

## Iqtisodiy Rivojlanish Barqarorligini Ta'minlashda Korxona Iqtisodiy Xavfsizligi Ahamiyati

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**Abstract:** The article discusses the development of a mechanism for the economic security system of an enterprise in ensuring the stability of the activities of enterprises and its development, the influence of employees in ensuring the economic security of an enterprise, their behavior and the effective organization and conduct of employee activity.

**Key words:** Economic security, economic security of an enterprise, threat, economic security strategy of an enterprise, economic security system of an enterprise, human resources, employee, employee satisfaction index, ESI.



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### INTRODUCTION

Ensuring economic security at an enterprise is a continuous process, and preventing the losses arising from this is a constant task for the enterprise. In order to prevent losses, risks, threats and ensure economic stability at an enterprise, it is necessary to have a strategy for ensuring economic security. Unfortunately, today many enterprises do not have information about ensuring economic security, all departments in enterprises are limited to their responsibility for their activities. In large companies and enterprises of developed countries that have become consortiums, headquarters for ensuring economic security operate. It is not the department of economic security of the enterprise, but the headquarters (council) for ensuring economic security of the enterprise. The headquarters (council) develops the strategy of economic security of the enterprise. To ensure the strategy, an enterprise economic security system is developed and operates. The economic security system of an enterprise is understood as the protection of its internal threats, that is, scientific and technical, production potential and personnel from active and passive economic

threats, for example, from ineffective scientific and industrial policy of the state or from threats arising in the external environment.

The problem of ensuring economic security of an enterprise is currently an urgent issue, since the security of the organization is directly related to the efficiency of the activities of the business entity. In addition, in the face of increased competition in the market, finding a consumer of goods, adapting to the market environment, and following the rules of supply and demand, enterprises are forced to take certain measures. Analysis of enterprise risks allows you to avoid not only large material losses, but also irreparable damage and even bankruptcy. Economic security is an integral element of business activity and is a complex system of managing threats inherent in entrepreneurial activity throughout the entire life of the enterprise. It ensures the achievement of business goals in conditions of competition and economic risk.



**Figure 1: The main goal of the economic security of the enterprise**

## LITERATURE ANALYSIS ON THE TOPIC

There are many definitions and approaches to the economic security of an enterprise. Let's consider some definitions of different authors. According to D. M. Dryagunov, the economic security of an enterprise should be understood as a certain state in which it is ensured a stable supply of financial, material and other resources for its activities and profit [1].

Another scientist A. D. Sheremet understands the economic security of an enterprise as a state in which all resources are used most effectively to neutralize emerging threats, as well as to ensure its continuous operation for a long time [2].

A.J. Esembekova believes that this term should be understood as the ability of an enterprise to ensure its activities, despite the emergence of various threats from the external and internal environment [3].

T.V. Pogodina defines such a concept as a specific system that provides protection in such areas as economic, financial, production, technological. At the same time, ensuring economic security is carried out through the adoption of various measures: economic, legal, technical, organizational [4].

According to V.L. Schultz, the economic security of any enterprise is a certain state, the main goal of which is to ensure protection from various types of threats that negatively affect its activities [5].

According to such authors as D.Yu. Desyatnichenko, this term denotes a certain system that contributes to the stability, survival and development of the enterprise in conditions of uncertainty, as well as in the presence of various threats[6].

An analysis of this literature shows that the economic security of an enterprise is, first of all, a certain system. In addition, each definition emphasizes that the system should neutralize or

