

STATEMENT

(brief version)

on dissertation work for the award of the Academic and Scientific "Doctor" degree in professional field 3.7. Administration and Management

to Silvia Nikolaeva Toneva, PhD candidate at the Department of Economic Management at Faculty of Economics of Sofia University "St. Kliment Ohridski",

From: Prof. Rumen Mladenov Georgiev, Doctor of Economic Sciences, member of the scientific jury according to the Order of the Rector of the University of "St. Kliment Ohridski"

DISSERTATION TOPIC:

"The role of dual training in the implementation of human resource management policies in the organization"

I. General assessment of the submitted dissertation and the PhD candidate

The dissertation work is focused on the actual problem for Bulgaria of the interrelation between the organization of dual training and the implementation of human resource management (HRM) policies in the organization.

The dissertation is structured into an introduction, two chapters, a conclusion, contributions and ways to apply the dissertation in future research and practice, and information sources. The structure of the dissertation work is targeted and helps to justify the research methodology and the findings and conclusions made.

The number of information sources used is 235, of which 142 are internet sources. As a sample, they are consistent with the topic and issues raised in the dissertation.

The dissertation work has been discussed and directed for public defense at meetings of the Department of Economic Management at the Faculty of Economics of Sofia University "St. Kliment Ohridski". The dissertation candidate has accurately reflected the comments made to him.

II. Evaluation of the scientific and practical results and contributions of the candidate

The presented publications are 4 in number and are directly related to the topic. They have been published in peer-reviewed publications or in edited collective volumes, which corresponds to the current requirements under the Regulations for the Implementation of

the Academic Staff Development Act (latest amendments and supplements SG56 of 06.07.2018)

Based on the dissertation work presented by the PhD candidate, the following important conclusions can be drawn:

The object of the study is the model of dual training in Bulgaria, and the subject of the study are the possibilities for the implementation of human resource management policies in the organization through the application of the dual system. It is important that the research task also includes exploring of the possibilities of adapting some of the measures introduced in the European Union to promote the effective implementation of dual education.

The aim of the dissertation is correctly defined as analyzing the state of the dual system in Bulgaria and based on the conclusions and summaries from the analysis to reveal the possibilities for an improved model to be applied in the future, taking into account the positive foreign experience. The main tasks of the study are logically derived from the objective.

I confirm the contributions and directions for future research in the dissertation work formulated by the candidate.

III. Recommendations and questions to the dissertation candidate:

In relation to the dissertation, some notes, recommendations and questions can be made which **do not reduce** its quality as a scientific work.

During the presentation of the dissertation, I consider it important for the candidate to specify her opinion on the following issues:

1. To clarify her view on the role of problem orientation, i.e. the detection and elimination of specific problems from practice through the dual form of training compared to traditional education.
2. To share in brief her experience of participating in the training process of some teams in Bulgarian companies - what were the programs, goals and factors that most contributed to the success of the training.

IV. Personal impressions:

My impression of the results of the dissertation work of the candidate Silvia Nikolaeva Toneva can be briefly formulated as follows: she is organized, hardworking and consistent in her work. She has a good economic culture, sociological knowledge and lasting research interests.

V. Conclusion:

I declare my positive evaluation for the dissertation work "The role of dual training for the implementation of human resource management policies in the organization" by Sylvia Nikolaeva Toneva presented for public defense before a scientific jury. It meets the requirements of the Act on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for the Implementation of the Act on the Development of the Academic Staff in the Republic of Bulgaria and the internal rules of the Sofia University "St. Kliment Ohridski", therefore I propose the members of the scientific jury to **vote positively for the award of the educational and scientific degree "Doctor" to Silvia Nikolaeva Toneva.** This will be my vote as well.

26.11.2024

Sofia

Jury Member:



Prof. Rumen Mladenov Georgiev

Doctor of Economic sciences