GEOPOLITICS AND MULTICULTURAL ENVIRONMENT AS THE DETERMINANTS OF PERSONNEL SECURITY

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Abstract
Ther paper studies the impacts of geopolitics and polycultural environment that constitute the key determinants for the personnel securuity. We focus on a specific case study of Russian Federation where the geopolitical factors and multiculturalism have a significant reprecussion on human resources (similar to other former Communist countries). Factors such as the mobility and quality of human resources, internal and international migration, or even a brain drain involving highly skilled professionals are associated with profound institutional changes that are taking place in Russian Federation. Moreover, the safety of personnel is closely linked to national security, which makes it extremely important. Nowadays, modern conflicts and waged with information and knowledge rather than with weapons and highly-skilled human resources become the most important element of protecting national interests and polical dominance within the entangled web of the world's complex geopolitics.
The paper is devoted to assessing the specifics of personnel security and safety in Russia in the context of globalization and the country's geopolitical plans and ambitions. We identify the factors affecting personnel security in the country and provide recommendations for improving it. In addition, we discuss a number of relevant and valuable recommendations regarding the justification of the directions of personnel policy and human resource management within the framework of the national security in the globalized multi-tier world.
Keywords: personnel security, geopolitics, labour market, globalization, human resources

1. INTRODUCTION

Nowadays, the process of globalization affects the ways human resources are managed in any country which is manifested in changes in environmental factors, patterns of spatial development, changes in cultural norms and stereotypes, and the functioning of the entire system of social and labor relations (see e.g. Ciobanu and Androniceanu, 2018; Gunawan et al., 2019; Salvatore et al., 2019; or Deacon, 2020).

Social and labor relations represent a complex system of multi-level social interactions that exist between employees, employers and the state in the process of labor activity, aimed at ensuring the required level and quality of life of a person, work collective and society, the systemic representation of which allows us to distinguish interconnected economic relations in their structure and social elements (Lansbury, 2018; Acikgoz, 2019; or Damoori et al., 2020). With regard to the above, it appears interesting to look into the case of the former Communist countries that had to face harsh economic and social transformation processes that reflected upon their social and labor relations and the management of human resources (see e.g. Kumpikaitė, 2009; Soulsby et al., 2017; or Siegel, 2020).

At the same time, the formation of a system of social and labor relations is predetermined by a combination of various conditions and factors classified according to multiple criteria: general (political, economic, social, legal), private (development strategies, human resources), or specific (personnel policy, demographic factors) (see Strielkowski et al., 2019; Voronkova et al., 2019; Kaufman, 2020).

For a comprehensive study of the phenomena and processes of the creation of a reliable and effective security system, a modern scientific, methodological, conceptual and terminological base is needed. The general provisions of security theory are formalized in the methodological foundations of the formation and functioning of an integral security system.

In our post-industrial civilization, the strategy of geopolitical relations is based, for the most part, on the geo-economic paradigm. This paradigm is embedded not only into the mastery of economic space or resource bases, but is also aimed at implementing its vision of the future and imposing its political will on the most powerful actors in international relations. Today's geopolitical strategy is largely focused on both geo-economic competition and national risk management. This strategy seeks to solidify its own political system and to undermine the social, political and economic systems of its opponents.

The realization of the political interests of the leading powers leads to their civilizational confrontation, in which one of the leading intentions becomes the desire for economic domination. But in the modern era, strategic goals are being implemented and achieved taking into account geopolitical interests, the study of which is now becoming an increasingly urgent task. Therefore, in our study, the focus on the main aspects of the influence of geopolitical factors on ensuring the state's personnel security becomes the most crucial one.

In general, one can see that the content of the concept of "security" implies not only the identification, prevention and elimination of threats and security risks, and counteraction to their sources (Kharytonov et al., 2019; Safa et al., 2019). It also includes the purposeful activities of the authorities to ensure the sustainable development of society, to strengthen its socio-economic, political, spiritual, defense, scientific and technical potential.

Therefore, ensuring national security becomes one of the most important functions of any modern state. The state of national security is influenced by both internal and external factors. The most important internal factors include: the state of the economy and its scientific and technical potential, energy supply, the most important mineral resources, food, the level of qualifications of scientific and production personnel, the development and reliability of the transport system and communications. This also includes the problems of the socio-economic state of society as a whole and of its individual strata, groups and classes, defense, ecology, and others. The most important external factors include the geopolitical, geostrategic and geo-economic position of the country, as well as the state of its foreign economic relations.

