

# STANDPOINT

**From Prof. Dr. Silvia Trifonova Trifonova-Pramatarova,  
University of National and World Economy (UNWE), Sofia**  
of the materials submitted for participation in the competition  
to hold the academic position of 'Associate Professor'  
of the **Higher School of Insurance and Finance**

Area of study 3. Social Sciences, Economics and Law

Professional field 3.7 Administration and management (Organizational leadership and psychological aspects of management)

In the competition for associate professor, announced in the State Gazette, no. 52 of 05.07.2022 and on the website of the Higher School of Insurance and Finance (VUZF University), as candidate participates Dr. Victoria Gatsova from the VUZF.

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

By Order of the Rector of VUZF, № 370 of 10.11.2022 for approval of the Scientific Jury for selection of 'Associate Professor' I was appointed a member of the Scientific Jury, in the competition for the occupation of the academic position of 'Associate Professor' in the Area of study 3. Social Sciences, Economics and Law, professional field 3.7 Administration and management (Organizational leadership and psychological aspects of management) for the needs of the VUZF University, a competition announced in State Gazette, no. 52 of 05.07.2022. By decision of the first meeting of the Scientific Jury, I am obliged to prepare a standpoint of the competition.

The only candidate in the competition is Dr. Victoria Gatsova.

The materials submitted by Dr. Victoria Gatsova include all the necessary documents for the procedure. They meet the requirements of the Law for Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for application of ZRASRB and the Regulations on the Terms and Conditions for Occupying Academic Positions at the VUZF University. The documentation is clearly and conscientiously prepared.

Dr. Victoria Gatsova has been a lecturer at the VUZF University in the professional field 3.7 Administration and management since 2014, and she started working at the VUZF as a part-time assistant professor.

She obtained the educational and scientific degree “doctor” in Organizational Psychology from the Sofia University “St. Kliment Ohridski” in February 2017, defending a doctoral dissertation on the topic “Time perspective and management style of the organizational leader”. She holds a master’s degree in “Work and Organizational Psychology” from the Sofia University “St. Kliment Ohridski” (2013). She holds a bachelor’s degree in Psychology from the same university (2011).

Since March 2014, Dr. Victoria Gatsova has been a part-time teacher at the VUZF, and since April of the same year at Sofia University “St. Kliment Ohridski” – until November 2014. She is a part-time assistant at the VUZF until August 2020. She conducts lectures and seminars in the bachelor’s and master’s degree specialties of the VUZF in the disciplines: Social Psychology; Organizational consulting; Organizational culture; Basics of business psychology; Consumer behaviour; Entrepreneurship and Innovation; Group dynamics in business; Business leadership and team building; Leadership and crisis management; Leadership and Management; Labour and organizational psychology; Group work and group effectiveness; Advertising Psychology; Consumer psychology.

Since the beginning of September 2020, Dr. Victoria Gatsova is a scientific secretary at the VUZF (until the end of January 2022) and a regular Assistant Professor in business psychology and leadership. Since the beginning of January 2022, she is the Dean of the Academic Program at the VUZF and Chairperson of the Academic Program Council, member of the Academic Council and member of the Quality Council at the VUZF.

## **2. General characteristics of the candidate’s activity**

Dr. Victoria Gatsova has an active academic career as a university lecturer. She conducts lectures and seminars in the bachelor’s and master’s specialties of the VUZF in the disciplines: Group work and group effectiveness; Group dynamics; Leadership and Management; Business leadership and team building; Occupational and organizational psychology, and others. She also takes part in scientific research tasks at the Laboratory for Scientific and Applied Research of the VUZF.

For participation in the competition for the academic position of ‘Associate Professor’ in the Professional field 3.7 Administration and management (Organizational leadership and

psychological aspects of management), Dr. Victoria Gatsova presented the following scientific publications in her Scientometrics reference for associate professor:

- 2 monographs – 1/ “Professional stress and counterproductive behaviour in the organization”. Sofia: Sv. Gregorii Bogoslov, 2022, ISBN 978-619-7622-33-1 – habilitation thesis; 2/ “Toxic leadership in the organization”. Sofia: Sv. Gregorii Bogoslov, 2022, ISBN 978-619-7622-44-7 – a monograph that has not been presented as the main habilitation work.
- 1 book based on the dissertation – “The Modern Leader. Time perspective and management styl”. Sofia: Sv. Gregorii Bogoslov, 2020, ISBN 978-954-8590-86-0.
- 3 articles, published in non-refereed peer-reviewed journals or published in edited collective volumes - 1/ “Stressogenic factors in the organization”. Money and Culture, 2, 2021, ISSN 2683-0965, pp. 27-41; 2/ “Occupational stress management”. Money and Culture, 3, 2021, ISSN 2683-0965, pp. 15-24; 3/ “Essence of group cohesion and its importance for team management”. Management in Business and the Public Sector, 1, 2022, ISSN 2815-391X, pp. 4-16.

