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FACULTY OF ECONOMIC AND SOCIAL SCIENCES



**DEPARTMENT OF MANAGEMENT AND QUANTITATIVE METHODS
IN ECONOMICS**

**7. BIBLIOGRAPHY AND ABSTRACTS REPORT
ON
ACADEMIC CONTRIBUTIONS
OF
THE SUBMITTED PAPERS & PUBLICATIONS**

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Delivered by:

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EXECUTIVE SUMMARY

This present Annotation and Self-Assessment Report on Academic Contributions of the Submitted Materials is composed by Chief Assistant Professor Mina Nikolaeva Angelova, PhD in the month of June, 2019.

This document is delivered by Chief Assistant Professor Mina Nikolaeva Angelova, PhD and shall be considered as a binding part of the Documentation Package in the Competitive Selection Procedure of the University of Plovdiv for the tenure-track job position: ‘Associate Professor’.

This Report consists of 31 pages in English.

The competitive selection procedure is in the Field of Higher Education **3. Social, Economic, and Legal Sciences**; Professional Field **3.7. Administration and Management (Economics and Management - Human Resources Management)**.

The competitive selection procedure for the “Associate Professor” job position is publicly announced both at the State Gazette, Issue 31, as of April 12, 2019, and at the website of the University of Plovdiv “Paisii Hilendarski” – to meet the needs of the Department of Management and Quantitative Methods in Economics at the Faculty of Economic and Social Sciences.

Table 1 Publications in Summary

Publications	Individual	With co-authors	Indexed in SCOPUS/ Web of Science	Language	TOTAL
Monograph	1	-	-	English	1
Book	1	-	-	Bulgarian	1
Academic Study	1	1	1	1 in English 1 in Bulgarian	2
Textbook	2	-	-	2 in Bulgarian	2
Papers	7	6	1	9 in English 4 in Bulgarian	13
Reports	2	8	6	8 in English 2 in Bulgarian	10
TOTAL	14	15	8	19 in English 10 in Bulgarian	29



I. MONOGRAPHS

1. Monograph (2019): **Social Entrepreneurs and Social Entrepreneurship (the Case of Bulgaria)**

1.1. Bibliographic Description

This is an individual monograph, composed and published in English language.

Angelova, M. (2019) *Social Entrepreneurs and Social Entrepreneurship (the Case of Bulgaria)*, monograph, Plovdiv University Press, 146 p., ISBN 978-619-202-404-8

1.2. Abstract

This monograph text explores social phenomena on the Bulgarian market related to **Social Entrepreneurs (SErs)** and **Social Entrepreneurship (SEp)**. The monograph investigates, which factors are important to facilitate their relationships and provide a full profile of **SErs**.

From a philosophical point of view, the choice of the monograph title is based on the concept of **Social Entrepreneur** profile, which is a prerequisite for the development and promotion of **Social Entrepreneurship**.

In terms of content, the monograph deals with an extremely important economic problem, devoted to **Social Entrepreneurship** as a key element of the European and, in particular, the Bulgarian practice, taking into consideration that Bulgaria is an emerging market, which transits from a centrally-planned to a social market economy.

The study is based on a profound investigation of the relations between the phenomena: **Social Enterprise – Social Entrepreneurs – Social Entrepreneurship**.

Given the enormous potential of **Social Enterprises** to offer innovative approaches to overcome the serious societal challenges, faced by Bulgaria (aging population, growing inequality, climate change, youth unemployment) they are object of interest not only in government policies, but also in scientific researches. The establishment of **SEs**, their management and marketing are key factors in achieving a better social structure of the Bulgarian economy.

The research methodology is of a survey-descriptive type. A wide range of research methods are used to successfully achieve the goals and tasks of the monograph.



In-person verbal interviews were conducted with 45 entrepreneurs and managers of social enterprises in Bulgaria as expert practitioners, to test the ideas, build knowledge, and gain insightful context and nuance to the ideas.

Two Focus Groups were held in order to produce a single agreed platform for communicating in an objective way the company works. A profile of the **Social Entrepreneur** was created as a conclusion of the in-depth interviews.

The survey used simple random sampling; 450 questionnaires were distributed and 371 questionnaires were finally received. Analysis of collected data was made using the Statistical Package for the Social Sciences (SPSS).

The goal of the study was achieved by empirical research in **Social Enterprises** and agencies positioned in Bulgaria through the elaboration of methodological approaches for studying the level of motivation of the employees for realization of social ideals. In summary, this monograph shall be considered as a milestone for further investigation of the social phenomena discussed.

II. BOOKS

2. Book (2019): Optimization of the Working Environment by Overcoming the Demotivation of Human Resources

2.1. Bibliographic Description

This is a book, composed and published in Bulgarian language.

Angelova, M. (2019) *Optimization of the working environment by overcoming the demotivation of human resources*, 230 p., Plovdiv University Press, ISBN 978-619-202-453-6

2.2. Abstract

The book presents the result of an empirical study, which object – broadly speaking – are human resources in targeted medium-sized industrial enterprises in the Plovdiv region. A specific object of the survey is the specialists in the enterprises. The results of the research are processed and specific recommendations are given to the management of the organizations, namely to present in unison the issues of research and overcoming the demotivation, the need and the skill to manage by motivating the employees to achieve the competitiveness of the market, effects and benefits for the enterprise and its human resources.



The content of the book is based on a dissertation thesis defended by the author for the awarding of a PhD degree in scientific field *05.02.18 Economics and Management (Motivation of Human Resources)* at the University of National and World Economy, Sofia, Bulgaria.