Our paper studies geopolitics and multicultural environment as the factor that constitute the crucial determinants for the personnel securuity and human resource management in the 21st century. This paper is organized as follows: Section 2 describes the concepts of personnel globalization and personnel security. Section 3 describes the link between the personnel security and brain drain using a case study from the Russian Federation and comparing it with the situation of other former Communist countries. Section 4 reflects on the the role of human resources in today's geopolitics. Section 5 offers some important implications for globalization and multiculturalism. Finally, Section 6 concludes and provides a summary of main outcomes and policy implications.

2. PERSONNEL GLOBALIZATION AND PERSONNEL SECURITY

At present, the level of interaction and interdependence between states within the international community is increasing due to the globalization and the development of new information technologies (Chehabeddine and Tvaronavičienė, 2020; Cuervo-Cazurra et al., 2020). It is becoming not only closer, but also inevitable. There is a steady trend towards the integration of structures performing international functions (Katsamunska and Rosenbaum, 2019). In addition, the scale of political, economic and social activity is changing and growing, which is becoming a global trend. The modern world is permeated with flows of goods, labor and capital, and various types of intercultural communication. This not only supports traditional spaces, but also intensively generates new ones - geoeconomic, geoecopolitical, geo-informational, etc.

Under globalization in the context of the topic we have declared as the main focus of this paper, we should understand the process of exacerbation of the entire complex of global problems and the growth of global interdependence of various countries and regions of the world. Its geopolitical actualization is associated with the period of the 1990s, when the Western countries led by the United States began to claim unconditional dominance in world affairs by implementing the strategy of "power globalism" in the economic, political and information spheres. Globalization and geopolitics are interconnected, since the very idea of creating a global system that is controlled from one center is essentially a global geopolitical concept.

In the modern world, two civilizational centers have been formed: the "Atlantic culture" and the "Asian globalism", both with their own configurations of value priorities and communication balances (Petricevic and Teece, 2019). In order to establish the specifics of their influence on the globalization of the economic, political, social and cultural world space, it is necessary to take into account their interaction with "anti-globalization" regions which are distinguished by differentiated ethnocultural formations.

At the moment, one can deduce several co-existing competitive geopolitical strategies. First of all, there are two alternative lines of activation of the eastern geopolitical vector that collide along the United States and the People's Republic of China line and along the BRICS line which leads to a further shift of the central geopolitical axis of coordinates represented by the West-East and North-South beyond their previous geographic localization the West split into two asymmetrical zones (the "system-country" represented by the European Union and the United States) (Bakare, 2020). Within this context, both friendship and rivalry between these asymmetric centers of power has not yet gone beyond the framework of prudent cooperation, although many geopoliticians state the possibility of growing tension in their relations. At the same time, in Eurasia, three regional centers of power are rapidly breaking out: Russia, China, and India (Denisov et al., 2020). In addition, there is a process of degradation of the "world South", consisting mainly of African countries. All these trends determine the process of steady narrowing of the geopolitical map of the modern world.

The geopolitical model of the world today is in a complex, disequilibrium-like transitional state. There is every reason to expect a further toughening of opposition to "all to all" with the emergence of situational short-term associations to solve specific problems. In addition, the scale of confessional and ethno-national conflicts on civilizational rifts which give rise to armed conflicts resulting in powerful migration waves of refugees is alarming. A lack of international security with its guarantees and safeguards inevitably pushes the world towards a new arms race.

Moreover, it becomes clear that the national security of society, the state, and the individual depends on the quality of the economic, military, environmental, information and other types of security. However, it becomes clear that the structural components of security or threats are derived from human activities. They depend on the quantitative and qualitative characteristics of the professional (personnel) potential of the state, the mechanisms of their reproduction and demand.

3. PERSONNEL SECURITY AND BRAIN DRAIN: A COMPARISON OF FORMER COMMUNIST COUNTRIES

Personnel security constitutes one of the components of the economic security of the national state. It has a dominant position in the economic security system, because it is directly aimed at working with people who are the primary subjects of social activity. And in this sense, personnel security and its provision are not only one of the main directions of the state's economic activity, but also the most important function of political management (Brewer and Kellough, 2016; Drobyazko, 2018).

Nowadays, the new system of international relations is formed along the following three processes: globalization, regional disintegration, and reintegration. All of the above makes the problem of ensuring national personnel security very relevant.

In fact, ensuring personnel security is a process that prevents a negative impact on the security of the country as a whole. Moreover, it represents a decrease in risks and threats associated with labor resources, their professionalism, intellectual potential and social and labor relations through an effective state personnel policy.