The List of publications of Assistant Professor Dr. Victoria Gatsova after the defense of her doctoral dissertation also includes 1 study – “Challenges to the management of people in modern organizations”. VUZF Yearbook, Volume XIV - 2022, Sofia: Sv. Gregorii Bogoslov, ISSN 1312-7918, pp. 199-235, which does not appear on her Scientometrics Reference for Associate Professor.

Acquainting myself with the scientific works presented by Dr. Victoria Gatsova in the competition for the academic position of ‘Associate Professor’ in the Professional field 3.7 Administration and management (Organizational leadership and psychological aspects of management), allows me to judge that the candidate sets important goals and tasks in her scientific research, and manages to achieve them through in-depth analysis, research and discussion.

The main investigated problems are related to the so-called behavioural economics, consumer behaviour, managing people in modern organizations, management in business and the public sector, organizational leadership and psychological aspects of management, on which the competition itself is announced.

In her research, the candidate has applied a rich and modern scientific research toolkit, which leads to the achievement of significant scientific and practical results. Dr. Victoria Gatsova is undoubtedly well-versed in the issues she deals with in her research, given her

accumulated experience. The research orientation of the candidate's published literature and scientific publications testifies to the relevance, thoroughness and high level of mastery of the academic disciplines taught by her.

The main scientific and scientific-applied contributions that I can highlight in the scientific research of candidate Dr. Victoria Gatsova are the following:

1. Further development and upgrading of the problems of occupational stress and counterproductive work behaviors with empirical data obtained as a result of the conducted author's research.
2. Empirical verification for Bulgarian conditions of the model of P. Spector and S. Fox for counterproductive behavior existing in the specialized literature, with an inferred interrelationship between workplace stress and counterproductive work behaviors.
3. Identification, systematization and in-depth study of the problem of toxic organizational leadership, revealing the presence of toxic behavior patterns in modern organizations.
4. Development of an author's model for dealing with toxic leadership in the organization, offering different strategies to overcome the problem both at the individual and organizational level.
5. Psychological analysis made of the main factors influencing the effective management of managers in organizations, with systematization and research of the main sources of stress at work.
6. Identification and study of basic organizational strategies that can be applied by managers in order to reduce the levels of stress experienced by employees.
7. Formulation of specific recommendations for successful management of professional stress in organizations and counterproductive work behaviors, as well as for building and stimulating cohesion in teams in organizations.

The candidate fulfills the accepted recommended scientific and scientometric national minimum requirements. A total of 355 points are established in the attached Reference for the fulfillment of the minimum national criteria. There are 8 documented citations of her scientific work in scientific publications. A total of 70 points of citations are indicated in the attached Reference for citations in connection with the fulfillment of the minimum criteria.

### **3. Critical remarks and recommendations**

As a critical remark, I would point out the wording of a scientific contribution, indicated in the Reference for scientific contributions in the works of Assistant Professor Dr. Victoria Gatsova. The following wording of a scientific contribution is repeatedly present: “Theoretical and empirical data are presented and analysed“. This is more of a description of scientific research methodology than a scientific contribution.

As a recommendation, I would suggest that Dr. Victoria Gatsova focus on publishing scientific articles, papers and studies in scientific publications, referenced and indexed in world-famous databases with scientific information – such as SCOPUS and WEB OF SCIENCE. My other recommendation is to strengthen her scientific and publication activities in a team with other authors, i.e. strengthening teamwork, as her solo publications currently predominate.

### **CONCLUSION**

From the thorough review of the submitted documents of Dr. Victoria Gatsova I find that he meets the national requirements for the academic position of ‘Associate Professor’ in the field of higher education 3. Social, economic and legal sciences, professional field 3.7 Administration and management (Organizational leadership and psychological aspects of management). Therefore, I give a positive assessment of her teaching, teaching and research work, and I would like to suggest to the members of the esteemed Scientific Jury to vote for the election of Dr. Victoria Gatsova to the academic position of ‘Associate Professor’ in professional direction 3.7 Administration and management (Organizational leadership and psychological aspects of management) at the VUZF.

28.11.2022

Sofia

Author of standpoint: .....

(Prof. Dr. Silvia Trifonova-Pramatarova)