
DEVELOPMENT OF ECONOMIC SECURITY OF ENTERPRISES IN THE CONDITIONS OF TRANSFORMATIONS

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DOI: 10.13165/PSPO-22-29-18

Abstract *The economic activity of enterprises in real time is carried out in a transformational environment, characterized by reforms in the political, economic, social spheres of life and the formation of a new worldview on the development of economic systems. In such conditions, the security system of the enterprise becomes especially important. The analysis of theoretical and methodological approaches of the disclosure of the essence of economic security of an enterprise in a turbulent environment and digitalization of the economy has identified six vectors of modern scientific achievements deal the economic security of the enterprise. The main factors of economic security of the enterprise are: planning; external and internal environment monitoring; diagnosis in order to implement actions to respond the threats; d) improvement of the system on the control basis. The security of the economic space of enterprises under the conditions of transformations is due to general economic destabilizing factors, factors of industrial development and business security factors. It is proved that the economic security of enterprises is influenced by transformation processes at three levels of government: 1) at higher levels of the economy (macro); 2) external, where transformations are often imposed on the enterprise and have a revolutionary character (meso); 3) internal processes, which called by the requirements of modern market economy and are evolutionary (micro). At the same time one of the condition for an enterprise sustainable development and its competitive position maintaining is the improvement of the information security system. Therefore the mechanism of economic security is characterized as a set of means, methods and tools of influence of subjects of economic security on processes of objects for the purpose of their regulation in the conditions of transformation.*

Keywords: *economic security, transformation, digital economy, levels of government*

Introduction

The economic activity of enterprises in real time is carried out in a transformational environment, characterized by reforms in the political, economic, social spheres of life and the formation of a new worldview on the development of economic systems. At the same time, the enterprise, as an open system, suffers from the destructive impact of threats and risks of transformation processes, which requires the creation of an effective mechanism of economic protection and its adaptation to functioning in conditions of significant change.

The necessity of improvement of the theoretical and methodological basis of the economic security of enterprises is also caused by the disorder and inconsistency of reforms in the national economy, the lack of industrial policy in Ukraine, which is able to protect domestic business from threats of internal and external environment and by European integration transformations and processes of world globalization and increasing competition.

Many scientific works are devoted to the study of the problems of transformation processes and their destructive impact on economic security, among which the works of Buzgalin, Denisov, O.E., Diamescu, M. A, Ioan-Franc, V., Franchuk, V.I., Gromyko, O.I., Osberg, I., Sharpe, A., Soraya Sedkaoui, Voynarenko M.P. However despite the fact of wide range of scientific research, adapting of the economic security system of the enterprise, its mechanisms and technologies to work in an economically unstable environment remains an urgent unsolved problem.

Statement of the problem is to substantiate and develop theoretical and methodological provisions and scientific and practical recommendations for the development of economic security of enterprises in the conditions of transformations.

The need to achieve this goal led to the formulation and solution of the following tasks: to conduct a critical analysis of the scientific and theoretical basis of the system of economic security of the enterprise, to clarify the content of its main definitions; to develop theoretical and methodological bases of development of the system of economic safety of the enterprise adapted to operate in the conditions of transformations; systematize the threats of priority transformations of enterprises and determine their destructive consequences; to substantiate proposals on the directions of adaptive development of the system of economic security of enterprises in the conditions of transformational changes.

The **object** of research are processes of formation and functioning of the system of economic security of the enterprises adapted to conditions of transformational changes.

Subject of research is a set of theoretical, methodological, scientific and methodological aspects and scientific and applied tools for the development of economic security of enterprises in the conditions of transformational changes.

Research **methodology**. Theoretical and methodological basis of research are the fundamental provisions of modern economic theory, general and special methods, techniques and principles of knowledge in the field of economic security, including: morphological analysis, abstraction and logical awareness (to clarify the conceptual and categorical apparatus in economic security), system analysis and synthesis (to determine the relationships), monographic and review-analytical (for the study of scientific views and concepts, abstract-logical generalization - to form goals, objectives, justification of relevance and concepts, formulation of conclusions and proposals).