One would probably agree with us that personnel security is the state of society which is achieved through activities aimed at the formation of qualitative and quantitative characteristics of the professional potential of able-bodied citizens, ensuring the preservation of the integrity and development of society, the sovereignty of the state, the absence of risks of loss of self-sufficiency in various branches of spiritual and other spheres of activity. In fact, it creates the protection of society from the threats and risks of unprofessionalism, destructive professionalism, preservation and development of professional potential through the effective activity of various levels of personnel policy subjects - state, regional, municipal and personnel policy of the organization.

In addition, personnel security represents the process of preventing negative impacts on the economic security of the country due to risks and threats associated with labor resources, their intellectual potential and social and labor relations in general.

The non-competitiveness of conditions for people who know and are able to work of the benefit of their own country is, on the one hand, a threat to the national identity of the people, since globalization acts as a controlled unification of the social environment. On the other hand, this is a chance for other countries to mobilize their internal resources to preserve their identity, to develop their own mechanisms for self-development and survival. But this can be done on one condition - the country's leadership has to have the political will to preserve this identity with the help of its own personnel potential.

At the same time, one can consider the strategy of personnel security management as a set of priority management approaches, the implementation of which ensures the protection of the country from any potential threats associated with the functioning of human resources and constitute a key element of the process of managing the socio-economic system as a whole. The strategic goal of personnel security should be the creation of the country's personnel potential as a key resource for the development of society and the economy, capable of ensuring the integrity of the state and accelerating the country's socio-economic development, as well as gaining competition on the world markets and in the international division of labor.

Globalization of human resources has inevitably made human intelligence and professionalism an object of fierce competition. The world's leading states have proved the irrefutability of the priority of the value of the professional and intellectual qualities of the bearer of the labor factor - a person in relation to other economic factors. In the modern world, it is the one who is able to revise philosophy in relation to a person as an employee and a professional who wins. Actually, this subject of personnel policy who understands this and follows the path of creating competitive advantages is going to win.
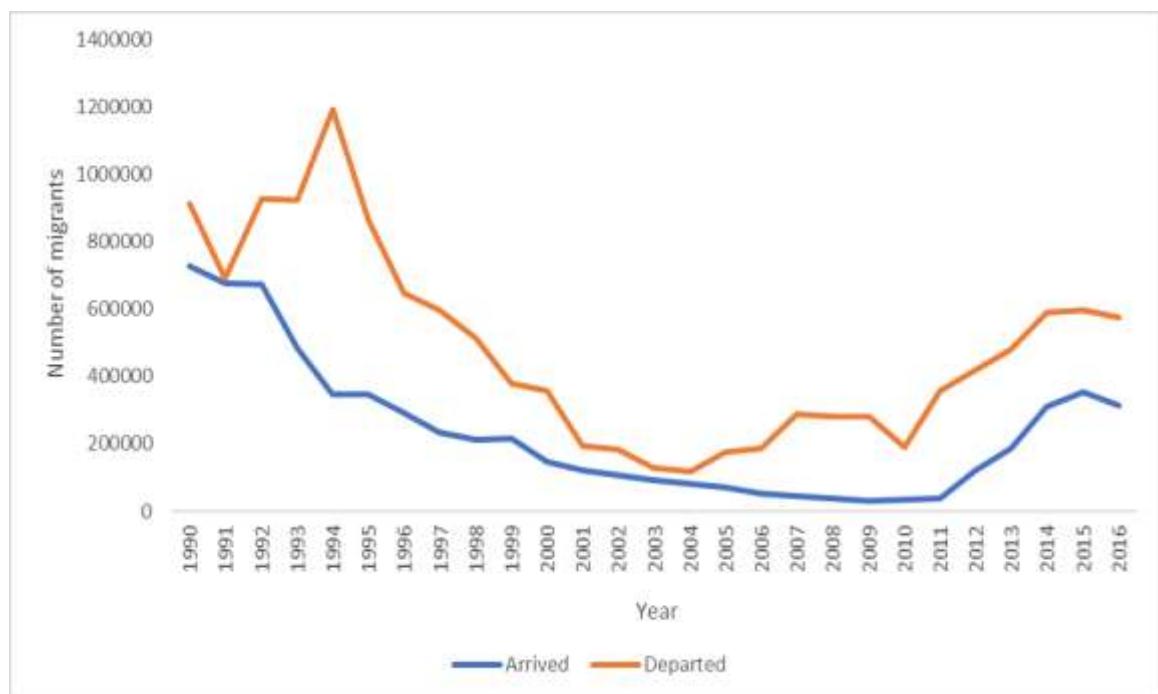
The processes of unification of goods and technologies, the aggravation of the competitive struggle of the leading powers in the world arena for the personnel potential of other countries, formed the prerequisites for the emergence of personnel globalization, which, according to experts, removed the restrictions on the problem of attracting specialists from abroad and concentrating unique personnel in breakthrough areas of science and technology (Veselovsky et al., 2017). Human resources globalization has made it quite realistic and straightforward to implement the tasks of a noticeable reduction in costs associated with the training of highly professional personnel and a fairly powerful increase in the intellectual resources of a particular country at the expense of this country, a personnel donor that provides the necessary impact on the quality of human resources in other countries, which can lead to specified and positive and negative consequences. A typical strategy is personnel parasitism (a case when it becomes more profitable to attract ready-made specialists who have proven their professional level by appropriate achievements from the other countries rather than to invest own significant resources into the system of education and development of their national personnel, to maintain and efficiently operate scientific, professional and technological schools) (see e.g. Labrague et al., 2018). One fo the notable cases is the labor migration of qualified Polish or Romanian workers to the United Kingdom after the UK opened its labor market to the citizens of the new EU Member States (see e.g. McGhee et al., 2017; or Gherghina, 2020). These costs are not just high, they are essential for any economic system, since the conditions for the rapid renewal of professional knowledge have developed, and the process of training specialists itself requires a significant resource of time and cannot be simply and painlessly cut in order to save costs. Personnel parasitism works on the principle of a vacuum cleaner - drawing the best professionals from all over the world into its personnel storage. The origin and development of this policy is a characteristic feature and a key, essential component of personnel globalization.

