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## Analysis of the company security personnel

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Tekst jest udostępniony do wykorzystania w ramach dozwolonego użytku.

## **ANALYSIS OF THE COMPANY SECURITY PERSONNEL**

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### **ABSTRACT**

The article describes importance and basic task of analyzing security company personnel. Submitted by quantitative and qualitative parameters determining the enterprise security personnel. It was proved that in security company personnel is important to increase and improve production efficiency and as a result – increase profit entity.

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### **STATEMENT OF THE PROBLEM**

At present, the issue of security company personnel were the subject of economic research. Particularly acute questions about the meaning and main objectives of the analysis of security personnel company as one of the main factors increase production and reduce its cost and as a result - improving the competitiveness of the company and increase its profits.

### **ANALYSIS OF RECENT RESEARCH AND PUBLICATIONS**

Today on the problem of security company personnel are working scientists as O. Kuzmin, O. Melnuk, P. Popovic, H. Savytska, R. Skrynkovskyy and other [1 – 5]. The writings of these authors reveals different aspects, but little attention is paid to the analysis of security personnel of the company, taking into account current practice in Ukraine.

- *The purpose of the study.* Based on the analysis of economic sources and practices filed issues:

- Clarify the meaning and the main task of analyzing security company personnel (SCP);
- To provide quantitative and qualitative parameters determining SCP;
- To prove that is important to increase and improve production efficiency and as a result - increase profit entity.

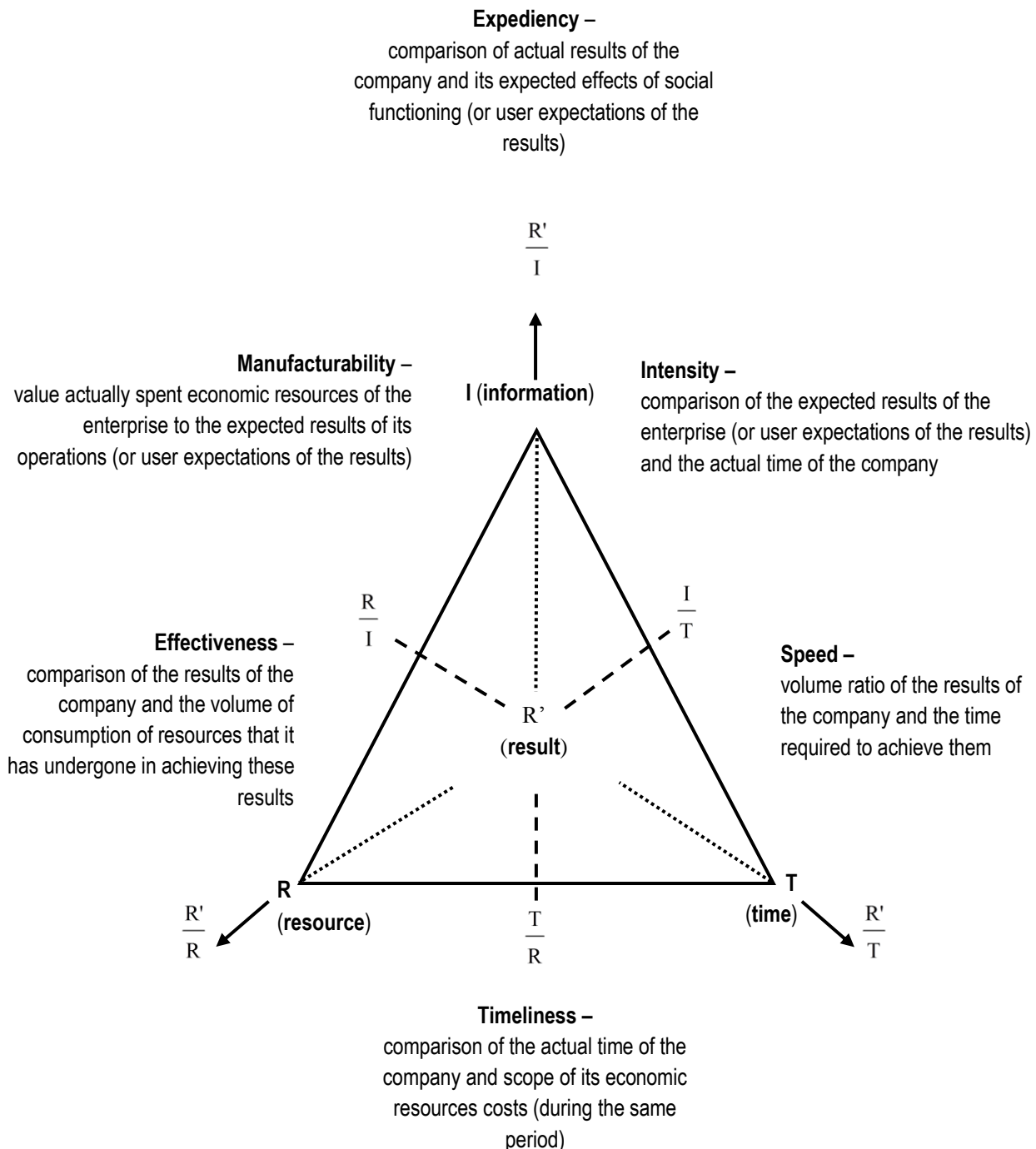
*The main material of research.* As a result of the review of the literature and practice by filed problem (analysis of the sufficiency of the entity), definitely need to accept the position of scientist and economist G. Sawicki [1, pg. 129 – 130], that of SCP and its efficiency depends:

