

MPSESM-XIV

Organisational innovations as a component of the firm's economic security system at the national and international levels

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The work covers the personnel and organisational subsystem of the firm's economic security system, the essence and impact of the implementation of organisational innovations for the formation of an effective system. Special attention is paid to the use of digital technologies, which are an integral part of modern organisational innovations and the firm's economic security system at the national and international levels.

Effective operation of the modern firm requires a lot of attention and certain actions. In order to make effective management decisions, control the quality of its functioning, the correct use of its resources, including financial ones, it is necessary to have information about the firm's property, its general financial condition, performance results, and the level of economic security. In addition, it is also necessary to timely monitor innovations that arise in various areas of management activity and implement them.

The following scientists were engaged in the study of various aspects of economic security at the enterprise level: A. Didyk, O. Ilyashenko, M. Kamlyk, H. Kozachenko, T. Kuzenko, O. Kuzmin, S. Mishchenko, S. Nikolayuk, V. Ortynskyi, Yu. Pogorelov, V. Shlykov, and others.

The work is aimed to study the prospects of implementing organisational innovations as a tool for forming the system of the firm's economic security at the national and international levels.

Economic security is a multi-component system, which includes several subsystems [1]. According to the results of the analysis of various sources of information, the elements of the firm's economic security system can be systematized, as shown in [Figure 1](#).

Most often, the personnel, and not the personnel and organisational system, is singled out in literary sources. In work [2], the methods of ensuring firm's personnel security are classified into financial, psychological, organisational, technological, administrative, and disciplinary. However, it is worth noting that each of these methods involves the use of organisational innovations to achieve the development and security of the enterprise.

Organisational innovation means "the implementation of a new organisational method in the firm's business practices, workplace organisation or external relations" [3]. They can be aimed at

improving the efficiency of the company's activities by: reduction of administrative costs or transaction costs; improving the quality of working conditions and workplaces; gaining access to intangible assets, such as unmeasured external knowledge; reduce logistics costs.

A distinctive feature of organisational innovation in comparison with other organisational changes in the firm is the implementation of an organisational method (in business practice, workplace organisation or external relations) that has not been previously used in the firm and is the result of strategic decisions made by management.

Personnel and organisational security can be ensured through the implementation of the mentioned organisational innovations ([Figure 2](#)) which are facilitated by modern digital technologies, and its level of use also directly affects the state of the firm's economic security. Digital technologies include the Internet of things, robotisation and cyber systems, artificial intelligence, big data, paperless technologies, additive technologies (3D printing), cloud and fog computing, unmanned and mobile technologies, biometric technologies, quantum technologies, identification technologies, blockchain.

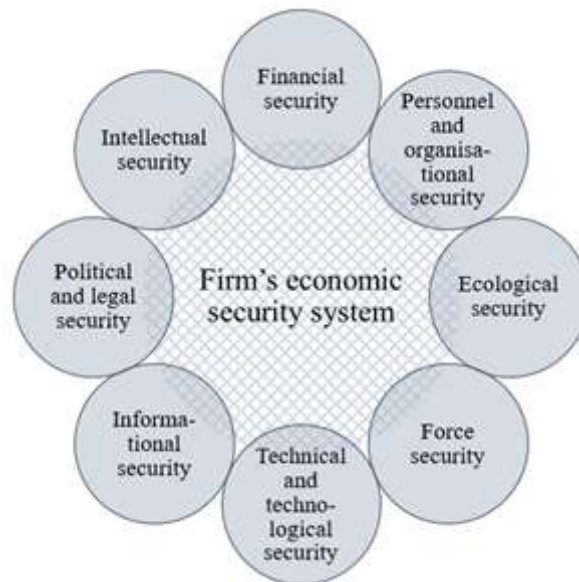


Figure 1: Components of the firm's economic security system



Figure 2: Organisational innovations in the firm's personnel and organisational security system

Thus, the firm can achieve a high level of economic security only in the case of a coordinated, balanced and agreed set of measures, which was applied as an adequate response to existing and possible threats, the emergence of innovations and the latest technologies. Moreover, every employee should be aware of the importance of these measures, since the economic security system is highly dependent on the human factor, which dictates the need to implement organisational innovations as an integral component of the personnel and organisational subsystem of the firm's economic security system at the national and international levels.

References

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