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In modern conditions of globalization, the risks and threats to personnel security in Russia are increasing. The geopolitical aspect of personnel security lies in the uniqueness of the situation when, within a fairly short period of time, Russia has become a powerful center for attracting migrants. According to the United Nations classification, in 2019 Russia ranked the third in the world in terms of the number of immigrants (11 million people) after the United States (46 million people), Germany and Saudi Arabia (13 million people), and is also the largest regional center of attraction for migrants from other post-Soviet countries. It also has the thrid-largest "diaspora" (10 million people), preceeded only by Mexico (13 million people) and China (11 million) (UN, 2019).

In the 1990s, after the collapse of the Soviet Bloc, many developed countries were able to quite successfully take advantage of the current favorable situation in attracting Russian and other former Communist countries' specialists during the collapse of the USSR and the crisis conditions during the democratization of Russia and in Eastern and Central Europe. This process continues nowadays with many young specialists from Eastern Europe (mainly Poland, Bulgaria, and Romania) being drawn to the West (as, for example, a case of high-skilled Polish female migrants (Ryan, 2019), young Bulgarian agricultural specialists (see Traikova et al., 2018) or the case of Romanian physicians (Apostu and Vasile, 2020)). The intellectual and human potential of many post-Communist countries was irreparably damaged and, in case such as Lithuania, almost drained (see Labanauskas. 2020). However, one has to mention that Poles, Bulgarians and Romanias have even more possibilities to move to the wealthier Western countries since Poland became a member of the European Union in 2004 and Bulgaria and Romania joined the EU in 2007, while Russian still require a visa and the migration is much more complicated (even in spite of that, the emigration from Russia in unprecedented).

Many of the problems notorious for the post-Communist countries mentioned above are common for Russia too. According to the Russian Federal State Statistics Service (2020), from 1989 to 2015, about 4.5 million people left Russian Federation. Figure 1 that is shown below, reveals this dynamic.

Source: Own results based on Federal State Statistics Service (2020)

FIGURE 1 - DYNAMICS OF THE NUMBER OF PERSONS WHO ARRIVED TO OR LEFT RUSSIA IN 1990-2016

Since the beginning of the 1990s, Russia country lost about 30% of its scientific potential, and experts estimate the annual losses of the country from the "brain drain" at $50 billion (Kalyugina et al., 2020). However, the result of this process does not come only to financial losses. It also means a loss of reputation and prestige of the country as a subject of personnel policy, striving to provide specialists with opportunities and conditions for the realization of their creative potential. It is practically unthinkable to assess these reputational losses

financially. But at the same time as the personnel drain, Russia received mostly economic labor migrants from the Commonwealth of the Independent States (CIS), who, in terms of professional training, could not fully replace the specialists who had left the country. Table 1 that follows, shows the dynamic of the international migration to Russia from CIS countries. One can see that labor migrants from Ukraine, Uzbekistan and Kazakhstan are dominating, most of whom are seasonal workers and laborers who are engaged in such sectors of economy as construction, catering, cleaning, nursing and other low-paid jobs.

