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OPINION

by Assoc. Prof. Bilyana Nikolaeva Velikova-Tsonkova, PhD,
Assoc. Prof. in Professional field 3.2. Psychology,
Prof. Dr. Asen Zlatarov University – Burgas

on the scientific works for participation in the competition for the academic position of Associate Professor in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.2. Psychology (Vocational guidance and career development), for the needs of the Section "Work and Organizational psychology" at the Institute for Population and Human Studies - BAS, announced in State Gazette No. 58 of 09.07.2024

Candidate: Chief Assist. Prof. Sezgin Myumyun Bekir, PhD

The opinion was assigned according to the decision of the Scientific Jury, Protocol No.1/ 16.09.2024, determined by the order No. RD- 6-446/05.09.2024 of the Director of the Institute for Population and Human Studies, Bulgarian Academy of Sciences.

One candidate participated in the above-mentioned competition - Sezgin Myumyun Bekir, PhD in Psychology, Chief Assistant Professor at the Department of Psychology, Institute of Population and Human Studies, BAS.

The documents submitted for participation in the competition meet the requirements of the Development of Academic Staff in the Republic of Bulgaria Act, the Regulations for its implementation and the Regulations on the terms and conditions for occupying the academic positions at Institute for Population and Human Studies, Bulgarian Academy of Sciences for academic position of Associate Professor.

Information about the candidate

Sezgin Bekir has received his Bachelor's and Master's Degree in Psychology from Sofia University "St. Kliment Ohridski" in 2001 with specialisations in Work and Organisational Psychology and Clinical and Counseling Psychology. In 2019, he successfully defended a doctorate dissertation on the topic "Ego states and life positions in the professional self-realization" at the IPHS – BAS. Sezgin Bekir has extensive professional experience in human resources management in the area of public administration, in psychological consulting and education. In the period between 2006 and 2007, he was a part-time lecturer at the Paisii Hilendarski University of

Plovdiv and since 2022 he has been a Chief Assistant at the Department of Psychology, Institute of Population and Human Studies, BAS. Since 2005, he has been a member of the Municipal Drugs Council- Kardzhali, and is currently its chairman.

Sezgin Bekir is a member of the Bulgarian Association for Transactional Analysis, a delegate for Bulgaria to the European Association for Transactional Analysis and a member of the Theoretical Development and Research Committee, as well as a member of the editorial team of the International Journal of Transactional Analysis, Research and Practice. He has taken part in six national projects as a trainer, coordinator and leader. I would like to stress as especially significant from a scientific perspective, his participation as a leader in the scientific project "Personality, education and professional realisation of persons from vulnerable groups in the country: scientific measurements and practical approaches," financed by the "Young Scientists and Postdoctorates" National Programme.

Compliance with the Requirements for the Academic Position

The total list of publications by Sezgin Bekir for the participation in the competition includes 1 scientific monograph, 1 book on the basis of a defended dissertation for acquiring the educational and scientific degree of "PhD", 4 scientific articles, refereed in world databases (Web of Science) (1 in English, 1 in co-authorship, whereas in each of the presented publications, he is the first listed author), as well as 16 scientific articles published in non-peer-reviewed journals and edited scientific volumes (2 in English, 12 independent). The presented papers are in the theme range of the competition, they have not been submitted for participation in other competitions for the award of scientific titles and degrees, and are accepted for peer review. There is no evidence for plagiarism.

According to the attached reference of the citations of the candidate's publications, there are 3 citations found in Web of Science, 2 citations in monographs and 3 citations in non-referenced journals with scientific review.

The publications and citations presented by the candidate *cover and exceed* the minimum national requirements for holding the position of "Associate Professor" in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.2. Psychology and *exceed* the minimum requirements laid down in the Regulations on the terms and conditions for occupying the academic positions at Institute for Population and Human Studies, Bulgarian Academy of Sciences in the same Professional field.

Research activity and results

A central part in the scientific production of the candidate is the habilitation work "*Transactional analysis and vocational guidance*" (Prof. Marin Drinov Publishing House of the Bulgarian Academy of Sciences, Sofia, 2024, ISBN 978-619-245-426-5), which summarises and systemises the scientific searches of Sezgin Bekir towards finding the opportunities, offered by a theoretical approach of transactional analysis in the field of vocational guidance and career development. Very noticeable is the precise, in-depth, and consistent approach of studying the subject, which marks the beginning of the dissertation and consequently develops and builds up with a sequence of studies and analysis, presented in this monograph and the attached publications. A central place in them is given to following the connections between the personal constructs from the theory of transactional analysis and the professional realisation, the subjective career success and the choice of profession. This monograph, structured in three chapters, includes a brief theoretical review of transactional analysis and a sequence of studies of the influence of functional ego states and life events on the subjective career success. In in-depth analysis is carried out and the possible applications of transactional analysis are discussed in organisational context and within the process of career development, starting with the vocational choice until settling in and stabilising it, including the consequential professional realisation, looked at from a subjective perspective through the feeling of success and work satisfaction.

