

**PJSC "Higher Education Institution" INTERREGIONAL ACADEMY OF
PERSONNEL MANAGEMENT"**

Danube branch



SYLLABUS

of the academic discipline (selective)

FUNDAMENTALS OF ENTERPRISE SECURITY

Specialty **D3 Management**

Educational level: **First (bachelor's) level**

Educational program: **Management**

General information about the academic discipline

Name of the discipline	Enterprise Security Basics
Code and name of the specialty	D3 Management
Higher education level	First (bachelor's) level
Discipline status	Selective
Number of credits and hours	3 credits / 90 hours Lectures: 20 Seminars/practical classes: 14 Students' independent work : 56
Terms of study of the discipline	7 semester
Language of instruction	Ukrainian
Type of final control	Pass/fail (credit)

General information about the teacher. Contact information.

Liganenko Iryna Vitaliivna	
Academic degree	PhD in Economics
Position	Associate Professor of the Department of Economics and Management (Guarantor of the Program)
Areas of scientific research	Strategic management of business development and marketing strategies in the context of digital transformation; formation of corporate culture, crisis management and ensuring economic security of enterprises
Links to the registers of identifiers for scientists	Google Scholar https://scholar.google.com/citations?user=f2VWxQMAAAAJ&hl=ru ORCID: https://orcid.org/0000-0003-0716-289X SCOPUS: https://surli.cc/xvnypj
Contact information:	
E-mail:	menedzmentuk@gmail.com
Contact phone number	+380677445957
Instructor's portfolio on the website	https://izmail.maup.com.ua/assets/files/liganenko-portfolio-a.pdf

Discipline's description.

The discipline "Fundamentals of Business Security" is a critically important educational component that forms a culture of protecting the interests of the enterprise in future managers. In today's turbulent environment, burdened with war risks, cyber threats and fierce competition, the ability to preserve the company's assets is no less important than the ability to generate profit. fraud, protection of trade secrets and cyber hygiene of personnel.

The subject of the discipline is a system of managerial, legal, economic and organizational measures aimed at protecting the vital interests of the enterprise from internal and external threats.

The aim of the discipline is to form professional competencies in identifying risks of economic activity, organizing an effective system of economic security and ensuring the continuity of business processes in crisis situations.

The objectives of the discipline include mastering the methods of competitive intelligence and due diligence of business partners, studying the regulatory framework for the protection of information and personal data. An important aspect is the acquisition of personnel security skills (insider prevention), the development of a privacy policy and mechanisms for countering raider seizures.

As a result of studying the selective educational component "Enterprise Security Basics", applicants must:

Know:

- classification of threats to economic security (external/internal, actual/potential);
- legal basis for the protection of trade secrets and confidential information;
- signs of corporate fraud and fictitious entrepreneurship;
- structure and functions of the security service of the enterprise;
- algorithms of personnel actions in emergency situations and cyberattacks.

Be able to:

- carry out express diagnostics of the reliability of counterparties using open state registers;
- develop and implement a trade secret regime at the enterprise (draw up non-disclosure agreements — NDAs);
- identify indicators of financial instability of business;
- assess personnel risks when hiring and firing employees;
- organize the protection of information resources from unauthorized access and social engineering.

Prerequisites for the discipline. The discipline is taught in the fourth semester and is based on the knowledge of the courses "Introduction to the specialty "Management", "Jurisprudence" (basic knowledge of legislation) and "Economics of enterprise" (understanding of assets and resources), which were studied earlier.

Post-requisites for the discipline. The acquired competencies are the foundation for further study of the disciplines "Strategic Enterprise Management" (survival strategies and crisis management), "Operational Management" (supply chain security), and are also used in writing the bachelor's qualification work.