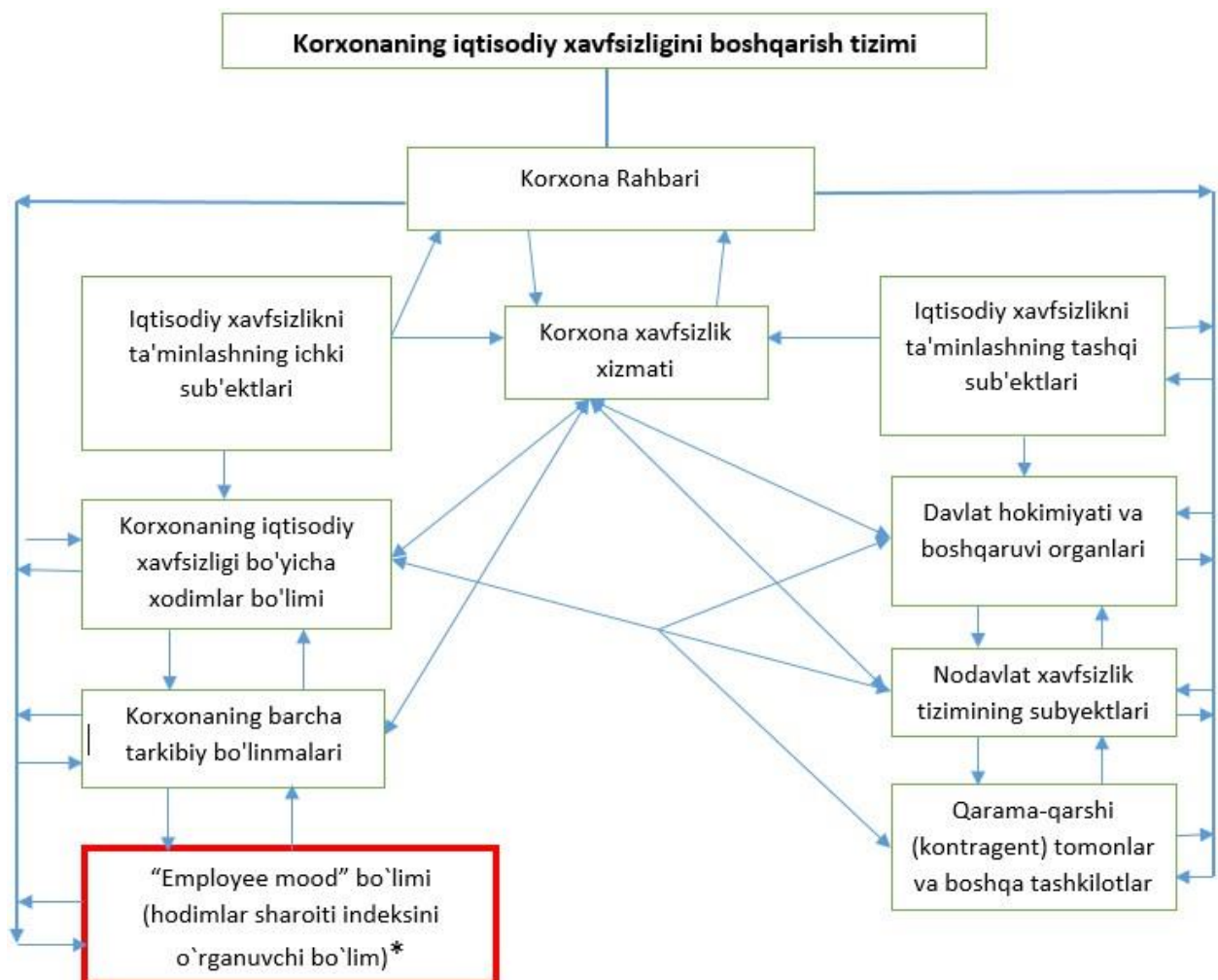
eliminate the consequences of emerging threats. Thus, the economic security of an enterprise can be understood as a state in which all resources are used most effectively to neutralize emerging threats, as well as to ensure its continuous operation for a long time.

## RESEARCH METHODOLOGY

In the work, the methods of cognition, retrospective and documentary analysis, economic analysis, index method, modeling, synthesis, generalization and systematization are used. Generalized experience and social practice reflecting the objective laws of the development of financial and economic activities, as well as modeling the implementation of economic threats to the enterprise were used.

## ANALYSIS AND RESULTS

The purpose of the work is to study the main aspects of the economic security of an enterprise in the Republic of Uzbekistan. The object of study of this work is the enterprise, and the subject is its economic security. The efficiency of an enterprise depends not only on external factors, but also on internal factors: society, personnel policy, and employee activities. The study of their complex impact on the activities of a particular organization serves as the basis for ensuring the economic security of a company. Working with employees in preventing internal threats is of great importance to ensure the economic security of an organization, its stable operation and stable position in the market. The enterprise must also take mandatory measures to reduce the consequences and losses arising from risks.



**Figure 1: Organization of an enterprise's economic security management system**

Human capital is understood not only as an object of personnel security, but also as a subject. This is because personnel security is characterized by complex, specific subject-object relations. They develop in such a way that employees can act as a source of threat (subject), a person who causes property and non-property damage, and a person who causes material and non-material damage (object). That is, employees can both cause damage and, on the other hand, eliminate damage.

