

THE PROVISION OF ECONOMIC SAFETY OF THE MANAGING SUBJECT IN ASPECT OF WORK WITH PERSONNEL

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The article deals with the problems of ensuring economic security of the managerial subject and with the essential measures, taken in the organization, concerning the hiring, activities and dismissal of workers.

The market economy manifested a problem of maintenance of economic safety for various managing subjects (MS). The enterprises and organizations provide economic safety.

The central objective of maintenance of economic safety MS is maintenance of its steady and highly effective functioning and the creation of high potential of development and growth MS in the future. This understanding of economic safety of MS allows us to show that any kind of enterprise (the industrial enterprise, bank, etc.), being in a situation of uncertainty or change, under internal conditions of management and external ones such as political, macroeconomic, ecological, legal, makes effective decisions in the conditions of a rigid competition; achieves prevention, easing or protection against existing or predicted dangers and threats; in the given conditions provides achievement of the purposes of business. Resources of MS are used not only for prevention of dangers and threats, but also, first of all, for achievement of business objectives.

Russian organisations are compelled to adapt for conditions of political, social and economic instability and to conduct a search of adequate decisions of the most complicated problems and find ways of how to decrease threat. As a result a considerable number of economic subjects of Russia have the problem of creation of system of economic safety, capable of providing a decrease in the level of threats of activity of the companies in key financial and economic spheres.

Economic safety MS develops several functional components which for any concrete MS can have various priorities depending on character of existing threats. A major factor defining the condition of economic safety, is MS

possession by steady competitive advantages which should correspond to strategic targets of MS.

Practical problem of formation of the concept of economic safety for MS is the analysis of examples and the situations developing in relations and mutual relationships of managing subjects and institutes. Decisions include identification of threats and the losses, allowing us to offer measures to overcome them.

The strategy of maintenance of economic safety must be, as a result, developed. Strategy represents program of actions, a set of economic technologies which are intended for achievement of the given objectives.

Thus, safety of the managing subject represents a condition of security of its vital interests from any unfair competition, illegal activity of criminals and from separate persons, ability to resist to external and internal threats and to keep stability of functioning and development according to the authorized purposes.

External threats MS are the negative influences arising without participation and against the will of the organization or its employees. Internal threats MS are the negative influences which have arisen as a consequence of inefficient work of the organization in whole or its workers in particular. Each kind of economic safety MS is characterized by its own contents that means a set of functional criteria and ways of provision.

It is possible to allocate six aspects of economic safety shown in activity of the managing subject:

1. financial;
2. physical;
3. technical technological;
4. political legal;

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5. Intellectual and personnel;
6. informational.

Work with the personnel is the major element of maintenance of economic safety. Intellectual and personnel components of economic safety are connected with prevention of negative influences on economic safety MS at the expense of risks and threats connected with the personnel, its mental potential and labour relations in whole. In modern economic conditions level of economic safety to great extent depends on qualification and professionalism of staff in the enterprise. The flexible structure of management should be created by staff, the system of selection, employment, training and motivation for the job of workers should be organised. It is administrative personnel of MS that need to analyze constantly the state of economic safety. Besides, the personnel also should be trained in case of emergency and crisis situations.

The personnel aspect of economic safety is connected with information safety which consists of protection of its own information, including confidential information, carrying out business investigation, information-analytical work with external and internal subjects, etc. Managing subject should incorporate certain services which should be engaged in accumulation and information protection that also assumes the necessary personnel. The purpose of these services is accumulation of the necessary information, concerning activity of this or that subject of managing (the information about all kinds of the markets, the necessary technical information, about tendencies of development in national and world economy). Accumulation of the received data, as a result of this analysis, is connected with the analysis, and the forecast of tendencies of development of scientific, technical, economic and political processes in the organization or enterprise.

In formation of the structures providing economic safety, it is necessary to consider external and internal threats of intellectual and personnel safety.

Informational safety in system of economic safety is also connected with a number of the threats caused by different factors, including personnel activity.

It is undesirable to use information resources like:

- ◆ informal access to confidential information;
- ◆ payoff of the persons working in MS (for example, in bank);
- ◆ listening to confidential negotiations;
- ◆ the information leakage occurring through negotiating processes between heads of MS and foreign or domestic firms.

