

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	Ognyan	Dimitrov	Andreev	TU Sofia
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 analyzed. The response of the results achieved (quoted) is analyzed.

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.

HRM is a key factor for improving the performance and competitiveness of companies. This defines the high actuality of the studies carried out by the applicant.

The development and maintenance of an appropriate company culture, working atmosphere, as well as the necessary motivation and commitment are important aspects of the realized studies, showing a correlation between actions (investments in the human factor) and results (higher competitiveness).

--

1.3. Objectives of the research:

A) Realistic and of scientific and / or applied interest	8 points	
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 focus of author's research is to establish and prove the interconnection between human resources and improving the competitiveness of organizations.

In order to achieve this objective, the following sub-objectives are formulated:

- Demonstration of the need for a holistic approach to the development of staff in the organization through adequate policies in terms of recruitment and selection of people, training, limitation of turnover, career development, performance measurement, etc.
- Establishing the interdependence between the "soft skills" of managers (decision-making, communication management, conflict management, etc.) and maintaining an appropriate working atmosphere and company culture in the organization.
- Identification and analysis of the relationship between company values and symbols and company culture on the motivation of the workforce to achieve better results in their performance.

These objectives and sub-objectives of research are relevant and have an essential scientifically applied and applied aspect.

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	X
C) They are of scientific and / or applied interest	12 points	
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 referenced publication numbers are interpreted from the "Summary" file provided by the applicant.
<u>Scientifically applied contributions</u> <ol style="list-style-type: none"> 1. Publications 1, 2, 6 suggest a more correct assessment of the significance of the factors and the appropriate measures to be taken to personal impact on individual members of the work teams. To a large extent, quantitative measurement methods for their significance in staff management are largely relevant. 2. The strong influence of the elements and measures of the Company Culture on adequate management of human resources in the organizations is proved (3, 4, 5, 6, 8, 9, 11, and 14). The working environment, the company values and symbols, the atmosphere in the organization, are the factors that have a strong emotional impact on the motivation and commitment of the work force. They affect more efficient on human resources management in the organization. 3. Establishing the interdependence between attitudes and forms of training of the staff and the management of organizations (7, 10, and 12). Through the learning process, people obtain the necessary knowledge and skills, and these allowing organizations to successfully achieve their business goals and improve their competitiveness. The training itself, provides a mix of personal attitudes about it, forms and ways of delivering, influencing its effectiveness and efficiency. <u>Applied contributions:</u> <ol style="list-style-type: none"> 1. Original author surveys have been developed and presented to measure the impact of environmental factors on the efficiency of the workforce – problem solving, motivation, commitment, communication, creativity, conflict, etc. (1, 2, 3, 5, 6, and 7) are suitable for organizations from different sectors of the economy. 2. The factors of company culture are presented in the context of management and the sweat of university training (13).

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	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.

1.7. Critical notes:

A) Lack of critical notes	8 points	
B) Critical notes of a technical nature	7 points	X
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	
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.

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 72 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

After an in-depth review of the developments, submitted by the applicant for the purposes of the competition for the academic position "Associate Professor" in the professional field 3.7 "Administration and Management", scientific specialty "Organization and management of production by industry" I consider, that they fully meet the requirements of the national legislation and the Regulations of the UCTM.

That is why I allow myself to recommend to the honorable Scientific Jury to propose to the Faculty of Chemical and System Engineering of the UCTM to choose Dr. Silvia Aleksandrova Hristova for the academic position "Associate Professor" in Professional Science 3.7 "Administration and Management", scientific specialty "Organization and Management of Production by Industry".

26 November 2021	The report was written by:	
date	Prof.PhD. Eng. Ognyan Dimitrov Andreev	signature