

REVIEWER'S OPINION

Author:

by Professor Georgi Stoyanov Karastoyanov, DSc at the
Psychology and Leadership Department, "G. S. Rakovski"
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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

Gazette, issue 30 / 15.04.2022 and on the Sofia University St.
Kliment Ohridski web

The opinion was assigned by decision reflected in protocol No. 1 of 22.06.2022 to the scientific jury determined by order of the Rector of by order of the Rector of SU "St. Kliment Ohridski" - RD 38-239/16.5.2022 to be held of a competition for a docent in a professional direction 3.2. Psychology (Occupational Psychology). To participate in the announced competition, she submitted documents Ch. Assistant Professor Dr. Vihra Georgieva Naydenova, who is the only candidate.

The submitted documents meet the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Application and the Regulations for the Terms and Conditions for Acquiring Scientific Degrees and Holding Academic Positions at SU "St. Kliment Ohridski" (PURPNSZADSU) to occupy the academic position of "docent".

Ch. Assistant Professor Dr. Vihra Naydenova has a master's degree in psychology (2003, "St. Kliment Ohridski" University) with a specialization in work and organizational psychology, a specialty in which she participated in the competition. In 2008, he successfully defended his dissertation and received an PhD doctorate in psychology from the University of Bielefeld, Germany, which is among the most prestigious universities for its research achievements.

It is evident from the submitted documents that she has gained experience in the field of work and organizational psychology in various positions related to human resources management, training and development, selection and evaluation of personnel.

She is a member of the Society of Psychologists in the Republic of Bulgaria (since 2008) and an active member of the editorial board of its scientific body "Bulgarian Journal of Psychology". The candidate was on the editorial board of two international scientific conferences on leadership (2016, 2019), as well as the Psychology Yearbook of SU "St. Kliment Ohridski" (2019).

33 scientific works were presented for review by the scientific jury, of which 1 monograph, 1 teaching aid, 23 scientific publications in Bulgarian in publications referenced in NACID, 1 article and 1 report published in edited collective volumes - in English, as well as 6 articles and reports published in scientific journals, referenced and indexed in world-renowned databases of scientific information. These works have not been submitted for participation in other competitions for awarding scientific titles and degrees and are accepted for review.

The literary overview of the texts submitted for review from chap. Associate Professor Dr. Vihra Naydenova shows that they are mainly in the field of labor psychology and human resources management, i.e. on the subject of the announced competition. For participation in the competition, the monograph "Employee Engagement and Training. People in organizations - potential, development and contribution" published by the prestigious publishing house "Iztok-Zapad", which makes it available to readers. The monograph is distinguished by high scientific value and an opportunity for professionals in the field to be more effective in the activity of staff engagement.

The texts presented by the candidate are available to the scientific community, they have been published not only in authoritative Bulgarian scientific publications, but also in renowned scientific journals, referenced and indexed in WoS and SCOPUS, and it is worth noting two of the articles in which the candidate is a co-author: Prevalence of depressive symptoms in university students from Germany, Denmark, Poland and Bulgaria (2008); Depressive symptoms and perceived burdens related to being a student: Survey in three European countries (2008) with a weighted impact factor of 5.280 and 3.79.

My assessment is that the scientific works submitted for review are distinguished by high scientific value, which is also confirmed by the impressive data on indicator D for citability of scientific production from the minimum national scientometric requirements under Art. 2b of ZRASRB, namely 2645 items, which is a measure of the high scientific value of the scientific production given by colleagues in the professional field.

The candidate not only fulfills, but also repeatedly exceeds the minimum national requirements under Art. 2b of ZRASRB for scientific field 3. Social, economic and legal sciences professional direction 3.2. Psychology, as well as the additional requirements of SU "St. Kliment Ohridski" for occupying the academic position of "associate professor".

The authorship of the candidate in the scientific works submitted for review is indisputable. The contributions requested by the candidate are correct from a scientific point of view, are undoubtedly author's and

characterize a thorough and responsible scientist and teacher. Contributions include both little researched and analyzed areas in Bulgaria, such as factors that influence work engagement, Assessment Centers, management of work performance, introduction to work and others, as well as the presentation of implemented practical projects. The monograph and publications are useful both for students and the scientific community, as well as for practitioners in the field of work and organizational psychology and human resource management.

I have no significant critical comments on the presented documents and scientific works for review, which deserve attention and should be indicated in the opinion.

Ch. Dr. Vihra Naydenova was a part-time assistant for 7 years (2007-2015), and since 2015 she is the main assistant at the University of St. Kliment Ohridski". She has accumulated extensive teaching experience as an assistant and head assistant for 15 years in the field of work and organizational psychology in bachelor's and master's programs Ch. assistant professor Dr. Vihra Naydenova enjoys a good name among students.

I have direct personal impressions of the candidate, acquired as a result of joint work and participation in scientific forums. Ch. Associate Professor Naydenova is an excellent professional in the field of psychology, correct and collegial in her professional relationships, characterized by responsibility and loyalty, which is evidenced by her skills in working in a team and co-authorship. She is respected by her

fellow psychologists, has built a high reputation as a researcher and teacher among her colleagues.

I am convinced that the accumulated practical experience in the field of labor psychology and human resources management, the quality of the scientific output, the successful teaching activity and the active public activity of Dr. Naidenova fully meet the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria and The regulations for its application for the occupation of the academic position "associate professor".

The stated arguments for the contributions in the scientific production, teaching activity and professional training of Dr. Naydenova give me grounds for a categorical positive assessment and convinced to propose that she be elected by the Faculty Council of the Faculty of Philosophy at SU "St. Kliment Ohridski" to occupy the academic position of "associate professor" in the field of higher education 3. Social, economic and legal sciences, professional direction 3.2. Psychology (Work Psychology)

August 10, 2022

Signature:

(Prof. Georgi Karastoyanov, DSc)