

## **STANDPOINT**

**from Assoc. Prof. Dr. Daniela Ilieva, VUZF Sofia**

of the materials submitted for participation in a contest for the occupation of the academic position of 'associate professor' of the Higher School of Insurance and Finance in the field of higher education 3. Social, economic and legal sciences, professional track 3.7. Administration and Management (Business Psychology and Human Resource Management).

In the contest for 'associate professor', announced in the State Newspaper, Issue. 30 from 15.04.2022 and on the website of the Higher School of Insurance and Finance, there is only one candidate –Dr. Yassen Dimitrov, lecturer at the Higher School of Insurance and Finance - Sofia.

### **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, I have been appointed as a member of the scientific jury of a competition for the academic position of 'associate professor' at VUZF in the field of higher education 3. Social, economic and legal sciences, professional direction 3.7 "Administration and management (Business psychology and human resources management)".

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

- CV
- Copy of the diploma for the educational and scientific degree "doctor" held;
- Main monographic work;
- Summaries in Bulgarian and English of the presented publications;
- Scientific report on the fulfillment of the minimum national requirements for occupying the academic position "docent";
- Reference to the original scientific contributions in the works;

The candidate Dr. Yassen Dimitrov submitted 2 monographs, 1 book based on a dissertation, 1 article in an indexed edition, 1 article in a non-refereed edition, as well as the required number of citations for his participation in the competition.

### **2. Brief biographical data of the applicant**

Dr. Yassen Dimitrov is a lecturer in organizational behavior and business psychology at the Higher School of Insurance and Finance. He was a teacher at NBU, and subsequently at UNSS, where he received his doctorate in the field of Human Resources. He is also an organizational consultant, corporate trainer and certified coach with extensive practice and significant international experience. His research and scientific-practical interests are in the field of diagnosis and

development of emotional intelligence, in the application of the concept in modern organizations to increase organizational effectiveness, as well as in the field of behavioral interventions and their application to provoke behavioral reactions in aspects such as consumer behavior, occupational safety, etc. Dr. Dimitrov actively participates in the work of a number of professional organizations - the Bulgarian Association for People Management (BAUH), the Society of Psychologists in Bulgaria (DPB), the International Coaching Federation (ICF). As a scientist and consultant, he participated in a number of international projects in Australia, New Zealand, Great Britain, the Netherlands, Serbia, Croatia, Slovenia, etc.

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

The scientific works presented by the candidate fully correspond to the announced competition and are dedicated to research on the problems of human resources, business psychology, human capital management, and organizational climate.

From the presented reference, it is clear that the candidate is a teacher at VUZF, combining teaching work with a business career in the field of organizational consulting, corporate training and human resources management.

#### ***Evaluation of the candidate's scientific and scientific-applied activity***

The main habilitation thesis is the monograph on "Business psychology and effective management of human capital" - an in-depth scientific study in a volume of 112 pages of main text, formed in an introduction, four chapters, conclusion, discussion, and bibliographic reference of used sources.

Chapter one (Organizations from a bird's eye view) is devoted to the theories that shape the modern understanding of effectiveness and its human factors dimensions. The key concepts of organizational culture and organizational climate are also presented here. The author presents several established models and highlights the differences between climate and culture in relation to their applicability to improving team effectiveness.

The second chapter (The Energy of Organizations) presents a selection, systematization, and analytical commentary of key theories dealing with work motivation, organizational commitment, and satisfaction. It defines each of the concepts and emphasizes its specific role in achieving high levels of organizational effectiveness. Various models conceptualizing the concepts through their scope and specific dimension are also presented here.

The third chapter (Personal characteristics and abilities) presents some important groups of abilities and skills having a key role in terms of team effectiveness. They are united in the concepts of Emotional Intelligence and Conversational Intelligence. In addition to the well-known models of emotional intelligence created by Salovey & Mayer and Higgs & Dulevich, the chapter introduces the little-known but highly scientific model of Robert Hogan. Conversational Intelligence theory is the other important focus of chapter three because it addresses specific ways of communicating through which team effectiveness can be improved.

