

## OPINION

By prof. Eng. Georgi Atanasov Georgiev, D.Sc.,  
Professor at the Higher School of Agribusiness and Regional Development,  
of the materials submitted for participation in a competition for the **academic position "Associate Professor"** in the field of higher education  
**3. Social, economic and legal sciences**, professional field **3.7. Administration** and management and scientific specialty "**Organization and management outside the sphere of material production (psychological aspects of management)"**

In the competition for the academic position "Associate Professor", announced in the State Gazette, issue 83/18.10.2022 and on the website of UARD – Plovdiv **for the needs of the Department of** Regional Development, Agribusiness and Tourism at the **Department of Economics and Management**, as the only candidate participated **Dr. Deyan Minkov Hadzhiyski**.

### **1. Compliance of the candidate with the requirements for the position**

The candidacy of Dr. Deyan Hadzhiyski **meets** the minimum national requirements (EOM) and the other requirements for occupying the position set out in the Law on the Development of Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations for the Implementation of the Law on the Development of Academic Staff in the Republic of Bulgaria (RILDASRB), the regulations of the Higher School of Agribusiness and Regional Development – Plovdiv (UARD) and the announcement of the competition. The correspondence is presented in Table 1.

**Table 1. Compliance with EOM for JSC "Associate Professor" in the PN of the competition**

<b>Indicator</b>	<b>Minimum requirement (in points)</b>	<b>Candidate's total score (in points)</b>
A	50	50
B	100	100
G	200	235
D	50	55
<b>Total for all indicators</b>	<b>400</b>	<b>435</b>

The above circumstance was established by a commission appointed by Order No 30/27.01.2023. of the Rector of the UARD (Art. 56 in conjunction with Art. 47 and Art. 48 of the RILDASRB) and by the scientific jury of the competition, appointed under the same procedure by Order No 32 / 27.01.2023, at its first meeting (Art. 4, para. 8, item 2, Art. 26, para. 2 and para. 3 of the LDASRB). On this basis, the scientific jury allowed the candidate in the competition to be evaluated.

## **2. Brief biographical data**

Dr. Deyan Minkov Hadzhiyski was born in the town of Veliko Tarnovo. He graduated from the Language School "Professor Dr. Asen Zlatarov" – Veliko Tarnovo, with English (2000). He has a higher education acquired at the St. Cyril and St. Methodius University of Veliko Tarnovo with the Bachelor's Degree in **Psychology** (2004), the Master's Degree in **Social Psychology** (2006) and the Master's Degree in **Regional Development** (2011). Acquires **Educational and scientific degree "Doctor"** (PhD) (2021) in the field of higher education **9. Security and Defence**, professional field 9.1. **National Security**, scientific specialty **"Organization and management outside the sphere of material production (national security)** and topic of the defended dissertation **"Psychological Aspects of Personal Security"**.

He gained practical experience as a psychologist at the Hristo Botev Military Training Base in the town of Pleven immediately after acquiring the Bachelor's Degree (2005). As such, it provides counseling assistance and psychological correction to conscript soldiers.

In the period 2006 – 2011 he works as a career consultant at the St. Cyril and St. Methodius University of Veliko Tarnovo with main activity supporting career guidance, internship and work of students.

For the period from 2010 - 2012 the candidate conducts lecture courses and seminars as a part-time lecturer at the St. Cyril and St. Methodius University of Veliko Tarnovo in the discipline "Consultative Psychology" and "Human Resources Management". At the same time, for 2 years, he gained organizational experience and skills, as a "Regional Director Northeast" in the State Monetary Lottery and as a "Director, Organization" in the "Bulgarian Sports Totalizator" Municipal Company.

During the winter semester of the academic year 2019/2020 he is a part-time lecturer at the National and Regional Security Department of the Vasil Levski National Military University, where he teaches the discipline "Military Psychology and Pedagogy".

He was a juror at the Veliko Tarnovo District Court, chairman of the non-profit association "Academic Organization for Psychological Assistance and Correction" – Veliko Tarnovo (2001) and Chairman of the Association of Career

Consultants in Bulgaria (2007). The Candidate is a Certified water rescuer: 1) by the Bulgarian Red Cross (1999); 2) American certificate for water rescue (2003).

Currently, he is a municipal councilor in Veliko Tarnovo Municipal Council.

