage caused by employees on the enterprise is studied. The causes and extent of internal threats and measures to eliminate them are studied. The impact of employees, their actions and the effective organization of employee activities in ensuring the economic security of an enterprise are discussed.

Keywords: Economic security, economic security of an enterprise, economic threat, employees, threat, management, economic security of an enterprise strategy, economic security system of an enterprise, human resources.

Introduction: One of the main laws of the market economy system is that the maximum profit limit is not established. It is this law that is the basis for economic entities to operate at the maximum level to obtain high profits, which leads to the strengthening of competition. Enterprises compete with each other in the market to sell products and services. Where there is competition, there is certainly development, as well as risks and problems. At the micro level, enterprises are required to build immunity against external and internal factors that directly or indirectly affect them. These risks and threats naturally create the economic security of the enterprise.

Sources of threats are conditions and factors that have a destructive nature. Both external and internal factors can act as sources of threats to economic security at the micro level:

- conscious or unconscious actions of officials or other business entities, such as competitors, employees, unscrupulous partners, and government authorities;
- absence or imperfection of the internal control system;
- a set of objective circumstances including the state of the country's economy in general, the state of the market network, political processes, natural and man-made emergency situations, scientific and

technical development;

- socio-economic conditions: demographic situation, crime, level and scale of criminalization;
- changes in credit policy, decrease in product profitability, increase in supply and demand, decrease in the investment attractiveness of the organization, etc .

Of course, the manufacturer can lead the market with the quality of its products and other advantages, but the main issue facing the company now is the important task of maintaining this leadership. The comprehensive competitiveness of the enterprise in the market depends on the measures taken to ensure the economic security of the enterprise. Countries with developed economies have already transitioned to a full-fledged market system. The problem of business security abroad is traditionally given great importance, because the experience of managing a market economy in developed foreign countries is much richer than in Uzbekistan. At the same time, the economy of Uzbekistan is different from the stable and consistently developing economies of developed countries. That is why Uzbekistan and other independent countries are paying more and more attention to the issue of economic security. After the privatization process, ensuring the economic security of the enterprise will become an urgent issue for the enterprises.

LITERATURE REVIEW

The research and theories of L.I. Abalkin [1], S.Yu. Glazyev [2], V.K. Senchagov [3] and other scientists in the field of economic security are of great importance for the development of the theory of economic security. The works of N.N. Potrubach and S.V. Stepashin [4] are devoted to various aspects of economic security at the national level.

The issues of criminalization of the activities of business structures are covered in detail by V. F. Gaponenko [5], A. A. Krylov [6]. A number of studies by O. A. Grunin [7], V. S. Gusev [8], N. V. Matveyev [9], V. N. Cherkasov [10] and others are devoted to the problems of economic security of entrepreneurship. Legal and organizational aspects of activities to ensure the security of enterprises, an integrated approach to ensuring the security of enterprises were studied by V. P. Mak-Mak, V. I. Yarochkin [11].

The problems of managing the economic security of enterprises are addressed in the works of V. V. Grebennikov [12], A. A. Zvyagin [13], S. L. Melamedov [14] and others.

Also, O. G. Fokina [15] and O. P. Chechin [16] studied the relationship between various elements of an enterprise and its economic security.

However, in our opinion, more attention should be paid to human resource management in the enterprise and its impact on the economic security of the enterprise. Sometimes the role of ensuring economic security in the activities of the enterprise is limited to solving only individual, private problems. Also, the sectoral features of ensuring the economic security of enterprises are almost not considered.

Solving some practical problems of ensuring economic security is complicated by the lack of methodological developments that take into account the organizational and managerial characteristics of the work of enterprises and the characteristics of the industry.

The authors of this book set themselves the following

tasks:

- To propose a new approach to the study of the economic security of enterprises, including more precise definitions of this term and a description of possible threats.

- To formulate the principles of ensuring the economic security of enterprises based on modeling individual processes of their activities.

- To identify the specific features of the industry that affect the economic security of enterprises.

- To propose a mechanism that will allow implementing an integrated approach to organizing work on ensuring economic security.

- To identify ways to further develop this activity.

RESEARCH METHODOLOGY

In carrying out the research work, methods of knowledge, documentary analysis, economic analysis, synthesis and generalization, analysis and systematization of data based on primary and secondary research are used. Generalized experience and social practice reflecting objective laws, as well as modeling of economic threat assessment to the enterprise, were applied.

ANALYSIS AND RESULTS

Threats arising from employees in an enterprise are usually divided into two categories: external and internal. External threats include threats that do not depend on the will and consciousness of the company's employees, but can harm the organization. Internal threats, unlike external threats, can arise due to intentional and reckless actions of employees, which can also lead to negative consequences for the company.

