

REPORT

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 report was written by:

Prof	PhD	Daniela	Nikolova	Ivanova	UNWE
academic position	scientific degree	name	middle name	last name	workplace

1. Report for the candidate:

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

1.1. 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 analysed. The response of the results achieved (quoted) is analysed.

1.2. 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)	8 points	
B) Research is relevant. Results from other authors are known for each of the topics and / or applications studied.	6 points	X
C) Most of the research is relevant, but also some results are presented that have no scientific and / or applied value	4 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 presented publications and research are in fields which are essential for the management of organizations. They are related to topical issues about human resources management, the influence of company's culture on various aspects of the work process such as recruitment and selection of staff, introduction to the work environment, training, motivation, linking performance with remuneration, etc.. The research and analysis of such issues is a factor in maintaining business sustainability and a basis for strong

competitiveness.

1.3. 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	
		one of the answers given is marked with the sign "X"

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

The objectives of the research are of practical and applied nature in the field of motivation and human resource management and can be summed up as:

- Summarizing and studying the motivating factors and identifying the strengths and weaknesses in human resource management;
- Systematization of models and various aspects of change and the role of staff as an object for the new economy;
- Research of the connections of company culture and staff engagement, the communication skills and conflict management skills in the organization;
- Analysing the motives for career development, training needs and the role of digitalization in them.

The objectives set in the research confirm the strength of the human factor in presenting companies on the market and improving their competitiveness.

1.4. 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.
The cited scientific publications are in the order described in the document "Summaries of publications".
<p>Scientific-applied contributions</p> <ul style="list-style-type: none"> • The motivational factors in personnel management have been studied and analysed by quantifying the role of certain factors on employees (Scientific publications under № 1 and № 6). This allows the management to make adequate decisions regarding the motivation of people. • The connection between career development and education is studied, the needs for training and the role of digitalization in it are analysed (Scientific publications under № 7, № 10 and (12). Staff development is a long-term strategic activity for the business. In this context, human resources training is extremely important for the successful development and positioning of any organization since people are the most important capital in it. • Company culture is "part of the image" of the company and largely determines the attitude of customers and stakeholders. The role of the company culture on the management of human resources has been studied and analysed, with special attention paid to the company values and measured indicators. The relations between the company culture and staff engagement, the communication skills and the conflict management skills in the organization are quantitatively studied (Scientific publications under № 2, № 5, № 8, № 11, № 13 and № 14). • Surveys to measure various factors influencing human resource management have been developed and tested (Scientific publications under № 1, № 2, № 5, № 6 and № 7).

1.5. 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	
B) The candidate has at least an equal participation in most of the submitted papers	7 points	X
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"

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

1.6 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	
B) The candidate has sufficient pedagogical activity at the university. The textbooks issued satisfy the requirements of the Regulations.	6 points	X
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.

1.7. 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	X
D) Critical notes that would partially improve the results achieved in most of the research	3 points	
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 the publications related to quantitative surveys there is no information about the methodology of conducting the surveys, the way of forming the surveyed samples and the general population. In this regard, the conclusions made are difficult to assess.

1.8. Conclusion

A) The evaluation of the candidate's activity is POSITIVE	This evaluation is assigned to a total number of at least 50 points	X 64 points
B) The evaluation of the candidate's activity is NEGATIVE	This evaluation is assigned to a total number below 50 points	
		one of the answers given is marked with the sign "X"

To be filled in if requested by the member of the scientific jury

The presented evidence and the evaluations of the research and teaching activity of the candidate prove that she meets the requirements of the Development of Academic Staff in the Republic of Bulgaria Act and the Regulations of UCTM for holding the academic position "associate professor".

All this gives me reason to recommend to the esteemed scientific jury to propose, and the Faculty Council at the "Faculty of Chemical and System Engineering" to select and approve Assistant Professor PhD Silvia Alexandrova Hristova for the academic position of "Associate Professor" in the scientific specialty 3.7. Administration and Management (Organization and Management of Production by industry).

19/11/ 2021	The report was written by:	
date	Prof. Daniela Nikolova Ivanova, PhD.	signature