Theoretical and methodological developments and **proposals** are based on empirical and dialectical study of scientific works of leading domestic and foreign authors on the application and development of economic security.

Scientific novelty of the obtained results consists in substantiation of theoretical and methodological provisions and development of practical recommendations on formation of system of economic security of the enterprise in the conditions of transformational changes. The scientific results, characterized by novelty, are the following provisions: conceptual and categorical approbation of research of transformation processes due to application of the category "priority transformations", which is based on empirical research of preconditions of transformational changes, factors of influence on the transformation environment; proposals to improve the system of economic security of enterprises, within which a comprehensive conceptual approach is recommended, which provides for political, legal, economic and institutional measures and allows to achieve a synergistic effect of reforming the economic security system at different levels of the economy; the mechanism of technologies utilization of system of economic safety maintenance of the enterprise with use of basic technologies of identification, testing, estimation and protection and technologies of maintenance of their adaptation to use in the conditions of transformational changes.

The authors must make a clear statement of the purpose of the paper and the research questions or objectives. It is also necessary to indicate the research design and methodology in the introduction or as a separate chapter of the paper. The relevant literature review must be provided in the introduction part or in a chapter part of the main body of the paper.

Theoretical and methodological basis formation of the system of economic security of enterprises

Permanent changes and transformations in various environments influence over economic processes, highlighting the goals of ensuring a sustainable, secure economy and equalizing the impact on a number of multi-vector factors. Moreover the urgent needs of economy, which is constantly transformed, need an immediate solution of the problems of continuous management improvement and rapid adaptation to current day management challengers. Modern market relations require a number of tasks. The management and assessment of economic security of the business structure are on the top of particular importance. Therefore, in order to have a clear understanding of efficiency in economic activity, it is necessary to study the economic category of "economic security of the enterprise."

Security and development of economy are two main dimensions of the existence of humanity in common and modern communities in particular. The problems of the economy security is the field of researchers of number of the leading foreign and domestic scientists: Blank I (2014), Garry J. Schinasi (2014), Gromyko, O.I (2016), Kozachenko (2003) , Emil J. Kirchner (2013) Kenyon-Rouvinez D. (2017) Luciani, G. (1988). However, the permanent transformation of economy encourages entrepreneurs to constantly monitor changes in their areas of activity, the parameters of markets and competitors.

Sustainable development of enterprises activity requires improvement of the economic security management system. Therefore, there is a need for a critical analysis of the scientific and theoretical basis of the system of economic security of business in order to clarify the content of its basic definitions.

The importance of the concept of economic security is also seen in the fact that researchers give it an important role in national security, as the economy is the driving force of planning, organizing and focusing on the best use of resources aimed to provide basic livelihoods and to the improvement of citizenship. National and international economic security has been studied in the same way as the security of the individual, because in today's globalized world there is no completely independent country (Muntiiian, V. (1999), .Nemchenka V.V. (2018)).

In the human development report, "economic security" is one of the factors, which influence over human security. "Economic security" is provided as the basic income of each citizen from their own work as a contribution to society in this report (Human Development Report, (2020)).

Almost all researches on economic security to a greater or lesser extent provide an interpretation of this category. Every author's interpretations has the right to the existence, as it corresponds to the goals and objectives of a particular scientific study. But this does not solve the problem of the need to formulate a unified approach to awareness of economic security category.

Analysis of scientific sources shows that there are several approaches to nail down the definition of "economic security of the enterprise". To conduct a detailed analysis, there is a need to systematize of scientific approaches to this issue, provided by other scientists. It should be noted that each of the scientific views is based on the functional purpose of the system of

economic security. The main functional tasks of economic security are (Kryvov'yazuk I.V., (2013):

- ensuring high level of the financial efficiency, financial stability and independence of the enterprise;
- ensuring technical independence and achieving high competitiveness of the technical potential of the facility;
- achieving a high level of staff qualification and its intellectual potential, proper efficiency of R&D;
- minimization of the destructive impact of the results of production and economic activities on the environment;
- high-quality legal protection of all aspects of the enterprise (organization) ;
- ensuring the protection of the information field, and achieving the required level of information support for the work of all departments of the enterprise and departments of the organization;
- effective organization of security of the enterprise' human resources, its capital, property and commercial interests "(Kryvov'yazuk I.V. (2013):

