

OPINION

BY PROF. D.Sc Kiril Petrov Angelov

(Scientific specialties: *Economics and Management, Organisation and Management of Production and Organisation and Management Outside the Field of Material Production*)

BY COMPETITION FOR ACADEMIC POSITION "ASSOCIATE PROFESSOR"
IN THE FIELD OF HIGHER EDUCATION - 3. SOCIAL, ECONOMIC AND LEGAL SCIENCES,
BY PROFESSIONAL DIRECTION 3.7 ADMINISTRATION AND MANAGEMENT,
SCIENTIFIC SPECIALTY „MANAGEMENT AND DEVELOPMENT OF THE ORGANIZATION AND
HUMAN RESOURCES“, ANNOUNCED IN S.N. 50/15.06.2021

CANDIDATE Chief Asst. Dr. Neli Ivanova Nikolova, PhD

GROUND FOR PREPARING OF THE OPINION: ORDER № 3-01-387 / 28.09.2021 OF THE RECTOR OF TU-GABROVO.

1. General characteristics of the research and scientific-applied activity of the candidate

Chief Asst. Engineer Neli Ivanova Nikolova, PhD is the only candidate in this competition. The candidate participates in it with 32 scientific papers: 1 monograph, 1 thesis, 6 articles and 19 reports (among them those indexed in SCOPUS) 3 textbooks and 2 teaching aids. 29 of them are published in Bulgaria and 3 abroad. 29 of the scientific papers are in Bulgarian and 3 in English. The monograph, the studios, the articles, the reports, two of the textbooks and the teaching tools are independent. The textbook on "Strategic Management" is co-authored. The candidate is an author of 2 published textbooks for dual education of students. The candidate is an author of a monograph on the topic: „Entrepreneurship and sustainable organizational development – management theoretical and applied aspects“. The articles are mainly in the fields of entrepreneurship, human capital management, restructuring and sustainable development. The works are of the scientific field. 3.7. Administration and management of the scientific specialty „Management and development of the organization and human resources“. The works indicated in the competition do not repeat those for the acquisition of educational and scientific degree „doctor“ and holding an academic position „chief assistant“.

The candidate has implemented and is implementing scientific and educational projects, two of which she is the head of.

The candidate defended the educational and scientific degree „doctor“, in the scientific specialty „Economics and management (industry)“, with the topic of the dissertation „Management of intellectual capital to optimize the activities of SME“.

Through the employment and activity of the university lecturer from 01.06.1999, Neli Nikolova, PhD is a recognizable scientist in the Bulgarian and foreign scientific space. The citations of the works are a sign of this. The works highlight scientific, scientific-applied and applied contributions from the field of the competition.

More than 20 years of activity as a university lecturer, Neli Nikolova, PhD has convincingly developed herself as a lecturer and scientist in the professional field. 3.7 „Administration and Management“.

With the mentioned works the candidate significantly exceeds the minimum national scientometric requirements of Art. 2b of the Law on The Development of Academic Staff in the Republic of Bulgaria and the relevant requirements of TU-Gabrovo.

2. Assessment of the pedagogical preparation and activity of the candidate

The candidate for the academic position of associate professor has been appointed to the academic position of assistant at the Technical University - Gabrovo, Faculty of Economics, department „Management and marketing” 01 June 1999 year. For the next 20 years, the candidate has held the scientific titles/academic positions of senior assistant and chief assistant at the same university and the same faculty.

During her overall development as a lecturer, Nikolova PhD has conducted classes (lectures and exercises) in a number of disciplines such as: „Basics of Management“, “Human resource Management“, „Fundamentals in project management”, „Project management”, „Entrepreneurship and entrepreneurial behavior“, „Strategic Management”, „Strategies for human resources development”, „Company culture”, „Insurance”, „Risk and insurance”, „Investment risk and insurance”, „Financial markets and intermediaries” and others. For the lectures and exercises conducted by the candidate, Nikolova, PhD has developed relevant teaching materials. In this way, the candidate helps creating new courses and develops the existing ones. In this regard she is also a co-author of textbooks and teaching aids.

In addition to classroom employment, the candidate has repeatedly confirmed over the years her professional competence in the management of term papers and dissertations of students and the development of reviews for them. The academic employment of the candidate is significant: for the last five years, more than 4700 hours have been spent.

The entire teaching activity of the candidate is concentrated in bachelor’s and master’s specialties in the professional field. 3.7 „Administration and Management“. She fully meets the specifics of the specialties of the Technical University - Gabrovo.

The pedagogical preparation and activity of the candidate presented this way unambiguously characterize Ch. Assistant Professor Neli Nikolova, PhD as fully suitable for the academic position in this competition.

3. Main scientific and applied scientific contributions

Ch. Assistant Professor Neli Nikolova, PhD presented a detailed report with 13 contributions. My acquaintance with the scientific papers submitted under the competition are grounds to draw the general conclusion that they contain scientific, scientific-applied and applied results, which relate to the enrichment of scientific knowledge mainly in the fields of entrepreneurship, human capital management, restructuring and sustainable development.

I accept as completely relevant to reality the claims of the candidate for the scientific, scientifically applied and applied contributions of his production. I have the impression that some of them can be stated more convincingly, which includes their grouping.

4. Significance of contributions to science and practice

Many of the contributions of Neli Nikolova, PhD are realized both in scientific and applied projects in industry and in the educational process. Among them stands out the implemented motivational model for building a positive work atmosphere and effective interpersonal relationships, which transforms the organizational behavior of qualified professionals in “Alfrida Peev” Ltd. – Gabrovo.

The scientific works are cited in refereed editions, monographs and in unreferenced editions, which shows the recognition of Dr. Elli Nikolova in terms of her scientific production.

5. Assessment of the candidate's personal contribution

In the presented scientific works Eng. Neli Nikolova, PhD is the only author. I can't find any difference between them. Over the years, the development of the candidate as a scientist has been noticed, by clarifying his points of view and the methodological techniques used. On this basis, I consider that the contributions submitted are the personal work of the applicant.

6. Personal impressions

I don't know the candidate. I draw my conclusions only on the basis of the scientific production presented to me.

7. Critical remarks and recommendations

The candidacy of Neli Nikolova, PhD is convincing, which gives me a reason to make specific recommendations in order to deepen what has been achieved so far.

I believe that the candidate has the potential to expand his scientific influence by strengthening her publishing activity in refereed publications in global databases, including through the publication of empirical research in these areas.

I believe that the candidate can increase his or her impact if, in connection with the development of specific scientific problems, she works in a collective with other scientists. This can definitely help to raise a new level of scientific production to the candidate.

8. Conclusion

There are all the necessary grounds to declare my positive assessment and to recommend to the members of the scientific jury to support the selection of the only candidate in the competition Ch. Assistant Professor Neli Ivanova Nikolova, PhD for holding the academic position of ASSOCIATE PROFESSOR in scientific field 3. Social, economic and legal sciences, professional direction 3.7. Administration and management, scientific specialty „Management and development of the organization and human resources“ for the needs of Technical University – Gabrovo, Faculty of Economics.

21.10.2021
Sofia

Member of the scientific jury: /signature/
/Prof. D.Sc. Kiril Angelov/