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REVIEW

by Prof. Sonya Karabeliova, PhD, D.Sc.

on Competition procedure for the position of Associate Professor in the area of Higher education 3. Social, Economic and Legal Science, professional field 3.2 Psychology (Vocational guidance and career development), announced by State Gazette, Issue 58/09.07.2024 for necessity of Psychology Department, „Work and Organizational Psychology" unit, Institute for Population and Human Studies, Bulgarian Academy of Sciences

Statement prepared as required by: Order RD -6-446 от 05. 09. 2024 г. of the Director of the IPHS – BAS.

1. GENERAL

One candidate is participating in the competition: Chief Assistant Professor Dr. Sezgin Myumyun Bekir from the Institute for Population and Human Studies at the Bulgarian Academy of Sciences.

Sezgin Bekir graduated with honors in Psychology from Sofia University 'St. Kliment Ohridski' in 2001 and obtained a master's degree with specializations in 'Work and Organizational Psychology' and 'Clinical and Counseling Psychology.' In 2019, he successfully defended his dissertation on the topic: 'Ego States and Life Positions in the Professional Realization of the Personality' and was awarded the educational and scientific degree of 'Doctor' in professional field 3.2. Psychology.

From 2001 to 2003, Sezgin Bekir worked as a labor mediator at the Employment Bureau in Kardzhali and as a military psychologist in the units in Momchilgrad and Haskovo. From 2003 to 2019, he worked in the public sector as the chief secretary of Kardzhali Municipality. During these years, S. Bekir actively participated as a leader, expert, and trainer in various social projects funded by national and EU operational programs.

From 2019 to 2021, he was a postdoctoral researcher, and since 2022, he has been a chief assistant at the Department of Psychology, Institute for Population and Human Studies, Bulgarian Academy of Sciences. Dr. Bekir actively participates in research projects related to work and organizational psychology, which fully aligns with the theme of the announced competition.

2. HABILITATION PUBLICATION

For his participation in the competition, Chief Assistant Professor Dr. Sezgin Bekir presents a habilitation work – a monograph titled 'Transactional Analysis and Career Counseling.' The work meets all the requirements for a monograph and fully aligns with the theme of the announced competition. This gives me reason to conclude that Chief Assistant Professor Dr. S. Bekir fulfills the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its implementation, and the Rules for the conditions and procedures for occupying academic positions at the Institute for Population and Human Studies, Bulgarian Academy of Sciences.

3. FULFILLMENT OF THE MINIMUM NATIONAL REQUIREMENTS FOR OCCUPATION OF THE ACADEMIC POSITION OF ASSOCIATE PROFESSOR

Chief Assistant Professor Dr. Sezgin Bekir presents a report with supporting evidence. The report clearly shows that Dr. S. Bekir meets the minimum national requirements according to the Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria (amended in State Gazette, issue 15 of 19.02.2019, Table 1, Area 3: Social, Economic, and Legal Sciences, 3.2. Psychology). Specifically, for Groups A, B, and C, corresponding to indicators 1, 2, and 3, he has the required 150 points, as he holds a 'Doctor' degree, which awards 50 points, and he also presents a habilitation work, which awards 100 points.

Group D (P4 to P10) of the Regulations sets a requirement for publications for the associate professor position, according to which the candidate must have at least 200 points. Based on the report presented by Dr. S. Bekir, his publications score 270.8 points. Additionally, according to the Regulations, the candidate for associate professor must also have 50 points from citations. The citation report submitted by Chief Assistant Professor Dr. Sezgin Bekir

shows citations equating to 80 points. My verification confirms Dr. S. Bekir's report on the citations.

4. PUBLICATIONS

Chief Assistant Professor Dr. S. Bekir presents a report on his scientific works related to the competition's topic, which shows the following: one monograph on the competition's topic; a published book based on his defended dissertation for the award of the educational and scientific degree 'Doctor'; 4 articles and papers co-authored and published in scientific journals that are indexed in world-renowned databases of scientific information; 16 articles and papers published in non-refereed journals with scientific peer review or in edited collective volumes, of which 3 are in English, 11 are single-authored, and 5 are co-authored.

The scientific works submitted by the candidate do not repeat those from previous procedures for obtaining scientific titles or academic positions. No plagiarism has been found in the scientific works submitted for the competition.

5. RESEARCH ACTIVITIES AND SCIENTIFIC CONTRIBUTIONS

The scientific publications presented by Chief Assistant Professor Dr. Sezgin Bekir are entirely within the scope of the announced competition's topic.

I will pay special attention to the main monograph: 'Transactional Analysis and Career Counseling,' which is within the interpretative framework of transactional analysis. The focus is on clarifying the interrelationships between personality and life positions as personal determinants of behavior from the perspective of career choice and professional realization. The theoretical framework emphasizes the emergence and developmental stages of transactional analysis as a psychotherapeutic approach and its applications. The ego states are presented as a model for the organization and functioning of the personality, along with the structural and functional model for analyzing intrapsychic processes and the manifestations of ego states in personality behavior. The main personality constructs in transactional analysis are discussed, as well as life positions as a two-dimensional construct that encompasses both positive and negative attitudes toward oneself and others.