A review of scientific publications for the period 2010-2021 such authors as Shulga I.P. (2011), Lyashenko O.M., (2012), Gnylytska L.V. (2013) and Sosnovska I.M. (2015) allowed to systematize chronologically the approaches of the economic security category. The review identifies several such approaches:

- 1) providing conditions for the safety of commercial confidential information;
- 2) as protection against the negative impact of the external environment;
- 3) as protection of economic interests of the enterprise;
- 4) as protection of a particular aspect (type) of activity;
- 5) as protection of a certain type of business entity;
- 6) as a complex of economic relations.

This systematization, in our opinion, gives an idea of economic security as a complex of relations to protect the enterprise, its interests and activities from disclosure of commercial confidential information and threats to the environment. The authors shows how scientific interests regarding the objects of economic security have evolved over time (Figure 1):

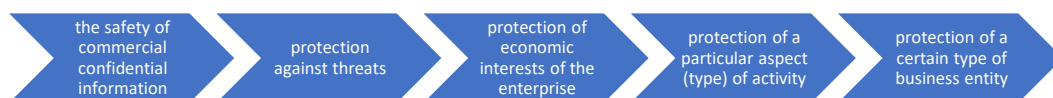


Figure 1. Evolution of approaches to the interpretation of the category "Economic security of the enterprise"

Source: created by the author, based on the systematization of the previous research

The result of the review of the existing systematizations of scientific approaches to the definition of the category "economic security of the enterprise" allows highlighting four logically ordered groups of approaches, namely:

- 1) Economic security of the enterprise as a state of protection from threats to the internal and external business environment (activities) and corporate interests.
- 2) Economic security of the enterprise as a state of safety of commercial confidential information and property.

3) Economic security of the enterprise as a state of use of corporate potential.

4) Economic security of the enterprise as its identification with the management system of the enterprise.

Basing of the result of the review of the existing systematizations of scientific approaches it possible to provide the following conclusions:

1) There are several approaches to defining the definition of "economic security of the enterprise" in scientific research, which are appears in the scientific literature and base on the objectives of scientific research and the preferences of their authors.

2) We consider that the most rational approach to the definition of this category based on the main function of the economic security system is protection against threats.

3) The definition of terminology is only the beginning of painstaking scientific work in the research areas of the economic security of the enterprise. At the same time, the system of enterprise management should deal with the issues of ensuring the realization of economic interests.

Similarly, the system of economic security can not provide competitive advantages of the enterprise, but can protect them. As for protection against economic crimes, in the system of economic security of enterprises it should be considered as a component of protection against internal and external threats.

Thus, the system of economic security cannot "replace" the management system of the enterprise, performing its functions. This understanding should be reflected in the interpretation of the category of "economic security of the enterprise".

As the analysis of the definition of "economic security of the enterprise" has shown, this definition becomes more complicated with each new research. Each next authors tries to add and bring elements of novelty in the interpretation of this category. On the one hand, it reveals in more detail the individual structural components of the category, which allows to expand the boundaries of the worldview of users. On the other hand, it complicates the perception of information about the essence of the category, because it contains too much information.

In our opinion, the interpretation of the category should be concise, short-spoken and most certainly provide the main message to the user. That is why we propose in the interpretation of this category to separate the essence of security from the need to provide appropriate management functions.

We believe that the most significant content load is borne by such structural components that most accurately reflect the main task of the economic security of the enterprise: to protect the economic interests of the enterprise from threats of various sources.

Thus, the economic security of the enterprise - a state of protection from external and internal threats in the economic space of the enterprise, which are caused by reasons of different sources, which are connected to the realization of its economic corporate interests.

