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### CLASSIFICATION OF RISKS OF PERSONNEL SAFETY OF THE ENTERPRISE

Modern managers consider human resources as one of the main assets of the enterprise, the quality of which depends on the success of the enterprise. And it is the management of the organization that forms a set of conditions that allow employees to perform their professional duties efficiently, to maximize their innovative potential. The issues of maintaining a balance of interests (organization and personnel), in which the organization achieves its goals, and the employee fulfills his obligations to it as well as possible due to satisfaction with working conditions, are considered within the framework of ensuring personnel security. In turn, the central problem of personnel security is the identification and analysis of the personnel risks of the enterprise.

The paper analyzes approaches to defining the essence of the category «security», the concepts of «economic security of an enterprise» and «personnel security of an enterprise». Due to the revealed ambiguity of their interpretation, the author's definition of the term «personnel security of an enterprise» is presented. The most common classifications of personnel risks are analyzed. A classification of personnel risks is proposed, which is based on two classification features: by the source of occurrence and depending on the business process inherent in the personnel service. This classification can become the basis for the formation of a system of indicators for assessing the level of personnel security.

*Keywords:* economic security, personnel security, threats to personnel security, classification of personnel security risks.

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