



REVIEW

by **Prof. Todorka Stoyanova Atanasova-Kalaidzhieva, PhD**

Scientific specialty "Organization and management of production (enterprise management, agricultural management)", 3.7 "Administration and management",

Department of Management, Faculty of Economics, Trakia University, Stara Zagora

on

Scientific works and materials submitted for participation in a competition for the academic position of "Professor" in the scientific specialty "Economic Psychology and Labor Psychology", 3.2 "Psychology", field of higher education 3. "Social, economic and legal sciences"

In the competition for the academic position "Professor", which was announced in the State Gazette, №. 17/21.02.2023 at the Faculty of Economics, University of Thrace, Stara Zagora, as the sole candidate participates **Assoc. Prof. TANYA GOCHEVA TANEVA, PhD** from the Department of "Social Sciences and Business Language Training".

1. BRIEF BIOGRAPHICAL INFORMATION ABOUT THE CANDIDATE

Associate Professor Tanya Gocheva Taneva, PhD was born on 18.11.1961 in Stara Zagora.

In 1981, he successfully graduated from the "Anastasia Tosheva" Secondary Institute of Preschool Pedagogy, Stara Zagora, majoring in "Preschool Pedagogy".

In 1987, he acquired a master's degree from the University of Sofia in "Psychology" and "Philosophy" in the second major from Sofia University "St. Kliment Ohridski" (Diploma - № 106052/01.12.1987).

From 1999 to 2001, he was a doctoral student at the Institute of Psychology of the Bulgarian Academy of Sciences, Sofia. In 2001, he successfully defended his doctoral dissertation on the topic "Psychological determinants of economic risk in the activities of private agricultural producers" (Diploma № 28531/20.06.2003) and obtained a doctorate from the National Academy of Sciences in the scientific specialty "Labor Psychology and Engineering Psychology" (code 05.06.08), in accordance with the new classifier, in professional direction 3.2. "Psychology", field of higher education 3. "Economic, social and legal sciences".

From 1989 to 2009, he was successively an assistant, senior assistant and chief assistant in the Department of "Social Sciences" and "Management", in the Faculty of Agriculture of Trakia University, Stara Zagora, and after the establishment of the Faculty of Economics - in the Department of "Rational Development".

From 2009 to the present, he is an associate professor of economic psychology at the Faculty of Economics of Trakia University, Stara Zagora.

From 2011 until now, he is the head of the Department of "Social Sciences and Business Language Training" at the Faculty of Economics, Trakia University, Stara Zagora.

Over the years, Associate Professor Tanya Taneva also held administrative positions at Trakia University, Stara Zagora:

- 2004 - 2008: Expert in the "Department for Evaluation and Improving the Quality of Education";
- 2011 - 2012: Chairman of the Academic Ethics Committee;
- 2011 - 2020: General Secretary of Thrace University and Chairman of several university committees: Information and media activity; Career development; Electronic and distance learning; Publishing Board.

In the period 2014 - 2022, Associate Prof. T. Taneva was successively certified initially for counseling, and subsequently for therapeutic work as a certified art and family therapist, PISEL, BAAT. She also has an active expert activity over the years:

- Consultant to the Regional Inspectorate of Education of the Ministry of Education, Stara Zagora (2002-2006);
- Psychologist in a team for complex pedagogical assessment at RIO of the Ministry of Education and Culture, Stara Zagora (2003-2006);

• Specialist in personnel selection and evaluation and organizational consulting, for the needs of enterprises and other organizations (1998 to date).

The candidate is fluent in written and spoken English, Russian and German languages. She has very good computer skills.

2. COMPARISON OF THE MINIMUM NATIONAL REQUIREMENTS UNDER ART. 2B, AL. 2 AND 3 OF ZRASRB AND THE REQUIREMENTS OF PPZRAS IN TRAKIA UNIVERSITY WITH THE RESULTS OF THE SCIENTIFIC ACTIVITY OF THE CANDIDATE FOR ACQUIRING THE ACADEMIC POSITION "PROFESSOR"

Assoc. Prof. T. Taneva presented the required set of documents for participation in the competition, which fully meet the scientometric indicators in Art. 2b, para. 2 and 3 of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for its Implementation (PPZRASRB) and the Regulations for the Development of the Academic Staff at Thrace University (Appendix 8.5), as follows:

