

POSITION

FROM: *prof. Dr. Nikolay Hristov Sterev*

Университет за национално и световно стопанство

(име, презиме, фамилия – академична длъжност в научна организация, научна степен)

dissertation for the presence in the educational and scientific degree "*Doctor*" in the scientific field 3. Social, business and law sciences, scientific specialty **3.8. Economy**

Author: Hitesh Sanghavi / Хитеш Сангхави

Topic: How does an Organization Performance Framework (OPF) driven by Strategic Leadership result in Organization Growth/

1. General description of the presented PhD materials

Grounds for presentation of the scientific position and participation in the composition of the Scientific Jury according to Order № 105 from 08.03.2021 of the Rector of VUZF University: prof. Dr. Grigirii Vazov. The Dissertation topic is: How does an Organization Performance Framework (OPF) driven by Strategic Leadership result in Organization Growth for acquiring the educational and scientific degree "Doctor" in the field of higher education 3. Social, economic and law sciences, scientific field 3.8. Economics. The author of the dissertation is **Hitesh Sanghavi** - PhD student at the Faculty of Marketing and Management Studies at VUZF

The materials submitted for review include documents as follows: CV, dissertation, abstract in Bulgarian and English, list of publications and their abstracts, dissertation publications, reference for fulfillment of the minimum requirements for acquiring PhD in Economics.

Докторантът е приложил 4 броя публикации – статии, от които 3 публикувани и 1 под печат.

2. Brief biographical data about the candidate

PhD student **Hitesh Sanghavi** holds a Bachelor of Science in Computer Technology from the University of Mumbai in 1989, followed by a Master of Business Administration (2000) from the Institute of Management in Canada and a Master of Applied Research (2018) from Lancaster University.

He underwent additional training according to the Six Sigma methodology and reached the highest level of competence (2011).

Professionally, he is the managing director of a large international company: CUNIX InfoTech since 1991. He has a number of certificates for acquired organizational and technical competencies.

3. Characteristics and evaluation of the dissertation

The dissertation work on topic „How does an Organization Performance Framework (OPF) driven by Strategic Leadership result in Organization Growth, presented by **Hitesh Sanghavi** is a

total of 233 pages and it is structured in an introduction and 4 chapters. Several applications related to the sampling and analysis of the results of the applied study are also presented.

In terms of structure and content, the dissertation presented by **Hitesh Sanghavi** is balanced by presenting: first, the main theoretical foundations of methods and approaches for evaluating the performance of companies with emphasis on the approach and methodology of McKinsey - 7S (first chapter of DT); second, theoretical and methodological tools for assessment and analysis of leadership in business organizations and its impact on the strategic performance of companies (second chapter); thirdly, a proposed model for analysis and evaluation of organizational performance function (OPF) is presented with argumentation of the tools used by the author to check the dissertation theses (third chapter) and fourth, an applied analysis of the results of the applicable tools for evaluation of impact Here is the leadership and strategic management on the growth of IT companies in India (Chapter 4 of the DT).

The structural integrity and the logical connection of the individual structural elements of the dissertation are well presented and protected by a clear and understandable conceptual framework. In addition, the overall concept on which the dissertation research is based can be highly appreciated. The reasons for the high grade are:

- The object and the subject are correctly defined;
- The main goal and tasks are accurate, clear and logically related to the leading research thesis;
- The thesis of DT defined by the doctoral student is accurate and can be checked through the selected methodological tools.

4. Contributions and significance of the development for science and practice

The content of the dissertation allows to highly appreciate the competence of doctoral student **Hitesh Sanghavi** in terms of theory, methodology and applied aspects of the chosen topic.

The presented for peer-reviewed materials: dissertation work, abstract and publications on DT fully confirm the scientific and scientific-applied contributions contained in the dissertation work:

- **Scientific contribution**
 - Based on an in-depth study and analysis of modern theory and practice, a synthesis of the methodological tools of McKinsey's 7S approach and the Balanced Score Card of Kaplan and Norton was conducted. On this basis, a synthesized model for evaluating the performance of companies is presented (p.16);
 - Based on a literature study, an applied methodological toolkit is systematized, allowing applied verification, which expresses the factor influence of key factors of leadership and strategic management on the growth of companies, on the one hand, and takes into account the influence of variables such as gender, geography and size. of the organization;
- **Applied contribution**
 - The proposed methodological tools for selected 101 IT companies in India have been tested;

- On the basis of the applied analysis generalizations with high applied significance have been made, such as:
 - The OPF model can be used by young entrepreneurs to use the right strategic sequence in the management of entrepreneurial business and to base their management on building the charisma of the leader - entrepreneur.
 - The OPF model can be used by entrepreneurs at different stages of the Life Cycle to provoke strategic and leadership management decisions that will lead to real growth of the company.

Moreover, these contributions are of great importance for theory and practice and they could belong to the following two groups:

- enrichment, specification and refinement of existing scientific and applied knowledge on the subject of the dissertation research;
- application of existing methods for solving a specific problem for a precisely defined object with formulated conclusions and recommendations for practice.

5. Evaluation of dissertation publications

4 articles were presented for review in English, 3 of which were published and 1 was published.

The general impression of the publications is good: they are presented in a good language and present important parts of the dissertation research.

6. Assessment of compliance with the minimum national requirements

PhD report of **Hitesh Sanghavi** on the minimum national requirements for obtaining the educational and scientific degree "Doctor" in the professional field 3.8. Economy is correctly fulfilled. All legal requirements are met.

7. Abstract

The general impression of the author's abstract (in Bulgarian and English) is good: it is presented in a good language and presents the essential and contributing moments from the dissertation research.

8. Critical remarks, recommendations and questions

My general positive opinion is related to the established high assessment of the achievements in the dissertation, as well as to the fact that the dissertation does not reveal significant omissions and inaccuracies.

However, at some points in the dissertation some remarks and recommendations can be made, for example:

- As a recommendation for the future work of the PhD student is to present the functional dependencies of the variables of the OPF model in its entirety, emphasizing the degree of influence of the individual independent variables (leadership and management) on the growth of companies.

CONCLUSION

The dissertation thesis on topic: How does an Organization Performance Framework (OPF) driven by Strategic Leadership result in Organization Growth contains “*sufficient*” scientific and applied results, which represent an *original contribution* to science and *meet* all the requirements of the Law for the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB) and the Regulations for implementation of ZRASRB. The presented materials and dissertation results *fully comply* with the specific requirements of the Regulations for admission and training of doctoral students at the Higher School of Insurance and Finance.

The dissertation shows that the candidate Hitesh Sanghavi *has in-depth* theoretical knowledge and professional skills in Scientific field 3. 8. Economics, *demonstrating appropriate* qualities and skills for independent research.

According to the above, I confidently give my *positive assessment* of the research presented by the above-reviewed dissertation, abstract, results and contributions, and I invite the esteemed scientific jury *to award* the educational and scientific degree "Doctor" of **Hitesh Sanghavi** in the field of higher education 3. Social, economic and law sciences; Scientific field 3. 8. Economics.

18 June 2021

Member of the scientific jury:
/prof. Dr. Nikolay Sterev/