

REVIEW

to occupy the academic position:

"Professor"	
"Associate Professor"	X
	one of the academic positions indicated shall be marked with the sign "X"

Candidates to occupy the position:

1	Assistant professor	PhD	Silviya	Aleksandrova	Hristova	UCTM
№	academic position	scientific degree	name	middle name	last name	workplace

Scientific area:

3	Social, Business and legal sciences
code	name

Professional area:

3.7	Administration and Management
code	name

Scientific specialty:

Organization and Management of Production by industry

The competition has been announced:

67	13.08.2021	Economy and Management	Faculty of Chemical and System Engineering
in SG issue	date	for the needs of the Department	Faculty

The review was written by:

Professor	D-r	Svetlana	Raycheva	Dimitrakieva	TU Varna
academic position	scientific degree	name	middle name	last name	workplace

1. Review for the candidate:

Assistant professor	PhD	Silviya	Aleksandrova	Hristova	UCTM
academic position	scientific degree	name	middle name	last name	

1.1. Completion of the provided documents:

A) The competition documents are in full compliance with the Regulations	3 points	X
B) The documents are complete but do not fully comply with the requirements of the Regulations	2 points	
C) The documents are not completed in accordance with the requirements of the Regulations	0 points	
		one of the answers given is marked with the sign "X"

Missing documents and violated requirements must be described if response C is marked.

1.2. Meeting the minimum requirements under the Regulations:

A) The candidate meets the minimum requirements	20 points	X
B) The candidate doesn't meet the minimum requirements	0 points	
		one of the answers given is marked with the sign "X"

It must be filled in if answer B is marked. The publication activity of the candidate is analyzed. The response of the results achieved (quoted) is analyzed.
Dr. Silvia Hristova satisfies the minimum requirements for the occupation position of "Associate Professor" in the field of "Social, Economic and Legal Sciences". The total number of points of the applicant is 425 points (minimum required 400) allocated as follows: - Group of indicators A (completed dissertation work for awarding the degree "Doctor") – 50 points - Group of indicators B (Monography) – 100 points - Group of indicators G – total 205 points 5. Published book based on dissertation work for awarding the degree "Doctor" – 75 points 6. Articles and reports published in scientific literature, referenced and indexed in a world- database – 30 points 7. Articles and reports published in unreferenced journals with scientific review or published in edited collective volumes – 100 points - Group of indicators D 12. Citations in monographs and collective volumes with scientific review – 50 points - Group of indicators E 21. Published University book – 20 points

1.3. Relevance of scientific and / or applied research:

A) The research is relevant. Part of the research is pioneering (no results are known on the topic by other authors)	7 points	
B) Research is relevant. Results from other authors are known for each of the topics and / or applications studied.	5 points	X

C) Most of the research is relevant, but also some results are presented that have no scientific and / or applied value	3 points	
D) The smaller part of the research is relevant	2 points	
E) Research is not relevant	0 points	
		one of the answers given is marked with the sign "X"

The evaluation of the relevance of the research must be substantiated.

The actuality of the studies carried out is determined by the development and validation of human capital as a basis for improving organizational performance.

The complicated and complex nature of human capital development in organizations encompasses components, relations and interactions that are very dynamic. The problems at issue are relevant to the Bulgarian practice, in which there are significant gaps and untapped opportunities in this regard.

From this point of view, the achieved results can help to make effective management decisions – a basis for increasing the organization's competitiveness.

1.4. Knowledge of the problems subject of research:

A) The candidate knows in detail the achievements of other authors on the researched topics and/or applications	6 points	X
B) The candidate is partially familiar with the achieved results on the researched topics and / or applications	4 points	
C) The candidate has no prior knowledge of the status of the researched problems	0 points	
		one of the answers given is marked with the sign "X"

The evaluation must be substantiated if answer C is marked.

1.5. Type of research:

A) Theoretical	4 points	
B) Applied	4 points	
C) Theoretical with application elements	4 points	X
D) It does not correspond to the level specified in the Act for the Development of the Academic Staff in the Republic of Bulgaria and the Regulations	0 points	
		one of the answers given

		is marked with the sign "X"
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The level of research must be substantiated if answer D is marked.

1.6. Objectives of the research:

A) Realistic and of scientific and / or applied interest	8 points	X
B) Realistic, but not of scientific and / or applied interest	4 points	
C) Unattainable (unrealistic)	0 points	
The main objective of the studies carried out is to prove the relationship between human capital in an organization and its business performance. It corresponds to the growing demands in the present time, when companies have to operate in dynamic markets and global business. A synchronization has been achieved between the main objective and the sub-objectives formulated: - Defining the role of company culture for the development of the organization and improving its performance. In this field – clarifying the aspects of company culture and dedication how do they are involved in human resources management. - Establish the relationship between communications and conflict management in the organization, as well as between company management and business communications. - Study of the motivational profile of the people in the organization and assessment of the different motivational factors. - Proof of the need to adapt the organization to the changes and in this regard clarify the aspects of change, the models for managing change and the approaches to its implementation.		one of the answers given is marked with the sign "X"

Objectives must be specified. The type of the set objectives must be justified.

