

Strategic Guidelines for Planning the Sustainable Development of the Socio-Economic System by Ensuring Effective Personnel Management in the Economic Security



Uliana Motorniuk^{1*}, Svitlana Synytsia², Iryna Dydiv³, Viktoriia Lakiza⁴, Olena Garmatiuk⁵

¹ Department of Foreign Trade and Customs, Lviv Polytechnic National University, Lviv 79059, Ukraine

² Department of Management and Administration, West Ukrainian National University, Ivano-Frankivsk Education and Research Institute of Management, Ivano-Frankivsk 39051, Ukraine

³ Department of Tourism, Lviv National Environmental University, Lviv 79051, Ukraine

⁴ Department of Management and International Business, Lviv Polytechnic National University, Lviv 79000, Ukraine

⁵ Department of Marketing, Management and Business Management, Pavlo Tychyna Uman State Pedagogical University, Uman 39000, Ukraine

Corresponding Author Email: uliana.motorniuk.edu.lpnu@gmail.com

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ABSTRACT

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The issue of determining the strategic guidelines for planning the sustainable development of the socio-economic system through increasing the efficiency of its personnel management remains relevant and new. That is why, from a variety of topics in the scientific and practical literature, our study is interesting and important. The main purpose of the article is to model the strategic guidelines for planning the sustainable development of a single socio-economic system through improving the efficiency of personnel management in the security system. The object of the study is the planning system for sustainable development of a single socio-economic system. The research methodology was based on modern methods of econometric modeling aimed at determining the strategic guidelines for planning sustainable development for a particular socio-economic system. Based on the results of the study, the article presented a model of strategic guidelines for planning sustainable development for a particular socio-economic system through increasing the efficiency of personnel management in the security system. Also, practical results are presented by analyzing the dynamics of the implementation of certain sustainable development planning targets. The study is limited by focusing only on a single socio-economic system. Further research will focus on the direct implementation of sustainable development measures.

1. INTRODUCTION

Modern trends in the development of human resources are: an increase in demand for skilled labor, and, consequently, an increase in the price of labor services that it creates; significant strengthening of the role of the human factor in ensuring sustainable development; the transition to the strategic management of the socio-economic system, which requires high creative output from each employee. Under these conditions, leaders face such primary tasks as: better use of employees' qualifications to ensure sustainable development and personnel security; achievement of the most complete useful return and at the same time a high level of personnel motivation to work.

The socio-economic system is an integral organism that will introduce a certain type of activity in a particular environment upon reaching the appropriate socio-economic effect. Socio-economic systems include institutions, organizations, enterprises, etc.

Improvement of the personnel management system should be reflected in the transformation of sustainable development planning elements, changes in the system of principles, ideology, management styles to ensure personnel security, changes in business communication etiquette and the system

of spiritual and moral values in the workforce.

The mass nature of production, the acceleration of the creation of fundamental innovations and modified types of products, changes in working conditions for workers not only expanded the needs, but also transformed the structure of social needs. This forces the socio-economic system to actively fight for the consumer, applying new forms of organization of production and using an increasing amount of resources, which leads to a potential threat of depletion, depletion of resources and the emergence of a large number of risks that have an extremely strong impact on sustainable development. Currently, sustainable development is defined as the main direction of civilization for the 21st century and a new management paradigm for any team and organization. Sustainable development is a way of organizing the activities of the socio-economic system, according to which it can exist in the long term.

At present, there is an objective need to improve business processes related to personnel management. In general, this means that it used to be quite satisfactory not to interfere too much with the smooth functioning of business processes.

An important place in the process of ensuring the sustainable development of the socio-economic system is occupied by planning. The planning function involves the

definition of a real goal and ways to achieve it through appropriate strategic guidelines. Therefore, it can be argued that planning is the most important function of any socio-economic system and, to a certain extent, the successful implementation of all subsequent functions depends on it. Along with this, we note that the most important aspect of planning is the receipt and use for management purposes of objective, relevant and timely information about external and internal factors influencing the activities of the personnel of the socio-economic system.

