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ORGANIZATIONAL AND ECONOMIC MECHANISM OF FORMING A SAFETY-ORIENTED MANAGEMENT SYSTEM

ОРГАНІЗАЦІЙНО-ЕКОНОМІЧНИЙ МЕХАНІЗМ ФОРМУВАННЯ СИСТЕМИ БЕЗПЕКООРІЄНТОВАНОГО УПРАВЛІННЯ

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Анотація. В публікації розглядається концептуальний підхід до організаційно-економічного механізму формування системи безпекоорієнтованого управління. Розглянуто визначення організаційно-економічного механізму, які було надано українськими та зарубіжними науковцями. Запропоновано розглядати поняття, ключові функції та методи організаційно-економічного механізму, а також навести приклад його структури. Організаційно-економічний механізм представлено як ключовий інструмент для забезпечення ефективного функціонування системи безпекоорієнтованого управління в організаціях. На основі аналізу наукових джерел та наведених прикладах було визначено що цей механізм складається з певних функцій та комплексної системи методів, які забезпечують координацію, стимулювання, контроль, планування діяльності суб'єктів організації, з урахуванням різноманітних безпекових ризиків. Встановлено що формування та вдосконалення організаційно-економічного механізму є стратегічним завданням для будь-якої організації, яка прагне забезпечити високий рівень безпеки та ефективності управління в умовах сучасного динамічного економічного середовища.

Ключові слова: безпекоорієнтованість, механізм, організація, управління, функції, методи, інструменти, координація, ризики.

Abstract. The publication considers a conceptual approach to the organizational and economic mechanism of forming a security-oriented management system. The definitions of the organizational and economic mechanism, which were provided by Ukrainian and foreign scientists, are considered. It is proposed to consider the concept, key functions and methods of the organizational and economic mechanism, as well as to give an example of its structure. The organizational and economic mechanism is presented as a key tool for ensuring the effective functioning of the security-oriented management system in organizations. Based on the analysis of scientific sources and the examples given, it was determined that this mechanism consists of certain functions and a complex system of methods that provide coordination, stimulation, control, planning of the activities of the organization's subjects, taking into account various security risks. It is established that the formation and improvement of the organizational and economic mechanism is a strategic task for any organization that seeks to ensure a high level of security and management efficiency in the conditions of a modern dynamic economic environment.

Key words: security orientation, mechanism, organization, management, functions, methods, tools, coordination, risks.

Introduction.

When forming any management system, the concept and work with the

organizational and economic mechanism are important, because it is the organizational and economic mechanism that is a system with certain methods, functions and principles. This paper proposes to consider the concept, key functions and methods of the organizational and economic mechanism, as well as to give an example of its structure.

Main text.

The concept and categories of organizational and economic mechanism have been defined by both Ukrainian and foreign scholars. Let us analyze the definitions of organizational and economic mechanism that have been provided by Ukrainian and foreign scholars.

Yurchenko A. defines the organizational and economic mechanism as a set of all possible practical measures, means and levers of an organizational and economic nature, relevant structures and regulators, management methods and procedures operating at different levels of the economy [1].

Lysenko Yu., Yegorov P. consider it as a system of goal formation and incentives, which allows transforming in the process of labor activity the movement of material and spiritual needs of members of society into the movement of means of production and its final results, aimed at satisfying the solvent demand of consumers [2].

Vasylyk O., Grishnova O. define the organizational and economic mechanism as a holistic system of elements of organizational and economic influence on the management process, in which there is a purposeful transformation of the influence of management elements on the object of management and which has a resulting reaction [3].

Khaled Al Rawashdeh, Khaled Alhyassat, Yusef Al Mawadeh, Hussam Tneibat, Nancy Al Shamaileh, Dia Ali Al Khresheh, Shadi Al Abbadi consider the organizational and economic mechanism as «an organized system considered from the point of view of the organization and its implementation». Each organization must have all the features of the system, and the loss of at least one of them leads to the liquidation of the organization. The system is characterized by a set of elements and the unity of the main goals for all elements that are harmonized with each other [4].

The organizational and economic mechanism, at any level of the organization, performs the following set of functions: regulatory, stimulating, organizational, controlling, predictive and planning, analytical and evaluative function [5-7]. All functions work in an interconnected manner to achieve the efficiency and stability of the organizational and economic system.

Let's consider the methods of the organizational and economic mechanism. Its methods are means of influencing the management process, which allow achieving the set economic and organizational goals within the organization. They can be classified according to different approaches. We propose to consider economic and managerial methods as the main ones.

Economic methods include financial incentive methods. and price levers. In this case, financial incentives are considered to be the use of financial instruments, such as subsidies, preferential loans, tax breaks, to stimulate the investment activity of enterprises, and the method of price levers is the regulation of prices for products and services in order to influence demand and supply in the market [8].

Management methods include: planning and forecasting, control and monitoring, and analysis and evaluation. Planning and forecasting is the development of strategic and operational development plans, forecasting economic indicators and trends. Control and monitoring involves tracking the implementation of plans, assessing the effectiveness of activities, identifying deviations and taking corrective measures [9]. Analysis and evaluation is the analysis of financial and economic activities, assessing the effectiveness of resource use and achieving goals.

An example of the functioning of an organizational and economic mechanism in an organization is the example of an organizational and economic mechanism that was created in Thailand within the framework of a fishing cluster to coordinate the activities of fishing enterprises and associations, which was taken from the scientific article «Organizational economy mechanism this manage organizational structure for southern border fishing industry cluster» [9].

Within the framework of the fishing cluster on the southern border of Thailand, a mechanism has been created in which the cluster management company, supported by

state and regional investments, acts as the «backbone» of the regional structure. It coordinates the activities of small fishing enterprises and associations, allowing for the effective allocation of resources and decision-making at a decentralized level. The essence of the mechanism is that it forms a decentralized management system where local actors retain autonomy; a central structure ensures coordination, standardization of processes and representation of the cluster's interests before external bodies; issues of adaptability, interaction and development strategy within the cluster are effectively resolved [9].

This example demonstrates the functioning of an organizational and economic mechanism as a complex network system that combines decentralization and autonomy of participants with central management and coordination.

Conclusions.

Thus, the organizational and economic mechanism is a key tool for ensuring the effective functioning of the security-oriented management system in organizations. Based on the analysis of scientific sources and the examples given, it was determined that this mechanism consists of certain functions and a complex system of methods that provide coordination, stimulation, control, and planning of the activities of the organization's subjects, taking into account various security risks. Thus, we can conclude that the formation and improvement of the organizational and economic mechanism is a strategic task for any organization that seeks to ensure a high level of security and management efficiency in the conditions of a modern dynamic economic environment.

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