

OPINION

from

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of the materials submitted for participation in the competition to occupy the academic position "**docent**" in the **VUZF University**, area of higher education 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management (Business Psychology and Human Resource Management)

In the competition for "professor", announced in the State Gazette, no. 30 of 15.04.2022 and on the website of the VUZF, Dr. Yasen Dimitrov is participating as a candidate.

1. General presentation of the received materials Subject :

By order No. 157/18.07.2022 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 3.7. Administration and Management (Business Psychology and Human Resource Management). Only one candidate, Dr. Yasen Dimitrov from the Higher School of Insurance and Finance, submitted documents to participate in the announced competition.

The set of electronic materials presented by Dr. Yasen Dimitrov is in accordance with the Regulations for the Development of the Academic Staff of VUZF and includes the following documents:

1. Application for admission to the competition
2. professional autobiography
3. Diploma of completed higher education
4. ONS Diploma "Doctor"

5. Certificate of Scientific Title "Associate Professor"
6. List of publications, together with the publications themselves for participation in the contest
7. Thematic summaries of scientific publications and developments
8. List of contributions in scientific works
9. Reference for citations
10. Certificate of compliance with national requirements
11. Reference for additional indicators

For the purposes of the current competition for "associate professor", the candidate participates with two monographs, one book and two articles. The developed monographs are on the following topics " Business psychology and effective management of human capital " and " What makes us Bulgarians: Revealing the psychological markers of the Bulgarian national identity ". There are articles and scientific reports in the cited fields. Some of the publications are in English. He is the author of the book "The Good Soldier Syndrome and His Intelligent Emotions : A Study of the Interrelationships between Organizational Citizenship Behavior and Emotional Intelligence ."

2. General characteristics of the applicant's activity

Dr. Yassen Dimitrov is a lecturer at the VUZF in the disciplines "Organizational Behavior" and "Business Psychology" in Bulgarian and in English. Before that, he taught at NBU, where he received a master's degree in "Clinical-Social Work", and subsequently defended his doctoral degree at UNSS, in the field of human resources. Dr. Yassen Dimitrov also has extensive professional experience. His professional career began as a Human Resources Manager at Prime protection Adapt (Sydney, Australia) and Diamond Protection - security Services (Sydney, Au.) He is also an organizational consultant and business coach in areas in which he has extensive practice. His research and scientific-practical interests extend into two main areas. The first is related to the diagnosis and development of emotional intelligence, more specifically - in the application of the concept in modern organizations to increase organizational effectiveness. The second is related to the study of group identities and improving the ways in which they can influence the formation and change of organizational climate and organizational culture. Dr. Dimitrov is also part of the behavioral team of the scientific research laboratory VUZF lab, and from 2021. is the president of the Balkan cluster of the "European Association of Applied Psychology" (EAAP), where he takes an active part in numerous projects and researches in various European countries.

The data from the scientometric analysis of the scientific production included in the competition for "associate professor", according to the numbering from the General Reference for Scientific Publications and Developments, are: 2 independent monographs (respectively 139 and 192 pages); one book (self-contained 140 pages); 2 pcs. articles (1 independent and 1 co-authored). Of the presented articles, 1 is in Bulgarian and 1 in English.

It can be noted that Dr. Yassen Dimitrov is an accomplished university scientist, academic supervisor and manager, teacher and good practitioner in the field of business communications and personal development management.

I believe that Dr. Yassen Dimitrov is aware of the scientifically established criteria 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.

Dr. Yassen Dimitrov shows an ability to solve a wide range of practically useful scientific tasks by choosing appropriate approaches and methods.

The main contributions of the candidate have a scientific and applied nature. I believe that Dr. Yassen Dimitrov is aware of the scientifically established criteria for the presence of scientific usefulness in them.

In conclusion, it should be summarized that the monographic works and book presented for review have a high scientific value due to the in-depth theoretical overview of some important aspects of organizational life and illustrate their relationship with team effectiveness. They also provide concrete ideas and quite a few guidelines for practical improvement of efficiency through approaches from the field of business psychology and human resource management.

3. 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 future research, namely:

for some foreign terms, it would be good to find the appropriate translation in Bulgarian. This, in turn, can be accounted for in the future as the candidate's scientific contribution.

in some places, I find the great desire of a candidate to present us with as much rich content as possible, which leads to getting into details that are not always appropriate;

I know Dr. Yassen Dimitrov from our joint work at VUZF. The in-depth knowledge of the field of scientific interests and activity in recent years 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 Dr. Yassen Dimitrov in the academic position of "associate professor" at VUZF in professional direction 3.7. Administration and Management (Business Psychology and Human Resource Management)

Sofia

07/31/2022

Signature:

Assoc. Prof. Dr. Radostin Grigoriev Vazov