

## **STANDPOINT**

### **From Prof. D. Sc. Marin Paunov, UNWE Sofia**

For 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 VUZF (Higher School of Insurance and Finance) - Sofia.

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

In the announced contest, documents were submitted by one candidate—Dr. Yassen Dimitrov. The candidate obtains a bachelor's degree in psychology at SU "Kliment Ohridski," a master's degree in clinical social work at NBU, and a Ph.D degree in economics and labour organisation at UNWE. He has additional qualifications: certification as a Business coach from the Coaching Institute in Helsinki, Finland, NLP Practitioner diploma from MLC Australia-Sydney; and Organizational Counseling-post graduate course, UTS, Sydney, Australia. The candidate's work experience began at the start of the new millennium as a HR specialist and, later, as HR manager in two companies in Sydney, Australia. After that, his professional path continued in H- Vision and HR Support in Sofia in the field of HR consulting.

The candidate's teaching experience consists of 5 years of experience as a part-time teacher at VUZF, where he teaches the courses Basics of Business Psychology and Organizational Behavior in Bulgarian and English.

#### **2. General characteristics of the candidate's publications**

The candidate has provided a reference on the scientometric indicators related to the procedure of his application and his respective scientific works. The reference includes a dissertation work for awarding the scientific degree of doctor, a monograph-presented as a main habilitation thesis (Business psychology and effective management of human capital), another monograph that is not presented as a habilitation thesis (What makes us Bulgarians: Revealing the psychological markers of the Bulgarian national identity), and a book published on the basis of the doctoral dissertation (The Good Soldier Syndrome and its Intelligent Emotions with a study of the interrelationships between Organizational Citizenship Behavior and Emotional Intelligence) Two articles are also provided, one of which is co-authored and published in a peer-reviewed journal with scientific review (SAGE and SCOPUS) and the other in a non-refereed journal with scientific review. Two citations are also provided.

Regarding the content and contribution elements in the works submitted for review, the following can be noted.

The main work, presented as a habilitation monograph, is "Business Psychology and Effective Human Capital Management." By its nature, this is primarily a theoretical-methodological review (covering the concepts of organisational effectiveness, organisational culture and organisational climate, work motivation, commitment, emotional and conversational intelligence, and clan leadership), enriched with a model for exploiting the connections between these concepts and their implications for team effectiveness.

Another monograph presented additionally, but not as the main habilitation thesis, is "What makes us Bulgarians: revealing the psychological markers of the Bulgarian national identity". This work brings out the "markers" of the Bulgarian national identity, aiming to define, explore, and reveal them, stepping on Volkan's theoretical concept of group trauma and shared pride. Of particular interest here is the research conducted with a sample of nearly 1,200 respondents, which aims to identify the markers of Bulgarian national identity according to V. Volkan's model. No less interesting and important is the discussion initiated by the author about the role of these markers for behaviours known as social symptoms—a group of socially significant behaviours and attitudes that have a maladaptive effect on public life. The issue of the application of the revealed markers in areas such as foreign policy, integration of minorities, emigration, coping with COVID-19 and the level of civil society formation is also discussed here. As a summary and conclusion, concrete strategies are presented with the help of which the positive elements of the Bulgarian national identity can be supported, with the help of education, the media, the private sector of the economy and state policies.

The third presented monograph is a book developed on the basis of the author's defended doctoral dissertation. It analyzes the relationships of emotional intelligence and organizational citizenship behavior with organizational effectiveness and human resource management.

The candidate has also submitted two articles that fall within the scope of this standpoint. The first of them, published in the SCOPUS edition, presents the results of a conducted study and the pilot application of a methodological tool for improving certain competencies, which are part of the soft skills of professionals in the long-term care sector in Bulgaria. The article also presents a training design for the development of these skills and presents the results achieved through its pilot application. The article concludes with a discussion of the importance of emotional management as an essential part of any health care profession.

The second article investigates organisational climate and its impact on organisational performance. A methodology for measuring the organisational climate, based on the theory of James and Jones, is presented. The instrument was tested with a sample of 308 respondents working in various sectors—manufacturing, sales, IT, healthcare, and others, and the test proved the validity and reliability of the questionnaire.

## **0. Scientific contributions of the candidate**

In the publications considered in the previous point, a number of contributing moments stand out. These could be summarized in several main areas:

A) Analysis and enrichment of existing theoretical concepts, e.g. those of organizational effectiveness, motivation, commitment, emotional intelligence, clan leadership, identity (national, group and individual), organizational climate. The author's definitions of emotional intelligence and organisational citizenship behaviour.

B) Research of theoretically and practically significant connections and correlations between different constructs such as:

- organizational culture and team effectiveness;
- motivation, commitment and job satisfaction on the one hand and team efficiency on the other;
- relationship between emotional and conversational intelligence and team effectiveness;
- emotional intelligence and organizational citizenship behavior;
- national identity, individual identity, collective and individual behaviors and attitudes.

C) Development and approbation of models and methodologies:

- model for effectiveness from the positions of HR management;
- concept of national identity;
- organizational citizenship behavior model;
- systematization of the needs of users of the long-term care service and their connection with elements of emotional intelligence;
- 5-dimensional model of the organizational climate;
- a competency model created for the position of caregiver in an out-of-hospital environment..

D) Development of guidelines for implementation of practices and policies in:

- identifying obstacles to team effectiveness that are associated with the formation of clan leadership and formulating specific guidelines for overcoming these obstacles by team leaders and HR specialists.
- drawing up guidelines for strengthening the positive aspects of the Bulgarian national identity incl. and through people management policies in Bulgarian companies;
- guidelines for practical application of the interrelationships between emotional intelligence and organizational citizenship behavior, incl. specific HR policies and practices.
- guidelines for measuring and improving the organizational climate in modern business organizations.

#### **4. Recommendations and critical remarks**

As both a critical note and a recommendation, we can accept the fact that the candidate has the minimum number of points in all indicators of the scientometric reference and, in my opinion, he should significantly increase his scientific output, especially in the form of articles (only two submitted for the competition ) and participation in conferences (none presented). The latter would greatly increase the applicant's visibility as a researcher and help to better disseminate his scientific output among the guild.

#### **Conclusion**

Dr. Yassen Dimitrov meets all the regulatory requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for the Implementation of this Law, as well as the Regulations for the Terms and Conditions for Holding Academic Positions at VUZF. Therefore, I give my positive assessment and propose to the members of the scientific jury to vote for the election of Yassen Dimitrov to the academic position of "associate professor" in the field of higher education 3. Social, economic and legal sciences and professional direction 3.7. Administration and management at VUZF. .

6.9.2022 г.

**Prof. D.Sc. M. Paunov:** .....