

EDUCATION OF MANAGERS AND SECURITY OFFICERS THE REPUBLIC OF SERBIA

Milan Milosević¹, Momir Ostojic², Momir Grahovac³

¹University „Union-Nikola Tesla”, Faculty for Business Studies and Law, Belgrade, Serbia,
e-mail: milan.milosevic@fbsp.edu.rs

²PhD student at the University of Belgrade, Belgrade, Serbia

³Ministry of Education, Science and Technological Development, Belgrade, Serbia

***Summary:** In the past decade, the processes of globalization, international integration on various grounds and transitional changes have taken place at a pace that the regulatory framework of the state has not managed to follow adequately. This could be said for the increased security challenges and needs. In this sense, we can talk about changes in the demand for specially trained personnel in the field of security, both in the state and in the non-government sector. On the other hand, the contents of corporate security businesses increasingly point to the need for an integrated approach, covering a wide range of security concerns and needs which, in addition to the necessary technical competence in a given field, requiring high levels of security knowledge and skills. This paper contains a comparative analysis of relevant programs of educational institutions in the Republic of Serbia, which offer scientific and professional positions in the field of security.*

***Keywords:** education, security, corporate, manager, officer, programs.*

1. INTRODUCTION

In the past decade, the processes of globalization, international integration on various grounds and transitional changes have taken place at a pace that the regulatory framework of the state has not managed to follow adequately. This could be said for the development of so-called security economy, i.e. organizations that, on a commercial basis, provide a variety of services in the field of security in a free global market. Thus, through the transition and integration processes both economic entities and the state face new, one might say increased challenges and needs in the area of. In this sense, we can talk about changes in the needs for highly educated staff in the field of security, both in the state and in the non-government sector.

Traditionally, the public security sector shows a need for specific higher education personnel to fill the army, police, military and state security services, but also for staff to manage emergency and crisis situations, civil protection, fire protection, defense preparation and planning, safety of road, rail, water and air transport, etc, but also a regulatory obligation to act towards other areas of the security of the non-government sector as well as the contents of the corporate and private security.

On the other hand, the contents of the corporate security increasingly point to the need for integrated approach to security in businesses, including a wide range of security problems and needs, all in addition to the necessary technical competence in the subject area; they require a high level of security knowledge and skills. Finally, integration processes necessitated the application of a number of international and national standards[1], and regulatory set of laws and regulations [2] that require businesses to have in permanent employment professional persons responsible for their implementation. In addition to the large volume of standards and regulations, there is a significant volume of bilateral and multilateral agreements, treaties, conventions and lengthy documents relating to such contents, which are interdependent and interacting (e.g. information security and physical - technical security) causing an integrated security approach.

2. SECURITY PROGRAM

State security sector has a system that is regulated in a traditional way of higher education for the army and police, which is implemented primarily through the University of Defense in Criminal - Police Academy and the Belgrade University Faculty of Security Studies. Integration processes and dynamics at the regional and international levels have caused the expansion of the field of application of the science of safety, especially the content of corporate security, which now include almost all areas of security. Physical - Technical Security, which is traditionally considered the basis of security businesses, in the new environment has become only one part of the integrated corporate security and as part of that can be ordered as an external provider of private companies providing security services. Such changes are undertaken also by the Faculty of Security, which has traditionally been a complement to military and police higher education, primarily to fill the civil affairs of state security sector, education and public undertakings, has significantly expanded the security framework of judicial programs.

The analysis of higher education institutions in the Republic of Serbia and their programs of study found that for the educational profile of the professional or academic degrees in the areas of security there are currently several institutions of higher education, among which are: 1) University of Belgrade Faculty of Security Studies; 2) Faculty of Law and Business Studies, high school academic studies in Novi Sad, degree program in business management - civil security; 3) The Academy of Diplomacy and Security, high school academic studies in Belgrade; 4) High School of Professional Studies in Criminology and Security in Nis; and others.

As special and specific higher education institutions which educate personnel for jobs primarily in the areas of national security, we should point out the following institutions 1) Criminal - Police Academy in Belgrade and 2) Military Academy or the University of Defense in Belgrade.

Apart from these higher education institutions that educate professionals security profiles, for certain specific areas of security such as security transport (road, rail, water and air), safety and occupational health, international security and terrorism, there are persons being educated at the Faculty of Political Science, University in Belgrade, Transport and Traffic Engineering Faculty, University of Belgrade, Faculty of Occupational Safety, University of Nis, etc. It has been noted that there are no general security courses in the above institutions, nor is there any introduction to the science of security but the security of the

above areas is studied in terms of technical sciences or within areas of expertise, with the application of risk management methodology.

3. SECURITY PROGRAMS OF THE FACULTY OF SECURITY

The Faculty of security there are undergraduate studies, specialized professional studies, forensics specialist vocational studies, joint studies degree with the Military Academy, graduate academic studies - master's and doctoral programs.

According to the website of the faculty, their study program is directed toward the goal of strengthening the academic and professional competence of students to work on a very wide range of responsibilities in the areas of defense, protection, security and human and social resources in the civil sector, as managers or clerks at central, regional and local governments, large economic systems, small and medium enterprises and private companies, scientific - research and professional institutions and training centers, non-profit sector, humanitarian organizations, inspection services, media, etc. In relation to such a wide range of activities that includes nearly all security areas in the state and non-state sector, notes and a very wide range of subjects in all forms of security, protection of the environment and the population from natural disasters and chemical accidents, health and social care, Defense of contemporary forms of threats and management of human and social resources. Such coverage requires guidance towards interdisciplinary approach.

