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Aspects Of Personnel Security Of The Pharmaceutical Activity.

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ABSTRACT

The research is devoted to personnel safety of pharmaceutical activity. It is proposed to investigate personnel security from two positions: personnel security of pharmaceutical organization and personnel security of pharmaceutical personnel. Factors of personnel security are established: level of development in the pharmaceutical organization of system of personnel management; level of development in the pharmaceutical organization of system of motivation of employees; level of the organization in the pharmaceutical organization of system of training of employees; level of qualification of pharmaceutical workers; turnover of pharmaceutical personnel; compliance of pharmaceutical personnel with licensing requirements; availability of competent pharmaceutical personnel with new information technologies; availability of the pharmaceutical organizations own system of physical security of employees; mismatch ambitions of pharmaceutical personnel own capabilities; the level of use of information technology by pharmaceutical personnel. In the course of the study, the focus of the priority vector of factors of personnel security in pharmacy using linguistic variables was established. The basic principles of personnel security: the principle of uncertainty, the principle of subsidiarity, the principle of legality, the principle of risk aversion. On the basis of factors research the concept of personnel safety of pharmaceutical organization is formulated.

Keywords: personnel security, pharmaceutical personnel, factors of personnel security.

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INTRODUCTION

In the course of the previous study, we formulated the concept of personnel safety - a process of preventing negative impacts on the economic safety of the enterprise due to the risks and threats associated with the staff, its intellectual potential and labor relations in general [1].

In practical pharmacy, the system of personnel security of a pharmaceutical organization is considered, from the standpoint of a fragmentary approach, as a check of the recommendations provided by applicants for a pharmaceutical vacancy, and is an established system of communications of pharmacy networks to check applicants for a particular pharmaceutical position. As a result of the analysis of the pharmaceutical market from the standpoint of a systematic approach, we propose to consider the personnel security from two positions: the personnel security of the pharmaceutical organization and the personnel security of the pharmaceutical staff. Personnel security of a pharmaceutical organization – a set of measures to protect the interests of a pharmaceutical organization in relation to the growth and improvement of human potential, maintaining an effective system of human resources management, combined with minimizing the damage associated with the work of employees. Personnel safety of pharmaceutical personnel is the protection of pharmaceutical workers in the course of their professional activities [1, 2].

MATERIALS AND METHODS

The objects of research were pharmaceutical organizations of various organizational and legal forms; departmental documents and normative legal acts of the Ministry of health of Russia, regulating the order of pharmaceutical activity. The principles of system approach, methods of fuzzy sets theory, methods of questioning and interviewing were used.

RESULTS AND DISCUSSION

It is established that there are no works devoted to the study of personnel security of the pharmaceutical organization in the context of the study of economic security. Personnel security is considered by us as protection of interests of the pharmaceutical organization connected with development and improvement of human potential; optimization of personnel policy and maintenance of an effective system of human resources management, combined with minimizing the level of threats, damage to the system of management and the economy of the pharmaceutical organization associated with the work of pharmaceutical personnel [3, 4].

One of the most important tasks of personnel security is to achieve the maximum stability of the functioning of the pharmaceutical organization, with a minimum level of threats, damage. It is necessary to create conditions and prospects for growth to fulfill the mission of the pharmaceutical organization to provide medicines at the expense of personnel, to increase the level of economic security [5, 6].

To improve personnel security, we propose to use the following principles.

Application of the uncertainty principle means that it is not clear who, when and where, how will violate the system of personnel security in pharmacy. It logically implies the following principle of subsidiarity.

The use of the principle of subsidiarity is promising, that is, safety should initially be carried out at the lower level - the level of the pharmaceutical organization, where possible, most effectively, and seems to be the most appropriate, in view of practical feasibility.

The use of the principle of legality is based on the orientation to the modern legislation on labor, protection of personal data of employees, observance of the rights and freedoms of workers.

Important is the principle of risk aversion, this means the mentality of the managers of pharmaceutical organization, which does not accept the conduct of business transactions with a high level of risk, even in cases when they are accompanied by a high level of profits.