- a) Scope and timeliness of all work performed in the organization;
- b) Degree of use of the equipment and machines in the enterprise;
- c) Production volume and production cost and profit (as a result of the economic entity's system "information - resource - time" [2, pg. 22] – pic. 1 [3, pg. 232] (R.

Skrynkovskyy) – approach of Scientific Management School of Ukrainian Academy of Sciences).

Based on the information given in the sources [1, pg. 130 – 132; 2; 4, pg. 131 – 167], main objectives of the analysis SCP is:

- 1) study and evaluation of the SCP by categories and professions (including its business units);



**Pic.1** The main analytical dependence, revealing the effectiveness of the company (system for determining economic performance "information - resource - time")

**Source:** [3, pg. 232] (R. Skrynkovskyy)

2) identify and study the performance of staff turnover. To characterize the labor movement counting and analyzing the dynamics of the main indicators (coefficient –  $K_T$ ) – formula (1)-(4) [1, pg. 131]:

$K_T$  reception staff turnover (coefficient A) – formula (1):

$$A = \frac{A_1}{S} \quad (1)$$

Where  $A_1$  – number of hired personnel (employees);

$S$  – Average number of personnel.

For reference, employees are divided into: a) management; b) workers (main and auxiliary output). This is the most important internal factor situational entity. Its role is determined by ability, education, qualifications, skills (professionalism), talent, needs, attitude to work, understanding of values, position, etc. [2, pg. 16; 5, pg. 356].

$K_T$  turnover of disposal (coefficient B) – formula (2):

$$B = \frac{B_1}{S} \quad (2)$$

Where:

$B_1$  – number of staff (employees) who left.

-  $K_T$  turnover staff (coefficient C) – formula (3):

$$C = \frac{C_1}{S} \quad (3)$$

Where:

$C_1$  – number of staff (employees), which was released on their own initiative and under the leadership (eg, dismissal due to violations of labor discipline). It is worth to pay attention on:

- a) Reasons for dismissal of employees;
- b) Problems related to recruitment, their training, and skills.

-  $K_T$  permanent members of staff of the entity (coefficient D) – formula (4):

$$D = \frac{D_1}{S} \quad (4)$$

Where  $D_1$  – number of staff (employees) who worked for a certain period (usually one year).

3) detection reserve personnel for a more complete and efficient use.

For increasing production through the creation of jobs by the formula (5):

$$R \uparrow P = R \uparrow M \times N \quad (5)$$

Where:

$R \uparrow P$  – reserve increase output;

$R \uparrow M$  – reserve increase number of work places;

$N$  – Actual average yield production staff (employees) in the reporting period.

*The findings of the research and prospects for further research of the subject.* So, based on the foregoing and given the information in the sources [1 – 8], it is possible to confirm that adequate level of security the entity's employees (management, workers), who have the necessary knowledge (specialization) and skills, their rational use, high productivity provide an increase in production and increasing the efficiency of

production and as a consequence - increased profits of the entity. Prospects for further research - analysis of social protection of employees (of the staff).

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