

REVIEW

by Dimitar Hristov Tenchev Prof. Dr. Eng.

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of the materials submitted for participation in the competition

to occupy the academic position "professor"

in the Graduate School of Insurance and Finance

by field of higher education. 3. Social, economic and legal sciences, professional direction. 3.8.

Economics (Economics and Labor Organization)".

In the competition for "professor", announced in the State Gazette, no. 30. from 15.04.2022 and on the website of the Higher School of Insurance and Finance, as a candidate participates Associate Professor D.Sc. Evgeni Georgiev Evgeniev from the **Higher School of Insurance and Finance**

1. General presentation of the received materials

Subject:

By order No. 168 of 25.07.2022 of the Rector of the Higher School of Insurance and Finance, I have been appointed as a member of the scientific jury of a competition for the academic position of "professor" at VUZF in the field of higher education 3.8. Economics, professional direction (Economics and labor organization)

To participate in the announced competition, the candidate submitted only documents:

Associate Professor D.Sc. Evgeni Georgiev Evgeniev from the Higher School of Insurance and Finance

Presented by Associate Professor D.Sc. Evgeni Georgiev Evgeniev set of materials on paper/electronic medium is in accordance with the Regulations for the Development of the Academic Staff of VUZF and includes the following documents:

- Reference for scientometric indicators for a professor.
- List of publications
- Contribution report

- Reference peer-reviewed books
- Reference citations
- MIRAGAMO certificate
- Certificates of participation in projects
- Reference for cited publications and documents
- Monograph
- Habilitation work

The candidate Associate Professor D.Sc. Evgeni Georgiev Evgeniev has submitted a total of 11 scientific works, 7 articles (one of which is in a refereed edition), 2 monographs (one of which is not presented as a habilitation thesis), developed parts (chapters of collective monographs) - 2 nos., 3 nos. textbooks and teaching aids and a list of 12 research developments national and international research projects. There is one PhD student who has successfully defended his thesis.

From the review of the submitted documents and evidence for the announced competition for professor, the candidate Associate Professor D.Sc. Evgeni Evgeniev, I found that he meets and exceeds the required minimum number of points. In a systematized form, the results are as follows.

Group A – 50/50; Group B – 100/100; Group D – 204/200; Group D 110/100; Group E – 425/100.

2. Brief biographical data of the candidate

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev Master of Economics, majoring in Economics and Labor Organization from UNSS, in 1989 he obtained a scientific degree of Doctor of Economics from UNSS. In 2009, he obtained the scientific position of associate professor at UNSS, and in 2019, he obtained the scientific degree of Doctor of Sciences at UNSS.

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev has very rich work experience, as an expert on labor organization successively in the Ministry of Metallurgy - Center for Labor Organization and the Ministry of Energy and Raw Materials Resources. Subsequently, Associate Professor D.Sc. Evgeni Georgiev Evgeniev started working in the Committee on Labor and Social Affairs as a Specialist in Analysis and Management of Human Resources Responsible for the policy on organization and management of working hours, breaks and vacations, and later in the same position in the Ministry of Economy and Planning .

From 1989 – 1992 Associate Professor, D.Sc. Evgeni Georgiev Evgeniev also started working in the Ministry of Labor and Social Policy, as Head of the "Labor Organization and Efficiency" department. He extended his experience to the banking sphere of OBB JSC, in the position of Chief Human Resource Management Expert in charge of Analysis and Management of Human Resource

Management Systems in the bank's headquarters and branches, responsible for issues of economic policy, management of staff, work organization systems, innovations, qualification and professional realization of staff.

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev also gained experience in the field of "Bultartabac Holding" AD, as a member of the Board of Directors he headed the direction of economic policy and finance and Management of economic and financial policy; personnel management, work organization systems, innovations, qualifications and professional realization. He participated in making and implementing strategic and operational decisions regarding the activities of the holding and the economic group.

From 2001 to June 2022, he was the Chairman of the Board of Directors of "Nikotiana BT Holding" AD and, as such, Headed the economic and financial policy, personnel and qualification assurance, personnel management, labor organization systems, innovations, qualification and professional realization. Participates in making and implementing strategic and operational decisions regarding the activities of the holding.

From 2001 to the present, he is the Chairman of the Board of Directors of "Personal Holding" AD, Sofia 1618, dealing with Management and organization of the overall activities of the holding and the economic group.

The scientific activity of Associate Professor D.Sc. Evgeni Georgiev Evgeniev started from 2009 to the present moment at UNSS, as an associate professor in the department of "Human Resources and Social Protection"

He teaches the disciplines "Labor Economics", "Industrial Relations", "Health and Safety at Work" and "Organization and Labor Standards". From May 2022 - until now, he works at the Higher School of Insurance and Finance, as Vice-Rector for Administration and Projects and manages and organizes the overall activity of the administration; organization and management of project development and management processes; management, coordination and control of the continuing and postgraduate professional training system.

3. General characteristics of the applicant's activity

In the scientific research activity of the candidate, two main areas can be systematized - State and development of industrial relations and Organization of labor activity.

In them, the author shows consistency and in-depth research of the relevant issues. Their results have a strong integrity with the work in the national and international projects in which Associate Professor D.Sc. Evgeniev participated.

The articles are published in a reputable, specialized publication and are the subject of numerous citations by the scientific guild. This proves their importance and social and scientific usefulness. In addition, the overall publication activity of the candidate is an object of scientific interest, a fact that is proven by the presented reference for noticed citations in world databases and in the UNSS library - 31 items.

