

POSITION

From: Prof. Dr. Miroslava Mihailova Peicheva, University of National and World Economy - Sofia, professional field 3.8. Economics, scientific specialty "Economics and Organization of Labour"

Subject: dissertation work for awarding the educational and scientific degree "doctor" in a scientific specialty 3.7. "Administration and Management", DP - Economic Management

Author of the dissertation: Rayna Kostadinova Pehlivanska

Dissertation topic: Management of people and teams in remote work (in a virtual environment)

Reason for presenting the opinion: participation in the composition of the scientific jury for the defense of the dissertation according to Order No. RD38-284/03.06.2024. of the Dean of the Faculty of Classical and Modern Philologies of Sofia University.

Information about the PhD Student

Rayna Pehlivanska is a PhD student at the Department of Business Administration at the Sofia University of St. Kliment Ohridski" in the period 2020-2024. The training was carried out in regular form.

In 2012 Rayna Pehlivanska has obtained the educational and qualification degree "Bachelor" in "International Economic Relations" at UNWE. In 2015 she has acquired the educational qualification degree "Master" in "Business Administration - Human Resources Development" at Sofia University "St. Kliment Ohridski".

From 2021 to the present, she is the Head of Recruiting at People and Places. She was a consultant and trainer at HR Results International. In the period 2016-2020 she worked as a Business Partner - talent attraction and employer branding; Selection Specialist and Training and Development Specialist at Raiffeisenbank Bulgaria.

In 2012 she started working as an intern "Human Resources", Allianz Bulgaria. After the internship, she was appointed to the position of "Human Resources Specialist". She was a Human Resources intern at Manpower Bulgaria. He speaks English, French, Italian and Russian languages.

General characteristics of the presented dissertation work

Structurally, the dissertation includes: introduction, three chapters, conclusion, bibliography and appendices. The dissertation volume is 179 pages, of which 149 pages are the main text.

The introduction presents: the topicality of the problem, degree of research of the problem, main goal of the research, tasks of the research, logic of the research, object and subject of the research, research questions, methods of the research and limitations of the research.

The main objective of the dissertation is "to investigate the impact of remote work on employee performance, their work-life balance, flexibility and degree of autonomy." The research, pays special attention to employee preferences regarding specific work patterns, as well as the reasons for these preferences.

The tasks of the research are clearly and precisely formulated. The limitations of the study are correctly stated.

Chapter one of the dissertation is entitled "Theoretical Analysis of Remote Work". This chapter analyzes definitions related to remote work. A classification of the types of remote work has been made. The advantages and disadvantages of remote work for both employees and organizations are analyzed.

In chapter one, researched conceptual indicators are presented. A special place is devoted to an analysis of work-life balance, a topic that has become particularly topical after the "Covid" pandemic. The conceptual indicators - "presentation", "flexibility" and "autonomy" were also analyzed..

Chapter two is entitled "Methodology and Methods of the Study." It includes a theoretical justification of the study. The methods and methodology of the research are described in detail. The survey questionnaire is analyzed. An in-depth description of the conducted factor analysis is also made.

Chapter three is entitled "Analysis of the results. Discussion". Sorting of the examined persons was done in it: by gender, age, education, marital status, number of children up to 18 years of age, position held, work experience and distribution in the spheres of activity. In this chapter of the dissertation, the results of the study are presented in detail. The research questions related to:

performance when working remotely, performance when working from office, work-life balance, flexibility and autonomy are examined.

Chapter three also presents results about the employees' preferred work model, advantages and disadvantages. The point of view of employers regarding remote work is also presented.

Each of the chapters of the dissertation ends with a summary and conclusions.

The content of the conclusion is in accordance with the results of the conducted research.

The literature and the sources used are correctly described. They are appropriately selected and in accordance with the researched issues. They are also numerous, up-to-date and include research by Bulgarian and predominantly foreign researchers working in the field of human resource management and remote work.

The presented dissertation work includes an in-depth scientific study dedicated to a current and significant issue for employees, organizations and society.

The manner in which the problem has been investigated shows analytical and logical thought on the part of the author.

There are evidence that Rayna Kostadinova Pehlivanska possesses in-depth theoretical knowledge in the field of remote work, human resources management, as well as the ability to conduct independent scientific research.

Evaluation of the obtained scientific and scientific-applied results

Among the scientific and scientific-applied results, the following can be highlighted:

✓ A retrospective and diagnostic literature analysis of scientific publications related to the nature of remote work was carried out. The analysis made is thorough and gives a suitable basis for conducting the scientific research;

✓ A comprehensive analysis of the advantages and disadvantages of remote work for employees and organizations was carried out, which analysis can serve as a basis for other scientific studies;

✓ The results of the study of the relationship between the three models of work and "performance", "work-life balance", "flexibility", and "autonomy" are significant for the motivation of employees and for making management decisions in organizations;

✓ Compliance between the content of the dissertation work, as well as the achieved results with the set goal and tasks.

The goal set in the dissertation work has been achieved. The tasks are completed.

Evaluation of scientific and scientific-applied contributions

Among the scientific and scientific-applied contributions in the dissertation, the following stand out:

- ✓ Based on an in-depth analysis, the advantages and disadvantages of remote work have been identified;
- ✓ The applied author's model and research tools (of the study) are a prerequisite for reliable results and can be used in other scientific studies;
- ✓ The results obtained from the research are useful for making management decisions;
- ✓ The results of the research will find a place in the construction of a motivational model related to remote work;
- ✓ The effects of remote work on employees and organizations are presented.

Evaluation of the abstract

The abstract contains all sections of the dissertation work. It is developed according to the requirements. Rayna Kostadinova Pehlivanska's scientific publications are related to her dissertation and their total count covers the minimum national requirements.

Recommendations, criticisms, questions

Which HR functions could be changed given the results of the research?
What will the research results change in HR functions?

Conclusion

The manner in which the dissertation was developed shows that Rayna Kostadinova Pehlivanska has the knowledge and skills to conduct independent scientific research. The achieved results will be useful for the theory and practice of human resource management.

All this gives me grounds for a positive assessment and I will vote "FOR" the awarding of the Educational and scientific degree "doctor" in scientific specialty 3.7. "Administration and management", DP - Economic management of Rayna Kostadinova Pehlivanska.

08.08.2024г.
Sofia

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