The monograph aims at helping the managers of different organizations in the process of HR management by presenting ideas, formulas, and good practices to overcome employee demotivation. The book is also addressed to the young high-educated generation, acquiring knowledge and certain skills for successful professional realization. A number of contributing moments can be highlighted, which have a practical significance for science and business.

Based on an extensive literature review in the field of motivation, the issue of demotivation was enriched; this confirms that the scientific knowledge in the area is insufficient. A well-grounded definition of the demotivation of human resources was provided. A clear methodical scheme was developed to investigate the demotivation phenomenon with opportunities for its application among specialists in the Mechanical Engineering sector. A wide range of demotivation factors were substantiated, the state of which provides useful guidance on the presence of demotivation among the professionals. The wealth of factors, as well as their detailed interpretation, and along with the process of highlighting their potential for demotivation impact on specialists, is useful for business management to determine the level of demotivation.

A demotivation model was developed, on the basis of which the results of the survey were summarized; the problematic zones in the enterprises were revealed in order to direct the efforts to overcome the demotivation of the researched specialists. Evidences about demotivation in an applied environment were found; namely - that the issue is actually underestimated and important for solving in the context of increasing labour motivation. Recommendations were defined for managers and specialists in the surveyed enterprises, aiming at the successful overcoming of the demotivation factors.

My personal belief is that demotivation is a prerequisite for the slow downswing of businesses, with demotivated employees not being a "driver" of an action, but rather a "liability" for businesses. In a fast-growing competitive globalized society, there is no place for businesses that are not adaptable to new conditions and changing environments. And in social terms, adaptability depends entirely on the qualities of human resources. When not motivated – even the most highly qualified employees, who have multiple competencies and good prospects and opportunities for development – often feel demotivated and can not contribute to the development and/or survival of the enterprise.



III. TEXT-BOOKS

3.1. Textbook (2018, Second and Revised Edition): Evolution of Management

3.1.1. Bibliographic Description

This is a genuine textook, composed and published in Bulgarian language.

Angelova, M. (2018) *Evolution of Management*, Second and Revised Edition, Plovdiv University Press, 246 p., ISBN 978-619-202-357-7

3.1.2. Abstract

In the second edition of the textbook, corrections and additions were made due to the continuous in-depth researches of the author in the studied subject. Prominent representatives of management thought were added to the textbook to expand the list of the historically significant individuals, who influenced management.

Section 1: Some inaccuracies were removed from the textbook. Also, there are more names added, such as: Likurg, Arhit, the text for Solon, Aristotel, and Platon.

Section 2: Corrections in the texts for Karl Marx and Max Veber' were made in order to give a clearer presentation of their concrete contributions to the development of management.

Section 3: The content was optimized; new people were added to the development of management thought, including the names of: Clayton Alderfer, Rensis Likert, Oliver Sheldon, Robert Blake, Jane Mouton.

Section 4: The contributions of Seebohm Rowntree, William Deming, Armand Feigenbaum, Joseph Juran, Howard Malcolm Baldrige Jr. to the management thought were included.

Enriched was the Index of Names with New Names. Some texts in the textbook were shortened, in order to optimize the content and structure of the narrative by focusing the applicability of the textbook to first year students of different Bachelor majors.



3.2. Textbook (2017, First Edition): Evolution of Management

3.2.1. Bibliographic Description

This is a genuine textbook, composed and published in Bulgarian language.

Angelova, M. (2017) *Evolution of Management*, First Edition, Plovdiv University Press, 246 p., ISBN 978-619-202-246-4

3.2.2. Abstract

The historical and economic development of human communities shows that the need for cooperative activity inevitably raises the question for coordination, harmonization the efforts of all performers to achieve the desired goal, i.e. **for management**. The great variety of theories, useful practices and historical analyzes have contributed to the development of the world as we know it today.

The textbook is based on a survey of a wide range of Bulgarian and foreign literature review. It is an attempt to synthesize scientific achievements in the development of managerial thought from antiquity to the present day. The ideas, efforts and contributions of prominent writers in different epochs from the evolution of human civilization were highlighted. The overall development and gradation of managerial practice and thought from the period of its emergence to the present moment was followed. Basic schools and trends in the historical perspective were examined as well as the influence of different authors on the development of managerial thought.

More precisely, the textbook, through the researched forms and methods, aims at synchronizing the lecture course and the seminars of the course "Evolution of Management". The subject is included in the syllabi for bachelors' majors, based on the rich theoretical heritage and the contemporary achievements in the field of management. The purpose of the overall training in the discipline is to achieve a harmonization between the theoretical knowledge, methodological situations and practical decisions, studying the development and the history of management thought.

The textbook is developed in such a way that it creates opportunities for discussion, inclusion of students in solving case studies (team or individual work), analyses, evaluation and comparison presentations of past and present of the management. The main aim is to apprehend the theoretical basis of the discipline through stimulating accrual of practical knowledge and competences, to increase their sense of responsibility and organization in preparation and participation in classes.



The textbook presents in a synthesized form:

- major stages in the development of the managerial thought;
- historical facts, working definitions and concepts, related to the development of different directions, schools and ways of thinking;

The overall exhibition aims at enriching the knowledge in the following directions:

- to perceive and understand the latest achievements of management theory;
- to gain realistic insight into the management and organizational challenges of the globalizing economy.

