

ACADEMIC REVIEW

by Prof. Dr. Daniela Ilieva, VUZF

of the materials submitted for participation in the competition to occupy the academic position of "Associate Professor" at VUZF University

Field of higher education 3. Social, economic and legal sciences, professional direction "3.7. Administration and Management (Organizational Leadership and Psychological Aspects of Management)"

By order No. 370 of 10.11.2022. of the Rector of VUZF University, 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 field, professional field "3.7. Administration and Management (Organizational Leadership and Psychological Aspects of Management)".

In the competition for associate professor, announced in the State Newspaper, No. 52 of 07/05/2022. and on the website of VUZF University, the only candidate participating is Dr. Viktoria Gatsova from VUZF Sofia.

1. General presentation of the received materials

The set of electronic materials presented by Dr. Victoria Gatsova is in accordance with the Regulations for the Development of the Academic Staff of VUZF and includes the following documents:

- Request; v Autobiography;
- Copy of the diploma for the educational and scientific degree "doctor" held;
- Habilitation thesis with summary;
- List of publications after the defense of the doctoral dissertation;
- Copies of all publications – monographs, book based on the dissertation work, studies and articles;
- Summaries in Bulgarian and English of the publications after the defense of the doctoral dissertation;
- Certificate of the required academic experience under Art. 20, paragraph 1, item 2 of the Regulations on the terms and conditions for holding academic positions at VUZF;
- Evidence of participation in a research assignment;
- Proof of compliance to the national requirements for “Associate Professor”

- A reference to the scientific contributions in the candidate's works;
- Citation reference;
- Medical certificate;
- Criminal record certificate;
- Consent form for the processing of personal data in connection with participation in the contest.

Dr. Victoria Gatsova submitted a total of 7 (seven) scientific papers, of which 1 (one) main monograph with reviews, 1 (one) additional monograph with reviews, 1 (one) book based on a dissertation, 1 (one) peer-reviewed studies and 3 (three) research studies published in non-refereed scientific publications. All submitted works are accepted for review and are in accordance with the title of the competition. Documents (in the form of official notes) for academic workload and participation in a project are also presented, and the same support thematically the participation in the competition and the candidate's overall expertise and academic focus.

2. Brief biographical data (of the applicant/s)

Dr. Viktoria Gatsova has an impressive academic biography - a bachelor's degree in psychology, a master's degree in work and organizational psychology and a doctoral degree in organizational psychology from SU "St. Kliment Ohridski". Dr. Gatsova's education is also reflected in her teaching career, which began in 2014. Among the disciplines she teaches are "Economic Psychology", "Consumer Behavior", "Social Psychology", "Organizational Consulting", "Organizational Culture", "Leadership and Management", "Business Leadership and Team Building", "Work in a Group and group effectiveness", "Fundamentals of business psychology", etc. They are part of Dr. Gatsova's research and reflect her participation in the current competition.

From 2020 Dr. Victoria Gatsova works as a scientific secretary at VUZF, and from the beginning of 2022. until now he is the dean of the academic program of VUZF.

On the basis of the presented biographical data, it can be claimed that the candidate's professional, scientific and academic qualifications fully correspond to the announced competition for the academic position of "associate professor" at VUZF.

3. General characteristics of the applicant's activity

The candidate has submitted a certificate of educational and pedagogical activity that meets the requirements of the law and the regulations of VUZF.

I accept the reference for the scientific contributions in the two monographs and in the other presented developments. Research interest stands out in several areas:

- Theoretical study of the level of stress in the workplace and counterproductive work behaviors;
- Further development and upgrading of the problems of occupational stress and counterproductive work behaviors with empirical data obtained as a result of conducted research;
- Investigating the relationship between workplace stress and counterproductive work behaviors;
- An in-depth study of the problem and theory of executive toxicity;
- 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;
- Establishing the relationship between time orientations and dimensions of leadership styles.

The scientific works presented by the candidate fully correspond to the subject of the announced competition. The main research direction is dedicated to the study of the psychological aspects of management, organizational leadership, people management and the management of professional stress.

The monograph "Occupational stress and counterproductive behavior in the organization" presented as the main work has a total volume of 160 pages. The monograph thoroughly researches a current problem, namely stress in the professional sphere and its relationship with counterproductive work behaviors. The work has a standard format with an introduction, four chapters, a conclusion and a bibliographical reference. In the first chapter, Dr. Gatsova examines the nature of professional stress and emphasizes its sources. They are in the second chapter of the work the risks of stress at the workplace are presented and the possibilities for its management are explored, placing stress management among the main psychological aspects of management. Chapter Three guides readers to counterproductive work behaviors. The fourth, last chapter presents the author's empirical research. Each chapter ends with clearly formulated conclusions from the

relevant part of the study. The author's contribution is visible in the analysis and interpretation of the obtained results, as well as in the formulated recommendations. The sources used are 204 from specialized literature in Bulgarian and English.

The second monographic work presented by Dr. Gatsova is "Toxic leadership in the organization". The research has a volume of 118 pages and examines the destructive behavioral patterns of managers that lead to ineffective management practices with dangerous consequences for employees and the organization. The monograph consists of an introduction, two chapters, a conclusion and a bibliographical reference. In this work, the author examines the problem of the dark side of leadership by presenting and analyzing basic theoretical statements and empirical data related to toxic leadership in the organization. Among the author's main contributions is the created model for dealing with toxic leadership in organizations.

The study and articles submitted for participation in the competition continue Dr. Gatsova's research on issues related to leadership, the challenges of people management in modern organizations, factors for building effective teams, stress management, etc. The book is based on a dissertation with the title: "The Modern Leader. Time perspective and management style" has a volume of 222 pages and consists of an introduction, five chapters, a conclusion and references. The author impresses with revealing the importance of the leader's time orientation for effective management.

4. Evaluation of the personal contribution of the candidate/s

All scientific works and publications presented for the competition confirm the personal contribution of the candidate in the relevant publications, as well as prove that the value of the formulated contributions and obtained results are her personal merit.

5. Critical remarks and recommendations

I would recommend publications in foreign language scientific journals and those indexed in Scopus, Web of Science and other prestigious databases. The recommendation does not change the overall positive impression of Dr. Victoria Gatsova's candidacy.

6. Personal impressions

I know Dr. Victoria Gatsova as a dedicated colleague with a strong curiosity for the research topics reflected in her studies, as well as a meticulous administrator and an

ambitious young lady. As a reviewer of some of her publications and works, I have had the opportunity to follow her academic and creative development, as well as the thoroughness with which she approaches her developments.

CONCLUSION

The documents and materials presented by Dr. Viktoria Gatsova meet all 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 Regulations of VUZF. The candidate in the competition has submitted sufficient number of scientific works published after the materials used in the defense of the ONS "doctor". The candidate's works contain original scientific and applied contributions that have received national academic recognition, a representative part of which has been published in journals and scientific collections issued by prestigious academic publishing houses. The theoretical developments have practical applicability, and some of them are directly oriented to the academic work. Dr. Gatsova's scientific and teaching qualifications are unquestionable. The results achieved by the candidate in the educational and scientific research activities are fully in line with the VUZF Regulations for the application of the Law.

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 positive assessment and recommend the Scientific Jury to prepare a report-proposal to the Academic council for the election of Dr. Victoria Gatsova to the academic position of "Associate Professor" at VUZF in the professional direction "3.7. Administration and Management (Organizational Leadership and Psychological Aspects of Management)"

29.11.2022

Reviewer:

Prof. Dr. Daniela Ilieva VUZF