

ORGANIZATION'S PERSONNEL SECURITY THREATS

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Successful operation of an enterprise in terms of market economy provides a formation of an effective system of security measures. Usually main risks of an organization are created by its personnel. It is the personnel of the enterprise that influences all aspects of its work and also inseparably associated with its economic security. In solving problems of ensuring the enterprise security an important role belongs to the studying risks and threats that can be created by its personnel and affect it. In this connection an issue on deepened studying the essence of personnel security threats is becoming relevant that give an opportunity to consider fully external and internal environments of the enterprise, reveal and generalize destructive factors and on this basis develop methodological approaches to the providing of its personnel security.

According to the conducted analysis a conclusion can be made that the threat to security is a concrete and targeting, has a subject and object of a threat as well as expressed direction (infliction of damage).

Research of the essence of agent-object relations of the personnel security allows concluding that they are based on threats to security, which are realized by the subject of threats to the object of security, which are resources of the organization (material, human, informational and so on). At the same time, the organization's personnel can simultaneously be both agent and object of threats, which means that the threats to personnel security have two-vector, counter character.

The conducted research proved that the personnel are an active subject of threats of a clearly pronounced destructive orientation concerning mainly information and material security of the organizations.

Based on the consideration of theoretical approaches to the essence and content of a concept of "threat to personnel security" we consider as appropriate to understand a set of conditions and factors, which create a danger for interests of participators of socio-labour relations, prevent an effective and harmonic development of human resources.