

## **REVIEW**

**by**

**Assoc. Prof. Doctor of Economics Irina Ivanova Danailova, UNWE**

**of**

**the work for the participation in a contest for application for the position as  
Associate Professor at VUZF University**

in the sphere of University education 3. Social, economic and legal sciences

professional directory: Administration and management (Business and HR Management)

Doctor of Economics Yasen Alexandrov Dimitrov, VUZF University is the only candidate in the contest for application for the position as Associate Professor at VUZF University. The contest is announced in the State Newspaper, 30, 15.04.22; and on the website of VUZF University.

### **1. GENERAL COMMENTS**

By order N 169 from 25.07.2022 by the rector of VUZF University I have been chosen for a member of a scientific jury of a contest for application for position as a associate professor at VUZF University in the sphere of University education 3. Social, economic and legal sciences

professional directory: Administration and management (Business and HR Management)

In order to apply for the announced contest, Doctor of Economics Yassen Alexandrov Dimitrov, VUZF University, is candidate has submitted his application form to VUZF University.

The submitted set of work by Doctor of Economics Yassen Alexandrov Dimitrov, VUZF University is in accordance with the Regulation order for academic staff development of VUZF University and includes the following documents:

- Doctor of Economics Diploma
- Reference of Science metrical indicators for the application for the position as Associate Professor.
- Autobiography
- Resume of scientific work – both languages: English and Bulgarian;
- List of the science contributions

The candidate Yassen Dimitrov has submitted five scientific works, including two monographs, one book (dissertation work for Doctor of economics), two articles, the one of them is in English.

I have no comments on the presented documents – the evidences for the publications.

## **2. Brief biography of the candidate**

The candidate Yassen Dimitrov has a considerable experience in HR Management. His professional carrier starts at Prime Protection Adapt as a HR specialist. His further experience is presented as follow: HR manager at Diamond Protection – security Services, manager “Tuition and personal development manager” H Vision and Corporative training manager at HR Support. The professional

academic experience of the candidate begins at VUZF University as a lector in Organizational Behavior Manager and Foundations of Business Psychology in both – Bulgarian and English language.

The candidate has acquired the following professional qualifications: Certificate in Business Coaching (ICF standards) – Mutoosulvenos, Reijo Kaupilla, Helsinki, Finland; NLP practice– MLC Australia – Sydney; Organizational Consulting – post graduate course, UTS, Sydney, Australia.

The candidate has a bachelor degree in Psychology, SU “St. Kliment Ohridsky”; a master degree in ONS, NBU – Clinical and Social activities. Then then candidate became a Ph. Student at the department of HR and Social security – UNWE, under directory 3.8. Economics (Labor Economics and Organization), where he defended a Doctoral thesis on the following topic: Emotional intelligence and organizational civil behavior” and acquired a Doctor degree.

### **3. General characteristic of the scientific work**

For the purpose of the following application, the candidate has presented 5 publications as follows: a monography, a monography that hasn't been presented as a basic habilitation work; a work that is in a full accordance with the dissertational work (that book hasn't been reviewed); an article writhe by the candidate and an article that is a co-work. Both articles are published in a world famous data base.

All the presented scientific work is in a full accordance with the criteria of the following contest.

In the focus of the candidate`s publications is his monography work on the topic: Business psychology and effective HR management, published by “St. Grigoriy Bogoslov”, ISBN 978-619-7622-43-0, 2022, that is supposed to be reviewed as a separate object of recension.

The monography is a detailed research based on basic scientific points of view in the sphere of business psychology and organizational behavior. The classic theory has been enriched by the modern ones. The basic goal of the work is to search new approaches that could improve organizational efficiency.

For the purpose of the scientific work, three fundamental issues have been stated. After their detailed research and consideration, the following conclusions have been made:

- the basic theories have been presented in the sphere of business psychology= The focus is on the basic characteristic of the organizational issues;
- Existing methodical approaches have been discussed in the process of improving organizational efficiency in the HR management;
- some fundamental theories in the sphere of HR management and some business challenges have been discussed.

The basic schools and directives regard to organizational efficiency have been discussed in the first chapter of the work. To the fundamental theory some conceptions have been added in order to be identified.

The second chapter deals with the theories for motivation and satisfaction. The relationship between the loyalty and organizational efficiency has been researched in details.

The third chapter reveals the foundations of the Emotional Intelligency. Fundamental conclusions have been made in the process of creating engagement and common vision.

The fourth chapter presents the challenges and obstacles in the process of maintaining high level of organizational efficiency. A conceptual approach of leadership has been presented. The presented scientific work on the following topic: „Business psychology and effective HR management” is a completed scientific work that implements considerable profits for the scientific sphere. The results that have

been achieved are due to the personal efforts of the candidate. The work represents the researches that have been done in the sphere of business psychology, organizational behavior and HR management.