Diagnosis and assessment of economic security of the enterprises in the conditions of transformation

Transformational transformations for a modern enterprise are significant, large-scale and profound changes that occur in the transformation environment of the enterprise under the influence of endogenous and exogenous factors, lead to significant transformations of type, form, content, functions and corporate policy. In a crisis economy, the most common transformations are forced ones, because such kind of economic transformations arise from changes in existing legislation.

Classification of modern enterprise' transformations is a basis for formation of the effective mechanism of maintenance of the identification processes of threats of transformational processes, an estimation of negative influence of their consequences, formation of an investment portfolio of protection measures. Priority features of classification of transformations in view of their influence on the level of economic security of the enterprise presented in table 1.

Table 1. Priority features of classification of transformations in view of their influence on the level of economic security of the enterprise

Source: created by the author, based on the systematization of the previous research

Criteria for the effectiveness of the system of economic security of transformations	Basic characteristics of transformational transformations	Classification features of transformations
Ability to predict (predict) transformation processes and their threats	The period and timing of the transformation Probability of its implementation	Probability of prediction Duration Cyclicality Nature of influence
Ability to identify current threats in a timely manner	Objects of transformation Priority directions of transformation processes The main features of transformations	Transformation objects Priority Duration Cycle The nature of the impact Initiatives
Ability to assess the level of negative impact	Consequences and types of negative impact of transformations	The results of the impact on business security
Ability to form an effective mechanism for ensuring the security of transformations	Objects of transformations The purpose of transformations	Objects of transformations The purpose of transformations
Ability to promptly implement protection measures	Types of economic danger Probable consequences of negative impact	Types of economic danger Consequences of negative impact
Ability to implement preventive measures	Motives of transformation processes and factors (reasons) that caused them	The purpose of implementation

The following conceptual bases shows the author's vision of rationale of the enterprise of a choice of priority directions of transformations:

1. Possessing the prerequisite conditions for transformations. Such objective prerequisite conditions, in our opinion, are:

- consequences of world economic crises of the period of independence of non-European countries (Ukraine);

- reforming the economic management system of the number of the countries of the post-Soviet space in order to build market relations – such as Ukraine's integration into international cooperation, focusing on cooperation with the European Union;

- the purpose and goals of economic development of the enterprise itself.

2. The existence of an objective reason for the implementation of transformations. We believe that the transformation of the enterprise may be caused by the need to:

- elimination of the consequences of crisis processes or events (losses);

- ensuring a stable condition;

- ensuring sustainable development;

- ensuring economic breakthrough;
- compliance with current legislation in other cases.

3. Availability of financial and resource potential, special institutions and tools for transformational processes. Transformations, which represent a qualitative change in the form and depth of structural elements of the system and the content of the system itself, require not only the need and desire to change something for the better. Nevertheless, they also need the real resource opportunity, manifested in the presence of appropriate production, human and financial potential, specific institutions (design bureaus, problem laboratories and business incubators) and relevant tools.

4. Theoretical consent of the owners of the enterprise to carry out the transformation. Any entrepreneur in accordance with the classical provisions of economic theory (A. Smith, J. Schumpeter), aims to generate income (in the modern sense - profit) and to achieve this goal is able to innovate and develop new technologies. These theoretical principles of entrepreneurial activity are inherent in modern industrial enterprise. Thus, business owners should theoretically be ready for innovative changes, changes in outdated forms and methods of organization and management of basic economic processes, that is for transformations. However, such theoretical agreement occurs only in cases where the transformation contributes to the realization of the main goal of the enterprise (obtaining additional profits, strengthening the financial condition, increasing the level of competitiveness, etc.) and is not coercive in nature. There are cases of unforeseen force majeure (natural disaster, man-made accident, hostilities, economic crisis), when the owners of the enterprise agree to the transformation compulsorily. According to the above, in our opinion, we can highlight three types of the consent of business owners to carry out transformations. They can be voluntary, forced and compulsory. At the same time, events related to changes in economic policy at the state level are forced.

5. Ensuring economic security of transformational processes. Diagnosis of risks and threats that may be caused by transformations, assessment of the level of economic danger and development of measures to address, eliminate or prevent threats of such danger and eliminate their consequences.