IV. ACADEMIC STUDIES

4.1. Academic Study (In Print) / SCOPUS INDEXED: Opportunities for Raising the Entrepreneurial Culture – a Factor for Competitiveness of the Bulgarian Economy

4.1.1. Bibliographic Description

This is an in-depth academic study, composed and published in English Language

Nikolova – Alexieva, V. & **Angelova, M.** (In Print) *Opportunities for Raising the Entrepreneurial Culture – a Factor for Competitiveness of the Bulgarian Economy*; International Journal of Entrepreneurship and Small Business, vol. xx/20xx, pp. xxxx, **Scopus Indexed**, Inderscience publisher (ISSN online: 1741-8054, ISSN print: 1476-1297), accepted for print, **acceptance certificate**, **DOI:10.1504/IJESB.2019.10014160**

The paper can be seen listed as forthcoming at:

<http://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=IJESB>



4.1.2. Abstract

This paper aims to study the role of entrepreneurial culture, as an essential factor to increase creativity and innovativeness of Bulgarian entrepreneurs and hence, the competitiveness of the national economy, as a whole. The research is of a survey-descriptive type.

The population surveyed includes entrepreneurs, students and young people aged between 25 and 45 years from Plovdiv and the region, i.e., 1,200 people.

The socio-historical cataclysms resulting from the particular attractiveness of the geostrategic position of the country create a very controversial and variable environment, in which the Bulgarian entrepreneurial culture is formed and developed. Analysis of collected data using SPSS software along with a sign test, pathway and exploratory factor analysis indicated numerous different dimensions of Bulgarian entrepreneurial culture, such as: independence, higher incomes, risk-taking behaviour. It is worth mentioning also that creativity is among the factors of business environment, while other dimensions of entrepreneurial culture including boldness, tolerance of creative deviation, underdog aggressiveness, open communication, cooperation, proactive innovation and voice – are non-favourable factors.

4.2. Academic Study (2018): Management of the (de) Motivation Process and its Impact over the Human Capital

4.2.1. Bibliographic Description

This is an in-depth academic study, composed and published in Bulgarian language.

Angelova, M. (2018) *Management of the (de)motivation process and its impact over the human capital, Collected Works, Faculty of Economic and Social Sciences, Vol. 11, p. 7-57, Plovdiv University Press, ISSN: 1313-227X, Certificate for In-Print Procedure*

4.2.2. Abstract

Achieving competitive advantages through the human factor is a complex and difficult task that requires targeted action in the long run. It should not be overlooked as a part of the drive of enterprises to create a potential for sustainable competitive growth of the industry. Underestimation of motivation process may lead to the emergence of demotivation trends.



Regarding the necessity to take management practices in line with some basic principles of motivation, the following should be noted: every management act and every aspect of individual and group work activity has a motivational dimension. Therefore, rethinking in terms of desired behaviour changes is a subject to possible motivating or disincentive impact of all aspects of organizational activity.

A broad object of the survey are employees in the Mechanical Engineering sector, located in Plovdiv region. A specific object of the study are the managers in enterprises.

The subject of the research are the applied methods for managing the motivation process, the reasons and the factors that determine them, their consequences, and the possibilities for their optimization in order to achieve satisfaction in the work activity and increase the competencies for management by motivation.

The main aim of the study is to develop and approve methodology and methodological situations for diagnostic analysis and assessment of the factors that influence the management of the motivation process. Methodological considerations include the use of process strategic management approaches (and in particular a model of strategic controlling); the survey method based on questionnaires and aimed at exploring key components that reflect the state of the working environment in the enterprise; the method of the in-depth interview, targeted to a sample of representatives of the management of each enterprise; statistical methods for processing the results obtained.



V. ACADEMIC PAPERS

5.1. Paper (In Print): Opportunities for Management and Sustainable Development of Machine-Building Enterprise

5.1.1. Bibliographic Description

This is a Paper, composed and published in Bulgarian Language.

Angelova, M. (In Print) *Opportunities for Management and Sustainable Development of Machine-Building Enterprise*, Management and Sustainable Development, ISSN 1311-4506, Acceptance Certificate

5.1.2. Abstract

Providing a sustainable development has the aim to satisfy human necessities through using resources as it is necessary to provide an environmental balance in present and in future moments.

Creation of opportunities for management and sustainable development of enterprises is a precondition to increase their competitiveness. The theme is a “hot-topic” nowadays, as it is connected to the worse conditions of Bulgarian machine-building and to the necessity to take measures accordingly both to overcome the lagging behind, and to increase entrepreneur activity. The focus of the paper is set upon a machine-building enterprise located in Plovdiv, which has main business activity production and sales of metal working machines and equipment.

The subject of this paper is whether innovative technology may be introduced and whether a model of a new expanded metal machine may be provided. The research thesis contributes to the opportunity that the projecting and practical use of a new machine is a precondition for sustainable growth of the enterprise and gaining better competitive positions.

The aim is to solve the following tasks: to check how through a management re-engineering changes in the organizational structure and technological process may affect the use of a new program for machine drawing Solid Works. Also, it is checked how to develop an effective model of expanded metal machine with dimensions of the input material from 5 mm to 10 mm, to make tests of the new machine and put it into operation; making a market survey is also among the aims of the study.

In the survey, it was used a genuine design of a questionnaire, oriented towards employees and clients. There were used, also, an expert evaluation, mathematical and statistical methods, and marketing methods, as well. There were identified the factors and reasons for the enterprise slow development; recommendations for solving the problem were delivered. The results confirmed that the opportunities to introduce innovations and the process of re-engineering are preconditions for sustainable development of the enterprise.