Additionally, global and individual perceptions of career and career success, beliefs, and behavioral manifestations that resonate with the ideas of the quality of professional life as a multidimensional construct are described. The results of the author's research on the

relationships between personality constructs from the theoretical framework of transactional analysis and the subjective feeling of career success are systematically presented. The studies were conducted from 2017 to 2021 with respondents from eight professional fields. The main factors influencing the choice of profession and the career development of adolescents are outlined.

Three of the most widely used theories of career counseling in adolescence related to the process of career choice, which begins in early childhood, are also analyzed. Additionally, the results of the verification of four methodologies adapted for the Bulgarian socio-cultural environment for measuring personality constructs within the framework of transactional analysis theory are presented – aimed at investigating ego states, life positions, work style, and life script.

A key contribution of the monograph is that it is one of the first studies of its kind in the Bulgarian socio-cultural context. Regarding the analyzed terms, Dr. Bekir refers to a vast array and richness of behavioral and psychological manifestations, as well as many diverse values associated with them, which have a specific yet dualistic nature.

It is important to emphasize that the high professional level of presenting the results allows for a clear delineation of significant relationships between the studied phenomena, enriches the available information, and provides a new, in-depth perspective.

Based on a thorough analysis and interpretation of the research results, a profile of the leading personality characteristics that are significant for career success has been developed. In this regard, another key contribution of the author is the formulation of a sample model for career counseling.

The remaining publications address fundamental issues regarding the role of personality characteristics in adolescents, their relationships with peers, parents, and teachers, as well as the applicability of personality constructs from transactional analysis as an analytical approach in labor and organizational contexts. A significant contribution of these publications is the adapted and standardized questionnaires and scales designed for career counseling and development. All of this is indicative of the scientific and practical nature of the publications, which can also be considered a contribution to the development of programs aimed at improving interactions between parents and children, teachers and students, ultimately enhancing the sense of well-being.

The publications demonstrate that Dr. Sezgin Bekir is establishing himself as an undisputed and competent scholar with a unique presence in the field of science.

I fully acknowledge the contributions of Chief Assistant Professor Dr. S. Bekir, which can be supplemented and summarized as follows:

1. The presented scientific works characterize Dr. S. Bekir as a researcher with a pronounced interest not only in theoretical analyses and empirical studies but also in the practical and applied aspects of his work. The main contribution of these publications is related to enriching the theoretical, practical, and methodological aspects of the approaches for assessing problematic personality traits in childhood and adolescence.
2. A common characteristic of the scientific publications is the interpretation of ideas and concepts within three meta-objects of psychological knowledge: theory, method, and experiment in the sense of practical action.
3. Each of the publications is related to a genuinely existing significant object or principle of psychological science. The incorporation of the unwavering relationship between theory, method, and action in the research activity is an important indicator of his methodological competence.
4. The publications reliably correspond both with the scientific achievements of psychology and with the human practices of common sense.
5. The accumulated factual evidence from numerous studies reflects various areas of work and organizational psychology.

6. PERSONAL IMPRESSIONS OF THE CANDIDATE

I have known Sezgin Bekir since his studies in the Psychology program at Sofia University 'St. Kliment Ohridski' (1996-2001). Even in those early years of his professional development, he demonstrated an exceptional depth of interest in theoretical knowledge, as well as in developing and refining his skills for analyzing and interpreting empirical data. I served as a reviewer for his doctoral dissertation and am familiar with his work as a post-doctoral researcher (2019-2021).

I believe that S. Bekir has successfully traversed a path of academic and cultural development and has established himself as a specialist in a delicate area of psychological knowledge. He has developed as a person and an individual, possessing high interpersonal intelligence. He has the ability to collaborate effectively with others and is both responsible and critical of the world and himself.

CONCLUSION

Chief Assistant Professor Dr. Sezgin Mümün Bekir meets all the requirements of the Law for the Development of Academic Staff in the Republic of Bulgaria (ЗРАСРБ) and the regulations for its application, both in the country and at the Institute for Population and Human Studies (IPHS) at the Bulgarian Academy of Sciences (BAS). The overall work of Dr. S. Bekir offers a comprehensive, systematic, and in-depth analysis of achievements in the field of work and organizational psychology, filtered through the author's original interpretation.

As a result of the high evaluation of the scientific research activities of Chief Assistant Professor Dr. Sezgin Bekir, I unequivocally support his election to the position of "Associate Professor" in the professional field of 3.2. Psychology (Career Counseling and Development) in the section of "Work and Organizational Psychology" at the Department of Psychology at IPHS-BAS.

23.10.2024
Sofia

Reviewer:
(prof. S. Karabeliova, PhD, D.Sc.)