

# PROFESSIONAL COMPETENCIES OF MILITARY REGISTRATION SPECIALISTS AS A FACTOR FOR ENSURING BUSINESS SECURITY

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**Abstract.** The article explores the problem of implementing the competency-based approach and the formation of certain competencies. The purpose of the article is to develop a list of professional competencies of specialists in military accounting of enterprises. In order to achieve this goal, the article used general methods of cognition: analysis and synthesis, induction and deduction. The introduction of a system of certified training of military accounting specialists in the country will provide an opportunity to increase the effectiveness of economic security of enterprises and national security of Ukraine as a whole. To implement this task it is necessary to solve a set of legal, scientific, pedagogical and organizational measures, in particular: make changes to regulations; develop standards for the training of specialists in mobilization work and military accounting; to organize work on determining the need for training and planning of this training in the areas of economic activity on a sectoral basis; organize the educational process and other activities. The study provided an opportunity to determine the list of professional competencies of specialists in military accounting of enterprises that can be used in the development of standards for their training and retraining.

**Keywords:** competencies, professional competences, military registration specialists, military registration.

**JEL classification:** F52, H56, I26

**Formulas:** 0; **fig.:** 0; **tabl.:** 1; **bibl.:** 10

**Introduction.** Stable operation, development and economic security of enterprises depend on their ability to comprehensively counter all existing and possible threats to the external and internal environment [1-2].

Modern Ukrainian enterprises operate in difficult conditions. In their external environment, there are constantly new threats to their economic security. A feature of the processes that occur in the external environment is the high level of their uncertainty, which significantly complicates the modern preparation and implementation of measures to adequately respond to challenges and threats.

One of the important factors of economic security of enterprises is the ability to achieve a balance in resolving conflicts of interest between the state and the enterprise that arise during military service [3] in the relationship between enterprise, employee and territorial recruitment centers (military units).

In these circumstances, the most important task of the enterprise security system is to actively conduct information and analytical work to study existing and identify (predict) other challenges and threats that may arise in the future. This will allow effective management of the enterprise security system, respond quickly to all negative changes that occur in the external environment of the enterprise, and those that are just beginning to take shape, and fully in the short and long term will negatively affect economic security.

Given the fact that currently as a result of the aggressive policy of the Russian Federation, the annexation of Crimea and parts of Donetsk and Luhansk, in terms of a

special period in Ukraine one of the most important areas in the security system of all domestic enterprises is mobilization training, including military accounting of conscripts, which is part of the content of mobilization training. The current state of the military-political situation and the level of socio-economic development of the country requires enterprises to adapt their activities and security system, taking into account the personal accounting of conscripts in the interests of national security and defense.

The most important component of the mobilization training system is its personnel component, in particular the selection and appointment of personnel to the positions of specialists in mobilization work and military accounting, as well as the formation of their professional competence and professional development. Thus formation of professional competence of these workers should be carried out in the course of their preparation (advanced training) and practical performance of tasks on mobilization work, in particular conducting military accounting. To date, the national economy has a significant need for training of mobilization workers in the public and private sectors of the economy, but the system of certified training (training) of these workers has not yet been formed.

Thus, today there are contradictions between the needs of theory and practice, in particular the lack of a single list of competencies for the training of specialists in mobilization and military accounting and as a consequence of the standards of their training.

**Literature review.** The works of V. Baidenko, Y. Vardanyan, I. Zymna, L. Karpova, L. Koval, N. Kuzmina, A. Markova, O. Mytnyk, O. Pometun, S. Rakov, V. Slastyonin, L. Khoruzha, A. Khutorsky, who laid the foundations of the theory of competence approach, are devoted to the problems of realization of the competence approach and formation of certain competences. Thanks to the research of these scientists, the essence, content and structure of professional competence are determined, the conditions are identified, the technological bases of its formation are developed.