External threats can manifest themselves in external pressure on employees, the offer of more attractive working conditions by competitors, employees specially favored by competitors, inflationary processes, family problems, etc. [17].

INSIDER THREATS INCLUDE THE FOLLOWING:



- mismatch between the qualifications of employees and the requirements for them;
- poorly organized management and personnel training system;
- ineffective motivation system;
- errors in planning labor resources;
- reducing the number of rationalization proposals and initiatives;
- departure of qualified employees;
- redirection of employees to solve internal tactical tasks;
- lack of or ineffective organization of corporate policy;
- poor-quality screening of candidates when hiring.

Internal threats caused by employees [17]

Of course, negative external factors significantly affect the work of the organization, especially its employees.

However, before looking for ways to prevent threats, it is necessary to understand their causes. Let's look at what factors can lead to a crisis and how to eliminate them.

According to statistics, most crises occur through the fault of management (about 71% of world crises occur for this reason). The reason is that not all managers can provide professional and competent personnel management. In addition, the efficiency and productivity of employees largely depend on the manager [4].

Internal risks arising from the state of personnel include the following risks:

1. Biological (age of employees, their mental and physical health; physical capabilities).
2. Social (lack of motivation, loyalty, the presence of interpersonal conflicts).
3. Moral (employee's beliefs, culture, moral values and ethics).
4. Intellectual (education, intelligence, intellect and knowledge).
5. Risk of distrust (negligence, dishonesty, reliability, convictions).

According to the data presented in the economic crime review of the analytical company Pricewaterhouse Coopers ("PwC"), cases of abuse of office by officials are observed in 60% of large enterprises in the CIS

countries, which is 30% higher than the world average. This is 34% higher than in the countries of Central and Eastern Europe.

This problem covers almost all sectors, in particular, the share of the financial sector is 26%, industrial production - 9%, pharmaceuticals - 8%. It is noted that up to 80% of losses to the material assets of enterprises are caused by their own employees .

Qualifications of middle and junior managers in the field of economic and psychological aspects of personnel management. Experts identify three main components and parameters for assessing the reliability of employees, namely psychophysiological, professional and personal reliability. Psychophysiological reliability is determined by the characteristics of the human body and psyche. A particularly important characteristic for a potential employee is the ability to maintain the ability to work in stressful situations, physical and psychological overloads without endangering the safety of the enterprise. Professional reliability is characterized by the level of professional knowledge, skills and experience in a similar field, high business qualities, loyalty to one's profession, developed corporate and professional culture. Personal reliability is ensured by the employee's conscientious attitude to work, his moral principles and life principles, loyalty to the company in terms of the social environment.

"Employee safety is a set of measures aimed at preventing and eliminating threats and dangers associated with the work and behavior of employees,

their intellectual potential and labor relations in general, as well as negative consequences for the economic condition of the company".

The employee security system is the most important component of the economic security of the enterprise, because employees and workers are the main ones for any of its components (financial, informational, technical and technological, legal, environmental).

CONCLUSION

Ensuring the safety of personnel of an economic entity includes two main directions of activity.

The first direction involves working with the organization's employees and implementing measures to increase the productivity of its employees. It is aimed at managing personnel, minimizing risks and neutralizing threats that affect the economic security of the business entity due to insufficient qualifications of employees, weak organization of the personnel management system, selection, training and motivation of the company's employees.

The second direction is the implementation of measures to support and develop the intellectual potential of the company. At the same time, the intellectual potential can be characterized as a complex of material and human elements. In turn, material resources include intellectual property owned by a particular enterprise and the rights to use it (for example, patents and licenses). In other words, they include rights to objects recognized as intellectual property, which are subject to mandatory protection by law. The knowledge accumulated in the enterprise, the carriers of which are employees of this organization, professional experience, skills and the company's business reputation in foreign markets constitute a set of human resources.

The specific features of ensuring the safety of employees of an enterprise in Uzbekistan are based on objective and subjective factors. Objective factors include the following: the specific work mentality of the citizens of Uzbekistan, the shortcomings of the current legislation in terms of protecting the interests of private entrepreneurship, and the coverage of a high percentage is assumed.

Subjective factors include: the orientation of the owners or top management of the organization to the active use of unfair competition methods, the low level of social orientation of the human resources policy of the business entity, the ineffectiveness and inadequacy of the human resources management system in the organization.

A common strategic mistake of many domestic employers is the wrong priority in choosing the

methods used to ensure the safety of their employees. They prioritize methods of a control and repressive nature aimed at identifying the facts of violations, other forms of employee disloyalty and subsequently punishing their perpetrators. At the same time, the theory and practice of management requires to ensure the principle of giving priority to preventive measures that allow effective prevention of potential threats instead of spending energy, time and money on eliminating negative consequences.

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