A group of indicators	Minimal requirements	Materials presented by Assoc. Prof. T. Taneva
Category A	50 points	50 points
Category B	100 points	100 points - Independent monograph (habilitation thesis), corresponding to the scientific field of the announced competition on the topic "Motivation and structure of activity", Academic Publishing House of Thrace University, St. Zagora, ISBN 978-954-338-227-9, with a volume of 274 pages.
Category G	200 points	422 points
Category D	100 points	200 points
Category E	100 points	278 points
Total	550 points	1050 points

With the required 550 points for participation in the competition for "Professor", associate professor T. Taneva presented scientific production and materials amounting to a total of 1050 points. It is significant that the total number of points of the candidate for the academic position "Professor" by 500 points or by 1.9 times exceed the required minimum. In Category "G" the points are 2.1 times more than required, in Category "D" - 2 times, and in Category "E" - 2.8 times more.

This gives me full reason to conclude that Associate Professor Tanya Taneva, PhD covers and fully meets the requirements under Art. 2b, para. 2 and 3 of ZRASRB and PPZRAS in TrU for participation in the announced competition for the academic position "Professor".

3. GENERAL DESCRIPTION OF THE PRESENTED SCIENTIFIC PAPERS OF THE CANDIDATE

According to the submitted documents and the "List of publications of Assoc. Prof. Tanya Taneva" (containing publications and materials after holding the academic position of "associate professor"), the total number of scientific works with which she participated in the competition is 40. They are divided into the following categories:

1) Habilitation thesis (independent monograph) - 1 issue with a total volume of 274 pages in Bulgarian (List of publications: №. 1);

2) Monograph (independent), issued on the basis of a protected dissertation - 1 issue, published in Bulgarian, with a total volume of 207 pages (List of publications: №. 3); A chapter of a collective monograph was also published, with a total volume of 17 pages (List of publications: №. 39);

3) Articles and reports published in scientific publications, referenced and indexed in world-famous databases with scientific information - 17 items, all of which are in English with a total volume of 132 pages (List of publications: №. 4 to 20);

4) Articles and reports published in Non-refereed peer-reviewed journals or published in edited collective volumes - 18 issues, of which 6 were published in Bulgarian and 11 in English, with a total volume of 117 pages. (List of publications: №. of 21 to 38);

5) University textbooks – 1 independent electronic textbook with a total volume of 144 pages in Bulgarian (List of publications: №. 40). Supplemented and co-authored republished textbook - 1 issue in Bulgarian (List of publications: №. 41).

The relative shares of each of the mentioned categories in the total number of presented scientific works of Assoc. Prof. T. Taneva are:

- 7.5% - monographs and chapters of monographs;
- 42.5% - scientific articles published in refereed and indexed scientific publications;
- 45% - scientific articles published in non-refereed scientific publications with scientific review;
- 5% - teaching aids.

The total number of independent scientific works of the candidate for the academic position "Professor" is 12. Their relative share is 30% of the total number or almost $\frac{1}{3}$ of the scientific works submitted for participation in the competition. The remaining 28 or 70% of the publications are co-authored. In 5 of them (17.8%) Associate Professor T. Taneva is the first author, and in 13 of them (46.4%) he is the second author, in the remaining 10 (35.7%) of the collective publications he is the author of the following positions.

Out of the total number of 40 scientific works, 28 were published in English, 1 in Russian and 11 in Bulgarian, the ratio being 70% : 2.5% : 27.5%.

Assoc. Prof. T. Taneva has scientific works that have been published in authoritative international publications:

- "Education and Science Journal" ISSN 2310-5828 (2021) - 1 issue
- "Amazonia Investiga" ISSN 2322-6307 (2022) - 2 issue;
- "Parazissis publishers", edition of Greece (2010; 2011) - 3 issues;
- "Balkan Journal of Social Sciences, Turkey edition (2014) - 1 issue;
- "Journal of Hygienic Engineering and Design", edition of RS Macedonia (2019) - 1 issue;
- "Economic Sciences" edition of Russia (2018) - 1 issue, etc.