The issue of professional competence has been studied by domestic and foreign scholars mainly in relation to teachers. Thus, scientists V. Adolf, S. Budak, S. Vershlovsky, O. Dobudko, M. Kabardov, V. Krychevsky, V. Maslov, V. Strelnikov, N. Kharitonova, O. Shiyan emphasize the need to develop the problem of professional and professional competence of the teacher in the conditions of multilevel professional education. Other researchers V. Bespalko, A. Verbytsky, M. Clarin, J. Kolomynsky, G. Selevko connect the solution of the problem of development of professional competence of teachers with the technological organization of training.

In foreign literature, the works of D. Britel, E. Jimez, R. Kwasnitsa, W. Landscheer, M. Lennon, P. Mercer, M. Robinson are devoted to the development of professional competence.

In domestic publications, professional competencies in the field of military accounting were studied in the work of O. Pravdyvets, V. Kholin [4], which concerned the administrators of the Unified State Reserves Register.

In addition, the issues of formation of professional competencies of employees of military accounting of enterprises were partially covered in the report of O. Pravdyvets [5].

Thus, a review of scientific works of domestic and foreign scientists shows that the issues of professional competence of specialists in personal accounting have not been studied. Perhaps this is due to the fact that military accounting is a specific task that has become relevant during the partial mobilization in Ukraine (2014-2015) and the action of a special period that holds to the present time, so the question of forming the professional competence of specialists of question of military accounting enterprises need further research.

**Aims.** The purpose of the article is to develop a list of professional competencies of specialists in military accounting of enterprises.

**Methods.** In order to achieve this goal, the article used general methods of cognition: analysis and synthesis, induction and deduction.

**Results.** According to [2], the protection of the sovereignty and territorial integrity of Ukraine, ensuring its economic and information security are the most important functions of the state, the business of the entire Ukrainian people.

Based on [6-8] enterprises are important elements of the system of military accounting of conscripts, who keep personal accounting of conscripts, which is the content of mobilization training of the state and is conducted to ensure full and quality staffing of the Armed Forces and other military formations formed in accordance with the laws, personnel in peacetime and special periods.

According to [8], the tasks of military accounting are:

- formation of a military reserve of human resources to ensure the implementation of measures for the transfer of the Armed Forces and other military formations formed in accordance with the law to the organization and staff of wartime, as well as to replenish their personnel in peacetime and in special periods;
- analysis of the quantitative composition and qualitative condition of conscripts for their effective use in the interests of defense and national security;
- documentation of military accounting documents of conscripts;
- reservation of conscripts for the period of mobilization and wartime;
- conducting control over the observance by conscripts, officials of state bodies, enterprises, institutions and organizations of the established rules of military accounting.

Military accounting personnel are appointed to keep military accounting at enterprises, and the maintenance and provision of advanced training of these persons is carried out at the expense of the state and relevant local budgets, enterprises, institutions and organizations.

According to [9], the name of the profession is defined - military accounting inspector (3439).

Given that the level of competence of the employee does not remain constant for a long time there is a need for periodic training, and one of the most important factors influencing the level of competence of professionals is the dynamic change of regulations on personnel management, labor law and regulations, the study of which

takes some time to raise their professional level depending on the new tasks and changes in the regulatory support of this activity.

This task should be solved by the system of advanced training of military accounting specialists, but the standards for their training have not yet been developed.

Therefore, we have a priority task - to determine the professional competencies of these specialists for further development of the appropriate standard of their training.

To determine the competence of specialists, we use the method of developing professional standards [10].

According to [10], competence is a dynamic combination of knowledge, skills, abilities, ways of thinking, views, values, and other personal qualities, which determines a person's ability to successfully socialize, conduct professional and / or further educational activities consisting of general and professional competencies.

Professional competencies are a set of knowledge, skills and abilities, professionally significant personality traits that provide the ability to perform at a certain level of labor functions, defined by the relevant professional standard.

Based on the analysis of the tasks assigned to enterprises in the conduct of military accounting, it is possible to determine the list of professional competencies of specialists in military accounting of enterprises, which are given in table 1.

