OPINION

By: Prof. Margarita Angelova Stefanova-Bakracheva, D.Sc. Sofia University "St. Kliment Ohridski", Professional field: 3.2. Psychology

Regarding: PhD thesis for the award of the educational and scientific degree "Doctor" (PhD) Area of higher education: 3. Social, economic and legal sciences Professional field: 3.2. Psychology Doctoral program: "General Psychology"

Author of the dissertation: Asen Petrov Trichkov

Dissertation topic: Influence of emotional and collective intelligence on workplace resilience

Basis for the opinion: Participation in the scientific jury according to Order No. РД-6-188, 29.04.2026 of the Director of IPHS-BAS.

1. General characteristics of the presented dissertation

The dissertation by Asen Trichkov consists of 170 pages and includes an introduction, three chapters, conclusions, a bibliography, and enclosure. The work is illustrated with 37 tables and 1 figure. The reference list contains 385 sources (31 in Cyrillic and 354 in Latin). The relevance of the chosen topic is unquestionable given the evolving demands in terms of career development and competency-based learning. Asen Trichkov provides a well-reasoned justification for the research gap in which he positions his work, linking individual emotional resources to group processes for building resilience.

The theoretical review is exceptionally thorough, taking into account current scholarly perspectives in the field. Nevertheless the review is profound, it follows a somewhat mechanical rather than conceptual structure, failing to emphasize the position of unifying emotional and social intelligence, as well as to integrate the perspectives on studying intelligence and resilience both as traits and developmental competencies. The author's position would stand out more with an analytical structuring of the text. Regarding technical formatting, inaccuracies are observed in the bibliography and in-text citations (e.g., sources 1, 9, 16, 30; pp. 9, 30 of the dissertation, etc.).

The work as a whole demonstrates a very thorough knowledge of the research in the field of the dissertation's subject matter, as well as an awareness of the research in the Bulgarian context. The overall impression is one of the author's high research competence, analytical precision, and ability to identify a relevant research question and make a contribution to the field.

2. Significance and credibility of the results, interpretations, and scientific contributions

The empirical study is conducted among 297 employees. The instruments used are well-chosen and appropriate for the study's objectives, and their adaptations are presented in detail. The aim, objectives, and hypotheses are formulated correctly and supported by sound arguments. The presentation of the results logically follows the stated objectives and hypotheses, which facilitates the comprehension of the text in Chapter 3. The analyses presented are consistent with the objectives and the data. It is also important to note that the results are linked to comparisons with other studies.

However, some minor recommendations can be made to refine the text. Regarding the methodology, it is important to have a detailed description of the research procedure. Although

the introduction mentions the specifics of outsourcing activities, the absence of a description of the field of activity, and the type of organizations and respondents has a direct connection to the interpretation of the results and their relevance to organizational practice. It is also standard practice for the object and subject of the study to be specified. The argumentation would also benefit from a description of the selection of specific instruments and regression models. It is commendable that the author limits the discussion to the results obtained, but the interpretation and analysis could be expanded and deepened. These recommendations do not diminish the completeness of the work but are motivated by the potential for a clearer articulation of the author's position.

The attached list of contributions does not correspond to the contributions cited in the dissertation and the abstract; therefore, my assessment is based on how they are formulated in the dissertation and the abstract, which I accept as described in terms of their theoretical, methodological, and empirical aspects. The practical relevance presented thereafter is considerably broader and extends beyond the context of the study; the specific nature of the organizations, the field of activity, and the specific type of organizations must be taken into account.

3. Assessment of the quality of scientific works reflecting the research on the dissertation

The PhD candidate has submitted four publications (two as sole author and two as co-author), three of which have been published, while one is in press. Participation in four academic conferences (both national and international) ensures the necessary visibility for the work. The abstract (27 pages) fully reflects the content of the dissertation.

4. Motivated Conclusion

The dissertation of Asen Petrov Trichkov is a comprehensive, original, and in-depth scientific study with research and applied contributions. The author demonstrates the ability to conduct a comprehensive independent study. The work meets the requirements of the Development of Academic Staff in the Republic of Bulgaria Act (DASRB) and its implementation rules. This gives me reason to give my positive assessment and to propose to the esteemed scientific jury to award Asen Petrov Trichkov the educational and scientific degree "Doctor" in professional field 3.2. Psychology, General psychology (Psychology of Personality).



27 May 2026 Prof. Margarita Bakracheva, D.Sc.