Factors of personnel safety of the pharmaceutical organization – set of the characteristics reflecting a skill level of pharmaceutical workers, their age structure, turnover of personnel, degree of development of system of personnel management, development of system of compensation, level of motivation of pharmaceutical workers, degree of development of system of training and preparation of personnel are investigated. The study identified the following factors of personnel safety in pharmacy and the focus of the priority vector. To quantify the factors, we propose to use the verbal-numerical Harrington scale.

The level of development in the pharmaceutical organization of the system of personnel management - the focus of the priority vector in the direction of increase of the level of development of the system of personnel management. This means that the greater value of the level of development of the personnel management system corresponds to the greater value of dimensionless numerical characteristics on the scale of verbal and numerical Harrington.

The level of development in the pharmaceutical organization of the employee motivation system is the focus of the priority vector towards strengthening the level of motivation of pharmaceutical workers. The greater value of the level of motivation of pharmaceutical workers corresponds to the greater value of dimensionless numerical characteristics on the verbal-numerical Harrington scale.

The level of organization in the pharmaceutical organization of the employee training system is the focus of the priority vector towards improving the degree of development of the employee training system. The best value of the degree of development of the system of staff training with a-corresponds to a greater numerical value of the dimensionless characteristics of the verbal-numerical Harrington scale.

The level of qualification of pharmaceutical workers-the focus of the priority vector in the direction of improving the level of qualification of pharmaceutical workers. Greater importance of the level of qualification of pharmaceutical workers corresponds to a greater value of dimensionless numerical characteristics on the Harrington scale.

Turnover of pharmaceutical personnel - the focus of the priority vector in the direction of reducing staff turnover. A smaller value of turnover of pharmaceutical workers corresponds to a greater value of dimensionless numerical characteristics on the verbal-numerical Harrington scale.

Compliance of pharmaceutical personnel with licensing requirements - the focus of the priority vector in the direction of increasing compliance of personnel with licensing requirements. The greater value of compliance of staffing with licensing requirements corresponds to the greater value of dimensionless numerical characteristics on the scale of verbal-numerical Harrington scale.

The presence of competent pharmaceutical personnel with new information technologies is the focus of the priority vector in the direction of increasing the number of employees with new information technologies. The greater value of compliance of staffing with the licensing requirements corresponds to the greater value of dimensionless numerical characteristics of verbal-numerical Harrington scale [7].

The presence in the pharmaceutical organization of its own system of physical safety of employees-the focus of the priority vector in the direction of improving the organization of the system of physical safety of employees. The greater importance of the organization of the system of physical security of employees corresponds to the greater value of dimensionless numerical characteristics on the scale of verbal-numerical Harrington scale.

Not matching the ambitions of pharmaceutical personnel to their own capabilities-the focus of the priority vector in the direction of increasing compliance with the ambitions of pharmaceutical personnel to their own capabilities. A larger value of compliance of the ambitions of the pharmaceutical staff of their own capacity corresponds to higher value of the dimensionless numerical characteristics on a scale of verbal-numerical Harrington scale.

The level of use of information technologies by pharmaceutical personnel is the focus of the priority vector in the direction of increasing the level of use of information technologies by pharmaceutical personnel.

The greater value of the level of use of information technology by pharmaceutical personnel corresponds to the greater value of dimensionless numerical characteristics on the scale of verbal-numerical Harrington scale.

As a result of the study of human security factors, the concept of human security has been developed as a set of principles for the analysis, evaluation, modeling and provision of the personnel component of the economic security of pharmaceutical organizations. From positions of system approach, the concept of personnel safety of the pharmaceutical organization as a complex of the interconnected elements defined by mission of the pharmaceutical organization which are under constant influence of external and internal threats is formulated [8, 9].

CONCLUSION

The concept of personnel security in pharmacy is formulated. The study experimentally identified the main factors of personnel security. The direction of the priority vector of factors of personnel safety in pharmacy with the use of linguistic variables is determined. The basic principles and approaches of personnel security are established. On the basis of factors research the concept of personnel safety of pharmaceutical organization is formulated.

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