Results of studies are systematically presented regarding the connections between functional ego states, life positions and the subjective career success in studied persons from different professional fields; as well as the predictive role of personality constructs from the transactional analysis and environmental factors for the career choice in adolescents. The results, significant from a theoretical and application perspective are summarised and systemised in two models for vocational guidance and career consultation, based on generalized profile of personality constructs (ego states, life positions, work style), predictors of a career successful in a given professional area.

High evaluation is earned by the given specific practical directions for the use of adapted for Bulgarian conditions questionnaires for the study of ego states, life positions, work style and life script, which solidifies the application of transactional analysis as a useful approach in organisational environment, vocational guidance and career development.

In conclusion, the habilitation work summarises and synthesises the consecutive and purposeful scientific searches of the candidate, focused on the in-depth study of personality constructs, offered in the theory of transactional analysis and their connections to the subjective experience career success and choice of profession. The discussed studies and analyses of the results not only enrich the psychological knowledge, but they also contribute to the development of the existing models of career consulting and orientation in the direction of modernising and enriching the methodology and tools, applied by the specialists in this area.

I highly evaluate the other publications submitted for the competition, which reflect the candidate's systematic and purposeful research work in the field of transactional analysis and its applications in an organizational environment, career choice satisfaction, vocational guidance and interpersonal relations in adolescence.

Scientific and scientific-applied contributions

I accept and positively evaluate the contributions formulated in the applicant's author reference. *The scientific contributions* of the monograph and of a number of publications (I; III.3; IV.6; IV.8; IV.9; IV.10; IV.15) find their significant place in the content direction of *Transactional analysis, personality and subjective career success* and may be summarised in the following way: theoretical review and systematic presentation of transactional analysis as an effective approach in organizational environment; innovative for Bulgaria research of the impact of personal constructs from the theory of transactional analysis on the subjective career success, career choice satisfaction and career development; developing profiles with the basic personality traits, which impact the subjective career success in specialists of eight professional areas.

Regarding the second direction in the scientific research of the candidate *Vocational guidance in adolescence*, the monograph and a number of publications reflect the scientific contributions in this field (I; III.1; III.2; III.3; III.4; IV.3; IV.5; IV.8; IV.10; IV.12; IV.14). I would like to mention some of them: in-depth theoretical analysis of the factors determining vocational guidance in early adolescence; bringing out the influence of individual and social factors of the family environment on the self-esteem and styles of relationships of adolescents with their parents and teachers, as well as on their choice of profession.

Some of the significant *scientific-applied* contributions of the habilitation work and publications consist of: a systematized multidimensional model for describing personality characteristics and behavior in a work environment; created and adapted for Bulgarian conditions

self-assessment questionnaires, based on the theory of transactional analysis; a structured seven-step model for consulting "CAREER" in the area of vocational guidance.

Critical notes and recommendations

I have no significant critical notes.

Personal impressions

I know Sezgin Bekir to be responsible, thoughtful, diligent, precise and dedicated to work and to scientific research.

IN CONCLUSION, on the grounds of the materials, presented for the competition, the analysis of their significance and originality, the scientific and scientific-applied contributions, which reflect the high level of scientific-research work and professional competency of Chief Assistant Professor Sezgin Bekir, PhD, I consider him completely meeting the criteria of the position of "Associate Professor", as defined by the Development of Academic Staff in the Republic of Bulgaria Act, the Regulations for its implementation, as well as the Regulations for applying the DASRBA in the Bulgarian Academy of Science and in the IPHS-BAS.

That is why, *I confidently suggest* to the members of the Scientific Jury to support the choice of Chief Assistant Sezgin Bekir, PhD, for the academic position of "Associate Professor" in the field of higher education 3. Social, Economic, and Legal Sciences, professional field 3.2. Psychology (Vocational guidance and career development) for the needs of the Section "Work and Organizational psychology" at IPHS-BAS.

18.10.2024 Signature: .....

Burgas (Assoc. Prof. Dr. Bilyana Velikova-Tsonkova, PhD)