

STATEMENT

by Prof. Sonya Karabeliova, PhD, D.Sc.

on procedure for election and appointment of associate professor in the professional field
3.2 Psychology (Work Psychology),
Of Sofia University “St. Kliment Ohridski, Higher Education Area 3. Social, Economic and
Legal Sciences and National Security, announced in State Gazette no. 30 of 15/04/2022 for the
needs of the Department of Social, Organisational, Clinical and Educational Psychology of
Sofia University “St. Kliment Ohridski”

Statement prepared as required by: Order RD 38-239/16.05.2022 of the Rector of Sofia University “St. Kliment Ohridski ”.

1. GENERAL

There is one application for the abovementioned position: Chief Assistant Prof. Vihra Georgieva Naydenova, PhD, from Sofia University “St. Kliment Ohridski”

Vihra Naydenova graduated Psychology at Sofia University “St. Kl. Ohridski” in 2002 with a Master degree. During the course of her studies, she had two specializations: Clinical and Counseling Psychology, and Work and Organisational Psychology. In 2008 V. Naydenova successfully defended her doctoral dissertation on "Stress and health among Eastern European immigrants in Germany" at University of Bielefeld, Germany – professional field 3.2. Psychology and was awarded a PhD degree. The diploma is recognized by SU "St. Kl. Ohridski" by professional field 3.2. Psychology.

During the period 2005 – 2015 V. Naydenova works as an expert in the field of human resources management and development, training and development, selection and evaluation of labor performance in private companies. From 2007 to 2015 she was a part-time assistant at the Department of Social Psychology, Faculty of Philosophy, Sofia University “St. Kl. Ohridski”.

After a successful competition in 2015, V. Naydenova was appointed a regular chief assistant in professional field 3.2. Psychology (Work Psychology), which is her current occupation. An ample amount of evidence is presented in the submitted information about the candidate's work experience – she has 7 years of experience in the specialty of Psychology in the Department of Social, Organisational, Clinical and Educational Psychology, Faculty of Philosophy of Sofia University “St. Kl. Ohridski”. Chief Assistant Dr. Vihra Naydenova leads the seminar classes in the compulsory course on Work Psychology - first and second part for bachelor students in “Psychology” at Sofia University “St. Kl. Ohridski”. In addition, she has led the compulsory and elective courses in the master's degree programs in Psychology at Sofia University: MA in Work and Organisational Psychology (Stress, health and safety at work, Talent management and succession planning, Human resource management); MA of Organisational Psychology and Cross-Cultural Management in English (Occupational health and safety at workplace, Human Resources Management). Ch. Assistant Professor Dr. Naydenova is the module leader for the compulsory course “Organisational Culture and Behaviour” in the specialty “Non-formal education” at the Faculty of Pedagogy at Sofia University. All the courses presented and lectured by Dr. V. Naydenova cover entirely the topic related to the call for applications for the advertised position of associate professor.

Additionally, Dr. Vihra Naydenova is the academic supervisor of 30 students in the Master's degree majoring in "Psychology" at Sofia University "St. Kliment Ohridski".

2. HABILITATION PUBLICATION

For participation in the procedure Dr. V. Naydenova has presented a habilitation book - monograph: “Employee engagement and training. People in organizations – potential, development and contribution”. The work meets all the requirements for a monograph and completely matches the theme of the announced competition. Thus, this leads me to conclude that Chief. Assistant Professor V. Naydenova fulfills all of requirements and conditions according to Sofia University’s rules and regulation for obtaining academic degrees and occupying academic positions at Sofia University “St. Kliment Ohridski” and in particular of Art. 105, item 3, according to which candidates must “have submitted published monographs or equivalent publications in

specialized scientific publications in the field of the competition or show evidence of relevant artistic achievements in the field of arts, different from the ones presented for a doctoral degree”.

3. FULFILLMENT OF THE MINIMUM NATIONAL REQUIREMENTS FOR OCCUPATION OF THE ACADEMIC POSITION OF ASSOCIATE PROFESSOR.

Chief Assistant Professor Vihra Naydenova, PhD, has presented a reference list with relevant evidence. From the information given it is clear that Dr. V. Naydenova fulfills the minimum national requirements in accordance with the Rules for the Implementation of the Law on the Protection of the People's Rights (amendment and supplement SG 15/19/2019, table 1, District 3. Social, Economic and Legal Sciences, 3.2. Psychology). Specifically: for groups A, B and C, respectively, indicator 1, indicator 2 and indicator 3. She has the necessary 150 points, since she holds a doctorate degree (PhD), which equates to 50 points, and also presents a habilitation work that is ascribed another 100 points.

Group D (P4 to P10) of the ZRARB Implementing Regulations requirements for an associate professor state the applicant must have at least 200 points. Based on the information provided by Dr. V. Naydenova, her publications equal to 211 points. Also, according to the same Regulations, the candidate for Associate Professor should have 50 points from references. The references presented by Ch. Prof. Vihra Naydenova, PhD, show citations, including in Web of Science and SCOPUS, which are equal to 2645 points.