TABLE 1 - INTERNATIONAL MIGRATION OF THE RUSSIAN FEDERATION WITH CIS COUNTRIES (2008-2017)

CIS countries	Arrived	Departed	Migration gain
Azerbaijan	203,6	56,5	147,1
Armenia	339,1	98,5	240,6
Belarus	109,0	66,9	42,1
Kazakhstan	434,8	130,4	304,4
Kyrgyzstan	257,5	70,6	186,9
Moldavia	214,2	64,8	149,3
Tajikistan	348,7	127,6	221,1
Turkmenistan	45,4	16,6	28,8
Uzbekistan	647,2	317,5	329,7
Ukraine	769,8	198,3	571,5

Source: Own results based on the Federal State Statistics Service (2020)

The experts did not undertake to predict the consequences of such migration flows, but in reality, they manifested themselves in such negative trends as a decrease in the increase in competencies and professional experience in specific types of professional activity, and in some areas even its complete loss. As a result, Russia is forced to borrow technologies and achievements in various fields of science and technology in other countries (the similar trend can be observed in other post-communist countries, for example, Poland (Woźniak. 2020) or Ukraine (Kniazevych et al., 2018)).

Despite the fact that since 2010 this trend has begun to decline, nevertheless, from 2014 to 2016, over 61 thousand Russians left for the EU for permanent residence. The report of the Committee for Civil Initiatives notes that the emigration flow has high indicators of the quality of human capital - a high educational and professional level, a young age structure (Demoscope, 2016). This means that mainly highly-skilled specialists who leave at the peak of their professional productivity. Moreover, this process is far from over, since masses of other Russians are ready to join the flow and emigrate abroad (Rostovskaya et al., 2020). The share of those who have high migration attitudes ranges from 8 to 23% according to sociological research, the highest rates are among young people and middle-aged people with higher education living in large cities (Riazantsev et al., 2018).

One reason for the the brain drain abroad is due to low salaries in Russia. However, experts cite other reasons as well. In particular, the main reasons for emigration might be the dissatisfaction with the prospects for an increase in material well-being, social status, personal and economic security. The similar reasons can be found, for example, in Romania, where corruption, economic instability come through as the top factors for migration (followed by the unsatisfying salary level and bad healthcare system) (see Iacob, 2018). The main problem of Russian science is not just underfunding, but the lack of demand for scientific results by the economy and society (see Nureev et al., 2020).

All of the issues described above influence the labor market potential of the Russian Federation. Let us look at the labor potential development indicators of Russian Federation. These indicators are composed of several parameters, such as: duration of working life in the region, level of professional training of the employed population, the level of labor activity of the population in the region, capital-labor ratio of workers in the region, per capita gross regional product, and an average monthly salary of workers in the region. In order to obtain these basic indicators, the indices are calculated using the following formulas:

$$K_{in} = (I_j^{real} - I_j^{min})/(I_j^{max} - I_j^{min}) \tag{1}$$

and

$$LPI = \Sigma_{i=1}^{n} K_{in}/n \tag{2}$$

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where I_j^{real}, I_j^{min} and I_j^{max} represent the real, minimum and maximum values of the j-th indicator in labor potential. The values of all indices of labor potential development and the integral index can vary from "0" to "1". This scale can be used to assess the region's efforts to achieve the maximum possible level of the index under consideration.

Table 2 that follows shows the results of the analysis of the dynamics of the integral index of labor potential development in the Russian Federation and in the southern regions of Russia.

TABLE 2: DYNAMICS OF THE INTEGRAL INDEX OF LABOR POTENTIAL DEVELOPMENT IN THE RUSSIAN FEDERATION

Regions	Index value			Growth rate, in %	
	2005	2010	2015	2005-2010	2005-2015
Russian Federation	**0.454**	**0.497**	**0.56**	**9.5**	**23.3**
Southern Federal District	0.397	0.431	0.492	8.6	14.2
Adygea	0.352	0.386	0.432	9.7	22.7
Kalmykia	0.371	0.397	0.456	7	22.9
Krasnodar region	0.404	0.44	0.509	8.9	26
Astrakhan region	0.441	0.464	0.531	5.2	20.4
Volgograd region	0.397	0.433	0.496	9.1	24.9
Rostov region	0.393	0.419	0.475	6.6	20.9
North Caucasian Federal District	0.365	0.382	0.419	4.7	14.8
Dagestan	0.344	0.369	0.394	7.3	14.5
Ingushetia	0.308	0.35	0.402	13.6	30.5
Kabardino-Balkar Republic	0.349	0.35	0.421	0.3	20.6
Karachay-Cherkess Republic	0.368	0.388	0.438	5.4	19
North Ossetia	0.394	0.413	0.456	4.8	15.7
Chechen Republic		0.319	0.354		
Stavropol region	0.387	0.406	0.458	4.9	18.3

