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THE IMPACT OF THE MANAGER'S CONFLICTOLOGICAL COMPETENCE ON THE ECONOMIC SECURITY OF THE ENTERPRISE

The study examines the subsystem of personnel security in the system of economic security of the enterprise. The relevance of the study is due to the fact that in a dynamic external environment, the level of personnel security of enterprises and organizations is at an unsatisfactory level, which negatively affects economic security. The study used a set of theoretical and empirical methods, in particular: analysis, synthesis, deduction, observation, expert assessments. One of the components of personnel security is the conflictological competence of management personnel, which is due to the intensification of destructive conflict processes in organizations in a digital environment. In the course of the research, the main key components of conflictological competence are highlighted. The conflictological competence of the company's managers was assessed using the indicator approach developed by the author. The methods of calculation, thresholds and directions of optimization of indicators of conflictological competence are presented. In order to increase the level of conflictological competence and ensure the personnel security of the organization, it is recommended to implement appropriate measures. Calculations of the quantitative significance of the impact of increasing the level of conflict-related competence of managers on personnel security and financial and economic indicators of the organization have been made. The economic effect will be achieved by optimizing the number of staff and

organizational structure, increasing the efficiency of managers, developing corporate culture, and reducing the loss of working time. A conceptual scheme of the influence of conflictological competence on the economic security of an enterprise is proposed.

Keywords: economic security, personnel security, conflictological competence, economic effect, conflict, indicator approach.

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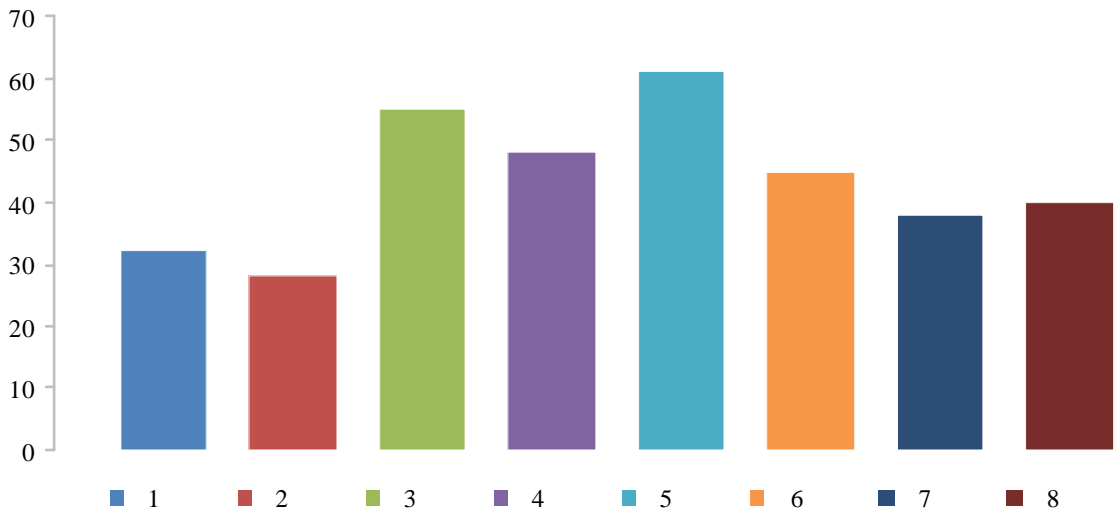
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3.1	92	84	73	96	65	74	60	84	77	85	0,06
3.2	90	89	52	91	85	64	74	85	75	78	0,07
4.1	59	86	55	85	89	65	75	80	75	75	0,12
5.1	89	85	69	91	85	55	72	95	72	75	0,10
6.1	94	92	83	76	63	81	64	96	75	85	0,07
6.2	94	98	85	75	45	73	65	93	69	85	0,08
6.3	82	95	63	95	67	40	65	92	73	63	0,07
7.1	41	85	66	95	78	45	60	40	75	89	0,07
7.2	58	79	69	89	75	42	80	45	75	75	0,10
8.1	60	87	65	94	75	51	75	61	80	80	0,09
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$$I_1 = \left[\left(\frac{20000}{16000} - 1 \right) \times 10 \right] \times 720000 = 1800000$$