Thus, we believe that transformations at the enterprise are carried out with the appropriate prerequisites and consent of the owners, due to objective reasons, the availability of financial capacity and resource potential, special institutions and appropriate tools in the presence of economic security.

Possible research directions- development of technologies, which insure economic security of transformations at the enterprise

The system of economic security of the enterprise is a set of principles, goals, methods, technologies, tools and measures aimed at the effective functioning of the economic security of business, achieving these goals and objectives of economic activity given the need to implement corporate interests and protect against internal and external threats. external environment. Under such conditions, the use of effective innovative technologies is an important area of the research. The mechanism of economic security of a modern enterprise has the appropriate tools, which include technologies, tools and protection measures.

Despite the above, we believe that the algorithm for the application of technology is not considered completed. In addition, information on economic security technologies of the enterprise requires systematization.

Technologies in the system of economic security, in our opinion, are a set of certain orderly actions (steps), which are carried out using certain technical, organizational and

methodological means to achieve the goal. In our opinion, an effective system of economic security should operate with such groups of basic technologies as "technology for threat identification, technology for testing the system of economic security of the enterprise; technologies for assessing the hazard class from probable threats; technologies of protection against threats and dangers Shulga, I.P (2011)

The use of the above basic technologies guarantees the implementation of the main tasks of the economic security of the enterprise:

- 1) detection and identification of threats and dangers of the enterprise;
- 2) assessment of the degree of risks and dangers;
- 3) assessment of the capacity of the economic system of the enterprise;
- 4) protection of the economic system of the enterprise from real threats to the external and internal environment and their consequences.

The novelty of this research is to expand the scientific understanding of the application of technologies in the economic security of modern enterprises through the introduction of basic technologies, the functional task of which is to ensure the main goal of economic security, and security technologies whose functional task is to ensure the implementation of basic technologies.

«Receptions, the order, regulations of performance of process of management. Management technology consists of informational, computational, organizational and logical operations performed by managers and specialists of different profiles (Vlasiuk, O. S., 2017)

The model of security technology, which can be considered basic, according to the author's vision, includes:

1) Formulation of the purpose (functional task) of the technology, the formulation of which depends on the formation of all other components of the model. Note that the purpose of basic technologies - to ensure the implementation of the main task of the economic security system, the purpose of security technologies - to ensure the effective application of basic technologies.

2) Definition of constituent elements at the input and their parameters. The correct definition of input information and rational selection of its parameters allows to achieve the expected result at the output.

3) Choice of means of support (technical, methodical, organizational, personnel) and requirements for their application. Technologies in the system of economic security are provided with appropriate equipment, special equipment, computer equipment and software; methodical tools (methods and instructions), qualified specialists, organizational charts and maps.

4) Compilation of a description of the algorithm of the selected technology, which is a list of sequential actions that are performed to achieve the goal.

5) Defining the range of responsible persons, which should be limited to prevent the possibility of unauthorized dissemination of information about this technology.

6) Trade secret protection measures, including: restriction of access to information constituting a trade secret; concluding non-disclosure agreements with the staff and heads of divisions; conducting preventive explanatory work among the staff on the preservation of trade secrets and responsibility for its disclosure; application of a system of penalties for disclosure of confidential data and damage to the image of the enterprise.

7) The expected result at the output and its parameters. Which is planned and adjusted for the purpose of applying the technology.

Using the model of security technology, which can be considered basic, according to the author's vision, you can provide a description of any technology in the system of economic security of the enterprise and build its algorithm (Figure 2):

