

STANDPOINT

from Associate Professor Teodora Lazarova, 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:

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

The candidate Dr. Yassen Dimitrov submitted the following scientific works for his participation in the competition: 2 monographs, 1 book based on a dissertation, 1 article in an indexed edition, 1 article in a non-refereed edition, he also indicated the required number of citations.

2. General characteristics of the applicant's professional experience

Candidate Yassen Dimitrov demonstrates extensive professional experience in the field of HRM. His professional career started at Prime protection Adapt as a HR specialist, after which he successively held the following positions: HR manager at Diamond Protection - security Services, "Training and Development Manager" (H Vision) and "Corporate Training Manager" (HR Support).

The candidate's academic experience began at the Higher School of Insurance and Finance, where he taught the disciplines "Organizational Behavior" and "Fundamentals of Business Psychology" in Bulgarian and English. He has acquired professional qualifications, including Business Coach Certificate (ICF standards) - Mutoosulvenos, Reijo Kaupilla, Helsinki, Finland; NLP practice - MLC Australia - Sydney; Organizational consulting – post graduate course, UTS, Sydney, Australia.

The candidate obtains a bachelor's degree in psychology at SU "St. Kliment Ohridski", graduated from the ONS "Master's" at the New Bulgarian University, majoring in "Clinical and Social Work". Yassen Dimitrov continues his academic path by becoming a full-time doctoral student in the Department of "Human Resources and Social Protection" - UNSS, in direction 3.8. Economics (Economics and Labor Organization), where he defended his thesis on "Emotional Intelligence and Organizational Citizenship Behavior" and obtained an educational and scientific degree "PhD".

3. General overview of the presented scientific works

Candidate Yassen Dimitrov presents a total of 5 publications, including independent monograph; a monograph that is not presented as the main habilitation thesis; a book that corresponds to the dissertation work, one independent article and one co-authored article published in prestigious scientific journals, one of which is referenced and indexed in world-renowned databases.

The scientific works submitted for review correspond to the scientific specialty and the specifics of the announced competition.

A monographic work on the topic "Business Psychology and Effective Management of Human Capital", ed. "St. Grigoriy the Theologian", ISBN 978-619-7622-43-0, 2022, which (as a habilitation thesis) should be evaluated as an independent object of review. The monograph presents an in-depth analysis, with a distinguished author's opinion, as well as a focus on basic scientific perspectives from the field of business psychology and organizational behavior. Classical theories are supplemented with modern equivalents, enriching both theory and concrete recommendations for enriching practice.

To achieve the goal, three specific tasks have been defined. From the obtained results we can draw the following conclusions:

- basic theories from the conceptual framework of business psychology are presented, emphasizing the essential characteristics of organizational phenomena;
- existing methodological approaches for improving organizational efficiency and HRM are examined;
- the applications of the considered theories in the context of HRM and specific business challenges are discussed.

The first chapter examines the main trends related to organizational effectiveness. The theory is supplemented with concepts of organizational culture and organizational climate, drawing out the similarities and differences between them. The second chapter focuses on theories of motivation, attachment, and satisfaction, examining the interrelationships with loyalty and organizational effectiveness. In the third chapter, Emotional and Conversational intelligence are examined and hypotheses are built on the relationship of the concepts with

the construction of commitment and a common vision. Chapter four explores the challenges and obstacles to achieving high organizational effectiveness. A conceptual model of Clan leadership and its importance for organizational effectiveness is proposed. I accept the following scientific contributions of the main habilitation work:

1. A model for organizational effectiveness in the context of human resources management is derived;
2. A conceptual analysis of the constructs "organizational climate" and "organizational culture" was performed. The similarities and differences between the two are drawn, their relationships with team effectiveness are analyzed;
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.
4. A theoretical overview of three of the theoretical models for Emotional Intelligence is proposed. The relationship of emotional intelligence with team effectiveness is presented;
5. The concept of Conversational Intelligence is proposed, analyzing its relationship with people management, successful business leadership and team effectiveness;
6. A concept of Clan leadership is derived. Several major obstacles to team effectiveness related to the formation of corporate clans are examined.

The monographic work represents a completed scientific study and can serve to enrich the bachelor's and master's programs related to human resource management and business psychology.

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

I accept the presented scientific contributions in the works of the author, emphasizing Yassen Dimitrov's contribution to the enrichment of scientific knowledge in the field of human resources and business psychology, as well as organizational behavior and change. The reference to the citations of the publications emphasizes a clear interest in the subject researched by the author.

Evaluation of the candidate's personal contribution

In the presented documentation, the presence of a clear personal contribution of the candidate Dr. Yassen Dimitrov in the relevant publications stands out. Undoubtedly, the formulated contributions and obtained results are his authorship and are the fruit of his scientific efforts.

4. Critical remarks and recommendations

Having familiarized myself with the presented materials, I did not find any omissions, inaccuracies or contradictions. I would recommend Dr. Dimitrov to focus his efforts on publishing scientific articles in journals indexed in SCOPUS and Web of Science. My recommendation is to publish the scientific works at the next stage in other languages, so that it can reach the widest possible audience.

5. Personal impressions

I know Dr. Dimitrov from our joint work at VUZF. Impressive is his in-depth attitude to the researched topic, as well as the problems in the field of human resources management.

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 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 PhD degree. The candidate's works contain original scientific and applied contributions that have received national and international recognition. His theoretical developments have practical applicability, and the candidate's scientific and teaching qualifications are demonstrable.

The results achieved by Dr. Yassen Dimitrov in his educational and research activities fully comply with the Rules of the VUZF. 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 find it reasonable to give my categorical **positive assessment** and to recommend the Scientific Jury to prepare a 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).

Date: 10.09.2022

Assoc. Prof. Teodora Lazarova