The next monography that hasn't been presented as a habilitation work is on the topic: "What determines us Bulgarians: discovery of psychological features of Bulgarian nationality identity, "St. Grigorii Bogoslov" ISBN 978-619-7622-19-5. The text itself is a detailed research on 1118 respondents= The purpose of the research is to identify the markers of the Bulgarian identity. Up to the model of V. Volkan. The results, achieved from the research, have been interpreted in a logical and detailed manner. The specific markers have been analyzed, some statistical data base have been presented under ethnical criteria.

The monography reveals a provocative correlation between markers and social behavior and tendencies that affect the whole community life.

The candidate reveals and discusses in details some essential strategies that have a direct correlation with education, media, private sector and public policy.

The next book is "The syndrome of a good soldier" and his intelligent emotions: This is a research on a correlation between organizational civil behavior and emotional intelligence. The book has presented in required standard for a PhD Student and it is not required to be reviewed.

The article has published in English, in a scientific issue, indexed in a world data base of scientific information. The article presents the results from a research that has been conducted and the application of methodical tools for certain components improvement that are part of the soft skills of the professionals in the sphere of long term care in Bulgaria. The authors identify two competences – conflict management and empathetic cooperation= They analyze the soft skills in the sphere of long term care. The experimental application of the study design shows high level of efficiency

and considerable differences in the level of the soft skills before and after the conducted tuition. The authors emphasize the importance of emotional management for all the professions that influence healthcare.

The next article is for the organizational climate and its importance for the efficiency of the organization. On the base of the theory of Lorans James and Alan Jones, the author represents the approach for measuring the organization of the organizational climate. The approach has been tested on 308 respondents. All the respondents are from different spheres – business, commerce, IT sector, health care, The results have been analyzed and good result have been derived refer to the validity and reliability of the questionnaire and research methods.

As a conclusion, all the scientific work that have been submitted for the content of PhD Student prove the academic research capacity of the candidate, his sense for actual issues and opportunities for doing researches.

#### **4. Estimation of science distribution**

There is a detailed list of science distribution presented by the candidate, Yasen Dimitrov. I declare that such a distribution exists. A brief conclusion of his distribution follows:

- New models, methodologies and methods:
  - o A model for efficiency in HR managment;
  - o A research on the markers of The Bulgarian national identity on the base of conceptual model of identity of a large group of people by V. Volkan;
  - o Примерен компетентностен модел, създаден за позицията болногледач в извън болнична среда;
  - o Representation of a concept model, defining the parameters of the organizational climate;

- o Representation of methodology for organizational climate management in five measurements and data base that has been derived from the questionnaire.
- Concept analyze and theory review of different concepts directly related to the topic of the contest: motivation, organizational climate, organizational culture, satisfaction from the working process, leadership, team and national identity
- Формулиране и извеждане на значими причинно-следствени или корелационни връзки и зависимости:
  - o Organizational climate and culture in the process of a team work;
  - o Motivation, devotion and satisfaction from the efficient working process;
  - o National identity and individual behavior and team work tendency.
  - o Emotional intelligence and team work efficiency.
  - o Communication skills in the process of HR management and achieving high level of team work efficiency.
- Finding evidences for applying different theory concepts and giving recommendations for improvement
  - o Concrete directions for overcoming the obstacles in the sphere of team work efficiency by HR managers;
  - o Directions for implementing effective HR management policy;
  - o Representation of a research that measures the demands and requirements of the consumers of the service – long term care and other related demands in the sphere of Emotional intelligence;

- o Representation of the results of a research done after conducting tuitions for EI and how do they effect the improvement of customer satisfaction.
  - o Determination and measurement for improving organizational climate in the modern business organizations.

The candidate covers all the requirements. The work science measurement document proves the fact that the candidate meets all the requirements – the candidate has pointed out five works, three of them are published in foreign issues.

#### **4. Estimation of the candidate personal contribution**

In the process of reviewing the whole work that the candidate has presented, no evidence has been detected and there are no signals for copyright infringement of other publishing institutions.

#### **5. Critical notes and recommendations**

There are no essential critical notes to the work of Yassen Dimitrov refer to the results of his research and science work

My recommendation is to continue being active in academic activities and to focus his efforts publishing science researches it world data base.

#### **6. Personal impressions**

I know Yassen Dimitrov as a PhD Student in the HR and Social care Department, UNWE. I am really impressed by his responsibility, detailed approach in his researched work and loyalty.

#### **CONCLUSION**

The documents and the materials presented by Yassen Dimotrov meet all the requirements up to the Academic staff development in the Republic of Bulgaria and relevant regulations.



The candidate in the contest has presented a considerable set of work, that has been published after acquiring a Doctor of Economics degree. The qualification as a lector and academic worker of Yasen Dimitrov is undoubted.

After a detailed review with the materials and science work for the contest, analyzing their significance and content: applications, contribution, I came to the conclusion to accredit and recommend the candidate to the Academic Jury to prepare a report to the Academic Consul to announce Yasen Dimitrov as PhD Student at VUZF University under directory 3.7. Administration and management – Business psychology and HR management.

15.09.2022 г.

Reviewer: .....

/Assoc. dr. Irina Dnailova/