

## **REVIEW**

**from Prof. Dr. Nadia Mironova, UNWE 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 (VUZF) in the field 3. Social, economic and legal sciences, professional track 3.7. Administration and Management (Business Psychology and Human Resources Management).

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

### **1. General presentation of the received materials**

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:

1. CV
2. Copy of the diploma for the educational and scientific degree "doctor" ;
3. Main monographic work;
4. Summaries in Bulgarian and English of all presented publications;
5. Scientific report on the fulfillment of the minimum national requirements for occupying the academic position associate professor ("docent");
6. Reference to the original scientific contributions in the works;
7. Application for admission to the competition

The candidate Dr. Yassen Dimitrov submitted 2 monographs, 1 book based on a Ph.D. 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 has academic experience as a lecturer in "Organizational Behavior" and "Basics of Business Psychology" at the VUZF. Before that, he was a lecturer at the NBU, and subsequently, he received his Ph. D. in the field of human resources from UNSS. He works in the

fields of organizational consulting, training and development, and is also a certified business coach with extensive practice and experience. From 2020 he is also the chairman of the Balkans Cluster of the "European Association of Applied Psychology".

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

The candidate's submitted scientific works are focused on enhancing organizational effectiveness, business psychology, and human resources management, and they fully satisfy the competition's standards.

From the presented reference, it is clear that the candidate is a lecturer at VUZF, combining teaching work with a business career as an organizational consultant in the field of human resources.

The main habilitation monograph is titled "**Business psychology and effective human capital management**". The work is a theoretical overview in a volume of 112 pages, including an introduction, four chapters, a conclusion, a discussion, and a bibliographic reference.

**Chapter one** covers the theories that helped to form today's understanding of effectiveness and its human factors components. Here, the fundamental ideas of organizational climate and culture are discussed and cleared. The author presents a number of well-known models and emphasizes the distinctions between climate and culture in light of their relevance to team effectiveness.

**Chapter two** presents a selection and analytical discussion of the most important theories relating to organizational commitment, job satisfaction, and work motivation. It outlines each concept and highlights how important each one is to obtaining high organizational effectiveness levels.

**Chapter three** presents some important trades of skills and abilities that play a key role in terms of team effectiveness. They are united in the concepts of Emotional intelligence and Conversational Intelligence. The chapter provides Robert Hogan's little-known but highly scientific model of emotional intelligence in addition to the well-known models of emotional intelligence developed by Salovey & Mayer and Higgs & Dulewich. The other key area of discussion in chapter three is conversational intelligence theory, which focuses on specific communication strategies that might boost the team effectiveness.

**Chapter four** reveals the main elements of a theoretical model called "Clan Leadership". With the help of the concept, possible obstacles to efficiency are presented. After that a specific guidelines are given for managers and HR specialists to overcome them.

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

The discussion that takes place at the end of the text aims to present the reasons for the author's selection of the concepts. We should also conclude that the aims and objectives of the monograph presented in the introductory part are covered completely.

The competence of the author clearly stands out, and is recognizable. The practical applicability of the monograph is indisputable, and we could say that it provides a useful content both in academic and business context.

I accept the presented scientific contributions, namely:

1. Through a theoretical overview and analysis, he derives a model for organizational effectiveness in the context of human resource management ;

2. The text provides a complete conceptual analysis of the constructs "organizational climate" and "organizational culture". The similarities and differences between the two are well outlined, and their connections with team effectiveness are well presented;

3. A comprehensive overview of the main motivational theories - process and factor, as well as a theoretical overview of the main concepts of organizational attachment, commitment and satisfaction - was carried out. The relationships of each of the concepts to team effectiveness are well defined;

4. A theoretical overview of concepts and models for Emotional Intelligence was conducted. The relationship of EQ with team effectiveness is presented and explained;

5. The concept of Conversational Intelligence (CQ) and the relationship of CQ with organizational leadership, people management and of team effectiveness are presented and explained;

6. A concept of Clan Leadership is presented. Some main barriers to team effectiveness, are underlined and discussed. The author provides with some practical guidelines for organizational leaders and HR specialist that can help overcoming such barriers and obstacles.

The general conclusion of the monography is that it presents theoretical models of key importance for achieving high organisational efficiency. The aims and objectives of the monograph, presented in the introductory part, are fully fulfilled, and the practical applicability of the monograph is evident. The author's competence is clearly recognized in the text, and his motivation to work in the field of human resources and people management is also evident.

The monograph on the topic **"What makes us Bulgarians: Revealing the psychological markers of the Bulgarian national identity"** is the second scientific work provided by the author. It was released in 2022 and examines an interesting issue of the role of national identity in relation to the behavior of the large groups (nations). The author focuses on finding so-called "markers of national identity", aiming to explore and describe them. In the text, an in-depth analysis of different types of group identities is made, with a marked emphasis on the national identity. A study revealing the markers of the Bulgarian national identity, according to the model of the large group identity of Vamik Volkan, was also conducted.

In the final part of the monograph, the author skilfully connects the revealed markers of Bulgarian national identity with various socially significant micro and macro trends of the today's Bulgarian society. Here we can also see the scientific contributions that are in the direction of the role of national identity and the national branding based on it in the HR management in Bulgarian companies and the formation of civil society.

**"The Good Soldier Syndrome and His Intelligent Emotions"** is a book based on the dissertation of the author for his Ph. D degree and it was published in 2019. In it, the author examines the crosscorrelations between Emotional intelligence (EQ) and Organizational citizenship behavior (OCB) - two constructs that are related to the people management and team effectiveness. The book presents the conducted research, and its results that prove the correlation between the studied dimensions. Contributing points are the presented different models for organizational citizenship

behavior and the formulated author's definitions of EQ and OCB. Recommendations regarding how to develop EQ and OCB among employees are also presented.

The two articles presented in the documents for the competition for associate professor were published as relevant scientific publications in the period 2020-2021.

In chronological order, the first article is published in 2020 and presents the results of a study and pilot study 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 (before- after design). It shows that by conducting interactive training can change the level of the specific EQ competencies and also can increase user's satisfaction of the long-term care services.

The second article published in 2021, presents a methodology for measuring organizational climate. The model is based on the theory of Jones, A. and James, L. The methodology was tested on a sample of employees from in various sectors of the Bulgarian 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.

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

I accept the specific 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 effectiveness.

The reference for citations shows that the publications of Dr Y. Dimitrov have the required number of citations 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 regarding business psychology and HR management. Undoubtedly, the formulated contributions and obtained results are his author's work and a consequence of his scientific efforts.

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

After my acquaintance with the candidate's scientific work, I can say that I did not find any gaps or contradictions in the presented materials.

I can formulate the following recommendation:

I recommend Dr. Dimitrov to make efforts to publish his scientific works in refereed and indexed journals (Web of Science, Elsevier (Scopus), ERIHplus, CEEOL, EBSCO, etc.) This will expand the audience of readers of his scientific works and will lead to an even higher quality in terms of their content and format.

## **CONCLUSION**

The documents submitted by the candidate 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 VUZF Regulations for academic staff.

The candidate in the competition, Dr. Yassen Dimitrov, has submitted the required number of scientific works published after the materials used for his Ph.D procedure. The candidate's work is distinguished by important 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 the academic work and the academic disciplines taught by him..

After the thorough study of all the materials and the applied scientific works on the competition, I give my positive assessment and recommend the Scientific Jury to prepare a report and proposal to the Academic Council for the election of Dr. Yassen Dimitrov to the academic position 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).

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