Source: Own results

From Table 2 one can see the labor potential development is greater in less-developed regions that are catching up faster with the average value of the country. This is a convergence effect that can be seen, for example, in the less-developed regions of the European Union. However, it is apparent that the labor force from these less-developed regions can hardly substitute the highly-skilled labor force that is leaving the country and would take years of training to reach the level needed for the economy.

In general, the problem of a massive outflow of highly qualified specialists, scientists and businessmen for Russia and other former Communist countries is extremely serious and dangerous. The economic achievements of any country are created by the hands, intellect and talents of its people. If we evaluate the scale of the destruction of human resources as the inevitability of asymmetric world economic development, then the developed countries will always remain beneficiaries, focusing only on their own interests and implementing a selfish policy of "cream collection". On the one hand, the diffusion of human resources is a natural process that accompanies world integration processes. The strength and intensity of the current state of personnel diffusion is far superior to all previous periods. And, of course, it is dictated by deep economic integration, when any person, in fact, is able to realize his professional interests without looking at the state borders in any country. On the other hand, it becomes apparent that globalization and economic integration feeds the brain drain from the developing to the developed countries depriving them from the human potential for economic and social development, not speaking about their national security and geopolitical position.

4. GEOPOLITICS AND HUMAN RESOURCES

One would probably agree that of the key importance is the question of in what form and in what time period Russia would approach the new strategic equilibrium that is taking shape in the world in geopolitical, geostrategic and geo-economic dimensions (Rasoulinezhad et al., 2020; Shestak et al., 2020).

The geoeconomic essence of the new security policy and the strategic arsenal of its implementation boils down to the development of the national economy within the current geopolitical system for ensuring the fully secured position of Russia in the creation of the world income stemming from using novel technologies and ensuring the country's participation in tackling the world's most pressing issues (Libman and Obydenkova, 2018). This geo-economic basis dictates a completely new qualitative characteristic of the security policy, its transformation into the latest form.

In general, one can identity three levels of Russia's geopolitical interests: i) global, ii) regional, and iii) subregional (see Figure 2 below).

Global
- Adoption of continentalism as a system of the world order, with the formation of a multipolar world;
- Active and full participation of Russia in the creation of the world order;
- Russia's place in the new world order that corresponds to its geopolitical role, historical, political, economic and intellectual significance, military-political, and foreign economic opportunities and needs.

Regional
- Ensuring a stable international environment on the basis of maintaining 'a good neighbour' partnership relations between Russia and other states;
- Maintaining political and economic stability in the states along the entire perimeter of Russia's borders;
- Promotion and consolidation of the military-political and economic positions of Russia at the international arena through the use of mechanisms of regional cooperation.

Sub-regional
- Development of mutually beneficial relations with the independent states and participation in the development of integration processes on a reciprocal basis;
- Reaching agreement with the independent states on the coordination of both general policy and specific actions to ensure mutual security.

Source: Own results

FIGURE 2 - THREE LEVELS OF RUSSIAN GEOPOLITICAL STRATEGY IN THE 21ST CENTURY

Today, the world is undergoing a restructuring of the global economic system. In Russia, this is marked by the path from the depths of the post-industrial world to the growing interest in Russian intellectual and resource wealth that is expressed by the developed Western economies (Linetskiy et al., 2017). This new world order is created based on the Russia's abundance in both natural resources and intellectual human power. Moreover, it follows the post-industrial path that requires the technogenic world to constantly expand searching for the new natural resources and sources of energy, as well as for the new markets for selling the goods and services. One can see that this process simply cannot be ignored. The geoeconomic approach should become one of the central directions in the formation of national security policy (Khrushcheva and Maltby, 2016).

The emerging situation predetermines the need for Russia to make non-standard strategic decisions. The foundation for the strategic maneuver and further development of Russia, its intra-national transformations should be built on the basis of global trends and contradictions of the 21st century (Wigell and Vihma, 2016). Its essence is a transition to new geo-economic development horizons along the pathways of globalization, regional disintegration, and reintegration that shape up the new system of international relations (Siddi, 2018). All of the above makes the problem of ensuring personnel security very important. Figure 3 that follows below,

offers a comprehensive but also a concise graphical overview of the three main stages of the implementation of the Russian geopolitical strategy for the short-time horizon (3-5 years), middle-term (4-15 years), and long-term perspective (30-40 years).

