Вх. № ЧР-03-363/02.10.2024 г.

O P I N I O N

about the application

on

Dr. Sezgin Myumyun Bekir,

Chief Assistant Professor at the Institute for Population and Human Studies at the Bulgarian Academy of Sciences (IPHS - BAS),

to participate in a competition

for occupying the academic position of "Associate Professor" in the area of higher education 3. Social, Economic and Legal Sciences, professional field 3.2. Psychology (Vocational guidance and career development) for the needs of the "Work and Organizational Psychology" section at the IPHS - BAS, announced in the State Gazette no. 58/09.07.2024.

Prepared the opinion:

Professor Valeri Stoilov Stoyanov, Doctor of Science

Varna * 2024

1. **General presentation of the candidate, the materials received on the competition and compliance with the minimum national requirements for occupying the academic positions of "Associate Professor".**

The competition for the occupation of the academic position "Associate Professor", area of higher education 3. Social, Economic and Legal Sciences, professional field 3.2. Psychology (Vocational Guidance and Career Development) for the needs of the "Work and Organizational Psychology" section at the IPHS - BAS, was announced in the State Gazette no. 58 of 09.07.2024.

The opinion was assigned according to the decision of the Scientific Jury, protocol No. 1/16.09.2024, determined by Order No. RD-6-446/05.09.2024 of the Director of the IPHS - BAS.

The only candidate in the competition is Dr. Sezgin Myumyun Bekir, Chief Assistant Professor at the IPHS - BAS.

Sezgin Bekir holds a Master's Degree in Work and Organizational psychology and a Master's Degree in Clinical Psychology, acquired at Sofia University "St. Kliment Ohridski".

In 2019, he acquired the Educational and Scientific Degree "Doctor" in professional field 3.2. Psychology at the Department of Psychology, IPHS - BAS.

He began his professional career in 2001 as an employment mediator in the Labor Bureau - Kardzhali. Later he was a military psychologist. From 2003 to 2019, he was the Chief Secretary of the Municipality of Kardzhali. During this period, he took an active part both as a manager and as an expert and trainer in various social projects financed by national and programs of the European Union.

After obtaining the Educational and Scientific Degree "Doctor", in the period 2019-2022, he was a postdoctoral student/researcher, and then and until now he holds the academic position of "Chief Assistant Professor" in the Department of Psychology, IPHS - BAS. During this period, he participated in scientific projects corresponding to the thematic field of the current competition.

The documents submitted by the candidate under the competition meet the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria for the occupation of the academic position of "Associate Professor" and the Regulations on the terms and conditions for occupying the academic positions of "Chief Assistant Professor", "Associate Professor" and "Professor" at the IPHS - BAS.

Dr. Sezgin Bekir offers 22 scientific works in connection with the competition, as follows:

1. Habilitation thesis: Bekir, S. (2024). Transactional analysis and vocational guidance. Prof. Marin Drinov Publishing House of the Bulgarian Academy of Sciences, Sofia. ISBN 978-619-245 426-5. 176 pages.

2. Published book based on a dissertation for Educational and Scientific Degree "Doctor": Bekir, S. (2022). Ego states and life positions in professional self-realization. Institute for Transactional Analysis Publishing House. ISBN:978-619-188-889-4. 146 pages.

3. Papers, published in scientific editions, referenced and indexed in world renowned databases of scientific information - 4 in co-authorship.

4. Articles and reports, published in non-referenced journals or edited collective volumes with scientific review – 16 scientific articles, of which 11 are independent and the rest are co-authored. Of them, 3 are in English.

The scientific works presented in the competition are outside the works indicated in the abstract of the dissertation for awarding the Educational and Scientific Degree "Doctor" and are accepted for evaluation. The published book based on the dissertation work for awarding the Educational and Scientific Degree "Doctor" is not evaluated, but participates in the formation of the opinion on the candidate's compliance with the minimum national requirements for occupying the academic position "Associate Professor".

With the scientific works submitted for participation in the competition, the obtained Educational and Scientific Degree "doctor" and the noted citations, Dr. Sezgin Bekir meets the minimum national requirements for occupying the academic position "Associate Professor", area of higher education 3. Social, Economic and Legal Sciences, professional direction 3.2. Psychology, according to the Appendix to Art. 1a, para. 1 of the Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria. Dr. Sezgin Bekir also meets the increased requirements for occupying the academic position "Associate Professor" in accordance with Art. 27 and Appendix 1 of the Regulations on the terms and conditions for occupying the academic positions of "Chief Assistant Professor", "Associate Professor" and "Professor" at the IPHS - BAS.

The review of the candidate's scientific output, his educational profile and the accumulated professional experience as a practicing psychologist and researcher are compatible with the requirements for occupying the academic position of "Associate Professor" in professional direction 3.2. Psychology, according to Art. 53, para. (1), item 1 and item 2 of the Regulations for the implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria and Art. 27 of the Regulations on the terms and conditions for occupying the academic positions of "Chief Assistant Professor", "Associate Professor" and "Professor" in IPHS - BAS and are a prerequisite for subsequent professional development, successful scientific and teaching activities.

2. General characteristics and assessment of the candidate's scientific output, scientific and scientific-applied contributions

The scientific production of Dr. Sezgin Bekir, with whom he participated in the competition for the academic position of "Associate Professor", meets the requirements for the presentation of scientific works and contributes to the transfer of modern scientific and scientific-applied achievements in the field of work and organizational psychology in social practice.

