

Sofia University St. Kliment Ohridski

REVIEWER'S OPINION

on Competition procedure for the position of Associate Professor in the field

3.2 Psychology (Work Psychology)

Announced by Sofia University St. Kliment Ohridski, Faculty of Philosophy in the State

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in the capacity of a member of the scientific jury for the competition for the

academic position "associate professor" in a professional direction

3.2 Psychology (work psychology).

The opinion was assigned by decision of the Scientific Jury, determined by Order of the Rector of Sofia University "St. Kliment Ohridski". The only candidate in the competition is Ch. Assistant Professor Dr. Vihra Georgieva Naydenova.

I. General description of the presented materials

1. Application data

For participation in the competition Ch. Assistant Professor Dr. Vihra Georgieva Naydenova presents all the documents required by the law and the regulations for its application. The submitted documents comply with the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Implementation for the Occupation of the Academic Position "Associate Professor" and the Regulations for the Terms and Conditions for Acquiring Scientific Degrees and Occupying Academic Positions at SU "St. Kliment Ohridski" (PURPNSZADSU).

1. Applicant data

Vihra Georgieva Naydenova has a doctorate in psychology from the University of Bielefeld, Germany, a master's degree in psychology, specializations in clinical and counseling psychology, and occupational and organizational psychology from Sofia University "St. Kliment Ohridski". He speaks English and German. The professional experience, long-term, is described as expert and guided in the field of Human Resource Management; Training and development; Selection and evaluation; Organizational development, apart from teaching, at Sofia University "St. Kliment Ohridski".

2. General characteristics of the applicant's scientific works and assessment of compliance with the minimum national requirements

Publications. The scientific research of Ch. assistant professor Dr. Vihra Naydenova are in the field of the competition, mainly research on labor psychology and human resource management. The following are submitted for participation in the competition:

- monograph "Employee engagement and training. People in organizations – potential, development and contribution";
- articles - a total of 31 for the competition - six published in renowned scientific journals, referenced and indexed in WoS and SCOPUS, as well as 25 articles and studies published in Bulgarian scientific publications such as the Bulgarian Journal of Psychology, Sofia University Yearbook or collective collections, two of the articles are in English.

- Quoted. The total number of points collected from citations is an impressive 2645, of which citations 289 times in Scopus alone. Those presented for the competition repeatedly exceed the requirements.
- The project activity of Ch. Assistant Professor Dr. Vihra Naydenova is associated with participation and management of international and national projects, which shows her significant organizational and research experience.

In conclusion:

a) With regard to the minimum required points for the groups of indicators for the position of "associate professor" (according to Article 2b, Paragraphs 2 and 3 of the ZRASRB), the candidate Vihra Naydenova shows in her references that she has them and exceeds them and, accordingly, the additional requirements of the SU "St. Kliment Ohridski" for occupying the academic position of "associate professor" in 3.2 Psychology - for indicator C - a habilitation thesis monograph in the field of the announced competition was presented - 100 points, for indicator D of articles and studies 9,211 points; for indicator D - 2645 items; for indicator E – participation in scientific projects – 20 points;

b) the scientific works and citations submitted by the candidate have not been submitted for participation in other competitions for the awarding of scientific degrees and academic positions and have not been reviewed so far;

c) in the competition works, I did not find any attempts to present works partially written or created by others for one's own, or the use of other people's scientific results, without reference or citation. I am not aware of any claims by other authors for incorrect use of the literary sources, or of any reports regarding the candidate's publications ch. Assistant Professor Dr. Vihra Naydenova for plagiarism. Co-authored publications are correctly presented.

4. Characteristics of the candidate's teaching activity

It can be seen from the reports on academic workload that Ch. Assistant Professor Dr. Vihra Naydenova has the necessary annual horary consisting of lectures, seminars, extracurricular classes in bachelor's and master's programs in the field of work and organizational psychology, cross-cultural management, stress and health in organizations, as well as human resources management, provided with the relevant study aid, written together with M. Dzhamdzhieva and V. Staevska, "Qualitative methods in the social sciences. Introduction'.

5. Scientific contributions of the candidate

I accept the contributions prepared by Ch. assistant professor Dr. Naydenova, as adequate and fully reflecting what was achieved in the works presented at the competition.

- The thesis focuses on the specific features accompanying the development and contribution of employees. The main contribution resulting from the analyzes of over 500 participants in five organizations in Bulgaria, mainly from the financial sector, stands out for engagement, satisfaction with their work and motivation. The obtained results are valuable for practice in the aspect of increasing engagement and labor productivity.
- To measure engagement, the Schaufeli and Bakker questionnaire was adapted, along with a number of other methods for diagnosing various aspects of social and organizational processes at work, which speaks of the complexity of the work and deserves a high rating, both in terms of the relevance of the treated issues, and and by the degree of depth of its analysis.
- The author outlines important organizational factors that influence engagement. Empirically examines the factors that influence engagement in several types of organizations - financial sector, banking sector, IT, call center, government administration. Introduces an action plan to improve engagement and results as a result of its implementation.
- Excellently presents the Assessment and Development Center tool and its practical application. It also discusses and analyzes the role of introduction to work for engagement, which has not been encountered in Bulgarian studies so far. The paper presents the important role of work and organizational psychologists in organizations and the possibility of their contribution.

6. Critical notes on the reviewed works

I have no critical remarks regarding the candidate's scientific and publication activity, as well as the claimed contributions.

I. CONCLUSION

The complete and detailed familiarization with the teaching and scientific applied activity of ch. assistant professor Dr. Vihra Naydenova gives reason to draw the following conclusions about her qualities, namely:

- Excellently carries out the assigned educational and pedagogical and project activities.
- Successfully implements scientific and applied research in the field of occupational psychology.

The serious teaching experience and scientific achievements of Ch. assistant professor Dr. Vihra Naydenova facilitates the giving of a positive assessment and the raising of the recommendation to the respected members of the Scientific Jury to propose to the competent authority for the selection - the Faculty Council of the Faculty of Philosophy at SU "St. Kliment Ohridski" - to elect Ch. Assistant Professor Vihra Georgieva Naydenova, Ph.D., in the academic position of "docent" in professional direction 3.2 Psychology (Work Psychology).

Prepared the opinion: Prof. D.Sc.

M. Mitevska

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Bulgaria