Economic safety of the organization can be provided if the major strategic directions on safety of business are defined and the accurate scheme of timely detection and liquidation of possible dangers and threats is constructed.

For creation of reliable system of safety of MS it is necessary to take a system of preparatory measures. The decisions, accepted in this area, in many respects depend on it.

To secure trade secrets it is expedient to organize the workers of the departments, using the confidential information, in conditions of the maximum isolation from each other so that each employee knows only the part of the information and does not have the whole data, which is a trade secret of bank as a whole. The basic sources of the confidential information are people, documents and information networks.

Counteraction to publicity or plunder of the confidential information by the personnel is based, first of all, on the preventive work with the personnel. Such directions can concern:

- ◆ the organization of procedure of employment, acquaintance with rules of work with a trade secret (TS) and legal responsibility for its disclosure;
- ◆ the organization of the control and supervision over the employee in the course of its work in bank;
- ◆ the organization and the control over the admission of employees to the information of certain level, and also to places of its storage.

Admission of employees to the information of a certain category of privacy is carried out by the head of the organization, his assistants and heads of structural divisions. Access to premises and to the technology containing a trade secret should be strictly regulated. The important condition of safety of the confidential information is the accurate regulation of an order of communication with the press and carrying out of PR-actions in whole.

The problems connected with protection of technical information channels, computer net-

works depend, first of all, on the degree of information of the organization. It is necessary to know technologies, which are necessary for this or that organization. Protection of technical channels begins from installation of equipment blocking possible leak of information.

It is necessary to consider the operating procedure with internal and external networks. For internal networks following methods of protection against illegal access are carried out: the control of reliability of protection, protection of technical means, the account of technical means. Problems of information safety arise in communication in external networks with partners and counter-agents.

The necessity for marking a signature stamp "trade secret" ("TS") is made on the basis of the list of the data containing a trade secret. On documents, affairs, the editions containing a trade secret is registered. The signature stamp "TS" with instructions of his owner, and in documents and editions, except that, quantity of copies and their number is put down. Documents, affairs and editions with a signature stamp "TS" should be stored in special protected and technically controllable premises in the conditions providing their physical safety. The documents containing the information, TS, are registered either in service of economic safety (SES), or in the general office by the authorized employee SES. Copying, manufacture of extracts from documents and editions with a signature stamp "TS" are carried out only with the permission of heads of divisions under the control of employees SES. Observance of an operating mode with materials with a signature stamp "TS" are used not less than once a year by employees of SES having the admission to materials. Checks are held in the presence of the head of corresponding structural division. In case of an establishment of the fact of loss of documents with a signature stamp of "TS" SES makes the internal investigation, on the given fact which results are reported to heads of system of safety and the organization. Destruction of documents with a signature stamp "TS" is made on the decision of the head by specially appointed commission necessarily including authorized employee SES and the head of corresponding structural division.

Personal norms of work with documents with a signature stamp "TS" prohibit the order

not to admit extraneous persons to these documents, order not to hold documents of various degree of the importance on the table, and the order to put documents in the safe if leaving the room.

Employment is connected with a number of interviews and the number varies in concrete circumstances. During selection on key posts there can be used testing (revealing of type of the person, analytical abilities, logic thinking), and also special methods - handwriting examination, etc.

Except above-mentioned, the important purpose of SES within the limits of work with the personnel is the receipt of verified information about actions and intentions of employees. The information on how the policy of management is executed on the bottom links is a necessary condition of acceptance of administrative decisions. Organization of SES receives the information about infringements occurring in the organization among the personnel (this kind of activity in security service takes a special place).

The important element of work SES with the personnel is also the moment of dismissal of managers of the employee: experts of staff department and making dismissal should find the possibility of preserving psychological contact with the employee in order to avoid disclosure of the confidential information from his side after dismissal. In this case the confidential conversation, for example, in the form of an exchange of opinions is held.

Minimization of the risks connected with dismissal of employees, is based on following rules: ? to dismiss employees is necessary in such a way, that they don't have psychological reasons for revenge; it is necessary to construct technology of preventive maintenance to the problems connected with dismissal of those or other workers.

Maintenance of all system of measures for work with the personnel allows us to lower threat in the organization of the managing subject.

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