

## A WRITTEN STATEMENT

by Assoc.Prof. **Marin Marinov**, PhD ,  
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of dissertation for awarding the educational and scientific degree **Doctor of Science**  
in the field of higher education 3. Social, economic and legal sciences  
Professional field 3.8. Economics  
Doctoral program: "Finance and Insurance"

**Author of the dissertation: Marchin Kinsy, PhD**

**Topic of the dissertation: INFLUENCE OF MANAGERIAL COMPETENCIES ON THE EFFECTIVE FUNCTIONING OF THE HEALTH CARE ORGANIZATIONS**

### 1. General description of the submitted materials

By order № 110 of 21.04. 2022 of the Rector of the Higher School of Insurance and Finance Prof. Boris Velchev, J.S.D. I have been appointed as a member of the Scientific Jury for conducting the procedure for defense of a dissertation on the topic: **Influence of managerial competencies on the effective functioning of health care organizations** for obtaining the educational and scientific degree "Doctor of Science" in the field of higher education 3. Social, economic and legal sciences, Professional field 3.8. Economics. The author of the dissertation is Marchin Kinsy, PhD.

The materials submitted by **Marchin Kinsy, PhD** for evaluation include the documents described below:

- Dissertation;
- Author's abstract;
- Reference for fulfillment of the minimum national requirements for obtaining the educational and scientific degree "Doctor of Science" in professional field 3.8. Economics;
- Dissertation thesis.

A list of 35 publications on the topic of the dissertation is presented, as well as a list of citations.

## **2. Relevance of the topic and pertinence of the set goals and objectives**

The topic of the dissertation thesis is undoubtedly relevant. It covers a significant problem in the current economic conditions.

The dissertation analyzes the specifics of the health system in legal, educational, organizational and managerial aspect. Methods for improving the competencies of managers in health organizations are defined. The study is subject to the defined thesis. In terms of structure of the study, there is balance between the sections.

## **3. Thorough understanding of the problem**

In the dissertation, **Marcin Kinsy, PhD** presents in-depth knowledge in the field of research. 319 specialized reference literature and Internet sources (literary and Internet sources) are used. A significant number of regulatory documents is analyzed.

## **4. Research methodology**

Two research periods, 2011 - 2012 and 2019, are included in the study. The set goal has been achieved, and the determined tasks have been solved. Different research methods are used in the dissertation. The dissertation has a theoretical part and an empirical part, which contain the thematic analysis of reference sources and the existing documentation, triangulation in research methods and data sources.

The survey covers 3,760 people. It was conducted among representatives of the medical staff in 2011 and 2019, and the number of the respondents who have passed their special qualification examination for the respective years are 1,882 and 1,750 people. Another quantitative survey of 328 people is performed, and it includes representatives of health workers and 70 people in management positions in hospitals. The respondents in 2012 were 50, and in 2019 - the remaining 20 people.

## **5. Characteristics and evaluation of the dissertation**

**The dissertation** consists of an introduction; methodology, results, discussion part; literature review; a list of figures and tables; and a conclusion. The total length of the study is 274 pages including 62 tables and 23 figures.

**The subject of the thesis** emphasizes the theoretical and practical aspects of competence management **акцент**.

**The aim of the dissertation** is to create competence and professional profile for the position of manager of a health care organization for all levels of management.

**Research hypothesis** of the study: the result of the selected managerial competencies is an increase in the efficiency of the healthcare organization.

The first two sections of the study are theoretical. The third section presents the research methodology. The fourth and fifth sections present the data from the study, and the last one presents the conclusions. A competent and organizational model for a medical institution in the field of changing competencies of managerial positions at all organizational levels is presented.

The research offers solutions in the field of competencies related to analysis and defines the level of competencies for the first and second level positions. A description of the competencies for the highest management level in the medical establishments is made. This allows building a profile of competence for the leaders of the first and second levels of the organizations.

The author proposes a change in the structure of competencies at all levels, according to the organizational needs in hospitals and the management competencies of medical staff. The proposed organizational structure is a combination of two models: the structure of the departments and the structure of projects. Organizational innovation corresponds to the self-competence structure of hospital managers through career and managerial development of medical staff and qualified managers.

## **6. Contributions and significance of the research to science and practice**

I consider the key contributions of the dissertation to be:

- **research and analysis of management competencies in hospitals in Poland;**
- **competency innovations in hospital environment:**
  - professional profile of a manager's position at 3 levels;
  - competency structure model of managers in health care at all levels of organizations.
- **organizational innovations in hospital environment:** adaptation of the organizational structure of hospitals to the optimal use of the managerial competencies of the medical staff.

## **7. Evaluation of the publications regarding the dissertation**

There are thirty-five scientific publications on the topic of the dissertation. They present the results of the conducted research in a completely correct way. Four of the publications are in WoS.

## **8. Assessment of compliance with the minimum national requirements**



The PhD student meets the minimum national requirements for obtaining the educational and scientific degree "Doctor of Science" in the professional field 3.8. Economics.

#### **9. Individual contribution of the doctoral student**

The dissertation on the topic "**Influence of managerial competencies on the effective functioning of health care organizations**" is a scientific and applied research, reflecting the personal efforts and contribution of its author.

#### **10. Author's abstract**

The abstract has been prepared in accordance with the Law on Academic Staff Development and the Rules for the Implementation of the Law on Academic Staff Development. Its length is 32 pages and reflects the issues of the dissertation in a synthesized form.

#### **11. Critical remarks and recommendations**

The in-depth reading of the presented dissertation gives me reason to believe that no significant shortcomings can be found in the thesis. My recommendation to the author is to study more recently published scientific papers in the same field of science.

#### **12. Personal impressions**

I do not know the doctoral student personally. The presented scientific production - dissertation, abstract and publications - forms my impression of the author. The scientific paper reveals the qualities of its author as a researcher.

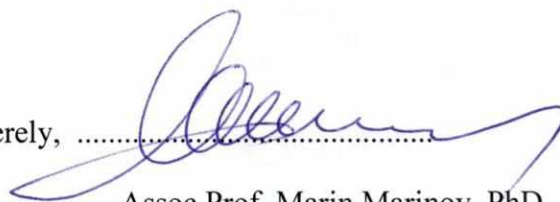
### **CONCLUSION**

The dissertation *contains theoretical, practical and empirical parts. The presented results have a significant contribution to the development of science in the field of research.* The presented materials, and the scientific and applied results they contain show that Dr. Marcin Kinsy has in-depth theoretical knowledge and professional skills. All the above-mentioned makes me believe that the doctoral student should be highly praised for his scientific work. That is the reason why I propose to the *members of the scientific jury to award the educational and scientific degree of "Doctor of Science" to Dr. Marcin Kinsy* in the field of higher education 3. Social, economic and legal sciences; Professional field 3. 8. Economics, Doctoral Program "Finance, Insurance and Social Security".

16/05/2022

Svishtov

Sincerely, .....

A handwritten signature in blue ink, appearing to read 'Marin', written over a dotted line.

Assoc.Prof. Marin Marinov, PhD