

ABSTRACTS

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DEMOTIVATION OF WORK AS ESPECIAL VARIANT OF THREATS TO ECONOMIC SECURITY OF A PRIVATE HIGHER EDUCATIONAL INSTITUTION

Durable socio-economic crisis still lasting in Ukraine has determined the increase of actuality for a problem of economic security, especially in educative sphere. In connection with acceptance of new Ukrainian Law on Higher Education taking into consideration best European standards of training including in particular ones for autonomous state of higher educational institutions and rising quality in courses of studies the present-day private educational institutions have gained broader possibilities for development and competitive ability. Nevertheless new challenges have emerged now. Economic security of a PHEI is strictly tied not with material, technical and financial supplies only but with enough proper level in security of personnel. Economic security of personnel of a PHEI is the state gained by means of practical use of scientifically valid set of instruments in management as well as by personal experience of qualified administrators. This state is being characterized by granting protection to pedagogic, scientific, lecturing, administrative and auxiliary bodies against the threats linked with working activities as well as against negative consequences in case of appearing threats of the mentioned kind. An employer and his enterprise are to be protected against personnel's probable acts that might bring harm to economic security of enterprise. Scientific, pedagogic and other staff employees of PHEI quite often suffer from demotivation of work that might be considered as a threat to security of personnel and thus to economical security of enterprise. Demotivation of work belongs to threats afflicting security of personnel of PHEI and is a meta-threats as it can make negative influence upon appropriate level of security in other components of economic security of personnel. It has also been an intensifying threat as one strengthening possibility for appearance of other threats in the sphere of personnel management. This characteristic of demotivation as a threat to economic security of PHEI has confirmed actuality for deeper studies of phenomenon in the contents of theoretical grounds of personnel economic security.