

## THE CONCEPT OF SOCIO-ECONOMIC SECURITY OF AN ENTERPRISE

**Kolenda N.V.**

Candidate of Economic Sciences, Associate Professor,  
Lesya Ukrainka Eastern European National University

The essence of a concept of security is clarified in the article. A detailed analysis of interpretations of economic and social security of an enterprise is made.

Studying separate definitions of economic security of the enterprise allowed distinguishing approaches to its interpretation, in particular: resource-functional, entropic-functional, commercially-oriented, steadiness-oriented.

On the basis of critical analysis of an interpretation of a concept of "economic security of an enterprise" its features are distinguished and the author's definition is proposed. Such features of the enterprise economic security are distinguished: security of socio-economic system from existent and potential threats from internal and external environment; steadiness and stability, which are realized through the ensuring of an appropriate level of profitability; coordination and realization of economic interests according to the strategic goal of the enterprise's activities; possibility of self-organization and self-development.

We propose to interpret the enterprise economic security as a state of reliable safety of the socio-economic system from existent and potential threats from internal and external environment, which gives opportunities for self-organization and self-development, guarantees steadiness and stability in terms of appropriate level of profitability as well as coordination and realization of economic interests.

It is determined that the social security of the enterprise is characterized by: state of harmonious relationships between per-

sonnel and leaders of the enterprise; level of personnel material interests' support, adequate level of life, income, acceptable labour conditions and rest for personnel; state of security from external and internal threats; as a system of socio-economic measures; multi-vectored interaction in time and space of socio-economic interests; as a state of interrelation of human, enterprise resources and entrepreneurial opportunities, at which the most effective use of personnel is guaranteed.

The enterprise social security concept is determined by the author as a state of security of social interests of personnel from external and internal threats on its professional, social state and level of sustenance, at which maintenance and development of labour potential as well as growth of the enterprise performance indicators are taking place.

Taking into account abovementioned features of economic and social security and formed definitions of these concepts, the essence of socio-economic security of enterprise is determined. So, the enterprise socio-economic security is a state, which is characterized by reliable security of socio-economic system from existent and potential threats from internal and external environment, which gives opportunities for self-organization and self-development, maintenance and development of labour potential, guarantees steadiness and stability, appropriate social state and level of sustenance in terms of appropriate level of profitability as well as conformity and realization of economic interests.