

Influence of factors of personnel sphere on economic security of transport engineering enterprises

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Research Methodology. Author used a systematic approach to investigate the aspects of impact of personnel on economic security of transport engineering enterprises. Factors associated with personnel and their impact on economic security of these enterprises in different periods, were investigated and ranged using mathematical methods, including fuzzy logic method (graphs).

Results. Factors of influence on economic security of transport engineering enterprises related to personnel, including system of personnel training and retraining, qualification, motivation, turnover, and loyalty were investigated. Their priority for now and for the future was determined. On the basis of this the model of personnel management in the process of economic security provision was created.

Novelty. Author developed a model of personnel management in ensuring of economic security of transport engineering enterprises based on gradual application of graph theory. It takes into account the impact of the time change of the most important factors that may contribute to threats to the security personnel of these companies. Model includes projected developments in several alternatives and provides implementation set of priority actions at the tactical and strategic levels of managing of economic security of enterprise.

Practical significance. Using the created model one can proactively detect threats on the part of personnel and create a system of actions for their elimination, which will contribute to the economic security of economic entities.