Further, regarding indicator E - participation in research projects (management of a national research project, one participation in a national research project and one participation in an international research project) - 20 points have been awarded to V. Naydenova.

4. PUBLICATIONS

Chief Assistant Professor V. Naydenova has presented scientific papers on the topic of the competition: one independent monograph on the topic of the competition; one study aid co-authored, one book co-authored; 10 independent articles and 13 in co-authorship in Bulgarian peer-reviewed journals; 6 co-authored articles in English, in peer-reviewed journals part of the SCOPUS

and Web of Science databases; 1 independent and 1 co-authored article in English in non-refereed peer-reviewed journals.

5. RESEARCH ACTIVITIES AND SCIENTIFIC CONTRIBUTIONS

The presented scientific publications by Chief Assistant Professor Vihra Naydenova, PhD are entirely in the field of the announced procedure. The monograph “Employee engagement and training. People in organizations – potential, development and contribution” focuses on the problems of commitment, individual values, attitudes and motives, learning and development of employees in the organisation, as well as team relationships. The issues discussed are important for creating an effective working and constructive environment, which is largely dependent on leaders and managers part of the organisation. Human resource specialists make a significant contribution for achieving a constructive work environment as they can contribute to a large extent to increasing work efficiency. Therefore, this monograph work fully meets the high requirements for an academic text, while it also has a significant practical-applied character. V. Naydenova makes a serious and in-depth review of the theoretical approaches to commitment, by additionally presenting data from empirical studies on the issue. A large piece of the work is further devoted to the importance of strategic management of labor performance, learning and development, evaluation and induction, the development of the competencies of leaders. All of these have important role in the development of employee engagement. The author presents, analyzes and interprets data from five empirical studies conducted in various state and private organizations in Bulgaria. A significant contribution in this regard is the identification of important factors for increasing employee engagement. In addition, practical projects are described and concrete actions are proposed for the development of commitment, focusing on the interaction between specialists in human resources, work and organizational psychology, leaders and line managers in a large organization.

The presented studies and articles address issues of stress, social support, the impact of type D personality on health, physical activity, subjective well-being, and quality of life in work and organizational contexts. The publications also touch on the topics of recruitment and staff development from the perspective of modern human resource management, talent management and development, performance management, etc. I believe that the publications presented by Dr.

V. Naydenova fit entirely in the problematic of the announced competition and in particular reflect ideas related to concepts in the field of work psychology.

I fully accept the contributions of Chief assistant professor V. Naydenova, PhD, which can be supplemented and summarized as follows.

1. The submitted scientific papers characterize Dr. V. Naydenova as a researcher with a strong interest not only in theoretical analyzes, empirical studies, but also in practical and applied aspects of the work.
2. A common feature of scientific publications is the interpretation of ideas and concepts in the three meta-levels of psychological knowledge: theory, method, and experiment in the sense of practical action.
3. Each of the publications is related to a well-established, significant object or principle in psychological science. The incorporation into the research of the theory-method-action relationship is an important feature of his methodological competences.
4. The publications correspond to both the development of contemporary scientific knowledge in psychology and the human practices of implicit theories and common sense.
5. The accumulated data and research in many studies reflects on and connect various fields of work psychology.

6. TEACHING

Chief Assistant Professor Vihra Naydenova leads the seminar classes of 2 compulsory courses and is the module leader of 3 lecture compulsory disciplines, which she teaches at Sofia University “St. Kliment Ohridski” part of Bachelor's and Master’s degrees. All of these courses are in the field of the announced procedure. As a lecturer, Dr. V. Naydenova is highly appreciated not only by her colleagues but also by students, for whom the practical tasks included in her programs are particularly relevant.

No evidence of plagiarism has been observed in the candidate's work.

CONCLUSION

Chief Assistant Professor Vihra Georgieva Naydenova, PhD - meets all the requirements of the LPRA and the regulations for its implementation both in the state of Bulgaria and at Sofia University. She has many years of experience in the field of the procedure as well as experience at Sofia University “St. Kl. Ohridski”. She is also the author of part of the lecture courses that are subject of this procedure. The overall work of Dr. V. Naydenova offers a thorough, systematic and in-depth analysis of achievements in the field of work psychology, refracted through the original interpretation of the author. She has extensive research experience gained from her collaborative work with both colleagues from the academic community and business representatives.

As a result of the high appreciation of the scientific and teaching activity of Chief Assistant Professor Vihra Naydenova **I strongly support her application as a candidate for an “Associate professor” in the professional field 3.2. Psychology (Work Psychology) at Sofia University “St. Kliment Ohridski”.**

26/08/2022

Sofia

Member of the Scientific Jury:

(Prof. Sonia Karabeliova, PhD, D.Sc.)