

(English translation)

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

By Prof. Irina Zinovieva, DSc

Sofia University St. Kliment Ohridski, Faculty of Philosophy,
professional field 3.2 Psychology in her capacity of Scientific Jury Member established
following order of the Rector of Sofia University St. Kliment Ohridski

**The only candidate who submitted documents for participation in the announced
competition is Ch. Assistant Professor Vihra Georgieva Naydenova, PhD.**

I. GENERAL DESCRIPTION OF THE CANDIDACY

1. Submitted documents

For participation in the competition Ch. Assistant Professor Vihra Naydenova, PhD
presents all documents required by law and regulations for its application.

The documents submitted in the competition by the candidate fully comply with the
requirements of the Law on Development of Academic Staff in Republic of Bulgaria
(ZRASRB), the State Rules of Procedure for its application, and the Rules for Acquisition
of Scientific Degrees and Occupation of Academic Positions at Sofia University St.
Kliment Ohridski.

2. Details of the candidate

Ch. Assistant Professor Dr. Vihra Naydenova is a graduate of Sofia University St.
Kliment Ohridski. In 2003 she obtained a Master's degree in Psychology, with two

specializations - clinical and counseling psychology and occupational and organizational psychology. In 2008, she received her PhD in Psychology from the University of Bielefeld, Germany, with a thesis on "Stress and Health in Eastern European Immigrants in Germany". She has held various expert and managerial positions in the field of human resource management, training and development, and personnel selection and evaluation.

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

Publications. The research of Ch. Assistant Professor Dr. Vihra Naydenovais falls mainly in the field of work and organizational psychology and human resource management. For participation in the competition Dr. Vihra Naydenova presented the monograph "Employee engagement and training. People in organizations – potential, development and performance'. Also presented are six articles published in scientific journals, referenced and indexed in Web of Science and SCOPUS, as well as those published in Bulgarian scientific journals. Of particular interest among them is the 2008 article in Social Psychiatry and Psychiatric Epidemiology with a five-year impact factor of 5.280 as of 2020.

In the documents for the competition, Dr. Naydenova also includes 25 articles and studies published in Bulgarian scientific editions such as the Bulgarian Journal of Psychology, Yearbook of Sofia University or collective edited volumes; of those articles, two are in English.

Citations. The articles referenced and indexed in scientific information databases Scopus and Web of Science were cited 289 times in Scopus alone, separately those in Web of Science. All of these citations exclude autocitations and have not been used before. The total number of points collected from citations is 2645, which is **53 times the required minimum**.

In conclusion:

a) the scientific works presented for the competition meet the minimum national requirements (under Art. 2b, para. 2 and 3 of ZRASRB) and respectively the additional requirements of Sofia University St. Kliment Ohridski for holding the academic position of Associate Professor in professional field 3.2 Psychology. The data are as follows: Under indicator **B**, a habilitation monograph in the field of the announced competition is presented, which brings **100** points. In indicator **C**, from articles and extended articles, including those indexed in SCOPUS and Web of Science, described above, the candidate amasses **211** points. Indicator **D** concerning citations

yields **the staggering 2645** points. Finally, for indicator **E** - participation in research projects - the candidate participated in one international research project as team member - **20** points.

b) the scientific papers submitted by the candidate do not repeat those of previous procedures for acquiring a scientific title or an academic position;

c) there is no established plagiarism in the scientific papers submitted for the competition.

4. Teaching activity of the candidate

Ch. Assistant Professor Vihra Naydenova has extensive experience in teaching as an Assistant and Chief Assistant Professor at Sofia University St. Kliment Ohridski. She teaches the seminar classes on work psychology in the bachelor's program in Psychology, she is the lecturer of courses in other bachelor's programs: in Sociology, where she gives the course in work and organizational psychology, as well as in Informal Education programme - a course in organizational culture and behavior. She also teaches a number of courses in the Master's programs in Work and Organizational Psychology and Organizational Psychology and Cross-Cultural Management on issues of stress and health in organizations, as well as on human resource management. Ch. assistant professor Vihra Naydenova enjoys a good reputation among students.

5. Scientific contributions of the candidate

I consider the author's self-evaluation report as adequately reproducing her scientific contributions. Here I will note only some that are reflected in the monograph, where the contributions are independent and clearly express the capacities of the author.

The monograph authored by the candidate is dedicated to the potential, development and performance of employees with an emphasis on their engagement and training. The empirical research included in the monograph presents data from over 500 participants in five organizations in Bulgaria, primarily from the financial sector, but also from information technology, as well as from a government organization. The main objective of the study is the factors defining commitment and job satisfaction, as well as the opinion of the surveyed persons regarding the personnel training and development, the feedback on the work performance, the working conditions. These are little-studied relationships with potential to increase productivity.

To measure engagement, Schaufeli and Bakker's questionnaire was adapted, in which engagement is operationalized into three subscales: dedication, absorption, and energy/enthusiasm (UWES, Schaufeli & Bakker, 2004). A number of modern, new for the Bulgarian cultural context, methods for diagnosing various aspects of social and organizational processes at work have also been adapted. These constitute an independent contribution of the candidate.

The results also make it possible to trace the relationships of the three components of engagement with different motivators. The theoretical model of the study includes the motivators linking them to the meaning of work, and power and influence. Such combination of factors is relatively rare. Combined with the social relationships, learning and creativity, the set of variables under consideration has good explanatory potential. Special attention is also paid to the relationship of the engagement components with job satisfaction (with 5 subscales: satisfaction with the organizational environment, with the job content, the work group, pay and management).

The analysis shows that the motivational factors most strongly positively correlated with each other are "finding meaning, usefulness, and meaningfulness in work" with "learning, creativity, and ideas." The motivator 'social relationships' is most positively correlated with learning and development, while the motivator 'power, influence and prestige' correlates most strongly with the factor 'social relationships and bonding at work'.

The results of the multiple regression analysis indicated that the strongest predictor of overall work engagement was finding meaning, usefulness, and meaningfulness in work. Social relationships and learning and development show much weaker predictive capabilities. The model has a good explanatory capacity of over 64%.

This broad-spectrum analysis makes it possible to build a comprehensive view of the role of engagement in the main organizational processes related to personnel.

II. CONCLUSION

Ch. Assistant Prof. Vihra Naydenova is an established specialist in the field of occupational psychology. She enjoys the respect and appreciation of the academic community. With her scientific works, she made significant contributions to the field of psychological theory and practice. She also has extensive consulting experience.

The topics of her publications is in full accordance with the subject of the announced competition. The scientific accomplishments of the candidate fully satisfy the requirements of

the Law on the Development of the Academic Staff in the Republic of Bulgaria and the Regulations for its Application, as well as the relevant Regulations of the Sofia University "St. Kliment Ohridski" to acquire the academic position of "Associate Professor".

Based on the above, I am fully convinced that the scientific jury has all necessary reasons to propose to the competent body for candidate election - the Faculty Council of the Faculty of Philosophy at Sofia University St. Kliment Ohridski - to elect Ch. Assistant Professor Vihra Georgieva Naydenova, PhD in the academic position of Associate Professor, in the professional field 3.2 Psychology (Work psychology).

July 7, 2022

Signature:

Prof. Irina Zinovieva, PhD, DSc