

OPINION

**From Prof. Dr. Silvia Trifonova Trifonova-Pramatarova,
University of National and World Economy (UNWE), Sofia**

of a dissertation for the award of the scientific degree “Doctor of Sciences”

in Area of Study 3. Social Sciences, Economics and Law

Field of Study 3.8. Economics

Author: Dr. Marcin Kęsy

Title: „Influence of managerial competencies on the effective functioning of organizations providing health services”

Grounds: Order №110/21.04.2022 for determining the scientific jury of the Rector of VUZF
Prof. D.Sc. Boris Velchev

1. General characteristics of the presented dissertation

The dissertation on “Influence of management competencies on the effective functioning of organizations providing health services”, authored by Dr. Marcin Kęsy, is devoted to a topic of undeniable relevance.

There is a logical sequence of the exposition, appropriate structure, in-depth analysis, reasonable conclusions and summaries, and formulated recommendations for practice. The subject of research in the dissertation is a problem that the author has been dealing with for almost 20 years. His interests date back to 2003, when he began working on competence management issues with a focus on social and institutional competences.

The dissertation is in a total volume of 275 pages, incl. main text of 254 pages. Structurally, it consists of an introduction, a six-chapter exposition, a conclusion, and a bibliography. The dissertation includes 62 tables and 23 figures and diagrams. A detailed list of literature sources is presented – totally 319.

The dissertation is structured in accordance with the set goal, research tasks, research thesis, three working hypotheses and the object and subject of research. The subject of the dissertation is the field of competence management, presented in theoretical and practical terms. The main goal of the work is to develop a model of competence and professional profile for the position of health organization manager for all levels of government. The

theoretical overview, although sometimes very conceptual, is sufficiently thorough and varied.

The dissertation is written in Russian, the abstract is in Bulgarian and Russian.

The presented dissertation identifies and fills a gap in competency and organizational decisions, adapted to the specifics of the health system at the legal, educational, competence and organizational level. Theoretical and empirical research methods have been used to solve the research problem. The chosen research methodology allows the achievement of the set goal and gives an adequate answer to the tasks set and solved in the dissertation.

The author has shown extremely good skills for independent research. He knows very well the researched issues, both in theoretical and practical aspect. The multifaceted examination of the problems reveals his in-depth knowledge in this field of science and knowledge.

The presented dissertation has emphasized theoretical and applied significance, based on the author's research in the field. In his dissertation, the author has proposed a change in the structure of competencies at all levels, taking into account the organizational needs in hospitals and the managerial competencies of medical staff.

2. Brief biographical data about the candidate

Dr. Marcin Kęsy received his PhD in Economics from the Jagiellonian University in Kraków in 2006. Since 2015, he has been an Associate Professor at the University of Economics in Bydgoszcz, Poland. Since 2017 he has been the Dean of the Faculty of Applied Sciences in Pila, Poland. Dr. Marcin Kęsy holds other positions at other universities in Poland. Since 2021, he has been a member of the editorial boards of the scientific journals Scientific Journal “New Management” and “Journal of the Legislation Institute of the Verkhovna Advice of Ukraine”. Dr. Marcin Kęsy has been awarded a number of prizes, twice as the best lecturer at the Higher School of Business, the award of the Rector of the Higher School of Economics in Bydgoszcz for scientific achievements for the 2018/2019 academic year, the best lecturer at the Faculty in Applied Sciences in Pila, Higher School of Economics in Bydgoszcz, etc.

3. Evaluation of the obtained scientific and scientific-applied results

The author is undoubtedly very well acquainted with the problems of scientific research, given his extensive professional experience in the field of economics and management. The dissertation uses a variety of research methods – theoretical and

methodological analysis, systematic approach, functional and structural approach, descriptive analysis, empirical analysis, observation method, method of analysis and synthesis, statistical methods such as Spearman's correlation coefficient, consistency test ch2, Gaussian distribution and others.

The empirical work was conducted in two periods 2011-2012 and 2019. Competent and organizational innovations in hospitals, in accordance with the tradition of management sciences, are developed for both cognitive and practical purposes, reflecting existing or planned fragments of reality.

