

REVIEW

by Prof. Dr. Julia Dobрева

(date of birth, first name, last name, last name - academician in a scientific organization)
of the materials submitted for participation in the competition
to occupy the academic position '**professor**'
in the Graduate School of Insurance and Finance
by professional direction 3.8. Economics (Economics and Labor Organization)

In the competition for the academic position "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 Assoc. Ph.D. Evgeni Evgeniev from VUZF.

1. General presentation of the received materials

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 professional direction 3.8. Economics (Economics and Labor Organization).

To participate in the announced competition, he submitted documents as the only candidate:
Assoc. Prof. Dr. Evgeni Evgeniev
(ac. dl. n. st. name, surname, surname from a scientific organization)

Presented by Assoc. Prof. Dr. Evgeniev's set of materials on paper/electronic media is in accordance with the Regulations for the Development of the Academic Staff of VUZF and includes the following documents:

- List of publications, reference to the minimum national requirements - scientometric indicators, reference to citations;
- Summary of publications
- Basic habilitation thesis - monograph
- Autobiography
- Reference for participation in projects and reference for scientific supervision of doctoral students (1 defended doctoral student)
- Auditorium Reference
- Other documentation, according to the requirements of the Regulations for the Development of the Academic Staff of VUZF

The candidate Assoc. Ph.D. Evgeni Evgeniev has submitted a total of 10 scientific publications - 1 habilitation work /monographic study/, 1 monograph and 8 articles after obtaining the scientific degree "Doctor of Sciences", one of which is in an indexed edition in SCOPUS. For the completion of the minimum requirements of the LADRB and its Rules for implementation, we also consider: 1 doctoral student, the scientific degree "Doctor of Science", as well as participation in scientific research projects /according to a reference from the candidate/.

2. Brief biographical data (of the applicant/s)

Assoc. Prof. Dr. Evgeni Evgeniev graduated from UNWE in 1982, majoring in "Economics and Labor Organization". In 1989, he became a doctor of economics at the same university, and in March 2009 he was elected associate professor. In July 2019, he defended his thesis on economics and labor organization and received the scientific degree "Doctor of Sciences".

He has extensive professional experience focused on the selection, training and management of personnel. He held various positions in state institutions and ministries - from an expert in labor organization and human resources management to a department head. During the period 1994-1997, he was a member of the Board of Directors of Bulgartabac Holding AD, and then Chairman of the Board of Directors of Nicotiana BT Holding AD from 2001-2022. From May 2022, he was elected by the AC of VUZF as vice-rector for administration and projects. As a teacher, he has developed a series of lecture courses aimed at theoretical and practical knowledge in the field of economics and labor organization. He has lectured and conducted seminars on Labor Economics and Industrial Relations.

1. General description of the activity of the candidate/s

His monographic work, entitled "*Industrial Relations - Realities and Perspectives*", is structured in three parts, in which a retrospective review of the development of industrial relations - from their inception to the present day is made.

In it, the author formulates the main stages through which he explores the development of these relations. The principles on which industrial relations develop and function are highlighted, as well as the main characteristics of the individual participants. A particularly important contribution of the study is the highlighting of a new participant in industrial relations - civil organizations.

The next part traces the changes in society in several directions that have a direct bearing on the development and functioning of industrial relations in the future. Particularly significant is the emphasis on changes in economic and social relations, as well as changes in the labor market, which occur against the background of changes in the conditions under which these relations function. The

dynamics of economic development, especially in the transition to sustainability, requires a transformation not only in terms of the way material resources are used, but also in terms of the commitment of the workforce and the need for its adaptation to the changing environment, including and retraining to meet new market challenges.

The last, third part, is devoted to the prospects and possible challenges for industrial relations, both in terms of the changing conditions in which industrial relations are to function, and some basic problems that are yet to be solved by the individual parties in these relations. The main challenges and trends in the development of relations between the countries in industrial relations are also examined in detail.

The monograph has a total volume of 117 pages. 57 sources are cited.

In the other monograph, submitted for review in the competition, with the title *Emotional intelligence in Labour Activity*, the emphasis is on the influence of the personal qualities of employees and how they contribute to the work process for the overall development of organizations.

In the monograph, attention is paid to the issues related to the emotional intelligence of people and its influence on the labor process. In six parts, the main elements of emotional intelligence are considered: self-awareness and emotional control, empathy and social awareness, social skills and abilities, leadership and self-management, management of professional and personal goals.

Curricula/programs for mastering and training basic emotional skills are shown in separate applications. The author emphasizes that they form a person's emotional intelligence and influence the professional life of both those who work and those who seek fulfillment.

The monograph has a total volume of 117 pages. 10 sources are cited.

The main contributions highlighted in the works by the candidate in the competition, Assoc. Ph.D. Evgeni Evgeniev, are:

1. The commonality and the difference between the concept of "labor" as an economic category and the concept of "labor activity" as the realization of the labor force under specific conditions and factors are substantiated and formulated. On this basis, a classification of the types of labor activity was made and the main characteristic features of modern labor activity were determined.