From the analysis of the scientific works presented by Assoc. Prof. T. Taneva for participation in the competition for the academic position "Professor", it can be summarized: *the candidate has sufficient quantity and quality of scientific production, which corresponds to the profile of the competition - 3.2 "Psychology", scientific specialty "Economic psychology and labor psychology", field of higher education 3. "Social, economic and legal sciences".*

4. REFLECTION OF THE CANDIDATE'S SCIENTIFIC PUBLICATIONS IN THE LITERATURE (CITATIONS)

In the presented "Reference of citations in Scopus and Web of Sciences of scientific publications of Assoc. Prof. T. Taneva" from the Central Library of TrU, a total of 7 items were found out of a total of 33 citations of her works ("List of citations of scientific works"). They represent 21.2% of all citations of the candidate. Of the total number of citations, 18 (54.5%) are in authoritative scientific journals in the country and abroad. Of the rest, one citation is in a dissertation work abroad, and 12 citations (36.4%) are in scientific collections from conferences in Bulgaria and abroad. The ratio of cited publications by foreign authors to Bulgarian is 5:28.

The analysis of the open citations of Assoc. Prof. T. Taneva gives me reason to claim that *her works are of interest to the scientific community not only in Bulgaria, but also abroad. The name of the author is well known in scientific research circles, both in the country and beyond its borders.*

5. GENERAL EVALUATION OF THE CANDIDATE'S ACTIVITY

5.1. Teaching and learning activity

From the curriculum vitae and references for educational employment of Assoc. Dr. T. Taneva, it is established that he takes compulsory and elective subjects in various OKS and specialties in full-time and part-time form in 6 structural units of Thrace University:

1) Faculty of Economics

- Bachelor's degree: "Economic Psychology", "Business Communications", "Psychology of Economic Risk", "Business Communication and Company Culture", "Public Relations", "Philosophy" (5 econ. spec.); "Organizational behavior" (2 spec.);

- Master's degree: "Analysis and management of economic and administrative conflicts" (2 MP), "Selection and evaluation of personnel", "Administrative ethics" (1 MP).

2) Faculty of Medicine

- Bachelor's degree: "Social Psychology", "Human Behavior and Social Environment", "Differential Psychology" (specialty "Social Activities");
- Master's degree: "Staff Motivation", "Organizational Consulting", "Management and Leadership" (1 MP), "Business Communications", "Conflict Management" (1 MP).

3) Faculty of Agriculture

- Master's degree: "Environmental ethics".

4) Faculty of Veterinary Medicine:

- Master's degree: "Business communications", "Ethical aspects of the veterinary profession" (1 MP).

5) Faculty of Pedagogy

- Bachelor's degree: Philosophy (currently), and in previous years "Personality Psychology", "Pedagogical Psychology", etc.
- Master's degree: "Modern educational paradigm".

6) The Department for Information and Teacher Training

- "Organizational Behavior", "Social Psychology", "Contemporary Issues in Developmental Psychology" (2 specializations each).

Assoc. Prof. T. Taneva has developed author's curricula for all taught academic disciplines, and has 15 independent electronic courses at Thrace Electronic University.

For the last three academic years (2019-2022), she has taught a total of 3183 hours (an average of over 1000 hours/academic year), of which 3089 hours were lectures and 94 hours were exercises.

For the past 15 years, he has participated in state examination committees at the Faculty of Economics for the bachelor's and master's degrees, and periodically also in state examination committees at the Ministry of Finance and the PF of the State University of Applied Sciences. In some years, in addition to being a member, she was also the chairperson of these committees.

Assoc. Prof. Taneva has an independent textbook on the discipline "Economic Psychology" for students of economics majors (144 p.), as well as a co-authored study aid "Nursing care for children and adults with disabilities" (120 - 143 p.).

During the period from the acquisition of the academic position of associate professor to the present, Assoc. Prof. Taneva has been the supervisor of 52 diploma theses, including to 38 students (21 bachelor's and 7 master's), and to 24 teachers-specialists in the first, second and third degree PKS, all of whom successfully defended.

Assoc. Prof. T. Taneva has 2 successfully defended doctoral students from the "Healthcare Management" program of the MU - Plovdiv, and is currently the scientific supervisor of 3 doctoral students from the "Economics", "Veterinary Medical Administration" and "Management of Social Activities" PhD-programs at Trakia University.

With full grounds, it can be claimed that Associate Professor Tanya Taneva has a significant academic workload, higher than that required for holding the academic position "Professor". *She has extensive teaching experience, conducts the lectures and exercises prepared by her at a high academic level, is respected by the trainees, specialists and doctoral students in the structural units of Trakia University.* All this gives me the right to rate the candidate's educational and teaching activities very highly.

5.2. Research and applied activity

Research activity of Assoc. Prof. T. Taneva, PhD is in three directions: 1) Development and publication of scientific works at the national and international level; 2) Participation in scientific forums; 3) Participation in scientific projects, which I analyze below.