Based on the analysis made in the dissertation, it can be assessed that the goal and objectives of the research have been achieved, the key thesis has been proven and adequate solutions and recommendations for practice have been made. The author has created a model of the structure of managerial competencies at all levels of management, as well as a professional profile of a managerial position in a health organization. The established competency model allows the healthcare organization to adapt to the rapidly changing environment. The main competencies of the manager in these conditions are the ability to respond to signals from the external environment, the speed of decision-making, innovation and the ability to manage change.

The author has made proposals that contribute to economic and managerial science in the field of management competencies of medical staff in hospitals. The author's proposals are presented according to the model of the qualification structure of the managers, the professional profile of the position of manager at I, II and III organizational level, as well as the organizational structure of the hospitals. The proposals presented by the author are of a nature that meets the needs of hospitals and may be a partial antidote against the shrinking supply and aging of the medical profession. The proposed solutions are complex in nature and affect not only the management competencies of medical staff, but also adapt the organizational structure of hospitals to the proposed changes.

4. Evaluation of scientific and scientific-applied contributions

The dissertation contains scientific and applied research contributions. They are divided into the following 3 groups: 1/ extensive and in-depth study of management competencies in hospitals in Poland; 2/ competency innovations in the hospital environment; 3/ organizational innovations in the hospital environment. I accept the scientific contributions provided by the author and I agree with their formulation. In my opinion, other scientific contributions from the dissertation research can also be derived.

5. Evaluation of the abstract

The abstract reflects correctly and fully the content of the dissertation. The abstract is also prepared in Bulgarian. In the abstract, Dr. Marcin Kęsy stated that the presented dissertation does not duplicate any of the fragments of his doctoral dissertation entitled „The system of education in vocational schools in the light of the requirements for the competences of enterprises in Lubusz Voivodeship” on the basis of which in 2006 he received a PhD in Economics from the Jagiellonian University in Krakow.

In the section “Scientific publications” of the abstract, the author has presented a total of 35 publications related to his doctor of sciences dissertation – 4 monographs, 9 sections in monographs, scientific editing of 4 monographs, 3 scientific articles in publications indexed and referenced in the world-famous scientific database Web of Science, and 14 other scientific articles. The publications and citations of the candidate’s scientific output show that his research has received a sufficient degree of popularity among the academic and professional community.

6. Assessment of compliance with the minimum national requirements

From the submitted Reference for fulfillment of the minimum national requirements for awarding the scientific degree “Doctor of Sciences”, which the applicant has applied, it is evident that there is an over fulfillment of these requirements.

7. Critical remarks, recommendations and questions

Based on my thorough acquaintance with the presented dissertation, I have no critical remarks or recommendations. I did not find any significant omissions, inaccuracies or contradictions in the scientific research made.

My main difficulties in preparing the opinion are related to the lack of unification of names and titles in the competition documents, due to the fact that the documents are translated from different languages – translations from Polish to Russian, from Russian to Bulgarian, etc. For example, in two places the title of the diploma for the educational and scientific degree „Doctor” of Marcin Kęsy is written differently – very similar, but still different. I encountered a similar problem with the title of the doctoral dissertation itself, presented here for review. Even when writing the names of the candidate, there are difficulties in determining which is correct. These difficulties do not diminish the qualities of the candidate’s dissertation for the award of the scientific degree “Doctor of Sciences”.

8. Personal impressions

I do not know the candidate and I have no personal impressions of him.

9. Conclusion

The dissertation on “Influence of managerial competencies on the effective functioning of organizations providing health service”, developed by Dr. Marcin Kęsy, is an in-depth and valuable research. It contains scientific and applied research results that represent an original contribution to science and meet all the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria (ZRASRB) and the Regulations for the implementation of ZRASRB.

Based on this, I give my **positive assessment** of the research presented by the above-reviewed dissertation and abstract, and **I propose to the esteemed scientific jury to award the degree of “*Doctor of Sciences*”** to Dr. Marcin Kęsy in the area of study 3. Social Sciences, Economics and Law, field of study 3.8. Economics.

20.05.2022

Sofia

Signature:

(Prof. Dr. Silvia Trifonova-Pramatarova)