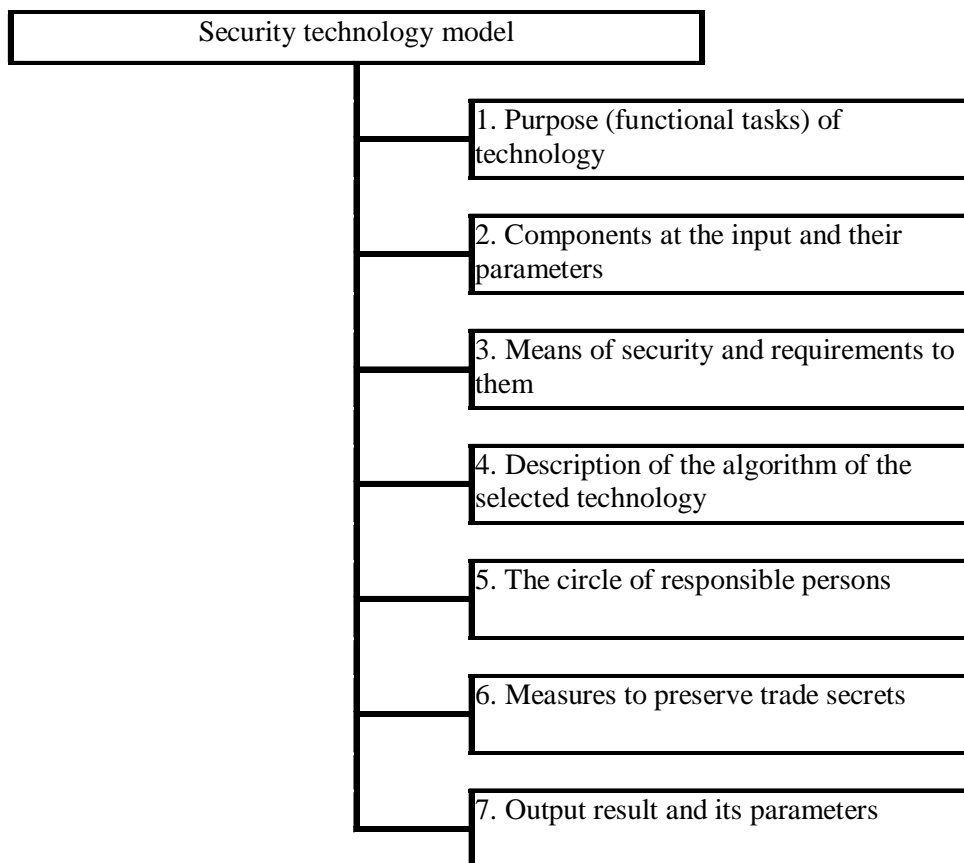


Figure 2. Model of technology to ensure the economic security of the enterprise
Source: created by the author, based on the systematization of the previous research

In the table. 2 presents the main purpose (functional tasks) and main actions (steps) of basic technologies and support technologies.

Table 2. Functional characteristic technologies systems software economic security of the enterprise
Source: created by the author, based on the systematization of the previous research

Types of technologies	Functional task (implementation goal)	List of ordered actions (steps) (technology algorithm)
1	2	3
1. Basic technologies		
1.1. Threat identification technologies	Identification of real risks, threats and dangers and their identification	<ul style="list-style-type: none"> - monitoring of risks, threats and dangers - data accumulation and their current systematization - identification of threats in the set of standard projected threats - systematization of data on unpredictable threats