The traditional planning system is focused on ensuring the functioning of business processes, and given the main goal of this function, that is, ensuring sustainable development, planning should be reoriented from functioning to development. At the same time, managers involved in personnel management, at this stage, must predict the use of resources, form a system of measures for their reproduction, develop business process management systems based on ensuring the sustainable development of their socio-economic system.

The main purpose of the article is to model the strategic guidelines for planning the sustainable development of a single socio-economic system through improving the efficiency of personnel management in the security system. The object of the study is the planning system for sustainable development of a single socio-economic system.

The structure of the article provides for a review of the literature, deciphering the methodology, presenting the results of the study, discussing them and characterizing the findings.

2. LITERATURE REVIEW

In the scientific and practical literature, one can often find the thesis [1, 2] that in the context of globalization and sustainable development of the digital economy, constant requests for the introduction of innovations and information technologies in the activities of socio-economic systems, the question arises of ensuring the sustainability and effectiveness of social adaptation socio-economic systems to a dynamic external environment. Strategic guidelines for the process of introducing changes, forecasting the nature of the impact of the international economic space on the functioning of socio-economic systems will allow them to take into account financial and economic conditions to ensure the sustainable development of economic activity and achieve their goals, increase economic potential and competitive advantages.

To date, there are publications in the scientific community [3, 4] on organizational, strategic, financial, investment support for the sustainable development of socio-economic systems in the international economic space.

It is not for nothing that scientists in various literature note that a characteristic feature of the present time is the intensification and globalization of human influence on the environment [4, 5]. Consequently, the analysis of social and environmental problems showed that it is impossible to separate the issues of sustainable development from the state of the environment, since environmental degradation is a serious obstacle to economic development.

Most authors of modern models of sustainable development are unanimous in that the way out of the crisis cannot be limited only by changing the world economic strategy [6, 7], economic and technical measures. It must be accompanied by a profound rethinking of the human worldview, the formation

of a new ideology, the latest norms of human behavior. That is why proper management of people and personnel is relevant.

Ensuring favorable conditions for the sustainable development of socio-economic systems is an important and significant priority of the macroeconomic policy of the state, as can be seen in the leading literature [8, 9]. This helps to increase the country's international competitiveness, GDP growth and the solution of many social problems. Economic entities of any sphere in any country play an important role in its overall sustainable development, providing employment and increasing incomes of the population, producing goods, developing knowledge and professional skills to meet social needs, the content and list of which also change under the influence of scientific and technological progress. At the same time, the growth in the scale of production increasingly affects the surrounding people, significantly worsening its condition every year and thereby posing a threat to the livelihoods of future generations, causing the emergence of global environmental and social problems. This led to increased attention on the part of the state and the public to the issues of regulating the economic activity of socio-economic systems from the standpoint of balancing economic results, environmental safety and social responsibility. These circumstances encourage managers to introduce new approaches to personnel management, which are based on the fundamental provisions of the concept of sustainable development [10-12].

Nevertheless, the issue of determining the strategic guidelines for planning the sustainable development of the socio-economic system through increasing the efficiency of its personnel management remains relevant and new. That is why, from a variety of topics in the scientific and practical literature, our study is interesting and important.

3. METHODOLOGY

Building a model of sustainable development planning processes is a complex task that requires a specific set of methods and tools for its solution. There are different methods of describing actions and presenting them in the form of diagrams and diagrams. We have chosen the method of functional modeling of sustainability planning.

The IDEF0 functional modeling method is a technology for describing sustainability planning as a whole as a set of interrelated activities or functions. We indicate the functional orientation: IDEF0-functions of the socio-economic system are studied independently of the objects that ensure their implementation. The functional approach allows you to clearly separate the aspects of the purpose of the system from its physical implementation.

