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The Human Side of Cybersecurity: Solutions for Startups in a Digital Age

Shashank Phatak
MSc Cyber Security
University of Essex Online

Human Centric Cybersecurity

+2,200 cyberattacks occur every day



Someone falls victim every 39 seconds

University of Maryland

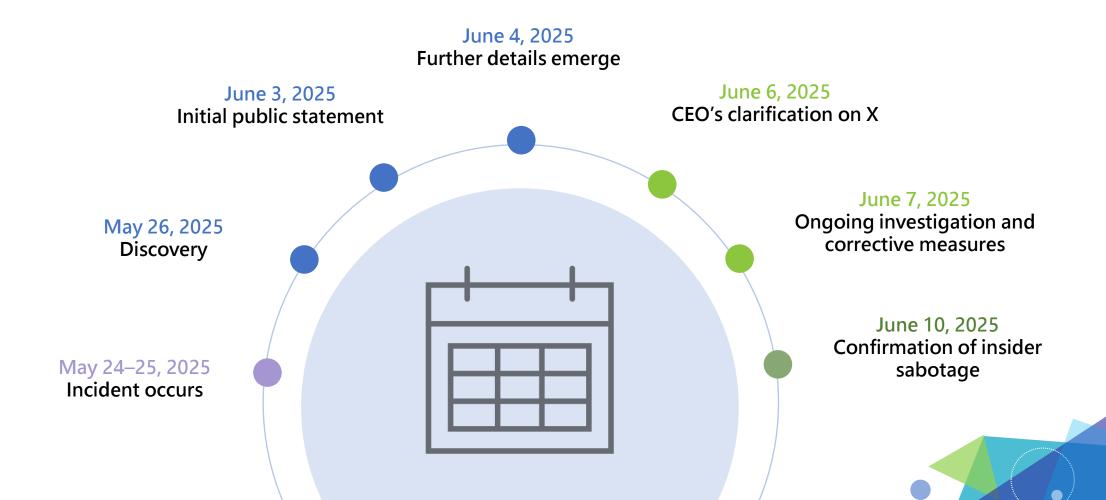
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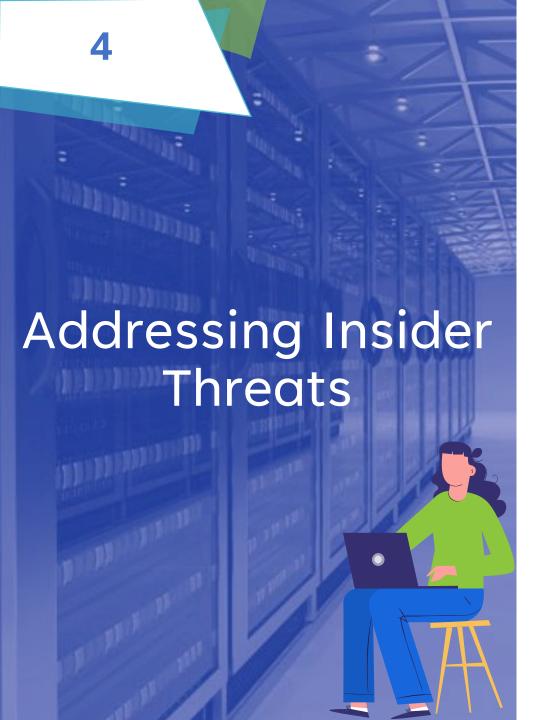
(Segura, 2025)

Case Study: KiranaPro Breach

- Insider threats
- Lack of awareness & training
- > Informal trust & weak governance

The KiranaPro Incident Recap





Role-based Access Control (RBAC)

Automated offboarding & access revocation

Enhancing Awareness and Training

Cyber hygiene onboarding

- A comprehensive strategy is needed to maintain good cyber hygiene to protect sensitive information and stop security threats.
- Adopting robust cyber hygiene procedures guarantees seamless corporate operations in addition to enhancing security.

Phishing simulations & training

- To reduce the risk of cyber incidents, it is essential to invest in cybersecurity awareness training for staff members.
- The Infosec Institute claims that delivering staff security awareness training has significant financial returns as compared to the initial investments.



(Freepik, 2025)

Setting up formal cybersecurity governance framework

Enforce policy compliance & continuous monitoring

Strengthening
Governance &
Formal Processes







Mitigation Measures Overview



Ethical & Social Considerations

Balance between monitoring and employee privacy

Fostering a security-positive culture without blame

Transparency and accountability in governance

Promoting security as a shared responsibility

Critical Reflections

- Balancing security controls with organisational culture
- > The human element as both risk and strongest defense
- Socio-technical interdependence

Limitations

- Behavioral change is slow and unpredictable
- Resource constraints in startups
- Risk of employee disengagement



- Addressing human factors transforms cybersecurity from a reactive task into a proactive organisational strength
- No single solution guarantees security. An integrated approach combining governance, training, and technical controls is essential.
- Startups must view cybersecurity as a continuous journey of adaptation, involving both technological evolution and cultural change.

"It takes 20 years to build a reputation and a few minutes of a cyber-incident to ruin it."

Stéphane Nappo, Global CISO, Groupe SEB

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