An organization can function effectively and stably only if the interests of the organization and its employees are as similar as possible. Based on this, each participant in these subjective-objective relations is interested in protecting their interests, and their goal is to ensure the protection of their vital interests within the framework of social and labor relations, eliminate and prevent possible threats.

The main subject ensuring the economic security of the enterprise is its employees. If employees work without pleasure in the enterprise, the result of the work will be mediocre. In this case, it is unlikely that each employee will make all their efforts to develop a product, project, or the company as a whole. In addition, dissatisfaction can lead to dismissal and staff turnover. This, in turn, negatively affects the economic security of the enterprise. Attention to employees leads to mutual attention to the company and participation in business processes. Satisfaction with working conditions and the work environment contributes to a high level of training. Therefore, it is very important to assess employee satisfaction according to various indicators.

Today, in practice, there are many methods for assessing the capabilities of employees, but 80–90% of methods assess the potential of employees, and these results are more beneficial to the enterprise. The results of our scientific research show that in large enterprises of developed economies, for example, the Russian Federation's White Rabbit Family company, in its practice, taking into account the interests of employees in ensuring the economic security of the enterprise and knowing the conditions of employees using the ESI (Employee Satisfaction Index) employee satisfaction index, effectively managing human resources and maximizing employee engagement.

#### Employee Satisfaction Index (ESI)

ESI (Employee Satisfaction Index) is an employee satisfaction index that reflects the competitiveness of an enterprise in the labor market. The indicator is calculated based on the scores obtained from the answers to three questions. The wording may be different, but the meaning is the same:

- ✓ What is the level of satisfaction with the workplace?
- ✓ What is the level of compliance with the conditions?
- ✓ What is the degree of approximation to the ideal?

The rating scale is from 1 to 10. Further, the index for an individual respondent is calculated according to the following formula:

$$ESI = ((\text{sum of scores for all questions} \div 3) - 1) \div 9 \times 100\%$$

There are no established standards, the employee satisfaction index is monitored over time.

In order to apply this case study in large enterprises of our Republic, I have developed a proposal to establish a department that studies the employee mood index, the “Employee mood” department. Digital tools allow you to conduct daily impulse surveys using notifications (messages) in the interfaces of corporate applications and services. The system can ask simple questions about mood, ask for an assessment of the task performed, the level of support. The answers can be in the form of points. Such dynamic monitoring helps to “keep your slave in the pulse” and take timely measures. Employee satisfaction is a psychological state in which an employee is satisfied with various aspects of his work, including the corporate atmosphere, the

organization of the workplace, and the level of remuneration. This state is manifested in loyalty to the values of the company, long-term work and even loyal attitude to it beyond its borders. Measuring the level of job satisfaction as a whole and from different points of view allows us to identify weaknesses and find ways to improve the team's efficiency.

**Why conduct an employee satisfaction survey?**

Surveys are the most accurate way to assess the real situation. Employees are anonymously surveyed about their work performance, for example: working conditions, salary, attitude towards the employee, technical support, nutrition, etc. parameters. This is especially true for large companies with a large number of employees. The traditional format of personnel management involves measuring satisfaction and activity once a year. From the point of view of the possible consequences of dissatisfaction, this is a huge gap. Therefore, there is a tendency to analyze the parameter regularly with an individual frequency - once a quarter, once a month, once a week.

**Factors affecting job satisfaction:**

The indicator is related to emotional reactions and can be affected by various circumstances. The work environment is a set of factors that affect the state of employees. The following factors have the greatest impact on employees:

Each company may have its own additional factors. For example, for operators in call centers, it is important how management behaves in conflict situations - whether it tries to understand and protect its employee or blames him.

## CONCLUSIONS AND SUGGESTIONS

Regardless of the industry, human interests and values should come first. In today's era of rapid economic development, ensuring the economic security of the enterprise is becoming a key issue, the results of which have an impact not only on the micro, but also on the macro level. Analyzing the level of employee satisfaction with their work helps to timely change the company's policy and business processes. During the study, strategies are being formulated to improve working conditions and introduce new parameters. A strong, stable team, united by a common corporate idea, shows high productivity and affects the growth of the company's income. Our proposal to establish this "Employee mood" department (a department that studies the employee conditions index) in an enterprise will provide practical assistance in increasing the efficiency of large enterprises in our Republic by 50–60% and will serve to increase productivity.

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