Stage I. Internal consolidation (3-5 years)
Elaboration of the geopolitical idea of Russia's development, its recognition and the subsequent consolidation of all aspects of the society.

Stage II. Formation of the continental geopolitical block (4-15 years)
Unification of neighbouring countries around Russia and restoration of Russia's determining influence in its geopolitical allies (e.g. Iraq, Iran, India, or Cuba).

Stage III. Geopolitical breakthroughs (30-40 years)
Implementation of a geopolitical breakthrough to the Indian Ocean and a subsequent breakthrough in the Balkan direction with an access to the Atlantic.

Source: Own results

FIGURE 3: MAIN STAGES OF THE IMPLEMENTATION OF THE RUSSIAN GEOPOLITICAL STRATEGY

With regard to the above, one would probably agree that we percieve the human potential of society, and above all, its intellectual and professional resources as the "personnel", then personnel security occupies a central position in relation to other elements of the national security system, since it is directly aimed at working with people who are the primary link in the social, economic and the political organization of society.

In the broadest sense, personnel security is a state of society which can be achieved through activities aimed at the formation of qualitative and quantitative characteristics of the intellectual and professional potential of able-bodied citizens, ensuring the preservation of the integrity and development of society, the sovereignty of the state, and the absence of risks of loss of self-sufficiency in various branches of the spiritual and other areas of activity (Makedon et al., 2019).

In a narrower sense, personnel security is the protection of society from the threats and risks of unprofessionalism, destructive professionalism, maintaining and building up professional potential through the effective activities of various levels of personnel policy subjects - state, regional, municipal and personnel policy of the organization.

In fact, ensuring personnel security is a process that prevents a negative impact on the security of the country as a whole, it is a reduction of risks and threats that are associated with labor resources, their professionalism, and the intellectual potential and social and labor relations through an effective state personnel policy

Human resources globalization has inevitably made human intelligence and professionalism an object of fierce competition. The world's leading states have proved the irrefutability of the priority of the value of the professional and intellectual qualities of the bearer of the labor factor - a person in relation to other economic factors. In the modern world, it is the one who is able to revise philosophy in relation to a person as an employee and a professional who achieves the gain. Actually, such a subject of personnel policy who understands this and follows the path of creating competitive advantages would become the winner.

The strategic goal of personnel security is the stable development of the intellectual and professional resources of society, ensuring high rates of socio-economic development and sustainable competitiveness of the state in the world economic system.

The most important factors for ensuring intellectual security include scientific and technological factors that form the intellectual potential of society and the level of socio-economic development of the state. Intellectual security is negatively affected by the uneven development of fundamental and applied, humanities and natural sciences, the "brain drain" abroad, and the low level of R&D spending in GDP.

5. SOME IMPLICATIONS FOR GLOBALIZATION AND MULTICULTURALISM

The peculiarity of the international situation at the beginning of the 21st century is that it is being formed against the background of the growing very contradictory processes of globalization which significantly affect the traditional and give rise to new problems of national and international security. In particular, they sharply exacerbate the problems of national identity and multiculturalism, erode the concept of national sovereignty, and transform the national interests of individual states. The crisis of multiculturalism and national identity has acquired such forms and scales today that for many of them, overcoming it means not only choosing an adequate competitive development strategy, but also turned into a matter of national survival.

It is apparent that many products of globalization, such as, for example, democratization, economization, informatization, cultural standardization, value universalization, create an obstacle for the national identity in its natural development. Together with that, many conflicts arise and the resolution of these conflicts depends on the national identity, compromises and rigidities, flexibility and the reaction to adaptive changes. Globalization attempts to throw all national identities in one huge melting pot. Thence, it represents a certain threat for the cultural identification and specifics.

With the help of ultra-modern information technologies, globalization once and for all breaks down barriers between different cultures, involving them in the process of cultural standardization. Globalization insists on the universalization of values based on the Western model of development and, accordingly, Western values such as: individual freedom, human rights, democratic mechanisms, market economy, rule of law, civil society that employs this state. Only those cultures survive in this vortex that will be able to perceive the latest achievements of world civilization, while not losing their originality.

Analysis of the history of civilization allows us to conclude that multiculturalism has acquired a huge impact on the political, social and economic structure of the world. If we take into account the territorial aspect of multiculturalism, its connection with the phenomenon of migration becomes obvious. Population migration is the motivating force that underlies intercultural contacts in an era of social change and globalization.

