REVIEW

of PhD thesis for acquiring the educational and scientific degree "PhD"

on the topic "Views on self-efficacy, interpersonal needs and interpersonal relationships in employees of the Ministry of Interior"

PhD student: Polina Tsvetanova Gudeva
Scientific supervisor: prof. Yolanda Zografova, PhD
Reviewer: prof. Stanislava Stoyanova, PhD, SWU "Neofit Rilski"

A PhD thesis in a volume of 212 pages and an Abstract in Bulgarian are presented. The Abstract corresponds to the structure of the dissertation.

The PhD thesis examines the success of human activity as determined by the perceived professional and social self-efficacy in the workplace, by the interpersonal needs for inclusion, control and affection, and by the subjective assessment of interpersonal relationships in the group as favorable or unfavorable. The question of the effectiveness of individual and team human activity in work is always relevant and this reveals the importance of the PhD student's work. In addition, the approach of the doctoral student is original and the text of the dissertation is precise in terms of cited literary sources, described theoretical concepts, research design and presented results of scientific research. The PhD student's interest in the chosen issues is also related to the fact that she has been working for many years at the Institute of Psychology of the Ministry of Interior.

The theoretical part of the dissertation examines the theoretical concepts of self-efficacy, interpersonal needs, interpersonal relationships, social groups and group processes.

The first chapter of the theoretical part of the dissertation presents the socio-cognitive theory of Albert Bandura and his concept of self-efficacy, some

theoretical concepts of the learning process, interrelations between self-efficacy on the one hand with the localization of control, expected results of actions, real results of actions, individualism and collectivism, creativity and abilities on the other hand. The mechanisms of formation of the sense of self-efficacy are described, as well as how it affects behavior and career development. Some theoretical concepts for career development are considered. The essence of collective self-efficacy is also clarified. The PhD thesis traces how some existing scales for measuring self-efficacy are constructed.

In the second chapter from the theoretical part of the dissertation, William Schutz's theory of fundamental orientation in interpersonal relationships is examined, clarifying what are the main interpersonal needs (inclusion, control and affection), typologizing interpersonal relationships of desired, ideal, anxious and pathological. The manifestation of interpersonal needs is associated with group dynamics and team compatibility. Some modifications of William Schutz's concept, typologies and personality profiles based on additions to this concept are also described.

Chapter Three from the theoretical part of the dissertation is dedicated to interpersonal relationships and social groups. The main characteristics of interpersonal relations are described, some factors that affect the development of interpersonal relationships, and the types of interpersonal relations are considered. Some definitions of a social group are presented, the basic characteristics of social groups are described, as well as the types of social groups. The group dynamics and the process of socialization in the group are monitored, as well as some factors influencing the relations in the group.

The PhD student demonstrates good literary awareness and theoretical preparation. It should be noted that in the scientific literature in Bulgarian, it is the term "self-efficacy", for example in the Bulgarian translation of the General Self-efficacy Scale. Ralf Schwarzer & Matthias Jerusalem - http://userpage.fu-berlin.de/~health/bulscal.htm

The second part of the dissertation is devoted to the empirical study of the views on self-efficacy, interpersonal needs and interpersonal relations in employees of the Ministry of Interior. Six hypotheses have been formulated, justified by the review of literary sources.

A positive impression is formed by the detailed description of the tools used, a part of which was constructed by the PhD student for the purposes of the study - Questionnaire on self-efficacy in the workplace, Questionnaire for the study of interpersonal relations in business groups. In addition, the PhD student applies the questionnaire FIRO-B for the study of interpersonal needs, which has been applied in Bulgaria in some previous studies in a more diverse sample of workers. It should be noted that in two other sources in Bulgarian the names of the scales from the FIRO-B questionnaire are distinguished (Gercheva-Nastorova, G., 2010 and Stanoeva, G., 2015: Scale "Ie" / declared inclusion, Scale "Iw" / required inclusion (interest), Scale "Ce" / declared control (dominance), Scale "Cw" / required control (subordination), Scale "Ae" / declared affection (emotional closeness), Scale "Aw" / required affection (alienation)) slightly from those used by the PhD student Polina Gudeva (Ie "Manifested inclusion"; Iw "Desired inclusion"; Ce "Control manifested"; Cw "Desired control"; Ae "Manifested attachment"; Aw "Desired attachment", p. 91).