The Bulgarian innovation system must be focused in faster moving of the national economy to products and sectors with high levels of added value, which possesses a high content of knowledge.

5.2. Paper (2019): Possibilities for Social Entrepreneurship in Wine Industry: an Exploratory Approach

5.2.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova, M. (2019) *Possibilities for Social Entrepreneurship in Wine Industry: an Exploratory Approach*, International scientific journal “Science. Business. Society.”, Vol. 4, Issue 1/2019, pp. 15-18. (Print ISSN 2367-8380, Web ISSN 2534-8485). Publisher: Science technical Union of Mechanical Engineering “Industry 4.0” (Plenary Report)

5.2.2. Abstract

Social entrepreneurs cleverly combine business techniques and private sector approaches in order to develop solutions to social, cultural, or environmental problems, and do so in a variety of organizations. All European countries need to promote the entrepreneur spirit, to stabilize the institutional and cultural environment for innovations, and to increase the number of socially oriented small and medium sized enterprises (SMEs).

This exploratory approach is focused on SMEs from the wine industry, positioned in Plovdiv territorial unit, Bulgaria.

It presents opportunities to enrich companies’ innovation strategies with a view to increase the share of social enterprises and the motivation of employees and owners to implement “good practices” for social entrepreneurship. This study offers different perspectives for observing the phenomenon social entrepreneurship, opportunities for financing and National policies that are focused on their encouragement.



5.3. Paper (2018) / SCOPUS INDEXED: An Innovative Model for Business Financing in Wine Production

5.3.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova, M., Pastarmadzhieva, D., Georgiev, P. & Dimitrova, G. (2018) *An Innovative Model for Business Financing in Wine Production*, Journal of International Studies (SCOPUS), 11(4), 106-119. Cite Score 2018 - 1.16; SJR 0.33, doi:10.14254/2071-8330.2018/11-4/8(ISSN 2306-3483 Online, 2071-8330 Print), Online available on:

https://www.jois.eu/?471,en_an-innovative-model-for-business-financing-in-wine-production

5.3.2. Abstract

Development of markets and market relations always leads to enhanced competition and increased consumer demand, thus making quality one of the key factors in success and survival of any organization. An important prerequisite for improving quality is also having an opportunity for flexible financing of organizations. The study focuses on small and medium-sized wine producers, located in Southern Wine Region in Bulgaria. The main purpose is to identify the challenges these producers are facing, related to ensuring financial funds. We base our conclusions on the data from various official sources including the European Commission and Bulgarian National Agencies as well as our own data. The latter has been collected through questionnaires, spread among local wine producers at the beginning of July 2017.

The selected approach confirmed some of the conclusions made in the official sources concerning the challenges faced by SMEs. Regarding the methodology we have concluded that it is better to reduce the number of questions or combine some of them. We also intend to start personal communication with managers of the companies in question. Also, we believe that in-depth interviews will help us understand better the circumstances behind the specific answers provided in the survey.



5.4. Paper (2018): Conceptual IMPACT Model of Process Management in the Meat Industry Enterprises in Bulgaria

5.4.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Mihova, T., Nikolova–Alexieva, V.& **Angelova, M.** (2018) *Conceptual IMPACT Model of Process Management on the meat industry enterprises in Bulgaria*, Journal “Fundamental Sciences and Applications”, ISSN 1310-8271, vol. 24/2018, pp.187-192

5.4.2. Abstract

The survey puts lots of emphasis on testing a conceptual model for evaluation of influencing factors on the BPM activity of Bulgarian meat-processing enterprises, which allows determining the direction and magnitude of the impact of BPM on their innovation, efficiency and competitiveness.

5.5. Paper (2018): Business Climate and Preconditions for Reviving the Bulgarian Industry

5.5.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova, M. & Nikolova–Alexieva, V. (2018) *Business Climate and Preconditions for Reviving the Bulgarian Industry*, International scientific journal “Machines. Technologies. Materials.” issue 2/2018, pp. 69-72 (Print ISSN 1313-0226, Web ISSN 1314-507X)

5.5.2. Abstract

The inadequate economic policy in 90’s brought to destruction basic sectors of the Bulgarian industry. Bulgaria is one of the European’s countries mostly engaged with deindustrialization process. Nowadays, we have to pay more attention to high technological sectors in industries, which are based upon theoretical and practical knowledge, resulting from enormous investments in science.

The industrial environment of Bulgaria needs to focus urgently on re-thinking innovations and investments for increasing the enterprise competitiveness.

Introducing innovations needs special attention nowadays because of the rapid changes. The world passed through the industrial time into the age of knowledge. In the fast developing global environment the strategic advantage can be brought by leaders of changes and the only way for that is by introducing innovations.



An important role for the long term competitiveness of the Bulgarian economy has the increasing level of innovative enterprises, which produce and introduce new products and processes along with the participation of the country in the global high technological manufacture. The reviving of the Bulgarian industry is connected to building new high-tech enterprises; and a good example for that is Trakia economic zone (Plovdiv region, Bulgaria).

