Opinion

regarding a dissertation submitted for review, for awarding the educational and scientific degree "doctor", Field of higher education: 3. Social, economic and legal sciences, Professional field: 3.2. Psychology, doctoral program in Social Psychology in the Section "Social, Work and Counseling Psychology", Department of Psychology, in the Institute for Population and Human Research – BAS

Author of the dissertation: Polina Tsvetanova Gudeva

Dissertation topic: "Views of self-efficacy, interpersonal needs and interpersonal relations among employees of the Ministry of the Interior"

Research supervisor: Prof. Yolanda Zografova PhD

1. *General impression of the dissertation work*

The dissertation submitted for review has a total volume of 212 pages, structurally arranged in an introduction, two parts (theoretical and research), which include independent chapters providing information for each of them, a list of used literary sources and appendices. The content of the development is logically connected and each separate part builds on and complements the previous one. The topic is chosen precisely and synchronizes with one of the contemporary aspects with social psychology, which refers to revealing the relationship between the personality and the professional and environment, including its behavior in it.

The overall development shows the ability of the doctoral student to analyze theoretical statements, to successfully conceptualize concepts and ideas of different authors and to present her own assessment of them. The in-depth and analytical skills for summarizing the obtained research data make a very good impression. The overall development is a thorough scientific research work that proves the scientific maturity of its author.

2. *Significance and persuasiveness of the obtained results, interpretations and conclusions and about the nature of the scientific contributions*

The conceptual model of the conducted research including tasks, hypotheses, measurement of the reliability of the psychological questionnaires used and selection of researched persons synchronizes with the set research tasks. The psychological questionnaires used are relevant to them, and the doctoral student skillfully combined them in the definition of "complex methodology". The validity of the results is strengthened by the huge number of people examined - 997 people, distributed in 57 groups as actually functioning structural units in the Ministry of

Internal Affairs, in which they proceed as professional formal relationships as well as informal on an interpersonal level. The results obtained are presented with scientific precision and research responsibility. The proven correlation relations between the measured variables show the directionality of the relationships between them and their significance for the studied persons. The summaries of the results are presented with scientific conviction and correctness, proving that both individuals and groups with higher self-efficacy views have higher needs for inclusion and attachment. This leads to a more favorable evaluation of interpersonal relations in the group. When self-efficacy is low, the need for control increases, as desired behavior from others. The studied individuals occupying social roles involving high involvement and attachment have views of higher social self-efficacy and a more favorable evaluation of interpersonal relations compared to individuals with low involvement and attachment. These results are very significant for teamwork in the Ministry of Internal Affairs, which is why I highly appreciate not only their scientific, but also their practical significance. The author demonstrates scientific competences when outlining the field of her scientific contributions. The latter are structurally justified and fully correspond to the content of the dissertation work.

3. Evaluation of the quality of the scientific works reflecting the dissertation research

The PhD student has submitted a list of three publications and two abstracts of reports from national forums. They reflect important elements of the psychological research conducted

4. Conclusion

As a result of the complete reading of the dissertation work of Polina Tsvetanova Gudeva proposed for review on the topic: "Views of self-efficacy, interpersonal needs and interpersonal relations among employees of the Ministry of the Interior" and based on the opinions and assessments presented, I give my positive assessment of the work and I propose to the members of the scientific jury to award the author the scientific and educational degree "Doctor" in the Higher Education Department: 3. Social, economic and legal sciences, Professional direction: 3.2. Psychology (Social Psychology)

09/09/2023

Prepared the opinion:

/ Assoc. R. Mancheva PhD /