Content of the academic discipline

№	Topic name	Teaching Methods/Assessment Methods
Topic 1	Theoretical foundations of economic security of enterprise.	<p>Teaching methods:</p> <ul style="list-style-type: none"> – Visualization lectures (demonstration of technical means of information protection, fraud schemes and threat classification); – Workshops (workshops on checking counterparties through open state registers (OSINT) and drafting non-disclosure agreements (NDAs)); – Case Study (analysis of real scenarios of raider takeovers, corporate conflicts and data leakage); – Project work (team development of the enterprise security concept: from vulnerability audit to crisis action plan). <p>Assessment methods</p> <ul style="list-style-type: none"> – Current control: express testing, verification of calculation tasks (media planning). – Creative tasks: defense of a creative brief, presentation of a media plan and communication strategy. – Modular control: written MCR. – Final control: test (test).
Topic 2	System of threats and risks of economic activity	
Topic 3	Organization of the security service at the enterprise	
Topic 4	Personnel Security: Recruitment, Loyalty, and Monitoring of Personnel	
Topic 5	Information Security and Trade Secret Regime	
Topic 6	Cybersecurity and protection against social engineering	
Topic 7	Financial security and indicators of the crisis state	
Topic 8	Competitive Intelligence and Countering Industrial Espionage	
Topic 9	Legal Security and Mechanisms for Countering Raiding	
Topic 10	Business security under martial law and emergencies	
Module Assessment Task		
Final assessment: pass/fail (credit)		

Technical Equipment and Software.

The discipline is taught in specialized classrooms using multimedia tools (projector, computer) for visual presentation of the material. Students have access to professional literature in the library, as well as to the Internet via Wi-Fi to work with digital tools and databases

Forms and methods of assessment.

The system of assessment of learning outcomes consists of current and final (semester) control. Current control is carried out systematically at seminars and practical classes. Its purpose is to test theoretical knowledge and practical skills, in particular, the ability to diagnose, forecast and use specialized software for data modeling and analysis.

The forms of assessment include:

- oral types of work: speeches, presentations of analytical research, defense of cases, participation in professional discussions and brainstorming;
- written types of work: performing tests, control tasks, preparing analytical notes and abstracts.

Methods of ongoing assessment combine oral surveys, verification of calculation tasks and reports, as well as monitoring the activity of applicants in solving problem situations.

Grading system and requirements.
Table of distribution of points received by students*

Topics	Ongoing knowledge assessment						Final control		Total points
	Seminar 1 (Topic 1.2)	Seminar 2 (Topic 3,4)	Seminar 3 (Topic 5)	Seminar 4 (Topic 6.7)	Seminar 5 (Topic 8.9)	Seminar 6 (Topic 10)	Module assessment task	Pass /Fail	
Work in a seminar class	6	6	6	6	6	6	20	20*	100
Independent work	4	4	4	4	4	4			

*The table contains information about the maximum points for each type of academic work of a higher education applicant.

Assessment Criteria and Procedure

Assessment of educational achievements of higher education applicants is carried out in accordance with the current "Regulations on Assessment of Students' Knowledge" in a higher education institution. The assessment system is cumulative, transparent and takes into account all types of student learning activities during the semester.

Modular Assessment. Modular Assessment (MA) is carried out at the final lesson of the content block in the form of a written modular control work. The purpose of the ICR is a comprehensive check of the level of assimilation of theoretical material and the ability to apply it in practice.

When evaluating a unit test, the volume, accuracy, reasoning of answers and the correctness of practical tasks are taken into account. The maximum score for the modular test is 20 points.

ICR rating scale:

- The grade "excellent" (A) is given for the correct completion of all tasks (or more than 90% of the amount of work). The student demonstrates deep knowledge of theory and a creative approach to solving practical problems. (Rating points: 18-20 points)
- A grade of "good" (B) is given for completing 80-89% of all tasks. The student has a good command of the material, but makes minor inaccuracies in wording or calculations. (Rating points: 16-17 points).
- A grade of "good" (C) is given for completing 70–79% of all tasks. The student knows the main material, but has difficulty justifying decisions or makes mechanical errors. (Rating points: 14-15 points).