### **3. General description of the materials submitted**

The candidate **Dr. Deyan Minkov Hadzhiyski** participated in the competition with the following scientific publications:

- Monographs – 2 pieces;
- Reports – 3 issues;
- Articles – 3 issues;
- Books – 1 piece.

The total volume of scientific output of the candidate is larger. In addition to the scientific publications submitted for evaluation in the competition, he is the author of 9 other scientific reports. All these reports are presented in connection with the defense of the dissertation developed by him for acquiring the Educational and scientific degree (ESD) "Doctor" (PhD). The decision for this belongs to Dr. Deyan Hadzhiyski.

The total number of scientific publications gives a point equivalent comfortably greater than the total point equivalent of the minimum national requirements for occupying an academic position (AP) "Associate Professor" in the professional field (PF) of the competition, which is evident from the table 1 presented above.

The information presented in the table and the recapitulation of the publications show that Dr. Deyan Hadzhiyski participated in the competition with two monographs and a book. Each of them presents a separate study, and each study requires planning, organizing, conducting and interpreting the results to confirm and/or reject a hypothesis. Thus, not only with a confirmed, but also the skills of the candidate to conduct independent and in-depth scientific research have been improved, and the scientific output of the candidate acquires a comprehensiveness and significance equivalent to the scientific value and contributions that bring a greater number of scientific reports and one monograph.

General description of scientific output:

#### **1. Habilitation monograph**

Hadzhiyski, D. **I Concept of the Head and Management of the Organization**, Monograph, Publishing House "Institute for Knowledge, Science and Innovation", VT. 2023. 144 pp., ISBN 978-619-7668-09-4 (print), ISBN 978-619-7668-10-0 (CD).

## **2. Monograph**

Hadzhiyski, D. **Psychological aspects of training and personnel management**, Faber Publishing House, VT, 2023, 202 p., ISBN 978-619-00-1598-7.

## **3. A book based on a dissertation for the award of educational and scientific degree "Doctor"**

Hadzhiyski, D. **Psychology of Personal Security**, Faber Publishing House, VT, 2021, 192 p., ISBN 978-619-00-1466-9.

**4. Articles and reports published in non-refereed journals with scientific review or published in edited collective volumes – 6 pcs., all author's, of which 2 in English.**

The first monograph entitled "**I Concept of the Head and Management of the Organization**" is the most significant scientific publication of Dr. Deyan Hadzhiyski. It shows the role of the manager in the effectiveness of the organization, presented by studying the influence of his ego concept in the mental regulation of his activity, taking into account the specifics of management as a process. Through a well-grounded author's view, the I-concept is presented as a dynamic system that influences both interpersonal processes – social perception, social comparison, search and realization of interaction with others, as well as processes aimed inwardly at the personality – processing of incoming information for one's own needs, regulation of motivational processes. The leading theoretical models of the self-concept in psychology, as well as various organizational processes – leadership and leadership, individual and group decision making. An empirical study of the influence of the manager's self-concept on behavior in an organizational environment is also presented.

The monograph meets the requirements of the RILDASRB and has two reviewers – habilitated persons. It is structured in an introduction, three chapters, conclusion and bibliography. 81 literary sources are used, of which 46 in Cyrillic and the rest are in Latin.

The second monograph "**Psychological Aspects of Training and Personnel Management**" examines the psychological aspects of human resource management and training in organizations. Special attention is paid to the need for systematic and complex training of employees to improve the effectiveness of the organization, as well as to the importance of supportive training in the context of the philosophy of lifelong learning. This is done with the author's understanding of the significance of verified knowledge, which, in order to be as effective as possible, should be interdisciplinary. Not only a precise analysis, but also an algorithm for optimizing the processes of training and

management, based on the use of sociopsychological training, coaching, etc. is proposed.

Monography is developed in a classical structure of an exposition – introduction, three chapters and conclusion.

The book "**Psychology of Personal Security**" was developed on the basis of the dissertation for acquiring the PhD. It examines personal security simultaneously in two aspects – management theory and national security. The author successfully proves that personal security should be studied, tracked, analyzed and systematized through the paradigms of various sciences studying people.

Two new personality dispositions (states) are defined and described: a disposition of security and a disposition of danger (uncertainty).

The relationship between security disposition and people's behavior is interesting. It is a reasoned view that this disposition is a motivational stimulus for behavior.