1) *The scientific works were published in the period 2010 - 2023, after occupying the academic position "Associate Professor".*

The monographic work "Motivation and structure of activity" (2023) deserves a high rating; (List of publications: №. 2), which is an independent and in-depth study, the result of many years of work and

empirical research of the author, her participation in administrative and business structures. The content of the work includes an introduction, four chapters, a conclusion and a bibliography, with a total volume of 273 pp. The monograph meaningfully integrates the theory of motivation with the theory of activity. The approach chosen by the author is distinguished by the originality, complexity and multifacetedness of the research, overcoming the existing theoretical and empirical distance of motivation and activity. In this sense, the theme of the monograph is relevant and significant for psychological science and practice, as it has not been studied in such a symbiosis. The first chapter examines the evolution of activity theory based on Russian, Scandinavian psychology, research in Western European and American psychology. The main ideas of the system-structural approach to the activity, its explanatory potential and practical applicability are presented. In the second chapter, the author has made an in-depth analysis of the theories of motivation and their development. Integral process-content models are presented, highlighting their strengths to overcome limitations in motivation research. A very good knowledge of these theories can be seen in the analysis. In the third chapter, the author presents her own "Activity-integrated approach" to the study of motivation. What is distinctive is that this approach is new to the theory. It builds on the idea of creating integral models, not by integrating separate motivational theories, but by bilaterally integrating motivation theory and activity theory. The author's approach is built in such a way that it manages to overcome the fragmentation in motivational research and conduct a study of the motivation for an activity at certain of its stages, and not in the entire cycle of the activity. The fourth chapter fully includes results and interpretations of data from own empirical studies among entrepreneurs and administrative employees in Bulgaria.

In summary, *the independent monograph of Assoc. Prof. T. Taneva, with which he participated in the announced competition, has the character of a habilitation thesis and the qualities of a complex scientific study with contributions in a theoretical and practical aspect.*

In 2022, Assoc. Prof. T. Taneva published a monographic work, based on the protected dissertation work for the award of the PhD with the title "Subjective determinants of economic risk in the activity of agrarian entrepreneurs" (Indicator D, item 5, List of publications №. 3), on the basis of which it can be argued that she convincingly demonstrates research experience and competences in assessing the economic risk of the example of agrarian entrepreneurship.

A different, socio-psychological view is offered by the published chapter "Influence of Entrepreneurial Business Financing Strategies on Continuance Intentions" from the collective monograph "Business and Regional Development" (List of publications №. 39). The study of entrepreneurial attitudes to finance their activity is always relevant, since the development of any activity is determined by the availability of free cash resources. The results of the research show that entrepreneurs with sustainable intentions to continue the activity use bank lending to a greater extent, and a significant part of them are not informed about the alternative ways of financing - European and national programs.

Several publications in scientific publications referenced and indexed in world-famous databases with a research focus - economic psychology (List of publications Nos. 4, 5, 6, 7, 8) deserve high praise. They build on and expand the analyticity in assessing the psychological/subjective aspects of economic risk. An interdisciplinary niche of great importance for society, faced with modern challenges and the uncertainty of the environment. The choice between several alternatives with different degrees of risk is influenced by the situation, associated with uncertainty of success and the occurrence of a desired event, which is a consequence of subjectively assessed probabilities and subjective assessments of the factors that determine it. In general, scientific developments are distinguished by depth of research, accuracy of interpretations, and correctness of conclusions. They show a very good knowledge of the issue by the author. These publications are significant for the scientific community, and with their conclusions and recommendations, they are also useful for business.

Assoc. Prof. Taneva has published several more scientific works in the field of economic psychology in non-refereed peer-reviewed journals (Index D, Item 7, List of Publications Nos. 21, 22, 23, 24, 25, 26, 27, 28, 29, 30). They address current issues related to the study of gender differences in responses to advertising; making alternative economic decisions; economic risk and its assessment; risk measurement approaches; motivated and unmotivated risk; regional development, etc. - scientific topics of great importance to society. In each of them, the professionalism of the author and her competence on

the researched topic stand out. The publications are characterized by the accuracy of the scientific interpretations and correctness of the conclusions drawn.