5.6. Paper (2018): The Crowdfunding Process – an Underestimated Opportunity in Bulgaria

5.6.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova, M. (2018) *The Crowdfunding Process – an Underestimated Opportunity in Bulgaria*, International scientific journal “Science. Business. Society.” Issue 1/2018, pp. 15-18 (Print ISSN 1313-0226 Web ISSN 2534-8485)

5.6.2. Abstract

This paper represents a review of good practices in crowdfunding. The subject is the opportunities, which create conditions for using the crowdfunding process by entrepreneurs and perspectives for implementation of this good practice in Bulgaria. The concept of crowdfunding in Bulgaria is mentioned a lot but barely in the last few years can be observed the standing out of pronounced examples and good practices. The present availability of financial instruments for starting technological companies seems to become an accelerator for the entrepreneur ecosystem in Bulgaria. This paper examines how different platforms in crowdfunding campaigns influence the entrepreneur’s choice of targeted crowdfunding goal.

5.7. Paper (2018): Developing a Conceptual Model of Entrepreneurial Culture

5.7.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova M. & Nikolova – Alexieva, V. (2018) *Developing a conceptual model of entrepreneurial culture*, Journal “Scientific Researches of the Union of Scientists in Bulgaria – Plovdiv”, Series B.Natural Sciences and the Humanities, Vol. XVIII/2018, pp. 292-295,ISSN-1311-9192 (Print), ISSN-2534-9376 (Online)

5.7.2. Abstract

It is the significant role of entrepreneurship, which shall be considered as an essential factor to increase creativity and hence – competitiveness of the Bulgarian economy.



Development of an entrepreneur spirit in the contemporary community is a leading theme that meets science, media and public support. This paper aims to study the organizational and entrepreneurial culture of Bulgarian companies from the food industry. Findings of this research can assist managers in national institutions and business organizations to recognize the strengths and weaknesses of different dimensions of entrepreneurial culture which influence creativity and innovation. The empirical results support conceptualization of entrepreneurial culture as a higher-order reflective multidimensional construct.

5.8. Paper (2017): Subordination between Political and Entrepreneurial Culture – Prospects for Economic Growth

5.8.1. Bibliographic Description

This is a Paper, composed and published in Bulgarian Language.

Pastarmadzhieva, D. & **Angelova, M.** (2017) *Subordination between Political and Entrepreneurial Culture – Prospects for Economic Growth*, referred and indexed Scientific Journal: Collected Works of the Union of Scientists in Bulgaria – Plovdiv, Series A, Humanitarian Sciences, Arts and Culture, Volume IV, p. 61-64, ISSN 1311-9400 (In Print), ISSN 2534-9368 (on-line)

5.8.2. Abstract

According to the political culture theory, there must be consistency between political values of the society and the particular type of political apparatus in order for the state to be stable. The democratic political system requires a political culture with a participatory character. The market economy needs initiative and active citizens in the field of entrepreneurship. Innovation is the main setting of entrepreneurship and represents a unique and realistic opportunity to restructure old traditional productions.

In certain cultural traditions and political situations, entrepreneurship is the main outcome of the crisis, stagnation and poverty. The study focuses on the opportunities for economic growth provided by the improvement of certain characteristics of political and entrepreneurial culture.



5.9. Paper (2017): Challenges and Opportunities for Flexible Crediting of Small and Medium-sized Enterprises in Bulgaria

5.9.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova M. & Pastarmadzhieva, D. (2017) *Challenges and Opportunities for Flexible Crediting of Small and Medium-sized Enterprises in Bulgaria*, Journal "Fundamental Sciences and Applications", ISSN 1310-8271, vol. 23/2017, pp.167-170

5.9.2. Abstract

The small and medium-sized enterprises (SMEs) play an important role in the economic processes and in this sense the optimization of their functioning is extremely important for raising the competitiveness of the Bulgarian economy, as a whole. The purpose of this study is to analyze, generalize and systematize challenges and opportunities for flexible financing of SMEs by European funds. A particular focus of the study are the challenges related to political instability and opportunities coming from European Union (EU) funding. The major goal of this study is to search for the ways to subordinate to a major project, namely to create a useful model of an information platform that enables SMEs to get information about the best options for European funding in a quick and accurate manner.

5.10. Paper (2017): The Human Capital Ratification – a Key Factor for Development

5.10.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova M. (2017) *The Human Capital Ratification – a Key Factor for Development*, International scientific journal "Science. Business. Society." vol.2/2017, pp.134-136 (Print ISSN 1313-0226, Web ISSN 2534-8485)

5.10.2. Abstract

The maturing of markets and market relations lead to increased competitiveness and consumer's requirements as well as transform the quality issue, as a factor of company's success and survival. Increasing the quality of human resources through using and applying appropriate methods and techniques contributes to an organization's stability. Transformation of human resources into human capital is a basic condition for development of the enterprises. The survey is based upon a genuine questionnaire, which targeted employees in an event-management company.



The results indicated that taking measures in accordance to the new good practices and motivation policies lead to positive changes and development of the company.

5.11. Paper (2017): An Entrepreneurship in Bulgaria – Possible or Not for Young People

5.11.1. Bibliographic Description

This is a Paper, composed and published in English Language.

Angelova, M. (2017) *An Entrepreneurship in Bulgaria – Possible or Not for Young People*, International scientific journal "Machines. Technologies. Materials", vol.2/2017Г, pp.42-44

5.11.2. Abstract

All European countries including Bulgaria need to promote the entrepreneur spirit among the young people, to encourage the creation of new business, and to stabilize the institutional and culture environment for innovations. The encouragement and advancement of present and future entrepreneurs (mostly young people) is a basic mechanism to revive the Bulgarian economy and ground the post crisis development. A study among young people with bachelor degree in economics is performed, using a questionnaire in order to identify their readiness for entrepreneurship.