- A grade of "satisfactory" (D) is given for the correct completion of 60-69% of the proposed tasks. The student is guided by basic concepts, but the answers are superficial. (Rating points: 12-13 points).
- A grade of "satisfactory" (E) is given if 50–59% of the proposed tasks are completed correctly. This is the minimum level sufficient for the module to be enrolled. (Rating points: 10-11 points).
- An "unsatisfactory" (FX) grade is given if less than 50% of the tasks are completed. The module is not credited, re-study of the material is required. (Rating points: less than 10 points).
- Failure to appear for a unit test without a valid reason is estimated at 0 points.

Assessment of independent work (Maximum — 4 points)

The total number of points received by a student for independent work is an important component of academic success in the discipline. Independent work is aimed at deepening knowledge on topics submitted for independent study, and developing skills in searching and analyzing information.

Independent work on each topic, in accordance with the course work program, is evaluated in the range from 0 to 4 points using standardized criteria:

- 4 points ("Excellent"): The task was completed in full, on time, a creative approach, a deep analysis of sources and the ability to draw reasonable conclusions were demonstrated.
- 3 points ("Good"): The task was completed correctly, but there are minor comments on the design or completeness of the disclosure of individual issues.
- 2 points ("Satisfactory"): The task is partially completed, there are significant errors, the material is presented superficially or the deadlines for delivery are violated.
- 0–1 point ("Unsatisfactory"): The assignment was not completed, completed incorrectly, or there are signs of academic plagiarism.

Scale for evaluating the performance of independent work (individual tasks)

Maximum possible assessment of independent work (individual tasks)	Execution level			
	Excellent	Good	Satisfactory	Unsatisfactory
4	4	3	2	0-1

Evaluation of Additional (Individual) Educational Activities

To stimulate the scientific and creative activity of students, the accrual of incentive (bonus) points is provided. Additional (individual) types of educational activities include activities performed in excess of the scope of tasks established by the work program of the discipline, in particular:

- participation in scientific conferences, round tables and seminars;
- active participation in the activities of scientific circles and problem groups of the department;
- preparation of scientific publications (abstracts of reports, articles);

- participation in All-Ukrainian and International Olympiads and competitions of scientific works.

Procedure for accrual: By the decision of the department, students who took an active part in research work and performed the above types of activities can be awarded additional points to the rating for the relevant educational component (within the total amount of 100 points).

In accordance with clause 2.9.11.2 of the Regulations on Assessment, in addition to performing the main types of work, students may be awarded additional incentive points for a high level of academic discipline and systematic work. The basis for accrual of such points is:

- attendance of all lectures, seminars and practical classes (absence of absences without a valid reason);
 - availability of a complete handwritten synopsis of lectures;
 - in-depth study of additional educational material;
 - attending additional consultations with the participation of a teacher;
 - timely performance and protection of all types of work provided for by the program.
- These points are added to the student's current rating and are a tool for motivating a responsible attitude to the educational process.

Final semester assessment pass/fail (credit)

The final semester assessment (credit) is a mandatory stage of completing the study of the discipline. It can take place in the form of accumulating points (automatically) or passing a written test.

The form of final control is a test in the form of a written test. The final grade is given based on the student's learning outcomes during the semester and consists of the sum of the points of the current control (seminars, independent work), modular control and incentive points.

The procedure for forming an assessment:

Students who have completed all the necessary tasks (including the ICR) and scored a total of 60 points or higher receive a final grade in accordance with the number of points scored without additional testing ("automatically").

For students who have completed mandatory types of work, but received a sum of points below 60, as well as for those who want to improve their result (increase the rating score), the teacher conducts a final test in the form of a test during the last scheduled lesson.

To assess the learning outcomes of a higher education applicant during the semester, a 100-point, national and ECTS assessment scale is used

Summary assessment scale: national and ECTS

Total points for all types of learning activities	ECTS assessment	National scale assessment	
		for exam, course project (work), internship	For pass/fail (credit)
90 – 100	A	excellent	pass
82 – 89	B	good	
75 – 81	C		

68 – 74	D	satisfactorily	
60 – 67	E		
35 – 59	FX	unsatisfactory with the possibility of reassembly	fail unsatisfactory with the possibility of retaking
0 – 34	F	unsatisfactory with mandatory re-study of the discipline	fail with mandatory re-study of the discipline

Discipline's Policy

Successful mastering of the educational component "Fundamentals of Enterprise Safety" requires high self-discipline and a responsible attitude to the educational process from students.