The first step in building an IDEF0 model is to determine the purpose of the model—the set of questions that the model must answer. This set of questions can be compared to the preface, which reveals the purpose of the book. In our case, this is the definition of strategic guidelines for planning the sustainable development of the socio-economic system by improving the efficiency of personnel management.

Modeling limits are intended to indicate the breadth of coverage of the subject area and the depth of detail and are a logical extension of the already defined purpose of the model. Both those who read the model and the author himself should understand the degree of detail of the answers to the questions

posed in the purpose of the model. The area of ensuring sustainable development, strategic planning and safety of the company. Details through processes to achieve the goal.

Any block can be presented as a decomposition of the blocks that form it. Decomposition is often associated with top-down modeling, but functional decomposition is more correctly defined as outside-in modeling, when the system is viewed as an onion from which layers are sequentially removed.

The description of any block must necessarily include a description of the objects that the block creates as a result of its work ("outputs") and the objects that the block consumes or transforms ("inputs"). For typing categories of information on IDEF0 diagrams, four possible types of arrows are used, which are indicated by the abbreviation ICOM (I - input; C - control; O - output; M - mechanism).

Combined arrows. There are five main types of combination arrows in IDEF0: exit-input, exit-control, exit-execution engine, exit-control feedback, and exit-input feedback.

To better understand and define the strategic guidelines for sustainable development planning, let's choose a real-life socio-economic system in the form of LLC «Infoconsulting». Of course, choosing only a firm does not guarantee strong support for the study, however, it is impossible to model such a process as ensuring sustainable development for all at once. The specificity of each company is individual, therefore, modeling is aimed at taking into account each socio-economic system separately for its security elements.

The complexity of the proposed method is measured not by the number of subjects, but by how correctly it was applied and whether all the norms of the methodological approach were observed. The proposed methodological approach is individual in nature and modeling takes place taking into account the specifics of each individual socio-economic system.

4. RESEARCH RESULTS

It is necessary to determine the main strategic guidelines for planning sustainable development through increasing the efficiency of personnel management for the socio-economic system we have chosen - LLC "Infoconsulting". These milestones are best represented as a network model of S-0 achievement processes (Figure 1).

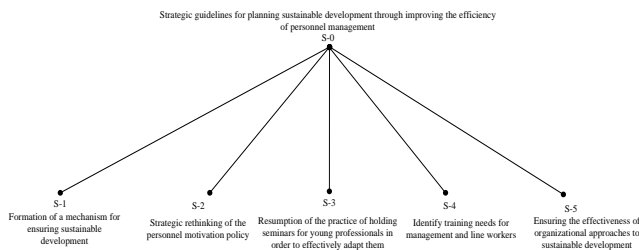


Figure 1. Network model of S-0 achievement processes
Formed by authors

It is necessary to decipher in detail the meaning of many additional elements that will accompany the achievement of the main goal of modeling, namely, the definition of strategic guidelines for sustainable development planning by improving the efficiency of personnel management. To do this, we will construct a diagram of contextual elements for determining the

strategic guidelines for sustainable development planning through improving the efficiency of personnel management (Figure 2).

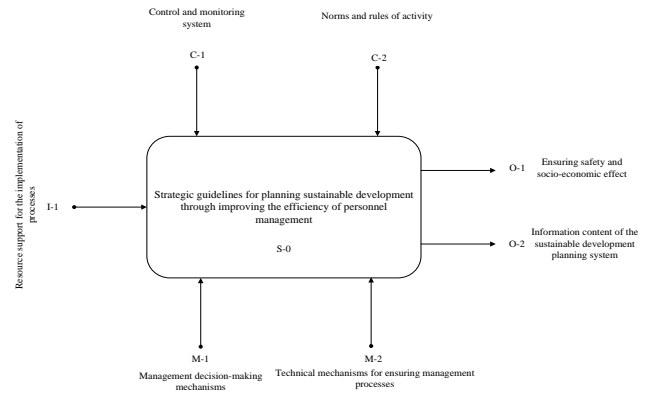


Figure 2. Diagram of contextual elements for determining the strategic guidelines for sustainable development planning
Formed by authors

Each proposed strategic guidelines for the selected socio-economic system follows, described in more detail.