1.7. Methods of research:

A) Adequate to research and set scientific objectives and /or applications	8 points	X
B) Partially appropriate, enabling part of the scientific objectives and / or applications to be achieved	4 points	
C) Inappropriate methods	0 points	
Dr. Silvia Hristova has appropriately selected the research tools, necessary to achieve the objectives and solve the tasks set in her papers job. The methods used are generally accepted scientific methods such as: methods of analysis and synthesis, comparative methods, quantitative management methods and descriptive consultation methods.		one of the answers given is marked with the sign "X"

Methods must be specified. The type of methods used is justified.

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1.8. Candidate research contributions:

A) With lasting scientific and / or applied response, they form the basis for new research and applications	20 points	
B) They are of significant scientific and / or applied interest, complete and / or summarize previous research	16 points	
C) They are of scientific and / or applied interest	12 points	X
D) Lack of significant contributions	8 points	
E) Lack of contributions	0 points	
		one of the answers given is marked with the sign "X"

Contributions must be specified. The type of results achieved must be justified.
Scientific/applied and applied contributions can be identified in the applicant's development. I believe that they enrich theoretical knowledge, methodological concepts and applied research in the field of human capital development and its role in improving the performance of the organization.
Scientific/applied contributions
- The relationship between the company culture and the processes related to the people in the organization has been established (9). The relationship between measures of company culture and effective human resources management (3, 4, 5, 6, 8, 11, 14) has been proven.
- Using quantitative methods in management, the importance of motivational factors in staff management has been demonstrated (1, 2, 6).
- The relationship between the different forms of human resources training and the prosperity of each organization has been established (7, 10, 12).
Applied contributions
- Surveys have been developed and approved in order to measure motivational factors by quantitative methods in management (1).
- Surveys have been developed and approved to examine the relationship between communication skills and conflict management skills in organizations (2), as well as between company management and business communications (5).

1.9. Participation of the candidate in the achievement of the presented results:

A) The candidate has at least an equal participation in the submitted papers	8 points	X
B) The candidate has at least an equal participation in most of the submitted papers	7 points	
C) The candidate has a secondary participation in most of the submitted papers	4 points	
D) The candidate participation is unnoticeable	0 points	
		one of the answers given is marked with

		the sign "X"
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Critical notes must be provided if one of the items C or D is marked.
All publications of the candidate are individual and independent.

1.10. Pedagogical activity:

A) The candidate has effective and sufficient pedagogical activity at the university. The textbooks issued are modern and useful (they meet the requirements of the Regulations). The work with undergraduate and doctoral students is at a high professional level.	8 points	X
B) The candidate has sufficient pedagogical activity at the university. The textbooks issued satisfy the requirements of the Regulations.	6 points	
C) The pedagogical activity and / or textbooks issued are insufficient (do not meet the requirements of the Regulations)	0 points	
		one of the answers given is marked with the sign "X"

Critical notes must be provided if one of the items B or C is marked.

1.11. Critical notes:

A) Lack of critical notes	8 points	
B) Critical notes of a technical nature	7 points	
C) Critical notes that would partially improve the results achieved in a small part of the research	5 points	
D) Critical notes that would partially improve the results achieved in most of the research	3 points	X
E) Significant critical notes	0 points	
		one of the answers given is marked with the sign "X"

Critical notes must be provided if one of the answers C, D or E is marked.

- In order to achieve greater recognition of the applicant among the scientific community at home and abroad, it would be good in the future to focus its publications on publishers, included in the global information systems for referral, indexing and evaluation.
- The applicant should be more active in publishing independent textbooks, which I believe has the necessary knowledge, skills and experience.

1.12. Conclusion

A) The evaluation of the candidate's activity is POSITIVE	This evaluation is assigned to a total number of at least 65 points	X 85 points
B) The evaluation of the candidate's activity is NEGATIVE	This evaluation is assigned to a total number below 65 points	
		one of the answers given is marked with the sign "X"

To be filled in if requested by the reviewer

In all the documents and scientific production submitted, I consider that the candidate - Dr. Silvia Hristova meets the requirements of the National legislation, the PPRB and the Regulations for acquiring scientific degrees and holding academic positions at the UCTM. That is why, I find it reasonable to give my positive assessment and to recommend to the Scientific Jury to prepare a positive proposal to Faculty of Chemical and System Engineering at UCTM to choose Dr. Silvia Aleksandrova Hristova on academic position "Associate Professor" in scientific specialty 3.7. Administration and management (Organization and management of production by industry).

Novemberq 2021	The review was written by:	
date	Prof. D-r. Svetlana Raycheva Dimitrakieva	signature