2. The main changes in labor activity are analyzed and an exemplary model for adapting enterprises to them is proposed.

3. The organizational activity of the enterprise is conventionally divided into four directions (organization of: the establishment and regulation of the enterprise; production and/or services; labor activity; management). The main activities in these directions and the connections between them are described. On this basis, the dual nature of the essence and content of the organization of the labor activity was determined - as a specialized activity on the organization of the labor process and as an activity on coordinating organizational decisions with other areas of the overall organization of the enterprise.

4. Working conditions are defined and analyzed as a relatively distinct part of the organization of labor activity and a factor for its effectiveness. The state, problems and new challenges in this area are described, the guidelines are defined and essential proposals for its development are given.

5. The social partnership and, in particular, the collective labor agreement in the enterprise, has been examined and analyzed as a means of improving the organization of labor activity. Based on an analysis of the practice and the results of a sociological survey, a number of achievements have been formulated, but also some weaknesses, which have been systematized in several directions by the author. On this basis, specific proposals for improving the work in this area are given.

6. The main trends in the development of industrial relations so far and the perspective of this development in the near future have been formulated and outlined.

7. In the process of Assoc. Prof. Evgeniev's research, the place, interests and specific functions of individual countries in the socio-economic system and industrial relations were substantiated, and the appearance of a new participant in these relations, claiming a place at the "table of the negotiations".

8. The challenges facing modern work are systematized in seven directions, which, together with the results of the analysis of demographic and macroeconomic trends, can be used both in the realization of potential opportunities and perspectives for the development of labor activity and its organization, and in other scientific and scientifically applied developments and especially in the creation of a long-term National Strategy for the development of the Republic of Bulgaria.

9. The role and place of emotional intelligence, gaining more and more importance in modern labor relations, are substantiated. A new approach has been proposed for the development of labor relations and their adaptation to modern requirements.

4. Evaluation of the personal contribution of the candidate/s

The works submitted for participation in the competition for the academic position of "professor" of Assoc. Prof. Evgeniev are indicative of the candidate's ability to build theoretical propositions on the basis of a synthetic summary of accumulated practical experience in the field of labor relations (management and regulation) in the context of modern economic realities. Also interesting are his observations about the substantive characteristics of labor activity and its role in the economic process, about the functions of social partnership, etc. Based on the publications and monographs submitted for review, I believe that they are the result of the author's personal research, with certain theoretical and applied generalizations regarding the competition's theme.

5. Critical remarks and recommendations

I recommend to the candidate for the academic position "professor" Assoc. Ph.D. Evgeni Evgeniev to continue his scientific research on the subject of industrial relations and how they change in the conditions of transition to a green economy.

Bearing in mind the rich practical experience of the candidate and his competence in matters of labor relations and the role of social partnerships, I will allow myself to make specific recommendations for the future scientific activity on the discussed issues. I recommend Assoc. Ph.D. Evgeniev to confirm more categorically his observations and statements from the monograph *Emotional Intelligence in Labor Activity*. It is noteworthy that only 10 sources are indicated in this work, some of which are Internet resources, and citation of the sources used in the text is also missing. It would be appropriate for the author, in a new edition, to look for a more in-depth theoretical-scientific justification by drawing/quoting opinions from classic and modern works. This will provide an opportunity to more clearly assert his contribution, highlighting the scientific significance and relevance of the claims.

6. Personal impressions

My personal impressions of Assoc. Prof. Dr. Evgeniev are related to his teaching activities and to our joint work as vice-rector of VUZF. I highly value his professionalism, dedication to the work process and teamwork.

Assoc. Prof. Dr. Evgeniev has over 30 years of teaching experience. In his work, one can find the necessary fusion between the teacher and the practitioner, the person from the business, which is necessary for the modern stage of development of higher education. And this, according to European

documents and the Law, is a significant advantage that higher education institutions will have to develop. An important part of his profile is his work on various projects that further enrich his academic and professional life.

CONCLUSION

The teaching and scientific qualification of Assoc. Ph.D. Evgeni Evgeniev are proven with his long-term experience. The candidate for the academic position "professor" has ten years of teaching experience in Bulgarian higher schools - in UNWE and VUZF. He is a sought-after expert on the issues of human resources development, labor activity, and negotiations with social partners. He participates as a consultant in a number of national and European institutions. Indicative of his high scientific competence is the developed and defended dissertation work on the topic "Organization of labor activity - state, problems, perspectives", thanks to which he received the degree of "Doctor of Sciences" from UNWE in 2019.

After a detailed introduction and analysis of the materials and documents presented for the competition by Assoc. Prof. Dr. Evgeni Evgeniev, and on the basis of the candidate's long-term teaching and applied activity highlighted in them, I find it reasonable **to give my positive assessment and to recommend to the Scientific Jury to prepare a report-proposal to the Academic Council for the selection of Assoc. Prof. Dr. Evgeni Evgeniev for the academic position of 'professor' at VUZF in professional direction 3.8. Economics (Economics and Labor Organization).**

25/08/2022

Reviewer:
(Prof. Dr. Julia Dobreva)