

OPINION

from

Prof. Dr. Radostin Vazov,

The Graduate School of Insurance and Finance

of the materials submitted for participation in the competition

to occupy the academic position "**professor**" in the
VUZF University, area 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 VUZF, as a candidate participates Assoc. Ph.D. Evgeny Evgeniev.

1. General presentation of the received materials Subject :

By order No. 168/25.07.2022 of the Rector of the VUZF, Prof. Doctor of Law Boris Velchev, 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 in the field of higher education 3. Social, economic and legal sciences, professional direction 3.8. Economics (Economics and Labor Organization). Only one candidate submitted documents for participation in the announced competition: Assoc. Ph.D. Evgeni Evgeniev from the Higher School of Insurance and Finance

Presented by Assoc. Ph.D. Evgeni Evgeniyev's set of materials on electronic media is in accordance with the Regulations for the Development of the Academic Staff of VUZF and includes the following documents:

1. resume by European format ;
2. copy from the diploma for owned educational and scientific degree;
3. document for borrowing on academic position " docent " ;
4. monographic work with summary ;
5. list on the publications after borrowing on the academic position " docent " ;

6. summaries on the publications after borrowing on academic position " docent " of Bulgarian and English language .
7. medical testimony ;
8. testimony for criminal record ;
9. certificate for demanding everything internship by Art . 33, para . 1, item 2;
10. separators protocols for joint publications ;
11. Evidence for guide on doctoral students ;
12. evidence for guide on scientific projects and others exploratory tasks ;
- 13.reference to the performance on the minimum national requirements for borrowing on the academic position " professor " ;
14. reference for the original ones scientific contributions to the works and for the citations ;
15. form for consent for processing on personal data in connection with participation in the competition;
16. Reference for additional indicators

After holding the academic position of "associate professor" and the awarding of the scientific degree "Doctor of Sciences", the candidate has published 10 scientific studies. For the purposes of this "Professor" contest, the candidate participates with 10 of these publications. A monograph on "EMOTIONAL INTELLIGENCE AND THE ORGANIZATION OF WORK ACTIVITY" was developed. There are studies, articles and scientific reports in the cited fields. Some of the publications are in English. He is the co-author of the "National Classification of Professions and Positions" in volume 735 pages; "INDUSTRIAL RELATIONS REALITIES AND PERSPECTIVES" in a volume of 131 pages.

2. Brief biographical data of the applicant

Associate Professor Evgeni Georgiev Evgeniev was born on October 29, 1960 in the city of Sofia. In 1978 - 1982, he studied at the University of National and World Economy and graduated with a degree in "Economics and Labor Organization". Doctor of Economics (1987) and associate professor (2009), Doctor of Sciences (2019) in the Department of "Human Resources and Social Protection" at UNSS.

He worked as a labor organization specialist at MK "Kremikovtsi" and the Ministry of Energy and Raw Resources (1982 - 1986); as an expert and head of management in the Committee on Labor and Social Affairs (1986 - 1987), the Ministry of Economy and Planning (1987 - 1989) and the Ministry of Labor and Social Policy (1989 - 1993); as chief human resources expert at UBB (1993 - 1994); member of the Board of Directors of

"Bulgartabac-Holding" (1995 - 1997), chairman of the Board of Directors of "Personal-Holding" AD and others.

He participated in the development of the following projects:

- Preservation of the stability of forest ecosystems ESF 2102 - 02 - 02014 - Lecturer - 11. 2010 - 03. 2011;
- Inclusion training BG EIF 2009/01 - 03. 02 – Expert- 11. 2010 - 06. 2011;
- Updating and expanding the professional competencies of the main staff groups of "Balneohotel Pomorie" JSC - ESF - 2102 - 02 – 07002 - Project Coordinator;
- Updating and expanding the professional competences of the main groups of personnel in the distribution of radio and television programs and internet via cable ESF-2102-05-03002/18. 12. 2008-2009 - Teacher;
- Lecturer on Civic Orientation of persons, citizens of third countries under the project «Inclusion Training II», BG EIF 2010/ 01 – 02. 03 – 2012;
- Expert on the "Inclusion Training II" project, BG EIF 2010/ 01 - 02. 03 - 2012;
- Expert in introducing an innovative ESA model - project "Introduction of an innovative model for the evaluation of the acquired qualities and skills during employment among young people.", Grant scheme: BG 051 PO001 - 07.0.01 "Without borders - Component 1”;
- Project manager "Chance of success" under the NPDZ - 2012.
- Head of a consulting team for analysis and improvement of work organization and analysis, design and implementation of systems for ensuring OSH on 10 projects under the "Safe Work" program - 2012 - 2014;
- Head of the expert consulting team for managing the implementation and reporting of project BG051PO001-2.3.02-0305 "Better labor productivity, with better working conditions in "ADEL-M" EOOD", contract under OP "RCR" no. ESF-2302-02-02005 – 2012 – 2013
- Head of the expert team for the management of project BG051PO001-2.3.02.-0307 "Improving the organization of work and improving working conditions in "K&S Kotsev i Tsvetanov" OOD", scheme "Safe work under OP "HRC" - 2012 - 2013;
- Human resources management consultant in project BG05M9OP001-1.002-0067-C02 "Integration of economically inactive youth from Kameno

municipality through professional training and motivation", "Active" procedure under OP "HRD" - 03. 03. 2016.