The PhD student conducted a representative study for the employees of the Ministry of Interior with 997 examined persons from different settlements in Bulgaria, divided into 57 groups, including employees of the Ministry of Interior from different professional fields – mainly policemen, firefighters and employees of the National System 112 Directorate, as well as employees of General Directorate "Gendarmerie, Special Operations and Counter-Terrorism", Directorate "Migration", homes for accommodation of foreigners" and Border Police Directorate.

The results are described in details in text and tables, including psychometric characteristics of the questionnaires used. It is advisable according to American Psychological Association, the level of significance for applied statistical analysis

of data, written by statistical software with a value of .000, in scientific publications to be designated as $p < .001$ (see e.g. Table 21, Table 22, Table 23).

The conclusions drawn refer to the hypotheses formulated. A summary is made about the degree of perceived self-efficacy among the employees of the Ministry of Interior, the expression of their interpersonal needs and how they assess their interpersonal relationships. The PhD student stated that the fifth and sixth hypotheses could not be verified due to the small number of individuals executing the social roles associated with high manifested control ("Seeking consensus *(Ae+&Ce+)* 36 participants, 3.6%; Energizer *(Ie+&Ce+)* 28 participants, 2.8%; Headmaster *(Ce+)* 23 participants, 2.3%; Task solver *(Ce+&Aw-) 8* participants*, 0.8%"*) and with high desired control ("Critic (C*w+)* 43 participants, 4.3%; Harmonizer *(Ae+&Cw+)* 24 participants, 2.4%"), but in fact the application of nonparametric statistical methods would allow conclusions to be drawn with respect to these hypotheses with a minimum of 12 participants in a compared group, as recommended by Johanson & Brooks (2010):

Johanson, G. A., & Brooks, G. P. (2010). Initial scale development: Sample size for pilot studies. *Educational and Psychological Measurement*, *70*(3), 394–400. https://doi.org/10.1177/0013164409355692

The PhD student has formulated four scientific contributions that I accept. The first scientific contribution is original regarding a new theoretical-empirical model for the analysis of business groups, including the following parameters: 1) views on self-efficacy in the workplace – professional and social; 2) degree of expression of interpersonal needs for inclusion, affection and control, and social roles related to them; 3) interpersonal relations in business groups.

The second scientific contribution is original regarding the construction and adaptation of two author's questionnaires for the study of professional self-efficacy and interpersonal relations in the business groups of Bulgarian employees in the Ministry of Interior.

The third scientific contribution concerns the confirmation of the factor structure of the FIRO-B questionnaire for the study of interpersonal needs for inclusion, affection and control and their related social roles in Bulgarian employees in the Ministry of Interior.

The fourth scientific contribution is original about the possibility for surveyed employees and managers familiar with the results of the study to better understand the processes in the groups in which they function, as well as to create psychologically compatible teams and diagnose processes in already functioning groups.

Two of the scientific contributions concern the possibility of applying in future studies the standardized questionnaires for Bulgarian employees in the Ministry of Interior, using the expression "standardization in standard points". What does the PhD student mean by this phrase "standardization in standard points"? The dissertation describes the average/mean and standard deviation that could be used as norms for the questionnaires applied, no other norms are specified such as T-scores, Z-scores. Does the PhD student calls average/mean and standard deviation as "norms at standard points"?

The dissertation cites many more literary sources in Latin than in Cyrillic. The literary sources in References are not arranged alphabetically, for example:

Schunk, D.H. (1989). *Self-Efficacy and Achievement Behaviors*. Educational Psuchology Review, Volume 1, pp. 173-208.

Schulz-Hardt, S., & Brodbeck, F. C. (2012). *Group Performance and Lidership*. In M. Hewstone, W. Stroebe, & K. Jonas (Eds.) An Introduction to Social Psychology, Fifth Edition, Ch.13, pp.1251-1346. British Psychological Society and John Wiley & Sons Ltd. ISBN 978-1-4443-3544-6 (pbk.).

I recommend arranging the cited literature sources in alphabetical order in References and when quoting them in the text, for example correcting the citation (Macrosson, 2000; Dancer & Woods, 2006; Furnham, 2008) on page 71 of the dissertation.

In Appendices, some additional results of statistical analysis are presented, as well as the toolkit of the study.

The scientific publications of the PhD student Polina Gudeva show compliance with the minimum national requirements for acquiring a PhD degree.

In conclusion, I can say that the PhD student demonstrates undoubted theoretical knowledge and skills for organizing and conducting scientific research, presentation and summarization of the results of scientific research, so I support Polina Gudeva to acquire the educational and scientific degree "PhD".

Aug 18, 2023 Reviewer:

Prof. St. Stoyanova, PhD