Several scientific publications of the candidate, aimed at research in the field of work psychology, also deserve high praise (List of publications №. 9, 10, 11, 12). They have been published in scientific publications, referenced and indexed in world-renowned databases, which is proof of very good scientific content. In them, the candidate presents the results of her own empirical studies of the work motivation of entrepreneurs, social and medical workers, students. The publications are distinguished by depth of analysis, precision in interpretations and conclusions. In addition to those mentioned in this field, the candidate has several more publications in non-refereed journals with scientific review (List of publications №. 31, 32, 33, 34). They present the results of their own empirical studies related to the professional training of economics students, nursing students, and teachers from different regions of the country to establish the relationships between satisfaction with the management of the educational institution, anxiety, physical and mental health. They show the experience of the author in carrying out empirical studies, correctness in the submitted interpretations, and the conclusions drawn support the studied spheres in improving the conditions for training and work.

In two other fields of psychology - social and pedagogical, Associate Professor T. Taneva has scientific developments that have been published in scientific publications, referenced and indexed in world-famous databases (Indicator D, Item 6; List of Publications №. 13, 14, 15, 16, 17, 18, 19, 20). This is proof of high scientific value and significance of these developments. The same were carried out in cooperation with researchers from other scientific fields (medicine, social activities, pedagogy, etc.). Such research and publications deserve admiration, due to the complexity of the studied social problems (social isolation, lifestyle, human trafficking, violence against women, e-learning, etc.). They require research work to be carried out in interdisciplinary teams in order to provide correct answers to questions of importance to society.

The main conclusion from the analysis of the scientific works of Assoc. Prof. Tanya Taneva, PhD is that all of them were developed at a *high scientific level, proving the professional competence of the candidate for the realization of in-depth, both independent and collective research and analysis*. She works on current aspects of psychology (economic, social, pedagogical, etc.), offering science-based solutions to important social problems.

I can confidently state that I have No information and I have Not detected plagiarism in the scientific works presented by Associate Professor T. Taneva.

2) According to the presented documents, Assoc. Prof. T. Taneva has 10 participations with reports in scientific forums, 6 of them are in international scientific conferences/congresses in the country and abroad, 4 are in national conferences. All reports were developed at a high scientific level and were published in scientific collections and journals (List of publications Nos. 17, 21, 28, 32, 33, 34, 36, 37, 38, 39). The mentioned participations are proof of the active presence of Assoc. Prof. Taneva with scientific developments at international and national forums, which have contributed to her confirmation as a scientist, recognized and recognizable in scientific circles.

3) From the analysis made of the participation of Associate Professor T. Taneva, PhD in research projects (group E, rooms 16 and 17 of Ex. 8.5), her active project activity makes a positive impression. She is a participant in 11 projects:

- International projects - 6 (including 4 financed under the "Horizon 2020" and 2 under "Erasmus, KA-3");

- National projects - 5 (including 4 financed under "Development of human resources", etc.).

The topic of the projects is aimed at researching and analyzing the education sector - secondary and higher schools, improving the school environment, qualification and career development of teachers, etc.

The conclusion is *Assoc. Prof. T. Taneva has sufficient experience in the development and implementation of research/educational projects, which contributed to the upgrading and deepening of her professional skills.*

5.3. Contributions to the candidate's scientific works

Assoc. Prof. Tanya Taneva, PhD presents a detailed "Author's reference for the scientific contributions", which I fully accept. In paragraph 5.2. the review indicates some of the contributions of

the analyzed works in scientific fields, while in this paragraph I emphasize and synthesize them by importance:

1) **Theoretical and methodological contributions in:**

Economic psychology

- The theory has been supplemented by clarifying the psychological aspects of entrepreneurial risk, definitions of the concepts "risk" and "economic risk" have been formulated, the classification of types of risk and the methods for their research have been expanded. Methods for the study of risk propensity, sensation seeking, impulsive behavior, rationality, etc. have been verified. (publications: 9-3, 9-4, 9-7, 9-8, 9-22, 9-23, 9-24, 9-25).

- An innovative comparative analysis of personal characteristics (sensation seeking and risk propensity) directly related to risk taking/avoidance was carried out, the theory was supplemented by clarifying the terminological differences and establishing a relationship between them. Through research and analysis of personal psychological differences in the attitude to economic risk, economic and risk behavior have been explained (publications: 9-3, 9-4, 9-24, 9-25).

