

Tsvetkova Izabella Ivanovna,
Ph.D. in Economics, Associate Professor,
Associate Professor Department of Management,
Institute of economics and management,
V.I. Vernadsky Crimean Federal University,
Simferopol, Russian Federation.

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.

[7].

«

» [9].

HR-

[6], [11] [1], [2], [5]

- ;
- ;
- ;
- ;
- ;

[3].

• 1:

• 2:

(

• 3:

• 4:

• 5:

• 6:

• 7:

• 8:

1.«

2.«

3.«

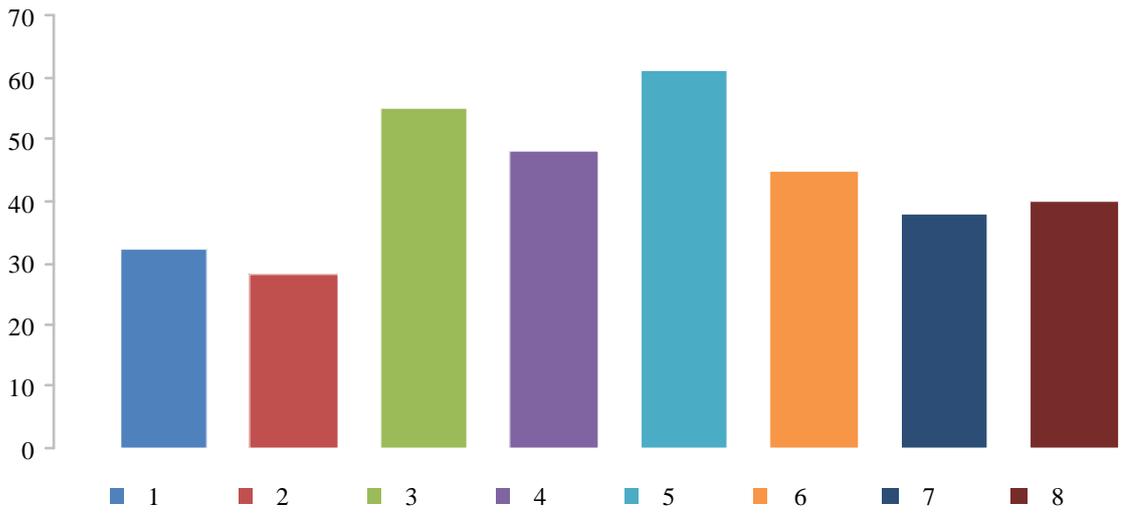
4.«

5.«

6.«

7.

8.



.I.

) , (

« » , [9].

1

I.

*

1 —	•
2 —	•
3 —	• ;
4 —	•
5 —	• ,
6 —	• ;
7 —	• ;
8 —	• ;

*

2

2.

*

-				-
1.1		max	100%	
2.1	-	max	100%	
3.1		max	100%	
3.2		max	100%	
4.1		max	100%	
5.1	-	max	100%	
6.1	-	max	100%	
6.2	;	max	100%	
6.3		max	100%	
7.1	;	max	100%	
7.2	-	max	100%	
8.1	-	max	100%	
8.2	;	max	100%	

*

1.1, 2.1, 4.1, 5.1, 6.2, 7.2

:

$$K_i = \frac{k_f}{k_m} \times 100\%$$

K_i —

; K_f —

; K_m —

»,

«

« »

[9].

74,9%.

4.

3.

« -

»*

	« », %										
	1	2	3	4	5	6	7	8	9	10	
1.1	70	73	81	95	90	45	66	71	79	85	0,08
2.1	73	44	85	95	68	71	65	50	70	88	0,05
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
8.2	65	84	65	92	70	50	75	60	75	81	0,04
:	73,39	84,58	69,9	88,06	74,84	57,62	69,69	74,98	75,63	80,4	1

*

4.

*

	-	
0-20		; -
		-
		-
21-40		; -
		-
41-60		; -
		-
61-80		; -
		-
81-100		; -

*

, « »

(.4); — 10%.

[10].

-
-
-

1.

$$I_1 = \left[\left(\frac{1}{2} - 1 \right) \times I_1 \right] \times \dots$$

$$I_1 = 2 \dots$$

« » ()

$$I_1 = \left[\left(\frac{20000}{16000} - 1 \right) \times 10 \right] \times 720000 = 1800000$$

2.

$$I_2 = I_1 \times \dots$$

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

3.

$$I_3 = I_1 \times \dots$$

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

4.