S-1. Formation of a mechanism for ensuring sustainable development. The mechanism for ensuring the sustainable development of an enterprise should be understood as a set of organizational structures, forms, management methods, legal norms, with the help of which the process of implementing the concept at the enterprise level is realized as an irreversible, natural, progressive movement. The pattern in this case is understood as a necessary, essential, recurring relationship and interdependence of the components and elements of the enterprise system and the external environment.

S-2. Strategic rethinking of the personnel motivation policy. The motivational policy of personnel should be built in accordance with the principles of supporting and encouraging such behavior of personnel, which most fully reveals the content of the corporate culture. This is due to the fact that corporate culture can be defined through a system of rewards and privileges, mainly tied to certain standards of behavior. The system of status positions in the enterprise is perceived similarly, when the distribution of privileges reflects precisely those behavioral roles that are most valued.

S-3. Resumption of the practice of holding seminars for young professionals in order to effectively adapt them. Implementation of a continuous-discrete model of professional growth of workers in production and a modular system for advanced training. Expansion of creative, engineering functions in the complex of job responsibilities of foremen, site managers with a shift in emphasis from purely performing to creative research and pedagogical. Implementation of a set of measures to improve the system of business assessment of employees based on the methodology of the Assessment center.

S-4. Identify training needs for management and line workers. The implementation of the concept of sustainable development may require new knowledge from the staff and the effective application of the acquired knowledge in practice through the development of relevant skills. It is precisely the unconditional need and readiness of the enterprise to identify the training needs of managers and ordinary employees. This is especially true for the personnel who are responsible for the

implementation and improvement of the enterprise in order to ensure sustainable development. Therefore, the enterprise should invest time and money to ensure the appropriate level of competence of the staff. And you can achieve the expected results from these investments by motivating staff.

S-5. Ensuring the effectiveness of organizational approaches to sustainable development. Ensuring the effectiveness of organizational approaches to sustainable development actually involves the implementation of the unity of technical and technological, economic, social, environmental, etc. Harmonizing different views and translating them into the language of specific measures that are means to achieve sustainable (germinal) development is a task

of great complexity, since all its elements of development must be considered in a balanced way. The mechanisms of interaction between these approaches are also important. All components, interacting with each other, give rise to such tasks for the staff as achieving justice (for example, in the distribution of income).

Thus, we can systematize all processes into one holistic decomposition, which may look like a functional sustainable development planning model for the socio-economic system we have chosen with the corresponding additional elements accompanying the implementation of each of the processes (Figure 3).

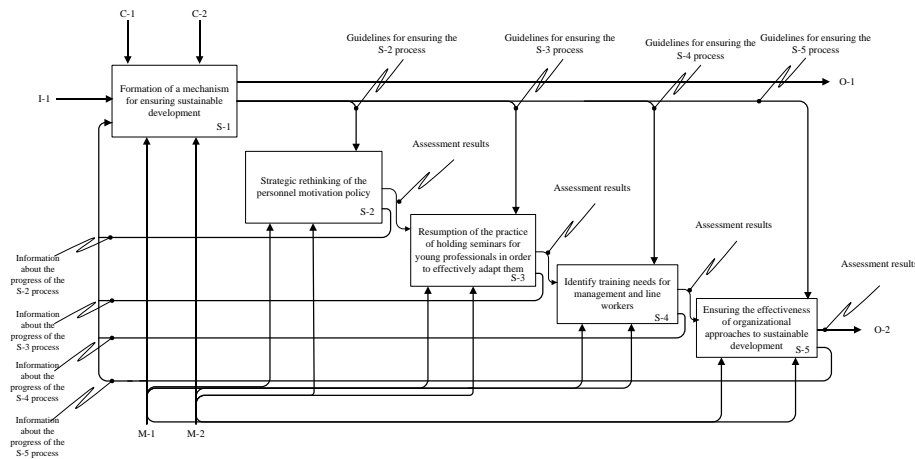


Figure 3. Functional planning model for sustainable development of the socio-economic system we have chosen
Formed by authors