The papers and articles submitted for review correspond thematically and meaningfully to the field and scientific direction of the announced competition. They do not repeat the reports and articles presented in connection with the defense of the dissertation for acquiring the PhD. Two of these publications are in a foreign language and seven – in Bulgarian. All of them are entirely authored by Dr. Deyan Hadzhiyski, without co-authors. They were published in the period 2014 - 2020.

In summary, it should be noted that the scientific production of Dr. Deyan Hadzhiyski is characterized by thoroughness, precision of research, creative approach and practical applicability. The problems are topical and the author has a good creative style of his own.

#### **4. Reflection of the candidate's scientific publications in the literature (known citations)**

It is clear from the certificate of compliance with the minimum national requirements for holding the position of associate professor, presented by the candidate, that as of January 2023, he is aware of 7 (seven) citations of his scientific works, which makes him sufficiently recognizable in scientific circles from the professional direction of the competition. From the all seven publications:

- 4 (four) citations are by Bulgarian authors in monographs and collective volumes with scientific review;
- 3 (three) citations (reviews) are by Bulgarian authors in non-refereed journals with scientific review.

#### **5. General characteristics of the applicant's activities**

### **5.1. Educational and pedagogical activity (work with students and PhD students)**

The educational and pedagogical activity of Dr. Deyan Hadzhiyski is distinguished by systematicity, scientificity and consistency, combined with gradual and purposeful personal and professional improvement. In this long process, periods are alternated, and at times periods are combined in which knowledge and educational qualifications are accumulated, professional and sensory experience is acquired and understood. From the completion of secondary education (2000) to participation in a competition for the academic position "Associate Professor" (2023) 23 years pass! During this time, the candidate acquires one bachelor's, two master's degrees and PhD degree, acquires methodological skills and managerial experience, develops scientific and publication activities, participates in national and international projects, is socially engaged and works also in the non-governmental sector. This shows the resilience of intellectual and cognitive needs, attitudes and the will to satisfy them. That is why I believe that the candidacy of Dr. Deyan Hadzhiyski for the competition is not a momentary idea, but an expression of a conscious and informed choice.

Immediately after completing his higher education, Dr. Deyan Hadzhiyski practically applies the knowledge acquired in the Bachelor's Degree of Psychology. In 2005. he is a psychologist at the Hristo Botev Military Training Base in the town of Pleven.

In the period 2006 – 2011 he works as a career consultant at the St. Cyril and St. Methodius University of Veliko Tarnovo with main activity supporting career guidance, internship and work of students. In this activity, Dr. Deyan Hadzhiyski works together with lecturers, employers and students. The various forms of work include conducting lecture and practical classes, courses and consultations and lectures. Understanding the experience gained in this endeavor is reflected in the creation of the first of its kind model of public-private partnership between a university and a large international company. For this purpose, Dr. Deyan Hadzhiyski builds on his knowledge and skills through its work on a USAID project (2005-2007). The name of the project and the applicant's participation are described below in this opinion.

In the period 2010 – 2012 the candidate conducts lecture courses and seminars as a part-time lecturer at the St. Cyril and St. Methodius University of Veliko Tarnovo in the discipline "Consultative Psychology" and "Human Resources Management".

During the winter semester of the academic year 2019/2020 he is a part-time lecturer at the National and Regional Security Department of the Vasil Levski National Military University, where he teaches the discipline "Military Psychology and Pedagogy". In the same department, after training through

independent training, on January 12, 2021, Deyan Hadzhiyski successfully defended a dissertation for acquiring a PhD degree.

As his supervisor, I have immediate impressions of his doctoral studies. In accordance with the regulations then in force and the adopted model of education at the University, the PhD students were assigned an auditor's work. As a lecturer from the Subject-Methodical Complex, conducting the training in the discipline "Military Psychology and Pedagogy", I was directly involved in the methodological guidance and mentoring of the courses conducted by Deyan Hadzhiyski in the discipline.

During the period of his doctoral studies and teaching activities at the Vasil Levski National Military University the candidate showed curiosity, stable theoretical knowledge and the ability to perceive with understanding new ones. He showed that he combines knowledge and experience, which helps him in the organization and conduct of independent scientific research, as well as in the impartial expert interpretation of their results. A very good command of the English language also helped for this. The candidate has pedagogical training and tact, is communicative and easily comes into contact with trainees and colleagues, regardless of the age differences that usually accompany professional and personal communication. He is able to work in a team, respects academic values and observes ethical standards in his professional contacts and personal communication with people. He is tolerant of a different opinion.