Prerequisites are regular attendance of lectures and practical classes, active participation in classroom work, as well as timely and high-quality performance of all types of independent and control tasks provided for by the program. In case of missing classes or obtaining unsatisfactory results, the student is obliged to liquidate academic debt by working out the relevant topics.

An integral part of education is strict adherence to the norms of academic ethics and culture of behavior. The educational process is based on the principles of academic integrity, which involves the exclusive independent performance of all written works, reports and presentations. Any borrowings of thoughts or texts of other authors should be accompanied by correct references to primary sources. Within the course of the course, any manifestations of academic dishonesty are unacceptable, including plagiarism, self-plagiarism, fabrication and falsification of data, cheating, deception, bribery or biased evaluation.

Recommended sources of information

Basic literature:

1. On Protection from Unfair Competition: Law of Ukraine dated 07.06.1996 No. 236/96-VR. URL: <https://zakon.rada.gov.ua/laws/show/236/96-vr#Text> (Chapter 4 "Unlawful collection, disclosure and use of trade secrets").
2. On prevention and counteraction to legalization (laundering) of proceeds from crime, financing of terrorism and financing of proliferation of weapons of mass destruction: Law of Ukraine of 06.12.2019 No. 361-IX. URL: <https://zakon.rada.gov.ua/laws/show/361-20#Text>.
3. On the protection of personal data: Law of Ukraine of 01.06.2010 No. 2297-VI. URL: <https://zakon.rada.gov.ua/laws/show/2297-17#Text>.
4. On the main principles of ensuring cybersecurity of Ukraine: Law of Ukraine dated 05.10.2017 No. 2163-VIII. URL: <https://zakon.rada.gov.ua/laws/show/2163-19#Text>.
5. About information: Law of Ukraine of 02.10.1992 No. 2657-XII. URL: <https://zakon.rada.gov.ua/laws/show/2657-12#Text>.
6. On the list of information that does not constitute a commercial secret: Resolution of the Cabinet of Ministers of Ukraine dated 09.08.1993 No. 611. URL: <https://zakon.rada.gov.ua/laws/show/611-93-n#Text> (Key document for determining what the enterprise is obliged to show to the inspectors).
7. Hrynenko V. V. Fundamentals of Business Security: Lecture Notes on Academic Discipline (for Full-time and Part-time Students of the First (Bachelor's) Level of Higher

- Education of the Specialty 076 – Entrepreneurship, Trade and Exchange Activity) / V. V. Hrynenko; Kharkiv. National University of the City Economy named after O. M. Beketov. – Kharkiv: O. M. Beketov Kharkiv National University of Economics, 2021. – 68 p. <https://surl.li/kqkxgo>
8. Fundamentals of ensuring economic security of entrepreneurship: a manual for magistracy students / L. V. Rybalchenko, O. O. Kosichenko. Dnipro: Dnipro State University of Internal Affairs, 2022. 120 p. <https://surl.li/ovdhkr>
 9. Marchenko O.S. Economic Security of the Enterprise: Teaching Aid. / O. S. Marchenko; Ministry of Education and Science of Ukraine, Yaroslav the Wise National University of Law, Department of Economic Theory. – Kharkiv: Pravo, 2022. – 246 p. <https://surl.li/oiynde>
 10. Gerasymenko Y.S. Economic Security of Enterprise Activity: Educational and Methodological Manual. Bila Tserkva: BINPO DZVO "UMO" NAPS OF Ukraine, 2024. 212 p. <https://surl.li/frbzud>
 11. Ivanova N.S. Economic Security: Study. Manual. / incl. N.S. Ivanova / Donets. Nats. University of Economics and Trade. M. Tugan-Baranovsky, caf. marketing, management and publ. administration. Kryvyi Rih: DonNUET, 2020. 139 pp. DOI: <https://doi.org/10.5281/zenodo.10022448>