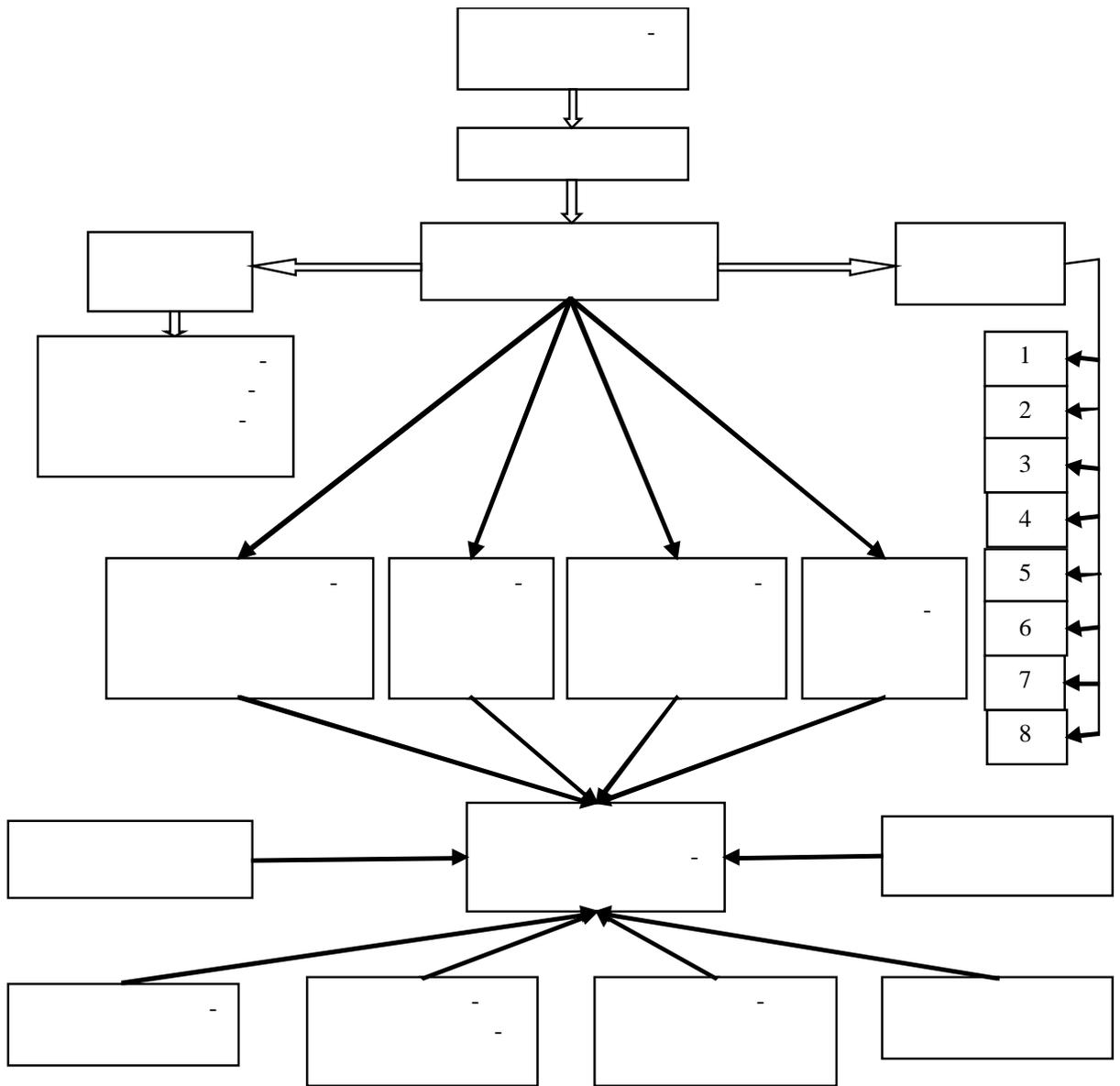
$$I_4 = (\Delta \times \dots) \times \dots$$

D

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

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

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



.2.

()

74,9,

149

1. // — 2020. — 48 (338). — .475-478. — URL: moluch.ru/archive/338/75675/ (15.09.2024).
2. // — 2022. — 3 (48). — 4. — .63-69. — URL: www. / article/5412 (28.09.2024).
3. // — 2021. — .37. — .1. — .106-117.
4. // — 2019. — 3 (72) — .132-139 — URL: dspace.ncfu.ru/bitstream/20.500.12258/9275/1/132-139.pdf (20.09.2024).
5. // — 2023. — 1. — URL: www.e-rej.ru/upload/iblock/68c/t12o3iqnzjzjzlxnmlp6qp2kbgcc2i0.pdf (10.09.2024).
6. // — 2023. — .15. 2. — URL: esj.today/PDF/50FAVN223.pdf (05.09.2024).
7. // — 2023. — 4 (73). — .40-43. — URL: elibrary.ru/item.asp?edn=spryci (15.09.2024).
8. // Science for Education Today. — 2019. — .9. — 3. — .58-80. — URL: repo.nspu.ru/bitstream/nspu/2655/1/formirovanie-konfliktologicheskogo.pdf (02.09.2024).
9. // — 2017. — 1 (14). — .163-169. — ISSN 2414-2948. — URL: elibrary.ru/item.asp?id=27688649 (22.09.2024).
10. // « ».— 2016. — .8. 4.— URL: cyberleninka.ru/article/n/nauchno-prakticheskie-rekomendatsii-po-otsenke-effektivnosti-upravleniya-trudovymi-konfliktami-kak-formoy-sotsialno-trudovyh/viewer (18.09.2024).
11. // — 2022. — 9. 3. — .731-742.
12. Cheese, P. Managing risk and building resilient organizations in a riskier world / . Cheese // Journal of Organizational Effectiveness People and Performance. — 2016. — 3(3). — .323-331. — URL: www.sci-hub.ru/10.1108/JOEPP-07-2016-0044 (date of the application: 26.09.2024).

