

## **STANDPOINT**

from

**Prof. D.Sc. Diana Ivanova Georgieva Forestry University - Sofia**

on the materials submitted for participation in the competition to occupy the academic position of "associate professor" of the Higher School of Insurance and Finance

by Field of higher education 3.7. "Administration and Management"

Professional direction «Business psychology and Human resources management»

In the competition for "associate professor", announced in the State Newspaper, No. 30 of 15.04.2022 and on the website of the Higher School of Insurance and Finance, Dr. Yasen Dimitrov from VUZF participated as a candidate.

### **1.General presentation of the procedure and the candidate**

By order No. 169 of 25.07.2022 of the Rector of the Higher School of Insurance and Finance, Prof. B.Velchev, PhD in Law, I have been appointed as a member of the scientific jury to ensure the procedure for occupying the academic position of "associate professor" in the Field of higher education 3.7. "Administration and Management", Professional direction "Business psychology and Human resource management". Dr. Yasen Dimitrov from VUZF participated in the procedure as the only one candidate.

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: application for admission to participation in the competition; professional autobiography (CV); diploma of completed higher education; diploma for scientific degree "Doctor"; list of publications, together with the publications themselves for participation in the competition; summaries of scientific publications, in Bulgarian and in English; certificate of compliance with national requirements; criminal record and medical certificate.

The candidate submitted the following scientific works for evaluation: habilitation work; a monograph that is not presented as a habilitation thesis; published book based on a defended dissertation for awarding the scientific degree "doctor"; chapter of a collective monograph;

studies in a non-referenced source - VUZF Yearbook; Scopus journal article; article in a refereed journal – VUZF review; article in a non-refereed journal; reports from international scientific conferences, published in collections (2 nos.)

## **2. General characteristics of the applicant's activity**

Dr. Yasen Dimitrov has extensive professional experience in the academic field of "Business Psychology and Human Resource Management" (19 years), HR specialist at the beginning (2003-2005), HR manager (2006-2011) and Manager of "training and personnel development, business development, training design and implementation and organizational consulting (2011 to date).

His teaching experience is from 2017 to 2022. (4 years) as a part-time teacher at VUZF in the disciplines: "basics of business psychology" (in Bulgarian) and "organizational behavior" (in Bulgarian and in English). The academic workload of the candidate in the competition meets the norms accepted by the university, as well as the requirements of the RASRB for occupying the academic position of "associate professor".

## **3. Evaluation of the obtained scientific and scientific-applied results**

In his habilitation thesis on Business Psychology and Effective Human Capital Management (2022), the author provides an in-depth overview of key theories in the context of business psychology, organizational life and team effectiveness. Presents a modern model of effectiveness, based on the reviewed established concepts of organizational effectiveness. Identifies the relationships of organizational climate and organizational culture with team effectiveness. Provides a theoretical overview of motivation, attachment and commitment theories and illustrates their role in team effectiveness.

It also provides a theoretical overview of emotional and conversational intelligence, examining their relationships with the level of team effectiveness. Brings up some major obstacles to team effectiveness related to the concept of clan leadership.

The published monograph on the topic "Revealing the psychological markers of the Bulgarian national identity" (2022) is dedicated to an issue that is extremely relevant at the moment.

The author has chosen an insufficiently researched problem for the markers of Bulgarian national identity, aiming to define, explore and reveal them. As a thorough scholar, he makes a detailed overview of different types of group identities and highlights the importance of national identity. I value the research conducted, measuring the markers of the Bulgarian national identity, according to the model of the identity of the large group of V. Volkan.

The author skilfully interprets the revealed markers of the Bulgarian identity by connecting them with socially significant trends for the Bulgarian civil society and for the management of human resources in Bulgarian companies

In the published book, based on a defended thesis, for the award of the educational and scientific degree "Doctor", "The Good Soldier Syndrome and His Intelligent Emotions" (2019), the author examines the interrelationships between emotional intelligence and organizational citizenship behavior. He conducts his own research, the results of which prove the correlations between the studied quantities. Contributing points are the presented different models for organizational citizenship behavior and the formulated author's definitions.

The articles presented in the documents for the competition for associate professor are up-to-date, they were published in the relevant scientific publications in the period 2020-2021.

In chronological order, the first article (2020) presents the results of a study and pilot application of a methodical tool for improving certain competencies, as part of the soft skills of employees in the long-term care sector in Bulgaria. Further, the author presents the results of a repeated study, after conducting trainings, as well as the relationships of the changes with increasing user satisfaction of the respective services.

The second article (2021) presents a methodology for measuring organizational climate based on the theory of Lawrence J. and Al Jones. The methodology was tested on a sample of persons working in various sectors of the economy. The article also presents a conceptual model defining the scope and dimension of organizational climate. Specific guidelines for measuring and improving the organizational climate of the modern business organization have been formulated.

**Summary assessment of contributions:**

- The scientific publications submitted for evaluation are in full compliance with the ZRASRB, the Regulations for its application and that of the VUZF.
- The scientific work of the candidate for the "Associate Professor" competition shows in-depth knowledge of the problems in the chosen professional field and wide erudition.
- Appropriate scientific methods were used in the work, and appropriate empirical methods and tools of mathematical statistics were used in the author's research.
- In-depth theoretical studies and analyzes of the specialized literature in the problem area of "business psychology and human resource management" have been carried out in the publications submitted for the "associate professor" competition.
- The author skilfully interprets the theory, deriving and presenting his own definitions of basic concepts and categories, and author's models, methodologies and methodical tools.
- Performs empirical studies, analyzes and presents the obtained results, looks for interrelationships between the studied quantities.
- Makes a connection between the results obtained from the research with socially significant problems in the formation of civil society in Bulgaria and with current problems of business psychology and human resource management in business organizations of the 21st century.

#### **4. Critical remarks and recommendations**

I have no specific critical remarks, rather I formulate two recommendations for the future scientific and scientific-applied work of Dr. Yassen Dimitrov:

- Expanding the problem area of scientific interests by connecting the issues of business psychology and human resource management with the topic of "crisis management", an extremely relevant area in management at all levels, in a global and national context.
- Using previous experience in carrying out own scientific and applied studies and expanding their scope to representative research for the country on current issues selected by the author.

## **CONCLUSION**

The set of documents and materials for the competition meets 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 presented publications and scientific results fully comply with the specific requirements of the Regulations

After getting acquainted with the materials and scientific works of the competition, the analysis of their scope and significance, the original scientific and scientific-applied contributions contained in them, I give my categorical positive assessment, and recommend the Scientific Jury to prepare a report and proposal to the Academic Council for the selection of Dr. Yassen Dimitrov in the academic position of "associate professor" at VUZF in Professional field 3.7. "Administration and Management", Professional direction "Business psychology and Human resources management".

**30.08.2022**

**Prepared the opinion: .....**

(Prof.D.Sc.Diana Ivanova Georgieva)