Additional literature:

1. Vysotskyi Y. B. Process of Formation of Accounting and Analytical Support of Management of Economic Security of the Enterprise. Problems of Modern Transformations. Series: Economics and Management. 2025. № 17. DOI: <https://doi.org/10.54929/2786-5738-2025-17-09-02>.
2. Volovelska I. V., Vetrov E., Utemsynova Zh. Economic Security of the Enterprise: Modern Management Methods. Bulletin of Transport and Industry Economics. 2023. № 83. Pp. 199–205 DOI: <https://doi.org/10.18664/btie.83.300280>.
3. Homeniuk M. O. Management of Economic Security in the Context of Improving the Competitiveness of the Enterprise. Investments: Practice and Experience. 2024. № 6. Pp. 241–245. DOI: <https://doi.org/10.32702/2306-6814.2024.6.241>.
4. Zaliznyuk V. P., Safonik N. P., Kaya A. S. Preventive Management of Economic Security in the Conditions of International Business. Scientific Bulletin of Uzhhorod National University. 2022. Vol. 41. Pp. 42–46 DOI: <https://doi.org/10.32782/2413-9971/2022-41-8>.
5. Zachesova N. V., Kovalyova O. D. Peculiarities of management of economic security of a business entity taking into account wartime threats. Scientific view: economics and management. 2023. № 3 (83). Pp. 80–85 DOI: <https://doi.org/10.32782/2521-666X/2023-83-11>.
6. Onishchenko M. L., Syurkalo B. I. Features of the mechanism of management of economic security of enterprise. Economics and society. 2018. Vol. 16. Pp. 446–452 URL: <https://economyandsociety.in.ua/index.php/journal/article/view/256>.
7. Rudenko M. Methodical Approach to Management of Economic Security of a Construction Enterprise. Problems and Prospects of Economics and Management. 2023. № 4 (32). Pp. 175–186 DOI: [https://doi.org/10.25140/2411-5215-2022-4\(32\)-175-186](https://doi.org/10.25140/2411-5215-2022-4(32)-175-186).

8. Stegney M. I., Mykhalchynets G. T., Nesterova S. V., Petrychko M. M. Model of management of economic security of business in the conditions of overcoming modern threats. Journal of Management, Economics and Technology. 2024. № 2. Pp. 27–38
URL: <https://repo.btu.kharkov.ua/handle/123456789/58947>.

Information resources:

1. Unified State Register of Court Decisions: Ofits. web portal of the judiciary of Ukraine.
URL: <https://reyestr.court.gov.ua> .
2. Free request from the Unified State Register (USR) : website of the Ministry of Justice of Ukraine. URL: <https://usr.minjust.gov.ua/content/free-search>
3. Portal "War and Sanctions": NACP database. URL: <https://nazk.gov.ua/uk/pro-nazk/sanktsijni-spysky-nazk-vidteper-i-v-onlajn-servisi-youcontrol/>
4. Unified web portal for the use of public funds (Spending.gov.ua). URL: <https://spending.gov.ua>.
5. Website of the State Tax Service of Ukraine ("Learn more about your business partner").
URL: <https://cabinet.tax.gov.ua/help/info-partner.html>
6. State Service of Special Communications and Information Protection of Ukraine (Derzhspetsvyazku): ofits. website. URL: <https://cip.gov.ua>
7. CERT-UA (Computer Emergency Response Team of Ukraine): the government's computer emergency response team. URL: <https://cert.gov.ua> (up-to-date information on cyber threats and vulnerabilities).
8. ISO/IEC 27001 Information security management : standard page on the ISO website.
URL: <https://www.iso.org/isoiec-27001-information-security.html>.
9. Association of Certified Fraud Examiners (ACFE): an association of certified fraud investigators. URL: <https://www.acfe.com>
10. State Financial Monitoring Service of Ukraine: official. website. URL: <https://fiu.gov.ua>
11. YouControl: an analytical system for compliance, market analysis and business intelligence. URL: <https://youcontrol.com.ua>