In my view, the monographic work "Industrial relations - reality and prospects" has a high scientific and research value. In it, their development in a historical aspect is examined in depth and in dynamics. In addition, the development has a very topical sound in the context of the significant changes in the usual interrelationships between the participants in labor and business activities, which occurred as a result of the new challenges of the business environment - the Covid pandemic. Working from a distance (home office), the creation and management of virtual teams, the dislocation of jobs, etc. are all factors that require a good familiarization, compliance with the new reality and the construction of relevant connections and relations between the entities. All this has been refracted through changes in the nature of work, social relationships, the nature of the labor market, the declining power of trade unions and others. The trends in the growth of the power of populism, the migration of people, the strengthening of social inequality, the increasingly strong entry of the electronic form of management at the governmental and administrative level, the reluctance of taking responsibility, the need for people with knowledge are obvious. The fourth industrial revolution poses new challenges to the development of relations between entities, and this further complicates their rational management and development. These aspects are explored and commented both in a global and a local (Bulgaria) context. In the end, the monograph also has serious applicability in modern Bulgarian conditions, allowing the various subjects to build their expectations and potential management solutions, in line with the new reality. I believe that the monographic work is entirely the work of the author. The publications he referred to in his historical and retrospective analysis have their role in objectifying development trends and directions and enhancing the relevance of the development.

I take the liberty of recommending to the author that the subject of his further research should be the increasing manifestation of gender and how it would affect industrial relations.

The presented book (monographic work, which is not presented as the main habilitation work) - "Emotional intelligence in the labor activity" is a kind of upgrading and deepening of research in the field of industrial relations. The emphasis is placed on the mental state of the people forming the labor market and the real needs of considering their dynamics. Curiosity, creativity, passion, managing emotions in conflicts, empathy, etc. are all aspects that are imposed in the new

relationships in the labor activity. The research done is relevant and the conclusions drawn are adequate. The proposed steps and guidelines for mastering this new need are in tune with contemporary trends. All this gives me reason to highly value the value of this development as actuality, usefulness and relevance, and its applicability in modern conditions as completely adequate.

The other scientific works submitted for review in the context of the main scientific interests of the candidate. They supplement and/or update with new data, facts and judgments the studies formulated in the monographs and confirm the consistency and systematicity of the research and scientific activity of Associate Professor D.Sc. Evgeni Evgeniev.

Regarding the scientific and applied scientific contributions achieved in the publication and research work, I accept the stated 9 and presented in the Statement of Contributions of the author. Being highly significant and with serious scientific meaning, I think it could be Contribution 9 - the role and place of emotional intelligence, gaining more and more importance in modern work relations. A new approach is proposed for the development of labor relations and their adaptation to modern requirements.

Associate Professor D.Sc. Evgeniev has participated in 9 national and one international project and, in addition, he was the head of the national scientific and educational project "New Horizons at the Euroqualification Center JSC" contract No. BG05M9OP001-1-003-2432-C01/2017-2018, as well as the Bulgarian team of two international learned projects

1. CIDE-NET - CREATIVE and INNOVATION DRIVEN ENTERPRISES' NETWORK under Transnational Cooperation Program "Balkans - Mediterranean Sea" No. BMP1/1.3/2343/2018;

2. Emotional intelligence on Labor Market – EILM No. N° 2019-1-IT01-KA202-007474 under the Erasmus+ program.

4. Assessment of the candidate's personal contribution

After getting acquainted with the presented scientific production of Associate Professor D.Sc. Evgeni Evgeniev, in relation to the competition for a professorship announced at VUZF, I allow myself to appreciate the significant personal contribution of the candidate in their development, as well as the fact that they are his personal merit.

5. Critical remarks and recommendations

I have no formal criticisms of the candidate. By way of recommendations, I would formulate a challenging objective - an investigation of the increasing influence of the "different" in public life and industrial relations.

6. Personal impressions

The personal impressions, as far as I have them, are on the occasion of the participation of both of us in a scientific jury for a doctoral student with the development of Opinions. Associate Professor D.Sc. Evgeni Evgeniev showed himself as a competent professional, a decent participant in the procedure

CONCLUSION

The documents and materials presented by Associate Professor D.Sc. Evgeni Georgiev Evgeniev meets the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for the Implementation of the ZRASRB and the relevant Regulations of VUZF.

The candidate in the competition has submitted a sufficient number of scientific works published after the materials used in the defense of the NS "doctor of the sciences" and for the academic position "associate professor". The candidate's works contain original scientific and applied contributions that have received international recognition, a representative part of which has been published in journals and scientific collections issued by international academic publishing houses. His theoretical developments have practical applicability, and some of them are directly oriented to academic work. The scientific and teaching qualifications of Associate Professor D.Sc. Evgeni Georgiev Evgeniev is undoubted.

The achievements of Associate Professor D.Sc. Evgeni Georgiev Evgeniev's academic and research results fully comply with the Regulations of VUZF for the application of ZRASRB.

After getting acquainted with the materials and scientific works presented in the competition, analyzing their significance and the scientific, scientific-applied and applied contributions contained in them, I find it reasonable to give my **POSITIVE** evaluation and to recommend to the Scientific Jury to prepare a report-proposal to the Academic council for the selection of Associate Professor D.Sc. Evgeni Georgiev Evgeniev at the **academic position of "professor"** at VUZF in professional direction 3.8. Economics (Economics and Labor Organization).

12. 08. 2022

Reviewer:

Prof. Ph.D. Dimitar Tenchev