The following areas of scientific activity by Dr. Sezgin Bekir are outlined:

- *The problem of career development, the experience of career success and subjective well-being in relation to it:* the emphasis is on revealing the influence of personal and social factors on career development and experiences related to career development. Transactional analysis is used as the leading model to explain the phenomenon;

- *Vocational guidance in adolescence:* significant individual factors, as well as factors of the family and school environment, have been identified that have a bearing on vocational guidance and the choice of a profession by adolescents.

The two thematic fields of scientific activity of Dr. Sezgin Bekir are interconnected and this gives a very good homogeneity, logic and depth of the scientific results of his research activity. The positive thing in this case is the systematic empirical verification of ideas and models, which more comprehensively explains the phenomena and finds directly applied perspectives for the social practice of career guidance,

the professional choice of adolescents and their subsequent career development and the experience of well-being from professional development.

In summary, the most significant scientific and scientific-applied contributions of Dr. Sezgin Bekir, refer to the following:

1. Based on a critical analysis and a systematic assessment of the possibilities of transactional analysis, a model was created, empirically verified and applicable in an organizational environment, for assessing the influence of personal characteristics on professional realization and the experience of career success.

(See publications I; III.3; IV.6; IV.8; IV.9; IV.10; IV.15 from the list attached by the candidate).

2. An in-depth analysis of the significant individual, family and school environment factors related to the professional orientation and the choice of a profession by adolescents was carried out. On this basis, the main structural elements of a counseling model "CAREER" based on the theory of transactional analysis, which is applicable in the work of counselors in the field of professional guidance, are defined

(See publications I; IV.3; IV.5; IV.8; IV.12; IV.14 from the list attached by the applicant).

3. Adapted to Bulgarian cultural conditions are methodologies (*Julie Hay's methodology (Hay, 1996) for the study of the functional ego states of the personality; scale of Shockley and colleagues (Shockley et al., 2015) for career success experience; constructed author's questionnaire based on the theoretical model of Marvin Fine and John Poggio (Fine & Poggio, 1977) to study the four basic life positions; Julie Hay's (Hay, 1996) Work Styles Questionnaire; author's questionnaire about the three types of life scenario according to the theoretical model of Eric Berne*), which make possible scientific and applied projects, in accordance with the created author's model based on transactional analysis, for research in an organizational and in a wider social context environment. In this regard, research on the personal and social factors determining the professional realization of persons from vulnerable groups in regions of the Republic of Bulgaria, in which there is a high percentage of persons with primary or lower education, is particularly impressive. Also, the identification of individual and social factors of the family environment that influence the self-esteem and relationship styles of adolescent students, the relationship styles of adolescents with their parents and teachers.

(See publications I; III.1; III.2; III.3; IV.2; IV.3; IV.5; IV.10 from a list attached by the candidate).

The conceptualized models in the works by Dr. Sezgin Bekir are an original application of transactional analysis to the needs of work and organizational psychology in the context of career counseling, career development, and the mental well-being of organizational employees. This enriches the knowledge in the subject area and provides more approaches and tools for applied purposes.

I have not noticed and have no information about plagiarism in the scientific works submitted for the competition. Literary sources, in my opinion, have been used correctly.

3. Personal impressions of the candidate

I know Dr. Sezgin Bekir from his participation in scientific forums, where he presents scientific reports, presents results of scientific projects and discusses with the community problems from the thematic field of scientific papers. My impressions are of a colleague who is motivated, goal-oriented, with systematic

training both in theoretical models from the subject area of organizational and work psychology, and in the methodology of psychological research - quantitative and qualitative.

I am convinced that the "Work and Organizational Psychology" section at the Institute of National Academy of Sciences and Arts, in the person of Dr. Sezgin Bekir, will receive a habilitated person with opportunities for further professional development and contribution to the scientific activity of the Institute and the Academy of Sciences.

CONCLUSION

Bearing in mind the above stated opinion, I make the following conclusions related to the candidacy of Dr. Sezgin Bekir for the academic position of "Associate Professor", area of higher education 3. Social, Economic and Legal Sciences, professional field 3.2. Psychology:

1. The candidate meets the minimum national requirements for holding the academic position "Associate Professor", field of higher education 3. Social, Economic and Legal sciences, professional direction 3.2. Psychology, according to the Appendix to Art. 1a, para. 1 of the Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria and the increased requirements for occupying the academic position "Associate Professor" in accordance with Art. 27 and Appendix 1 of the Regulations on the terms and conditions for occupying the academic positions of "Chief Assistant Professor", "Associate Professor" and "Professor" at the IPHS - BAS.

2. He has accumulated professional experience as a practicing psychologist and researcher in accordance with the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria for holding the academic position of "docent" and the Regulations for the terms and conditions for holding academic positions of "Chief Assistant Professor", "Associate Professor" and "Professor" at IINCH - BAS.

3. Offers for review scientific production with significant scientific and practical-applied contributions.

All this gives me grounds for a *positive assessment of Dr. Sezgin Myumyun Bekir* as a candidate for the academic position of "Associate Professor".

In this regard, I recommend to the Scientific Jury to propose, according to the procedure defined in IPHS - BAS, Dr. Sezgin Myumyun Bekir for taking the academic position "Associate Professor" in professional field 3.2. Psychology (Vocational guidance and career development) for the needs of the "Work and Organizational Psychology" section at the IPHS - BAS.

30/09/2024

City of Varna

Prepared the opinion: [redacted]

Prof. D.Sc. Valery Stoyanov