

**SOFIA UNIVERSITY "ST. KLIMENT OHRIDSKI", FACULTY OF
ECONOMICS**

PhD Thesis Evaluation Report

Name of Candidate: Denitza Andonova

Title of Thesis: Corporate strategies and Programs for Wellness of the Employees - a Factor for the Improvement of the Organisational Efficiency

Supervisor: Prof. Tzvetan Davidkov, DSc

Reviewer: Prof. Elizabeta Vatchkova, DSc

Introduction

The author has chosen to explore the impact of wellness of the employees in contemporary companies on the organizational efficiency with particular focus on a group of selected indicators. Under the conditions of deep changes, caused by the Covid pandemic on the organization of work, models of communication and physical and mental health of people the management of wellness acquired a long term strategic importance. The topic has not been developed by Bulgarian researchers and any new knowledge and contributions in the field are necessary and useful.

Definition of the research problem, scope and goals

From the position of the above mentioned the research problem is topical and important from both points of view – theoretical and practical. It is clearly and correctly defined. The object of the research, its goals and aims are formulated and argued. The introductory explanation of goals, methods and key questions is sufficient, but it is necessary to formulate right at the beginning the notion of “efficiency of organization” or to introduce some clear assumption about it.

Review of relevant literature

The literature included in the list shows the author’s good selection skills. The candidate utilizes successfully a wide range of contemporary key publications of well-known and authoritative researchers. Her awareness is at the level of the requirements for a doctoral degree. The number and the quality of works in English are impressive, the common mistakes of dissertation

students to use text book sources, widely discussed opinions and well-known facts are avoided. The author demonstrates good erudition and in-depth knowledge of the scientific literature in the field of corporate wellness. However, she misses some necessary summaries and statements of her own position on the discussed notions and concepts.

Presentation, language and style

The overall appearance of the thesis is in general appropriate. It does not contain grammatical or spelling errors, it is written in coherent, proper style, all the citations are correct. References of concerned literature are sufficient and cover the present state of knowledge. Andonova demonstrates good command of the relevant literature and other sources. The work is well presented, clearly written and illustrated with tables and diagrams.

Thesis structure and methods used

The dissertation contains an introduction, three chapters, conclusion, bibliography and 4 appendices. The distribution of text in the three chapters is disproportionate (100/28/22 pp).

The methods used in the thesis are in general adequate and justified. Taking the thesis as a whole, the author demonstrates sufficiently the ability to choose justified methods for reaching the research goals, although the format of the questionnaire suffers from some disadvantages. The use of methods for statistical analysis is relevant and the conclusions are correct.

Contribution to knowledge and practice

The contributions mentioned in the dissertation abstract have original character. They are correctly ranged according to their importance, but should be divided in two groups – theoretical and practical. As theoretical impacts could be classified the first, second and the third ones and as a practical – the fourth and the fifth.

Recommendations:

To the future work the candidate should take into account the following:

1. Better and clearer definitions of the key terms and notions used;
2. Use of the system approach to the studied problem;
3. Balance of the text in the different components of the work;

4. Design the questionnaires according to the best practices and widely used formats;
5. Refinement of the titles, making them more informative;

Dissertation abstract

The abstract is presented according to all the requirements for a doctoral dissertation. The text is logically composed, clear, well-structured, and reflects successfully the content of the whole work and its main results.

Overall result

The dissertation is an authentic work. It contains original research and clear author's position. The candidate is highly competent in the field of corporate wellness, the language and style of the dissertation are adequate to the requirements of a scientific research work.

Questions to the defendant:

1. What are the reasons for the lack of interest in the problems of corporate wellness in Bulgaria? (pp 162-163);
2. It is stated (p 164) that employers pay greatest attention to the effect of corporate wellness on the better performance, the increase of employer brand value and the return on investments in the corporate wellness programs. Is the candidate familiar with any publications on this problem and what are the obstacles before its study?
3. Is there any known good practice in Bulgaria for the elaboration of corporate strategies and programs for wellness of the employees and from where human resources specialists can use practical experience?
4. Is the author interested in continuing the research in this field?

Conclusion:

For the reasons under consideration named above I recommend the PhD thesis of Denitza Andonova entitled: "Corporate strategies and Programs for Wellness of the Employees - a Factor for the Improvement of the Organisational Efficiency" for acceptance.

The work meets the requirements of a doctoral degree and the candidate deserves to be awarded the degree of Doctor of Philosophy.

Date: 17.08.2022

Place: Sofia