Вх. № ЧР-03-381/15.10.2024 г.

SCIENTIFIC JURY MEMBER'S OPINION

prepared by

Ergyul Tair Redzheb, D.Sc.,
Professor in the field of Psychology; Affiliation: Psychology Department, Institute for Population and Human Studies, Bulgarian Academy of Sciences

regarding the application of
Sezgin Myumyun Bekir, PhD
Chief Assistant Professor at the Institute for Population and Human Studies, Bulgarian Academy of Sciences
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

Sofia, October 2024

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

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. It was prepared on the basis of documents received through a competition announced by Institute for Population and Human Studies, Bulgarian Academy of Sciences (State Gazette, Issue 58/09.07.2024) for necessity of the „Work and Organizational Psychology" unit.

The only candidate in the completion is Sezgin Myumyun Bekir, PhD, Chief Assistant Professor at the Institute for Population and Human Studies, Bulgarian Academy of Sciences.

The documents submitted for the competition fully cover the requirements under the Development of Academic Staff in the Republic of Bulgaria Act (DASRB), the Rules for the Application of the DASRB, and the Regulations for the terms and conditions for occupying academic positions at the IPHS-BAS for occupying the academic position "Associate Professor" in the field of Higher education 3. Social, economic and legal sciences, Professional direction 3.2. Psychology. The competition procedure was correctly followed.

For participation in the competition, Sezgin Bekir, PhD submitted 22 scientific papers, including: 1) Habilitation work - Bekir, S. (2024). *Transactional analysis and career guidance*. "Prof. Marin Drinov" Publ. house of BAS, Sofia, ISBN 978-619-245-426-5. 176 pages in Bulgarian; 2) Published book based on a defended dissertation for the award of an educational and scientific degree "Doctor": Bekir, S. (2022). *Ego states and life positions in the professional self-realization*. Institute of Transactional Analysis, Publ. Kardzhali. ISBN 978-619-188-889-4 in Bulgarian; 3). Articles and reports published in scientific publications, referenced and indexed in world famous databases with scientific information - 4, co-authored; 4) Articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes – 16 (3 in English), of which 11 independent and 5 co-authored.

The scientific works presented in the competition are different from the works specified 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 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”. The scientific works of the candidate, the obtained PhD degree and the reference for citations cover and exceed the minimum national requirements for occupying 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 Rules for the Application of the DASRB and the increased requirements of BAS in accordance with Art. 27 and Appendix 1 of the Regulations on the terms and conditions for occupying the academic positions at Institute for Population and Human Studies, Bulgarian Academy of Sciences.

2. Candidate personal information

Sezgin Bekir holds Master's degrees in “Work and Organizational Psychology” and in “Clinical and Counseling Psychology” from Sofia University “St. Kliment Ohridski”. In January 2019, he acquired PhD degree in professional direction 3.2. Psychology in the Department of Psychology, IPHS-BAS. Dissertation topic: “Ego states and life positions in the professional self-realization”. He started his professional career in 2001 as an employment mediator in the Labor Bureau - Kardzhali, and later he was a military psychologist in the units in Momchilgrad and Haskovo. 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 operational programs of the European Union. In the period 2019 - 2021, he is a postdoctoral student, and from 2022 to the present he holds the academic position Chief Assistant Professor at the Institute for Population and Human Studies, Bulgarian Academy of Sciences. During this period, he participated in scientific projects corresponding to the thematic field of the current competition in the field of Work and organizational psychology.

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

To participate in the competition, the candidate has submitted a list of publications, which include habilitation work and scientific publications, which in terms of content and subject of research correspond to the profile of the competition. Together with the citations of his scientific works, they fully cover the minimum national requirements for occupying the academic position “Associate Professor”, field of higher education 3. Social, economic and legal sciences, professional direction 3.2. Psychology, according to the Appendix of the Rules for the Application

of the DASRB and the increased requirements of BAS in accordance with Appendix 1 of the Regulations on the terms and conditions for occupying the academic positions at Institute for Population and Human Studies, Bulgarian Academy of Sciences.

The candidate's habilitation work examines the relationships between personality constructs proposed in transactional analysis theory, occupational choice, and the experience of career success. The exhibition includes the main personal constructs - ego states, life positions, life scenario, etc., formed mainly in early childhood and having a significant impact on functioning in adulthood (see I). In a systematized and summarized manner, the results of own research are presented, showing the predictive role of personal characteristics (e.g. ego states, life position, work style) for successful career in various professional fields. The obtained results have both a scientific contribution to revealing the relationships between personal characteristics and professional realization, incl. methodological for enriching the toolkit for quantitative research in a work context, as well as a scientific-applied contribution, mostly for the purposes of career guidance and counseling.

The candidate's articles published in scientific publications, referenced and indexed in world famous databases (III. 1, 2, 3, 4) reveal the role of adolescent personality characteristics (self-esteem, ego states, life positions, etc.) for the relationships with peers, parents and teachers. The obtained results, along with the scientific contribution related to the application of constructs from the transactional analysis to derive the personal determinants of professional choice and career success, have a significant scientific and applied contribution to the development of programs to increase both the effectiveness of social interaction between children and parents, students and teachers, as well as for the quality of the psychological climate and well-being in the family and the educational system.

The articles and reports published in non-refereed peer-reviewed journals or in edited collective volumes (IV.1-16) reveal to a scholarly audience the nature and applicability of personality constructs from transactional analysis as an research approach in work and organizational contexts, provide evidence of the good psychometric characteristics of the created/ adapted quantitative instruments (questionnaires for the study of ego states, life positions, work style and life scenario) for their evaluation and implimention for the purposes of vocational guidance and career development.

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

4. Personal impression of the candidate

I know Sezgin Bekir from the period of his studies in the PhD program in General Psychology (Psychology of Personality) in the Department of Psychology at the Institute for Population and Human Studies, Bulgarian Academy of Sciences (2015-2019) and from his work as a postdoctoral student in the National program "Young Scientists and Postdoctoral Students" (2019-2021) at the institute. I'm convinced that he has a deep theoretical and methodological preparation, and demonstrate a personal commitment to scientific research.

5. Conclusion

Presented by Ch. Asst. Prof. Sezgin Myumyun Bekir, PhD scientific papers are proof of the existence of a consistent interest in research activity in the field of Work and Organizational Psychology. The analyzes and studies carried out have a significant contribution to reveal the personal and social factors for the professional choice of adolescents and career success in different professional groups, for the applicability of transactional analysis in an organizational context and for the purposes of career guidance and counseling. Based on the scientific papers presented in the competition, analysis of their significance and the contribution moments contained in them, I give my positive assessment of the candidacy of Ch. Asst. Prof. Sezgin Myumyun Bekir, PhD for the academic position of "Associate Professor" in the field of higher education 3. Social, economic and law sciences, professional field 3.2. Psychology (Vocational guidance and career development) at the Institute for Population and Human Studies, Bulgarian Academy of Sciencesл

14. 10. 2024 Signature:

Sofia Prof. Ergyul Tair Redzheb, D.Sc.