- Project manager "New horizons in "Euroqualification Center" AD" under procedure BG05M9OP001-1.003 "New workplace 2015", OP HRD - 29. 03. 2017.

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

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

- Expert methodology in Project "MICRO interactive video clips for RAPID learning by GAME experience on MOBILE /MIRAGAMO/, Erasmus+ contract, procedure KA220-ADU - Cooperation partnerships in adult education - 2021

The scientific fields in which Assoc. Ph.D. Evgeni Evgeniev are:

- Analysis and design of human resource management systems;
- Analysis and design of administrative systems;
- Analysis, design and implementation of systems to ensure healthy and safe working conditions;
- Classification of professions and positions;
- Staff training and qualification.

3. General characteristics of the applicant's activity

Assoc. Ph.D. Evgeni Evgeniev is the Deputy Rector for "Administration and Projects" at VUZF. Conducts lecture courses on Labor Economics, Industrial Relations, Health and Safety at Work, Organization of Labor Standards, etc. He specialized in the Greek Center for Productivity (1990), the International Banking College - Vienna (1994), the University of Thessaloniki (2005) and others.

He is the chairman of the Association of Licensed Vocational Training Centers and a member of the Board of Directors of Vazrazhdane, as well as a member of the National Council for Tripartite Cooperation - from 2008 to 2012, the National Council for the Promotion of Employment - from 2008 to 2015. , the National Council on Working Conditions - from 2008 to 2011, the Monitoring Committee of the Operational Program "Human Resources Development" and others. Member of the National Council for Tripartite Cooperation - from 2008 to 2012. Editor-in-Chief of the "Panorama of Labor" magazine

Participates in the development and updating of study plans and programs, conduct of study courses, preparation of textbooks and teaching aids, supervision of doctoral students, etc.

The data from the scientometric analysis of the scientific production included in the competition for professor, according to the numbering from the General Reference for Scientific Publications and Developments, are: 2 monographs (independent - 278 pages and 131 pages); 7 pcs. articles (7 independent), 1 co-authored book of 735 pages.

Of the presented scientific works, 9 are in Bulgarian and 1 is in English. Of these 10 scientific works, 9 are independent and 1 is co-authored, for which separation protocols have been presented.

It can be noted that Assoc. Ph.D. Evgeni Evgeniev is an accomplished university scientist, supervisor and manager, teacher and good practitioner in the field of economics, especially in the field of economics and labor organization and human resources management.

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

Based on the information provided by Assoc. Ph.D. Evgeni Evgeniev, the following findings can be made. The candidate's research, both in terms of volume and quality, is in accordance with ZRASRB, the Regulations for its application and that of VUZF, and for individual positions even exceed the requirements laid down in them. The candidate has a series of articles in indexed and refereed international periodicals.

The scientific work of Assoc. Ph.D. Evgeni Evgeniev demonstrates knowledge of the important problems in the chosen direction of the economy, and in particular the economy and the organization of labor and the management of human resources. The monograph "EMOTIONAL INTELLIGENCE IN LABOR ACTIVITY" represents a new direction in the study of the human factor in work and labor relations in general. The author, based on serious research and analysis of the opinions of a wide range of world-renowned and authoritative researchers in the field, makes a thorough analysis, conclusions and opinions about the role of emotional intelligence in the labor process and its influence on its effectiveness. In this regard, the author substantiates the need for serious efforts in the direction of development and increase of emotional intelligence of people.

Acquaintance with the habilitation work allows one to assess that the goal of the research has been achieved, and the resulting tasks have received adequate solutions. The key thesis of the presented work is proven.