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$$I_2 = I_1 \times \dots$$

$$I_2 = 1800000 \times 0,5 = 900000$$

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$$I_3 = I_1 \times \dots$$

$$I_3 = 1800000 \times 0,4 = 720000$$

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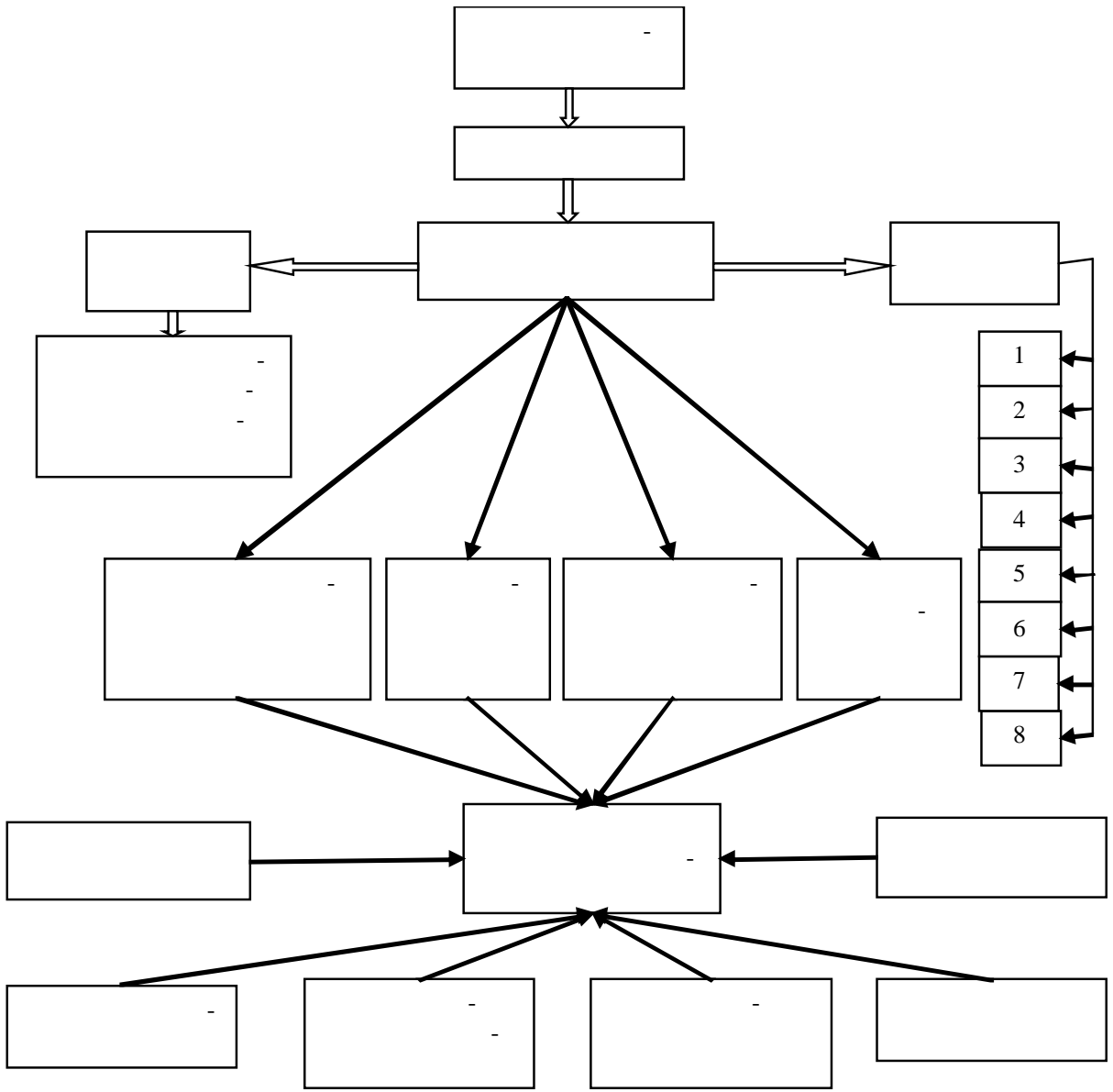
$$I_4 = (\Delta \times \dots) \times \dots$$

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$$I_4 = (0,2 \times 10 \times 250) \times 2000 = 1000000$$

$$I_0 = I_1 + I_2 + I_3 + I_4$$

$$I_0 = 1800000 + 900000 + 720000 + 1000000 = 4420000$$



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