At the beginning of the 21st century, there was obsereved a sharp drop in the level of control over international processes. The previous systems and mechanisms of international security turned out to be ineffective, regional and global instability increased sharply. This led to the fact that national security was closely related to international security. The international dimension of national security, which has never been challenged by anyone before, has grown exponentially. At the same time, a structural crisis of both international and national security systems has become noticeable. The fundamental, organic inadequacy of these systems to the new challenges and threats of the 21st century has become obvious. This makes the rethinking of the methodological and conceptual foundations of security even more urgent, dictates the need to reassess the resources and mechanisms for ensuring it, identify and articulate national interests, and clearly prioritize domestic and foreign policy. All this cannot but influence the problem of national identity.

Speaking about the crisis of national identity, one cannot fail to mention the erosion of the nation-state closely related to it. Under these conditions, transnational corporations, creating their own security and intelligence services, are turning not just into centers of economic influence, but to a certain extent into centers of power. Enterprises included in the chains of production and technological ties do not "fight for markets" with the help of price and quality competition, but work at the level and rhythm set by the requirements of the entire chain. It is not the competition of producers of similar goods that can change the structure of these links, but a technological breakthrough that will allow satisfying this need at a higher level and / or at lower costs. The technological level of enterprises (including the ability of workers to correspond to this level), their scientific potential are prerequisites for competition in the modern system of world economic relations. The consequence of these processes is the strengthening of the competitive struggle of developed countries for someone else's personnel (intellectual and professional) potential. This would definitely pose a threat to human resources, especially in developing countries that are pursuing a large-scale policy of modernizing their economies. This can be considered as a long-term trend.

The non-competitiveness of conditions for people who know and are able to achieve something in their own country is, on the one hand, a threat to the national identity of the people, since globalization acts as a controlled unification of the social environment. On the other hand, this is a chance for other countries to mobilize their

internal resources to preserve their identity, to develop their own mechanisms for self-development and survival. However, this can be done on one condition - if the country's leadership has the political will to preserve this identity with the help of its own domestic personnel potential.

6. CONCLUSIONS AND IMPLICATIONS

All in all, it becomes apparent that social and cultural integration in personnel policy have become very powerful means of influencing the personnel potential of national states (both domestically and across borders). The globalization of human resources can become a very effective tool for accumulating the country's personnel potential, but it can also serve as a means of exsanguinating competing countries, destroying their personnel potential, and reducing the level of preparedness of specialists that are required for the most important spheres of the economy.

It is extremely important that these actions not only provoke intellectual and professional losses, but also change the role of the state in the geopolitical space of the world, create increased risks and threats to national security. Human resources globalization makes the migration processes on the part of developed countries manageable, since the objects are the carriers of human capital - the owners of professional competencies, scientific discoveries and technological developments. Therefore, from the point of view of the impact on the human potential of economically unstable states, and even more so underdeveloped countries, globalization can be considered as a form of their depletion, a decrease in the quality of their competitive advantages.

Obviously, the struggle of states for competitive advantages is becoming a powerful factor in the competition for highly professional human resources of other states. For developing countries, the negative consequences of specialization in the international division of labor, the development of science, the education system, the preservation of their political sovereignty and national-cultural code can be insurmountable.

In the 21st century, the humaity developed a new way of redistribution of territories and spheres of influence (such as sources of raw materials, sales markets). The technology of territorial expansion is carried out through bringing the countrlesy to forced specialization, managing economic policy through the system of the international division of labor and inclusion in value chains, and, as a result, a complete subordination of the country. Nowadays, there is no need to wage wars, build up schemes of degeneration of political elites, undermine the effectiveness of state administration in order to liquidate the empire. Nowadays, this can be done with the help of mechanisms for managing the personnel space of other countries, reducing the quality of human resources, and absorbing the most valuable employees using some montetary and non-financial incentives.

The global wars fought in the 21st century no longer rely upon heavy weaponry and vast military forces. They are rather waged using information (as well as disinformation) and intellectual human (and artificial intellegence) potential. Here is where the quality of human resources is becoming crucial for the geopolitical positions and political negotiations of the global powers. Ensuring the vast sources of high-quality intellectual human resources is becoming a must in the foreing affairs and international relations of our post-industrial era.

Overall, it becomes clear that globalization of labor force is becoming an important geopolitical tool in the struggle for the human resources for securing political and economic leadership and domination in the world affairs. This is the reason why it is becoming a significant national security threat to many countries all around the world. The policy-makers and the stakeholders should take this into account when divising the national development and security strategies.

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