The object of the research in the habilitation work " INDUSTRIAL RELATIONS REALITIES AND PERSPECTIVES " is the outline of the main characteristics and processes in the

development of industrial relations and the perspective for their development. The work is structured in three parts. In the first, a retrospection is made of the development of industrial relations from their origin to today's realities. The main stages and levels through which the development of these relations passed are formulated, the main characteristics of the individual participants are outlined. A new participant in these relations was introduced, namely the structures of civil organizations. The second part is devoted to the coming changes in society in several directions, which have a direct bearing on the development and functioning of industrial relations in the future. Changes in economic and social relations, changes occurring in the labor market and under what conditions these relations function are examined. The third part presents the author's views on the prospects and possible challenges to industrial relations. The focus is placed on the perspective regarding the changing conditions in which industrial relations are to function, problems that are to be solved by the individual parties in these relations and the main challenges and trends in the development of the relationship between the parties in industrial relations. An enormous amount of data has been analyzed. Guidelines for the author's further research are also indicated.

To **the scientific contributions** in the habilitation thesis I accept:

1. commonality and the difference are justified and formulated between the concept of " work " , as economic category and the concept of " labour activity " , as implementation on working strength at specific conditions and factors . On this one foundation is made classification on the species labor activity and are determined the main ones characteristic features on the modern one labor activity .
2. Analyzed are the main ones changes in labor activity and is offered exemplary model for adaptation on the enterprises to them .
3. The organizational one activity on the enterprise is conditionally divided into four directions (organization of : creation and regulation on the enterprise ; production and/ or the services ; labor activity ; management). Described are the main ones activities in these directions and connections between them . On this one basis is defined and the dual character on essence and content on the organization on labor activity – like specialized activity by organization on labor process and as activity by reconciliation on the organizational ones decisions with others directions on the overall organization on the enterprise.
4. The conditions on labor are determined and analyzed like relative distinguished part from the organization on labor activity and factor for hers efficiency . The status ,

problems and new ones are described challenges in this one area , as are determined the directions are given essential suggestions for hers development.

5. The social partnership and in particular the collective labour bargaining in the enterprise , has been examined and analyzed like means for improvement the organization on labor activity . On the foundation on analysis on practice and outcomes from conducted sociological study are formulated a row achievements , but also some weaknesses which _ are systematized in several directions from the author . On this one basis are given and specific suggestions for improvement on the work in this one area.
6. Formulated and outlined are the main ones trends in the development of the industrial ones relations so far and the prospect on this development in the near future future.
7. In the process on the research on Assoc . Evgeniev is justified the place , interests and specifics functions on the separate ones countries in the socio-economic system and industrial relations , at this is justified and the appearance on new participant in these relations , claimant for place on the table on the negotiations " .
8. The challenges , pre the modern one labor are systematized into seven directions which _ along with the results from the analysis on demographic and macroeconomic trends , can Yes everything use as at realization on potential opportunities and prospects for the development of labor activity and hers organization , as well as at others scientific and scientific applied developments and especially at the creation on long term National strategy for the development of the Republic of Bulgaria.
9. Justified are role and place on the emotional one intelligence , acquiring everything bigger meaning in modern labor relations . A new one has been proposed approach for the development of labor relationships and adaptation them to the requirements on modernity .

I believe that Assoc. Ph.D. Evgeni Evgeniev is aware of the criteria established in science for the presence of scientific usefulness in them.

I highly appreciate the candidate's scientific and applied scientific activity. The presented scientific production is logically connected, scientifically substantiated and empirically confirmed.

Assoc. Ph.D. Evgeni Evgeniev shows an ability to solve a wide range of practically useful scientific tasks by choosing appropriate approaches and methods.

4. Evaluation of the candidate's personal contribution

I have not detected any forms of plagiarism. I have no doubt about the personal contribution of the candidate in the presented scientific works, books, studies and publications.

5. Critical remarks and recommendations

After my detailed review of the presented materials, I did not find any material omissions, inaccuracies or contradictions. Perhaps some statements on the studied issues do not coincide with my understandings, but these are personal interpretations and interpretations of the candidate and they can be protected by him. Therefore, I consider that they do not affect my overall positive assessment and do not detract from the applicant's scientific achievements. That is why my notes are more of a guiding and recommendatory character for his future research .

6. Personal impressions

I know Assoc. Ph.D. Evgeni Evgeniev from our joint work at VUZF. The in-depth knowledge of the field of his scientific interests is impressive. They show a serious and erudite researcher, with in-depth theoretical training and a proven ability for independent scientific research.

CONCLUSION

The presented set of documents and materials represent an original contribution to science and meet all the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB) and the Regulations for the Implementation of ZRASRB. The submitted materials and dissertation results fully comply with the specific requirements of the Regulations.

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 confidently give my positive assessment and recommend the Scientific Jury to prepare a report-proposal to the Academic Council for the selection of Assoc. Ph.D. Evgeni Evgeniev in the academic position of "professor" at VUZF in professional direction 3.8. Economics (Economics and Labor Organization)

Signature:

Sofia

Assoc. Prof. Dr. Radostin Grigoriev Vazov

August 24 , 2022