Findings from this study indicate that there are many challenges and problems that are an obstacle to start business in Bulgaria but many young people have motivation for entrepreneurship.

5.12. Paper (2016): Business Process Re-engineering in a Machine-Building Enterprise

5.12.1. Bibliographic Description

This is a Paper, composed and published in Bulgarian Language.

Angelova M. (2016) *Business Process Re-engineering in a Machine-Building Enterprise*, Issue "Scientific News on R&Ds in Machine-Building", Vol. 2, p. 108-110, ISSN 1310-3946, available online at:

<http://hightechsociety.eu/sbornik/2016/2/29.BUSINESS%20PROCESS%20REENGINEERING%20IN%20MACHINE-BUILDING%20ENTERPRISE.pdf>

5.12.2. Abstract

The Business Process Re-engineering (BPR) allows a company to reduce costs and improve productivity through newer, more efficient processes. This paper



reports the results of BPR implementation in machine-building enterprise. The company transformed its action strategy, focusing on the management process and innovation products. The management becomes up-to-date using a re-engineering organizational structure aiming at process improvement. The impact of the new program Solid Works allows the company's employees to perform faster and more complex client services. Both innovations through BPR use a simple model to set in place information systems that can deal with the magnitude of the change.

5.13. Paper (2016): Opportunities to introduce Innovations in a Machine-Building Enterprise

5.13.1. Bibliographic Description

This is a Paper, composed and published in Bulgarian Language.

Angelova, M. (2016) *Opportunities to Introduce Innovations in a Machine-Building Enterprise*, Issue "Scientific News on R&Ds in Machine-Building", Vol. 1, p. 31-34, ISSN 1310-3946, available online at:

<http://mtmcongress.com/proceedngs/2016/Winter/1/08.OPPORTUNITIES%20O%20INTRODUCE%20INNOVATIONS%20IN%20MACHINE-BUILDING%20ENTERPRISE.pdf>

5.13.2. Abstract

In the fast developing global community, enterprises which are change-adaptive and have an innovation potential – continuously improve their products and services; such companies have the opportunity to maintain high levels of competitiveness.

This paper presents the results of an expanded metal machine sampler. The machine is new for the industry accordingly to the dimensions of input materials with thickness from 5mm to 10 mm. The innovation in this machine-building enterprise in the town of Plovdiv was funded under the Operational Program "Innovations and Competitiveness" for 1 mln. Bulgarian leva /BGN/. In the enterprise, it is introduced a working model of the machine. The range of application of the expanded metal machine products is very wide – for industrial needs, stairs, fences, etc. The company engineering team constantly improves the quality and productivity of the new machine. The advantages of machine production improve effectiveness and prosperity of the company.



VI. ACADEMIC REPORTS

6.1. Report (In Print) / IEEE/SCOPUS INDEXED: Innovative Practices in Wine Industry: Opportunities for Competitiveness Enhancement in Bulgaria

6.1.1. Bibliographic Description

This is a Report, composed and published in English Language.

Angelova, M., Pastarmadzhieva, D., Dimitrova, G. & Georgiev, P. (In Print) *Innovative Practices in Wine Industry: Opportunities for Competitiveness Enhancement in Bulgaria*, International conference on Creative Business for Smart and Sustainable Growth (CreBus 2019), Date of Conference: 18-21 March 2019, Conference Location: Sandanski, Bulgaria, indexed by **IEEE/SCOPUS**, Publisher: IEEE, acceptance certificate, in print

6.1.2. Abstract

As numerous studies and empirical data indicate that innovations are a significant factor for improving competitiveness, we believe that scientific research in this area may provide support for those who seek to make their business more innovative. There are many works dedicated to the general effect of innovations on growth, but less of them are focused on the role of innovations in certain industries. Such an industry is might happen to be the wine industry. The wine industry in Bulgaria has a long history, experience and has the potential for development. That is why we examine the scope of innovations that can be implemented in the wine industry. Alongside we study the potential of Bulgarian wine industry. The results show that the wine producers in Bulgaria make slow steps towards more contemporary development of the sector, but the more significant results are yet to come.

6.2. Report (2019) / SCOPUS INDEXED: Digital Entrepreneurship: Doing Business for Smart and Sustainable Bio-Based Economy

6.2.1. Bibliographic Description

This is a Report, composed and published in English Language

Alexieva, V & **Angelova, M.** (2019) *Digital Entrepreneurship: Doing Business for Smart and Sustainable Bio-Based Economy*; 8th International Scientific Conference “TechSys 2019” – Engineering, Technologies and Systems, Technical University of Sofia, Plovdiv Branch 16-18 May 2019; IOP Conference Series: Materials Science and Engineering (DOI:10.1088/ ISSN 1757- 899X; Online ISSN: 1757-899X; Print ISSN: 1757-8981); **indexed in Scopus**, Conference Proceedings Citation Index (**Web of Science**), acceptance certificate



6.2.2. Abstract

Bio-based products can have a lower environmental and climate footprint than products based on non-renewable raw materials have. There is a high potential for production and use of renewable raw materials for industrial applications, notably – the use of lignocellulose from agricultural and forestry residues, industrial crops, by-products/co-products and waste. New low-carbon, resource-efficient and sustainable value chains can be set up using this agricultural and forestry biomass to produce bio-chemicals, biomaterials and bioenergy. These chains will contribute to the diversification of the rural economy and the reinforcement of the industrial base. It will create rural growth and employment, and will help to meet energy and climate policy targets for 2030.