## **5.2. Scientific and applied science**

Deyan Hadzhiyski's cognitive and scientific interests and quests are in the field of social, economic and legal sciences (psychology, social psychology, military psychology, pedagogy, administration and management), as well as in security and defense (national security).

After defending his dissertation, Dr. Deyan Hadzhiyski focused his research activities on the theoretical and practical aspects of administration and management.

In the period October-November 2007 he was certified for training in the International Program for Leaders "Contemporary Challenges to Higher Education" of the US Department of State.

In his professional life, Dr. Deyan Hadzhiyski also **works on projects**.

In the period 2005-2007 participated in a **project related to the labor market** of the **United States** Agency for International Development – Labor Market project – USAID (U.S. Agency for International Development). Through it he acquired the qualification "Certified Career Consultant under the American GCDF (Global Career Development Facilitator) Program".

**The applicant also participates in the following other projects:**

- in the period 2000 – 2001 – project "People Behind the Wall", funded by the Open Society Foundation, Veliko Tarnovo;
- in 2001 – the project "First Steps Out" – implemented for the resocialization of convicted non-recidivists, implemented by the Association for Support of the Resocialization of Prisoners and the Open Society Foundation – Veliko Tarnovo;
- in 2001 – project "Communication and Leadership", implemented by the Ministry of Defense and the National Association "Debates".

Although these projects are not strictly scientific, they support the accumulation of social experience and practical and applied knowledge, which were subsequently used in the activities of Dr. Deyan Hadzhiyski as a psychologist, as well as in conducting scientific research.

### **5.3. Implementation activities**

The applicant does not provide data on patents developed and/ or owned by him, proposes proposals with useful effect (rationalizations) or results achieved by him, which are implemented (introduced) in practice.

### **5.4. Contributions (scientific, scientific-applied, applied)**

After getting acquainted with the publications submitted for evaluation in the competition, I accept the following contributions of the candidate Dr. Deyan Hadzhiyski:

#### **Scientific contributions**

1. The personal and sociopsychological factors of personal security in the context of governance and national security are systematized and analyzed.
2. Two new personality dispositions (states) are defined and described: a disposition of security and a disposition of danger (uncertainty).
3. An author's view on the decisive influence of the manager's self-concept on the management of the organization in the most general aspect is presented and argued, as well as at the following stages of the management process: management (leadership), decision-making, motivation of human resources, conflict management.
4. Correlational dependencies have been established between the type of self-concept of the leader and some personal qualities, and on this basis two personal images of the leader are defined, also called pattern – negative and positive.
5. Based on a study of the attitude towards basic management areas and the personal image of the manager, successful and unsuccessful managers are determined.

#### **Scientific and applied contributions**



6. A methodology for determining the experience of security and uncertainty is presented.

7. A methodology is proposed to study the self-concept through self-esteem, self-efficacy and optimism, and to define three varieties of this concept: predominantly positive, uncertain and predominantly negative.

8. A generalized model of a psychological approach to personnel selection is presented.

9. Conceptualization, update and adaptation of the training method for training and personnel management is made.

#### **6. Assessment of the applicant's personal contribution**

I am not aware that there is an official signal under the current legislation on plagiarism in the scientific works of Dr. Deyan Minkov Hadzhiyski.

**I accept the** publications and results submitted for participation in the competition for the personal work of the candidate Dr. Deyan Minkov Hadzhiyski and **I evaluate them positively.**

I accept that with his overall pedagogical, methodological and scientific research Dr. Deyan Minkov Hadzhiyski has his own unique **contribution** to education and science, **which I appreciate positively.**

#### **7. Critical remarks**

I recommend the candidate to promote more insistently and on a larger scale the results of his professional activity, by participating more actively in scientific forums in Bulgaria and abroad, and making scientific publications in more scientific publications included in the global databases.

#### **8. Conclusion:**

Considering the above, **I give a positive assessment of the application and propose that Dr. Deyan Minkov Hadzhiyski be elected** to take the **academic position of Associate Professor** in the field of higher education **3. "Social, Economic and Legal Sciences"**, professional field **3.7. "Administration and Management"**, scientific specialty **"Organization and management outside the sphere of material production (psychological aspects of management)"** for the needs of the Department of Regional Development, Agribusiness and Tourism at the Department of Economics and Management of the Higher School of Agribusiness and Regional Development – Plovdiv.

**07.03.2023**

**Chairman of the Scientific Jury:**

**Prof. Eng.**

**Georgi Georgiev, DSc**