The fourth chapter (Obstacles to Success) reveals the main elements of a theoretical model called "Clan Leadership". Through it, possible obstacles to efficiency are presented, specific guidelines are given for managers and HR specialists to overcome them.

In the conclusion, the text summarizes the presented theoretical models and emphasizes their role in relation to organizational effectiveness.

The discussion that takes place at the end of the text aims to present the author's reasons for selecting the concepts to be covered by the monograph, and the aims and objectives of the monograph are presented in the introductory part.

The author's competences on the subject clearly stand out, as does the passion invested in the research. The practical applicability of the monograph is indisputable, and the layout and headings of individual chapters and points make it an interesting and fascinating read.

I accept the presented scientific contributions, namely:

1. A model for effectiveness through the prism of human resources management (HR) has been derived based on a theoretical overview of established concepts of organizational effectiveness;

2. A conceptual analysis of the concepts of "organizational climate" and "organizational culture" was made, the similarities and differences between the two, as well as the relationships with team effectiveness, were brought out;

3. A theoretical overview of the main concepts of motivation - process and factor-based, as well as a theoretical overview of the main concepts of organizational attachment and commitment and of the main concepts of job satisfaction;

4. The relationships of motivation, attachment and job satisfaction with team effectiveness are derived;

5. A theoretical overview of concepts and models for Emotional Intelligence (EI) was made. The relationship of EI with team effectiveness is presented;

6. The concept of Conversational Intelligence (CI) and the relationship of CI with the management of people and the achievement of high levels of team effectiveness are presented;

7. A concept of Clan Leadership (CL) is presented. Some main obstacles to team effectiveness, which are associated with the formation of KL, are brought out. Specific guidelines for overcoming these obstacles are provided by team leaders and HRM specialists.

The monographic work represents a completed scientific study and can serve to enrich university courses in the bachelor's and master's program related to management and human resource management.

#### ***Contributions (scientific, scientific-applied, applied) and citations***

I accept the distinguished scientific contributions in the works, highlighting the author's contribution to the enrichment of scientific knowledge in the field of human resources, business psychology, human capital management, and organizational climate.

The citation reference shows that Ya. Dimitrov's publications have the necessary resonance in the scientific literature.

#### **4. Evaluation of the candidate's personal contribution**

According to the presented documentation, I can definitely highlight the presence of a clear personal contribution of the candidate Dr. Yassen Dimitrov in the relevant publications, as well as the fact that the formulated contributions and obtained results are his personal merit.

### **5. Critical remarks and recommendations**

After my review of the presented materials, I did not find any omissions, inaccuracies or contradictions.

I recommend that Dr. Dimitrov focus his efforts on publishing scientific articles in journals indexed in SCOPUS and Web of Science, as well as look for opportunities to integrate his research in the field of human resources into existing VUZF courses and others universities, in order to modernize the disciplines.

### **6. Personal impressions**

I know Dr. Dimitrov from our joint work at VUZF. His passion for the research topics he develops is impressive.

### **CONCLUSION**

The documents and materials presented by the candidate, Dr. Yassen Dimitrov, meet the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for the Implementation of the Law 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 Doctoral thesis. The candidate's works contain original scientific and applied contributions that have received national and international recognition. His theoretical developments have practical applicability, and some of them are directly oriented to academic work. The candidate's scientific and teaching qualifications are demonstrable.

The results achieved by Dr. Yassen Dimitrov in his educational and research activities are fully in line with the Regulations of VUZF for the application of the Law.

After familiarizing myself 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 consider it justified to give my categorical positive assessment and to recommend the Scientific Jury to prepare report-proposal to the Academic Council for the election of Dr. Yassen Dimitrov to the academic position of "associate professor" at VUZF in professional direction 3.7. Administration and Management (Business Psychology and Human Resource Management).

7.09.2022

Assoc. Prof. Dr. Daniela Ilieva