This paper aims to study the role of digital entrepreneurship as an essential factor to increase creativity and innovativeness for sustainable growth of Bulgarian biobased economy. The results show that socially responsible behaviour of the digital enterprises can provide added value based on the favourable reputation that they create.

6.3. Report (2019) / SCOPUS INDEXED: Business-Science-Education: a Collaboration for Competitive and Sustainable Growth of the Wine Industry

6.3.1. Bibliographic Description

This is a Report, composed and published in English Language

Angelova, M., Georgiev P., Dimitrova G.& Pastarmadzhieva D. (2019) *Business-Science-Education: a Collaboration for Competitive and Sustainable Growth of the Wine Industry;*

8th International Scientific Conference “TechSys 2019” – Engineering, Technologies and Systems, Technical University of Sofia, Plovdiv Branch 16-18 May 2019; IOP Conference Series: Materials Science and Engineering (DOI:10.1088/ ISSN 1757- 899X; Online ISSN: 1757-899X; Print ISSN: 1757-8981); **indexed in Scopus**, Conference Proceedings Citation Index (**Web of Science**), acceptance certificate

6.3.2. Abstract

Optimization of the collaboration “business-science-education” is a prerequisite for the increase of the competitiveness of enterprises. The report introduces a scientific solution of a practical problem through creation of a model for informal education of specialists in the wine industry.



The presented models are a part of the Virtual Educational Space (VES) as a smart space, context-dependent, based on a script and a controlled infrastructure.

The results from testing the model prove its significance for practical processes and demonstrate increases of the competency of the specialists in connection to the implementation of innovation. Speaking in particular about the wine industry, the suggested model for informal education represents a specific innovation, which approbates the known “good practices” in the “Life-Long Learning” Strategy.

6.4. Report (2019) / IEEE/SCOPUS INDEXED: Optimization of Bulgarian Political Culture, as a Prerequisite for Enhancement of the Entrepreneurship

6.4.1. Bibliographic Description

This is a Report, composed and published in English Language

Pastarmadzhieva, D. & **Angelova, M.** (2019) *Optimization of Bulgarian Political Culture as a Prerequisite for Enhancement of the Entrepreneurship*, International conference on Creative Business for Smart and Sustainable Growth (CreBus 2019), Date of Conference: 18-21 March 2019, Conference Location: Sandanski, Bulgaria, indexed by **IEEE/SCOPUS**, Publisher: IEEE, acceptance certificate

6.4.2. Abstract

The environment in which the market economy operates has a significant impact on economic performance. The democratic political system has the potential to create favourable conditions both for the functioning of the market economy and for entrepreneurial activity. At present, the development of entrepreneurship and entrepreneurial culture are among the main priorities of the European Union.

In connection to this, the authors aim to examine the extent to which there are such factors in Bulgaria that favour both the development and promotion of entrepreneurial culture in the society, and the reasonable identification of challenges to deliver adequate recommendations for optimizing the business environment.



6.5. Report (2019) / IEEE/SCOPUS INDEXED: The Impact of Political (in)Stability on the Innovation Performance: the Case of Bulgaria

6.5.1. Bibliographic Description

This is a Report, composed and published in English Language

Pastarmadzhieva, D., **Angelova, M.** & Georgiev, P. (2019) *The Impact of Political (in)stability on the Innovation Performance: the Case of Bulgaria*, International conference on Creative Business for Smart and Sustainable Growth (CreBus 2019), Date of Conference: 18-21 March 2019, Conference Location: Sandanski, Bulgaria, indexed by **IEEE/SCOPUS**, Publisher: IEEE, acceptance certificate

6.5.2. Abstract

Innovations are considered to have the potential to support the growth of enterprises. Thus, it is suggested that every entrepreneur would invest in innovations. Nevertheless, not everyone does so, because there are many factors that influence the innovation performance. One of these factors is the political environment. The latter can affect innovation performance in various ways. Political instability can have many forms and one of them is frequent change of governments. Political environment in Bulgaria in the period 2007 - 2017 is marked exactly by frequent change of governments. The authors of the present study identify the relation between this form of political instability and the innovation performance of the enterprises.

6.6. Report (2019): A Model for Informal Learning of Specialists Employed at the Wine Industry

6.6.1. Bibliographic Description

This is a Paper, composed and published in Bulgarian Language.

Angelova, M., Georgiev, P., Pastarmadzhieva, D. & Dimitrova, G. (2019) *A Model for Informal Learning of Specialists Employed at the Wine Industry*, proceedings Vol. II "Knowledge. Creativity. Innovations. Industrial Management." Vol. 3, issue 2/2019, pp. 189-193 (Print ISSN 2535-0021, Web ISSN 2535-003X); XVI International Scientific Congress "Machines. Technologies. Materials" Borovets

6.6.2. Abstract

The research presents the opportunities for creating a conceptual model for informal learning of specialists from the wine industry. In essence, the model represents innovation, according the lack of a specialized educational and



training model. Increasing the qualities of human resources through using and applying appropriate methods and techniques (Life-Long Learning, etc.) contributes to the organization stability. The dynamic variation of the economic environment necessitates providing competent, motivated and high qualified employees, which is a precondition for a strategic growth and prosperity of the enterprises. The object of the survey is perceptions of specialists from the wine industry, located in the Plovdiv Territorial Unit (according to the division of the territorial units and wine regions in Bulgaria of the Executive Agency for Vine and Wine). The subject of the study is introduction of innovative training; the result of the study is the development of a useful model for non-formal learning through agency-oriented systems. The possibility of designing and practicing a new type of training targeted at specialized personnel is a prerequisite for the sustainable development of enterprises and increasing their competitiveness. As an end-product of the study, methodological approaches are presented for the development of a conceptual model for informal learning.

