

## OPINION

by Assoc. Prof. Hristo Sirashki, PhD  
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of materials submitted for participation in the competition for the academic position "Associate Professor" in the higher education field 3. Social, economic and legal sciences, in a professional field 3.7. Administration and management, specialty "Management and development of the organization and human resources"

Head Assist. Prof. Eng. Neli Ivanova Nikolova, PhD participates as a candidate in the competition for the academic position "Associate Professor", announced in the State Newspaper, issue 50/15.06.2021 and on the website of TU-Gabrovo for the needs of the Department of Management at the Faculty of Economics.

### 1. Overview of the content and results in the presented works

Head Assist. Prof. Eng. Neli Ivanova Nikolova, PhD participates in the competition with the following research papers:

- Monograph – 1 pc.;
- Publications – 26 pcs. outside the publications submitted for acquisition of Doctor's Degree;
- Textbooks and manuals – 5 pcs.;

The publications submitted for participation in the competition are as follows:

- Articles published in scientific journals, referenced and indexed in international scientific databases – 2 pcs.;
- Articles published in international non-peer-reviewed journals with scientific review – 1 pc.;
- Articles published in Bulgarian non-peer-reviewed journals with scientific review - 5 pcs.;
- Articles published in scientific peer-reviewed electronic journals – 1 pc.;
- Studies published in non-peer-reviewed journals with scientific review – 1 pc.;
- Reports published in edited collective volumes and collections – 16 pcs.

The monograph "Entrepreneurship and Sustainable Organizational Development – Management Theoretical and Applied Aspects" specifies the factors, components and connections in the internal organizational environment through diagnostic analysis of the organizational environment. A study of the organizational environment is presented. The trends of the organizational development are based on diagnostic analysis. Based on numerous studies, the author offers an upgrading model aimed at improving human resource management.

In the other presented works in the competition, we observe that the scientific research of the candidate is mainly in the field of entrepreneurship, innovation and sustainable development, with emphasis on human resources as a driving force for change.

Head Assist. Prof. Eng. Neli Ivanova Nikolova, PhD presented a reference with a total of 13 citations by Bulgarian authors.

### 2. General characteristics of the candidate's activity

#### 2.1. Educational and pedagogical activity

Head Assist. Prof. Eng. Neli Nikolova, PhD leads classes and has developed 14 curricula in disciplines, a large percentage of which are in the field of human resource management. She has compiled two curricula for the Center for Postgraduate Qualification, respectively for the specialty

"Human Resources Management" and the specialty "Entrepreneurship and Management". Regarding the work with students, under the scientific guidance of Head Assist. Prof. Eng. Nelly Nikolova, PhD successfully defended 45 graduates, as some of the topics are in areas other than management. It is evident from the attached documents that she has prepared 91 reviews of diploma theses. She works as a leader of a group of students for activities on interests "Personal Branding" at professional technical high school "Dr. N. Vasiliadi" – town Gabrovo. All this gives reason to conclude that Head Assist. Prof. Eng. Neli Nikolova, PhD has academic experience, teaching experience and professional competence to hold the academic position of "Associate Professor".

## **2.2. Scientific and applied activities**

Head Assist. Prof. Eng. Neli Nikolova, PhD has participated in 14 research projects, two of which she was the leader. The most of the research projects results are included in the candidate's publications. She is the author of 37 publications, 32 of which are after the acquisition of Doctor's Degree.

## **2.3. Implementation activity**

From the submitted document (official note for implemented achievements) it is evident that in the company "Alfrida Peev" Ltd. is tested and implemented author's tool for stimulating change and dynamic balance in the organization.

## **3. Contributions. Importance of contributions to science and practice**

I accept the contributions that have been applied by Head Assist. Prof. Eng. Neli Nikolova, PhD in Author's reference for the contributions in the scientific works.

## **4. Assessment of the candidate's personal contribution**

The most of the publications of Head. Assist. Prof. Eng. Nelly Nikolova, PhD are independent, which leads to the conclusion that the declared contribution moments are personally hers.

## **5. Critical notes and recommendations**

A recommendation in the future work as a habilitated lecturer and researcher is Head Assist. Prof. Eng. Nelly Nikolova, PhD to make more serious scientific criticism in her publications

I don't have critical notes.

## **6. Personal impressions**

I don't know personally Head Assist. Prof. Eng. Neli Nikolova, PhD.

## **7. Conclusion:**

**Bearing in mind the above, I propose Head Assist. Prof Eng. Neli Nikolova, PhD to be selected for the academic position "Associate Professor" in the higher education field 3. Social, ecological and legal sciences, professional field 3.7. Administration and management, specialty "Management and development of the organization and human resources".**

11.10.2021

Member of a jury: /signature/  
/Assoc. Prof. Hristo Sirashki, PhD/