Apart from general education - legal and management courses, at the undergraduate level there is a very wide range of security items, from the theoretical basis of safety and security systems to the international and global security.

Postgraduate studies - master, study science security, wide field of security, which is taught at the undergraduate level, is supplemented with the aspects of globalization, geopolitics, ecology, scientific - research methodology, doctrines and systems.

Specialist professional studies - studies of the security management aimed compulsory subjects correlated with three groups of electives: Crisis management, Security systems, Security management in the defense against terrorism and Risk Management in emergency situations.

Forensic specialist professional studies from forensic physical chemistry and forensics Management at the Faculty of Physical Chemistry and the Faculty of Security, established by the statues of two faculties as joint vocational studies with two modules which are realized in both faculties. Their aim is to enable staff to perform special activities and tasks in institutions of security and protection in the field of forensic physical chemistry and management in the field of forensics. It lasts for two semesters with a minimum volume of 60 ECTS.

The joint diploma issued by the Faculty of Security and Military Academy gives students the professional title of Bachelor security manager (in the field of choice: security or management of human and social resources management or civil defense and protection of the environment and military science).

Doctoral studies - studies of the science of safety should enable the candidates to achieve high scientific and academic skills and ability to deal with the theoretical and experimental work, in accordance with the development and achievements of science security in the world and achieve the scope and results of scientific research in the field of science and acquire security the title of Doctor of Science in Science security. Subjects in these

studies, which last for three years, are the following optional modules: security, defense, management of human and social resources, civil protection and environmental protection, a choir objects modules covering political, strategic, communications, defense, geopolitical, managerial, environmental and educational aspects of security, as well as aspects of human resource management, quality, risk and crisis.

4. SECURITY PROGRAMS OF CRIMINAL - POLICE ACADEMY

At this institution there are basic vocational, basic academic and specialist studies. Professional studies in criminology last six semesters and carry 180 ECTS. On the second and third year students may choose to follow the teaching of the Criminal - Forensic and Police - Security constituency group. They offer the professional title of professional criminalist that allows the student to acquire the status of police officers who will perform the contracted work. Undergraduate studies in criminology last eight semesters and volume are 240 ECTS. On the third and fourth year may choose to follow the teaching in the crime, Police and Safety constituency group. They give offer the professional title of criminalist that allows the student to acquire the status of a police officer for more complex jobs at higher hierarchical levels. The aim of this study program has clearly defined features, how to continue further education, as well as for monitoring of scientific achievements in the field of criminology, and the purpose of creating quality educational profile for the execution of police duties. Study program of specialist academic studies criminology studies is performed as the second degree, last for two semesters and give the title of graduate criminalists - master.

5. SECURITY PROGRAMS AT FACULTY OF LEGAL AND BUSINESS STUDIES IN NOVI SAD

This Faculty educates staff on special study programs: Law, Business Psychology, English, Business Management and Business Management - Civilian security at the undergraduate level (180 ECTS) naming the title as the manager (bachelor) or (240 ECTS) graduate manager, as well as master academic studies (300 ECTS) with the title of graduate manager - master. The goal of the program is to be set up as a training for work in the civilian sector and public safety in all operational and security affairs in the police, military, other government agencies and the private security sector. In addition to general education and management of cases, there are security courses at the undergraduate level covering all areas of security, including the field of criminology. This is similar to the Faculty of Security, except for the area of defense.

6. ACADEMY OF DIPLOMACY AND SECURITY IN BELGRADE

As stated on the official website of this institution, the Academy deals with the education of future professionals in the field of diplomacy and security, in which students acquire knowledge and develop skills to influence and change trends of contemporary international relations and security in Serbia, region, Europe and the world. The Academy has accreditation for undergraduate academic and master studies. Defined goal is that students be trained to work in diplomacy and security system (defense, internal affairs, intelligence - security services, private sector).

The analysis of compulsory and optional subjects on basic security studies reveals a focus on items that cover the state security sector as well as national security and diplomatic-negotiation skills.

7. CONCLUSION

Transitional changes and reform of the security system in the last decade have resulted in a surplus of military and police personnel for whom, without additional education, it is hard to fit in civilian affairs. That caused the creation of the program at the Faculty of security for obtaining a joint degree with the Military Academy. However, the contents of corporate security, with extensive international and domestic standards covering also regulations accompanying them, point to the need for security professionals who will be able to follow them and implement a unified system of security for businesses.

In addition to this, the legal framework governing these facilities obliges businesses to hire professionals for their implementation, which will be totally irrational in small and medium-sized enterprises and will probably lead to the employment of a qualified person for all these jobs together with additional engagement of so-called outsourcing services, i.e. services of private companies to provide services in the areas of security and security consulting.

Contents of corporate security in the larger business organizations are frequently fragmented into organizational units, in which the content of individual tasks performed by corporate security experts in specific fields, and which usually lacks security competence, so there is certainly a need for specialization and integration of these contents, which in turn determines the need for highly skilled security personnel and facilities which will integrate and manage the system.

On the other hand, the private security sector has experienced an expansion in the last decade, without adequate legal framework; therefore, tasks are performed by personnel without the necessary security education. Therefore, it could be concluded that the following changes in the needs for higher education:

- Higher education of new staff in line with the new needs and due to the natural outflow of existing personnel,
- Higher Education of the staff who need this education because of career advancement, or
- Specialist training of existing staff who have a higher education, but lack the security competence.

These requirements should also be met by profile of high security education which would cover all the contents of the security in the state, corporate and private security sector. In addition, there is the possibility of continued education in the field of security, from basic studies to PhDs.

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2010 Social Security - assessment of risks to protect persons, property and business; with 1-6 parts per field.

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