1	2	3
1.2. EBP system testing technologies	Assessment of the ability of the economic security system of the enterprise to ensure the required level of business security	<ul style="list-style-type: none"> - diagnostics of threat monitoring system - diagnostics capacity informational communication system - diagnostics of the ability to quickly assess the financial condition of the enterprise - diagnostics capacity systems internal control - analysis of innovation of security technologies and the state of their provision - diagnostics of the adaptive mechanism - analysis of the availability and effectiveness of remedies
1.3. Hazard class assessment technologies	Rating state and level of economic security of the enterprise	<ul style="list-style-type: none"> - calculation of indicators - comparison their value with defined parameters - calculation of generalizing indicators - assessment of the level of danger
1.4. Technologies for protection against threats and dangers	Protection of the economic system of the enterprise from the negative impact of real threats and risks and their destructive consequences	<ul style="list-style-type: none"> - list of actions under conditions of raider capture - under conditions of seizure (abduction) of employees - threats to the lives and freedoms of employees and their relatives - penetration of unknown persons into places of storage of information and property - unforeseen failure in the accounting and information system
2. Support technologies		
2.1. Technologies of accounting and analytical support	Providing accounting and analytical information for the functioning of the adapted economic system enterprise security	<ul style="list-style-type: none"> - organization of primary and consolidated (synthetic and analytical) accounting of operations and processes (including transformational), and related assets, capital and liabilities for monitoring threats and dangers - organization of reporting in the EBP system - conducting analytical calculations of indicators of analysis of economic activity and financial condition - processing, accumulation, storage and transmission of accounting and analytical data in the EBP management system
2.2. Technologies of internal economic control	Control of efficiency of administrative decisions in system of economic safety of the enterprise	<ul style="list-style-type: none"> - control of observance of corporate policy of EBP - control preservation property and others corporate resources - control of observance of safety technologies - control of trade secrets - monitoring the effectiveness of protection measures.
2.3. Technologies of information and communication support	Digitization and automation of data collection, accumulation, storage and transmission, as well as external and internal communications	<ul style="list-style-type: none"> - automation of collection, accumulation and transfer of information on threats and dangers of business processes and transformational transformations - automation information and accounting and analytical system - automation systems internal control - digitization of confidential information - digitalization of the system of provision and current management of EBP

1	2	3
2.4. Management technologies	Ensuring the effectiveness of the economic security of the enterprise	<ul style="list-style-type: none"> - development of corporate security policy - forecasting the probability of transformational transformations and the probability of risks and threats - organization of security activities - planning and organization of economic security - monitoring the effectiveness of innovative technologies, mechanisms and security tools - prevention of the destructive effects of threats, leakage of confidential information and application damage to the reputation of the enterprise

The choice of means of support (technical, methodological, organizational, personnel) and requirements for their use is also an important aspect of the application of technologies of the economic security system, which is significantly affected by the resource capabilities of the enterprise.

Technical support includes the availability of appropriate hardware and software for the collection, processing and transmission of information in the process of identifying threats, their assessment and application of protective measures, as well as technical means of physical and property security. The quality of technical support guarantees the probability of successful digitization of processes and creates a material basis for the protection of trade secrets.

Methodological support is a set of methods, instructions, explanations, descriptions of algorithms and regulations, the use of which allows to apply economic security technologies in almost real time. The methodological support includes standard instructional materials and those developed at the enterprise. In our opinion, their development is the prerogative of the security department of the enterprise.

Organizational support, as a function of the economic security management system of the enterprise, involves planning, administration, budgeting and control of the process of development and application of technology.

Staffing means the implementation of management measures for the selection and special training of personnel capable of using appropriate technologies. Security should also be added to this category systematic professional development, promotion of digital literacy and appropriate psychological support.

The results of the conducted research of technologies have a practical orientation and can be used in the formation of an adapted system of economic security of the real sector of the economy.

Conclusions

According to the results of the researches of approaches to the definition of the categorical apparatus in the system of economic security, the concept of "economic security of the enterprise" has been clarified. The economic security of the enterprise in the conditions of transformations is considered as a state of protection from external and internal threats to the stability of the economic space of the enterprise, which are caused by transformational processes of different origin, in relation to its corporate interests.

It is determined that the development of the modern system of economic security of enterprises consists in its adaptation to application in the conditions of transformations. The theoretical basis of formation of the adapted system of economic safety of the enterprise is

formed, the basic principles of adaptation are formulated; the main stages of adaptation are highlighted; a structured model of the adapted system of economic security of transformations of enterprises is developed. The content of the category "adapted system of economic security of the enterprise" is formulated.

The main threats of priority transformations in view of the levels of economic interests and resource-functional determinants (constituent elements) of economic security of the enterprise are highlighted.

The constructive and destructive consequences of these threats to ensure the economic security of the enterprise are identified

According to the results of the study, the scientific understanding of the application of technologies in the system of economic security of a modern enterprise through the introduction of basic technologies has been expanded. The functional task of such technologies is to ensure the implementation of the main goal of the economic security of the enterprise, and support technologies, the functional task of which is to ensure the implementation of the tasks of basic technologies.

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