THREATS, FORENSICS AND INTERDISCIPLINARY APPROACH TO THE ASSESSMENT OF HUMAN RESOURCES

Authors:
Andrea Russo, Ivan Urlić, Josip Kasum
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In this paper we are proposing the development of a new approach in the forensic assessment of the state of human resources.
In 20th century production technology was considered as the most valuable asset.

In 21st century the most valuable asset of either profit or non-profit organizations is considered to be the knowledgeable level of workers and their productivity (Drucker, 1999).

That is the reason why in contemporary society it is considered that the most important concurrent features are knowledge and skills of manpower (Thurow, 1997).
The rapid development of technique and corresponding technologies, as well as disturbed international relations emphasize the exposure of human beings to different and ever more frequent forms of threats.

Low preparedness of the protections against such threats can have very serious consequences for people, material resources and environment.
• Stress and fear might be followed by feelings of guilt, shame, humiliation, loss of self-perception, feeling of helplessness, suicidal imaginations, etc.

• These symptoms represent parts of grieving processes that follow traumatic events. As it was previously stated they could be expressed either like psychic symptoms or psychosomatic

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In recent years much has been written about the human resource management.

The essential conceptualization (according to Smriti Chand) starts with the notion that nothing will move unless a piece of paper moves, and no paper can move unless a person moves.

Even if there is total automation, the organization will require a person to press the button.

This shows how important manpower is to any kind of organization.
• No matter what might be the subject of protection, there is no doubt that man is a key factor in the wide range of threats. It is of lesser importance whether the role of man is in protection from threat or its intentional or unintentional creation.

• The psychological assessment of awareness and emotional capacities of individuals, and definition of the level of actual rather than formal knowledge, is of particular importance because there is space for contemporary forensic science.

• Today forensics with its new ways of approaches takes on a broader role than before, and participates actively and with interdisciplinary approach in the prevention of adverse events.
• In the context of connection with the expected threats, the special attention of forensic psychological and psychiatric scientists is drawn to the expected reactions of people involved in processes that can produce certain form of endangerment.

• We assume that the expected reactions of people in these processes could affect certain part of their awareness and emotional capacity, and the level of real, but not formal, knowledge. Nowadays, different threats represent the growing public health problem, threat for safety, and ultimately even a judicial problem.

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DANGEROUS THINKING
Example: Costa Concordia

1. **There will be no difference** - The commander allowed access to the bridge a female person who is not a member of the crew, thinking that it will not have an impact on the quality of his work.

2. **We always do that** - To amuse the passengers captain of the ship, to the detriment of the safety of the ship and passengers sailed closer to the coast. It is important to note that part of the blame falls on the company due to the fact that the commander's maneuver was announced, and on this point there was no action.

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3. That can not happen to me - Captain of the ship until hitting the rock did not care that this can happen to everyone who does not abide by the rules and procedures. It was his excessive self-confidence and a lack of awareness and conscience to blame for the occurrence of these dangerous thoughts.

4. I can not - After stranding, the captain of the ship still did not behave responsibly and authoritatively. On the contrary, delaying evacuation and losing control of the operation during which he left the ship before salvation of all 4,200 passengers and crew members. During a conversation with the Head of search and rescue Captain even refuses to return to the ship, while inventing various excuses.
SUMMARY:
WHAT WILL FORENSIC REGIONAL CENTRE PROVIDE

1. The Regional Center for Dalmatia will be the place where the main expert psychiatrist or psychologist or occupational health specialists may invite other experts in the legal subject as well as experts from other institutions with whom the injured party was in contact.

2. These experts group meeting will occur all in order to accurately estimate the actual psycho-physical condition of the person, and whether it is the circumstances of the child allocation, insurance claims etc.

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3. In particular responsible professions (eg. pilots, commanders, etc.), which are at a certain point responsible for many lives, we recommend to perform more comprehensive forensic assessment. So, in addition to the already established medical examinations, it is, our opinion, necessary to introduce a collective assessment of the state of consciousness, conscience and knowledge, and to collect data from at least one source where the person resides, such as, evaluation by peers.

4. Regional Forensic Center will provide, in addition to the above, monitoring of new risk situations, monitoring and application of new technologies, and in this direction it...
Thank you!

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