**Table 1. List of professional competencies required to perform labor functions**

№	Labor functions	Professional competencies (by labor action or group of labor actions)
1	Checking the availability of military accounting documents for citizens during employment (training)	Knowledge of the types of military accounting documents issued to conscripts
		Ability to identify a person by his military records in relation to his military service
2	Sending within seven days to the relevant district TRC notices of changes in the credentials of conscripts hired (trained) or dismissed (expelled from the educational institution)	Ability to fill in the Notification on change of accounting data of the employee and timely sending of this notification to the district TRC at the place of his military accounting
3	Ensuring the completeness and accuracy of the accounting data of conscripts in accordance with the requirements in accordance with the law	Knowledge of military accounting of conscripts
		Ability to fill in personal cards of P-2 employees and build a card index from them
4	Notification of conscripts and conscripts about their call to the district TRC and ensuring their timely arrival	Ability to develop timely orders of the head to ensure notification of employees in accordance with the instructions of the district TRC on the call of employees and ensure its implementation
5	Interaction with district TRCs on terms and methods of verification of identity card data, lists of conscripts, registration data, making appropriate changes to them, as well as on notification of conscripts	Ability to interact with district TRC officials
6	Organization of periodic verification of identity cards of conscripts with entries in	Ability to organize the verification of identity cards of conscripts with entries in military tickets and certificates of

№	Labor functions	Professional competencies (by labor action or group of labor actions)
	military tickets and certificates of registration in conscription stations.	affiliation to conscription stations with registration cards P2 and accounting documents of district TRC
7	Within five days from the date of submission of the relevant documents, making changes to the identity cards of conscripts regarding their marital status, place of residence (stay), education, place of work and position and sending (if any) to the district TRC notifies about the change of credentials	Ability to timely make changes to the identity cards of employees, fill in and send to the district TRC notifications of changes in credentials
8	Compilation and submission by December 1 of each year to the district TRC of lists of citizens to be assigned to conscription stations (if any)	Ability to compile lists of citizens to be assigned to conscription stations
9	Acceptance on receipt from conscripts of their military accounting documents for submission to the district TRC for verification of accounting data and registration of conscripts for the period of mobilization and wartime	Ability to ensure the collection of records and return of military accounting of employees
		Ability to draw up documents for the reservation of conscripts at the enterprise for the period of mobilization and wartime
10	Timely execution of documents for booking conscripts for the enterprise for the period of mobilization and wartime	Ability to timely make changes to the identity cards of employees, fill in and send to the district TRC notifications of changes in credentials
11	Constant control over the observance by conscripts of the established rules of military accounting and the conduct of appropriate explanatory work	Knowledge of the Rules of Military Accounting of Conscripts
		Ability to monitor their implementation and outreach
12	Constant informing of district TRCs about citizens who violate the rules of military accounting, to bring them to justice in accordance with the law	Ability to detect violators of military accounting rules and timely inform district TRCs about employees who violate them
13	Maintaining and storing a log of the results of inspections of the state of military accounting of conscripts and comparing their credentials with the data of district TRC	Ability to maintain and store a log of the results of inspections of military accounting of conscripts and verification of their credentials with the data of district TRC

Source: develop by author

**Discussion.** The introduction of a system of certified training of military accounting specialists in the country will provide an opportunity to increase the effectiveness of economic security of enterprises and national security of Ukraine as a whole.

To implement this task it is necessary to solve a set of legal, scientific, pedagogical and organizational measures, in particular:

- make changes to regulations;
- develop standards for the training of specialists in mobilization work and military accounting;
- to organize work on determining the need for training and planning of this training in the areas of economic activity on a sectoral basis;
- organize the educational process and other activities.

**Conclusions.** The study provided an opportunity to determine the list of professional competencies of specialists in military accounting of enterprises that can be used in the development of standards for their training and retraining.

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