- Supplementing the theory of decision selection through a summary of researched heuristics and cognitive schemes that apply economic subjects intuitively, the implications are established. Developed own methodologies for the study of heuristics and subjective assessments of risk economic factors of various activity descriptors to study the economic self-awareness of administrative employees and entrepreneurs. These methods were applied not only in own research, but also in dissertations and theses (publications: 9-7, 9-8, 9-22, 9-23, 9-26, 9-30, 9-40).

- Complementing the theory through a developed conceptual scheme for the determination of the subjective usefulness of decisions in the context of the usefulness of the experience and the results of the activity (publications: 9-5, 9-27, 9-40).

Occupational and Organizational psychology

- Contribution to expanding and complementing the theory through the developed own "Activity-integrated approach" in the habilitation thesis for the study of motivation for activity, based on a new principle in psychological science: "integration between the theory of motivation and the theory of activity". The proposed research approach is original and makes a successful attempt to overcome the fragmentation in motivation research approaches and tools. The systemic-structuralist principle in the development of the own research approach allows to decompose specific indicators of strength, sustainability and dynamics of motivation in each stage of the activity. This can be used in building a universal methodological tool (publications: 9-2, 9-10, 9-11).

- An original contribution in applying a psychological approach to behavioral rationality, which has so far been left out of psychological research on motivation and work psychology, as it has been studied mainly in behavioral finance, economics or entrepreneurship. Supplementing the theory through verified translational methodologies for the study of behavioral rationality, risk propensity, suprasituational activity, etc. (publications: 9-2, 9-4, 9-8, 9-24, 9-25).

Pedagogical and Special Psychology

- Using the theory of internet addiction in adults, the theory of primary school age was supplemented by building a research methodology for studying the tendency towards internet addiction in children (publication: 9-37).

- Supplementing the theory through established specific characteristics of teachers' work (anxiety, values, motivation, etc.) in the conditions of economic transformation in Bulgaria (publication: 9-34).

Social Psychology

- Supplementing the theory with the established characteristics of modern social activity. Factors determining the need for social care and support for older people, as well as attitudes towards a healthy lifestyle, have been identified. (publications: 9-30, 9-7, 9-13).

2) **Practical-applied contributions:**

- In cooperation with scientists from economic fields, socio-economic problems of rural municipalities in the country have been studied, which contributes to the construction of the Center for Regional Development in the Faculty of Economics of Trakia University (publications: 9-28; 9-29).

- New academic disciplines "Economic Psychology", "Psychology of Economic Risk" for the Bachelor's degree program and "Analysis and Management of Crises, Conflicts and Risk in Business"

for the Master's degree program have been developed, in which theoretical statements and experimental studies on the psychological aspects of economic behavior and risk.

- Conducted research and consultancy work on problems of the psychology of work, stated by businesses in various sectors of the economy and public organizations.

- Methods for feedback from employers on the quality of the professional training of graduates, for feedback from teachers on the quality of training, for the professional development and realization of students and for evaluation have been developed, approved, introduced and published on the website of Thracian University of curricula and programs (publication: 9-33; <http://www.uni-sz.bg/obratna-vrazka/>).

- In the training of students in health care and social activities, a chapter was developed in a lecture course on the study of intelligence in children with special educational needs and the Binet-Simon model for diagnosis and analysis of intellectual disabilities was presented. (publication 9 – 41)

- Developed and applied in the primary school is the methodology for diagnosing a tendency to develop internet addiction in primary school age. (publication: 9-37).

7. CONCLUSION

The works and materials presented by Associate Professor Tanya Taneva, PhD for participation in the competition for the academic position of "Professor" meet quantitatively and qualitatively the requirements of ZRASRB, PPZRASRB and the Regulations for the Development of the Academic Staff at Trakia University (Appendix 8.5). All scientometric indicators are met, and some significantly exceed the minimum national requirements. There are theoretical-methodical and practical-applied contributions.

Based on the analysis, I give my **positive assessment** of the teaching, scientific, expert-applied activity of Associate Professor Tanya Taneva, PhD with complete conviction.

I allow myself to propose to the honorable Scientific Jury to vote **positively**, and the Faculty Council of the Faculty of Economics at Trakia University - Stara Zagora **to choose Assoc. Prof. TANYA GOCHEVA TANEVA, PhD** for "**PROFESSOR**" in scientific specialty "Economic Psychology and Labor Psychology" in professional direction 3.2 "Psychology", field of higher education 3. "Social, economic and legal sciences".

6/26/2023
Stara Zagora

Reviewer:  !
/Prof. Todorka Atanasova-Kalaidzhieva, PhD/