The described strategic guidelines for sustainable development planning were presented to the management of LLC «Infoconsulting» for their practical implementation. Based on the results of four months, we received the results of their implementation and therefore the model presented a periodization matrix for the implementation of certain strategic guidelines for planning sustainable development through improving the efficiency of personnel management (Table 1).

Table 1. Periodization matrix for the implementation of certain strategic guidelines for planning sustainable development

S-(n)	1 month	2 months	3 months	4 months
S-1	-	+	-	-
S-2	-	-	+	-
S-3	-	+	-	-
S-4	+	-	-	-
S-5	-	+	-	-

Thus, over the four months of applying the proposed strategic guidelines, we see with what temporal dynamics they were implemented for planning the sustainable development of the socio-economic system we have chosen.

Today, the most important factor in rethinking organizational readiness for sustainable development planning is to maximize the potential of employees through a new look at management and management (seminars, trainings, personal development schools), sustainable development and retraining of employees to perform new roles (online courses). Human resources management issues are no longer just the

responsibility of HR. Accordingly, managers should be interested in adapting their staff to radical changes, sustainable development of their enterprise, creation and development of such competencies as creativity and critical thinking, which will contribute to effective planning for the sustainable development of their socio-economic system.

5. DISCUSSIONS

Discussing the results of the study, it should be noted that it would be appropriate to compare them with similar ones. So, for example, it is not uncommon for similar results of a study of sustainable development planning for such socio-economic systems as an enterprise to focus on the environmental component. For example, some scientists have found [13-15] that at present, most enterprises set themselves the task of maximizing profits, without realizing any attempts to change management approaches in order to reduce or prevent a negative impact on the environment. One of the ways to encourage business entities to take measures to protect the environment, avoid pollution, and reduce resource costs is to provide opportunities to receive financial and material benefits. In this case, the behavior of the manufacturer will change according to the following scheme: reducing the negative impact on the environment → increasing the eco-efficiency of activities → ensuring the sustainable development of the enterprise.

Other colleagues prove [16-18] that in practice the concept of sustainable development can be implemented by an enterprise based on the principles of social responsibility and voluntary environmental management tools, in particular:

quality management systems, environmental management systems, health and safety management systems at work.

Similar studies [19, 20] also concern the establishment of the fact that the study of business processes at the enterprise level as the main link in the national economy is of key importance, since this is what makes it necessary to identify the production capabilities of economic entities in order to achieve and maintain sustainable development of the enterprise and the national economy as a whole.

However, our study has significant theoretical and methodological differences through the application of a new approach for this area to modeling strategic guidelines for planning the sustainable development of such a socio-economic system as the security of an enterprise through increasing the efficiency of its personnel management.

6. CONCLUSIONS

Summing up, we found that the concept of sustainable development is currently one of the most discussed directions in the development of civilization, scientific research and political aspirations. This topic is quite complex and broad in content, because any problem of the development of the economy, society or the environment is directly or indirectly related to sustainable development. Consequently, there is a risk of focusing on the study of any one issue or process, without covering all the issues. This necessitates the development of a methodological approach to the study of sustainable development processes at the enterprise level by improving the efficiency of its personnel management. For this, an important element is the definition of strategic planning guidelines.

Based on the results of the study, the article presented a model of strategic guidelines for planning sustainable development for a particular socio-economic system through increasing the efficiency of personnel management in the security system. Also, practical results are presented by analyzing the dynamics of the implementation of certain sustainable development planning targets. The study is limited by focusing only on a single socio-economic system. Further research will focus on the direct implementation of sustainable development measures.

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