СПИСОК ЛИТЕРАТУРЫ

1. Avdeyev, A. N. Metodicheskiye podkhody k otsenke riskov kadrovoy bezopasnosti khozyaystvuyushchego sub'yekta / A. N. Avdeyev // Molodoy uchenyy — 2020. — 48 (338). — S. 475-478. — URL: moluch.ru/archive/338/75675/ (data obrashcheniya 15.09.2024).

2. Akhmetyanova, A. A. Analiz i otsenka kadrovoy sostavlyayushchey ekonomicheskoy bezopasnosti predpriyatiya / A. A. Akhmetyanova // Vestnik nauki. — 2022. — 3 (48). — tom 4. — S. 63-69. — URL: www.vestnik-nauki.rf/article/5412 (data obrashcheniya: 28.09.2024).

3. Bandeykina, N. N. Ob odnom podkhode k otsenke konfliktologicheskoy kompetentnosti rukovoditelya metodom matematicheskogo modelirovaniya / N. N. Bandeykina, T. V. Kryukova // Vestnik SPbGU. Filosofiya i konfliktologiya. — 2021. — T. 37. — Vyp. 1. — S. 106-117.

4. Volkov, A. A. Konfliktologicheskaya kompetentnost' — indikator uspehnosti professional'noy deyatel'nosti pedagoga / A. A. Volkov, O. V. Chursinova, A. A. Yaroshuk // Vestnik Severo-Kavkazskogo federal'nogo universiteta. — 2019. — 3 (72) — S. 132-139 — URL: dspace.ncfu.ru/bitstream/20.500.12258/9275/1/132-139.pdf (data obrashcheniya: 20.09.2024).

5. Gurnina, D. A. Rol' tsifrovyykh tekhnologiy v obespechenii kadrovoy bezopasnosti kompaniy / D. A. Gurnina, O. S. Tereshkina // Rossiyskiy ekonomicheskii internet-zhurnal. — 2023. — 1. — URL: www.e-rej.ru/upload/iblock/68c/t12o3iqnzjzjzlxnmlp6qp2kbgcc2i0.pdf (data obrashcheniya: 10.09.2024).

6. Kaygorodtseva, K. A. Rol' kadrovoy bezopasnosti v aspekte ekonomicheskoy bezopasnosti / K. A. Kaygorodtseva // Vestnik yevraziyskoy nauki. — 2023. — T. 15. — 2. — URL: esj.today/PDF/50FAVN223.pdf (data obrashcheniya: 05.09.2024).

7. Khairova, A. R. Obespecheniye ekonomicheskoy bezopasnosti predpriyatiya / A. R. Khairova, G. N. Bragina / Nauka cherez prizmu vremeni. — 2023. — 4 (73). — S. 40-43. — URL: elibrary.ru/item.asp?edn=spryci (data obrashcheniya: 15.09.2024).

8. Formirovaniye konfliktologicheskoy kompetentsii sotsial'nykh rabotnikov u studentov vuza / M. B. Alpysbayeva, Zh. A. Karmanova, V. V. Bobrova, A. M. Sharzadin i drugiye / Science for Education Today. — 2019. — T.9. — 3. — S. 58-80. — URL: repo.nspu.ru/bitstream/nspu/2655/1/formirovanie-konfliktologicheskoe.pdf (data obrashcheniya: 02.09.2024).

9. Tsvetkova, I. I. Otsenka kadrovoy bezopasnosti predpriyatiya s pomoshch'yu indikatornogo podkhoda / I. I. Tsvetkova, N. I. Klevets // Byulleten' nauki i praktiki. — 2017. — 1 (14). — S. 163-169. — ISSN 2414-2948. — URL: elibrary.ru/item.asp?id=27688649 (data obrashcheniya: 22.09.2024).

10. Shchegulin, A. V. Nauchno-prakticheskiye rekomendatsii po otsenke effektivnosti upravleniya trudovymi konfliktami kak formoy sotsial'no-trudovykh otnosheniy v organizatsiyakh reklamnoy sfery / A. V. Shchegulin // Internet-zhurnal «Naukovedeniye». — 2016. — T. 8. — 4. — URL: cyberleninka.ru/article/n/nauchno-prakticheskie-rekomendatsii-po-otsenke-effektivnosti-upravleniya-trudovymi-konfliktami-kak-formoy-sotsialno-trudovykh/viewer (data obrashcheniya: 18.09.2024).

11. Yarkova, T. M. Sovremennyye podkhody obespecheniya kadrovoy bezopasnosti organizatsiy v Rossii / T. M. Yarkova // Ekonomika truda. — 2022. — Tom 9. — 3. — S. 731-742.

25 2024

30 2024