6.7. Report (2018) / SCOPUS INDEXED: Factors affecting Business Process Management in the Bulgarian Enterprises to achieve Sustainable Development

6.7.1. Bibliographic Description

This is a Report, composed and published in English Language.

Nikolova – Alexieva, V., Mihova, T.&Angelova, M. (2018) *Factors affecting business process management in the Bulgarian enterprises to achieve sustainable development*, Published in: 2018 International Conference on High Technology for Sustainable Development (HiTech).

Date of Conference: 11-14 June 2018, Conference Location: Sofia, Bulgaria, ISBN Information: Electronic ISBN: 978-1-5386-7039-2; CD-ROM ISBN: 978-1-5386-7038-5; Print on Demand(PoD) ISBN: 978-1-5386-7040-8; DOI: 10.1109/HiTech.2018.8566254; INSPEC Accession Number: 18308430; Publisher: IEEE, SCOPUS indexed 2019

Date Added to IEEE Xplore: 10 December 2018

Online available on:

<https://ieeexplore.ieee.org/document/8566254>

6.7.2. Abstract

Management of business processes is a comprehensive approach to implementation of the objectives of an organization. It concentrates on optimizing the ways business processes are run in organizations in order to increase effectiveness of operations within an organization and to achieve sustainable development. The aim of this paper is to identify and analyse an enterprise's orientation on process management and to identify the limitations in the process approach to an enterprise management. To achieve this aim, a



questionnaire survey was conducted in 2017. The survey was held in numerous enterprises to check the business processes they follow. The survey enabled identification of statistical relations to selected categories of enterprises. The study verified the research hypotheses, checked the level of entrepreneurs' knowledge and detected the orientation in processes occurring in an enterprise management.

6.8. Report (2018): Increasing Organization's Performance by driving Business Agility and Operational Excellence through BPM

6.8.1. Bibliographic Description

This is a Report, composed and published in English Language.

Nikolova – Alexieva, V., Mihova, T., **Angelova, M.** & Bakardzhieva, M. (2018) *Increasing organization's performance by driving business agility and operational excellence through BPM*, Proceedings of the 15th International Conference on Business Economics "Challenges to industrial growth", vol. 1, pp. 43-56; 12-14 October 2018, 70th Anniversary of the Industrial Business Department of the University of National and World Economy, Sofia, Bulgaria

6.8.2. Abstract

In terms of becoming and remaining competitive as well as successful, a business should boost its processes continuously. If it fails to do so, it can result in lower revenues, higher costs, fewer satisfied clients, and lesser motivated employees. Business Process Management (BPM) is a strong tool that can be used by a business for keeping every aspect of operations running ultimately.

The focus of the research was to measure the process maturity and management' mindset exhibited through innovativeness, creativity, business alertness and risk taking and how these attributes contributed to the organizational performance. The research focused on a population of 378 enterprises from the food industry based in South-Central region of Bulgaria. A questionnaire was used to collect data from a sample of 176 enterprises, which were selected through stratified random sampling method. Collected data were analyzed using descriptive and inferential statistics with the aid of Statistical Package for Social Sciences (SPSS). Correlation and multiple regression analysis were employed to analyse the data and test the hypotheses.

The study revealed that innovativeness, creativity, business alertness and risk taking were significant for successful implementation of BPM and affecting performance of Bulgarian enterprises. The study concluded that management's mindset or lack of it has a major effect on business performance and if any organization is bended towards development and growth, it would have to embrace the concept of BPM.



6.9. Report (2016): Perspectives and Challenges to Young Entrepreneurs in Bulgaria

6.9.1. Bibliographic Description

This is a Report, composed and published in Bulgarian Language.

Angelova M. (2016) *Perspectives and Challenges to Young Entrepreneurs in Bulgaria*, Collected Reports, ISSN 1310-3946; 1314-6327, p. 736-743, XIV International Scientific Conference “Management and Engineering’16”, 19-23.06.2016, City of Sozopol, Bulgaria

6.9.2. Abstract

Encouragement and advancement of present and future entrepreneurs (mostly young people) is a basic mechanism to revive the Bulgarian economy and ground for the post crisis development. A study among young people with bachelor degree in economics was employed, using a questionnaire in order to identify their readiness for entrepreneurship. Findings from this study indicate that there are many challenges and problems, which serves as obstacles to start business in Bulgaria but many young people have motivation for entrepreneurship.

6.10. Report (2016): Management of the Motivation Process in Enterprises

6.10.1. Bibliographic Description

This is a Report, composed and published in English Language.

Angelova M. (2016) *Management of the motivation process in Enterprises*, Proceedings of International Conference on Engineering, Technologies and Systems TECHSYS 2016, pp. 415 - 418

6.10.2. Abstract

The functioning of Bulgarian industry in crisis conditions has a negative influence over human resources’ state in enterprises. A subject of this article is the preconditions for achieving a development through ensuring a competitive advantage of the human factor in order to manage the motivation process. The survey is based on a genuine questionnaire as the focus of the research are employees of export enterprises located in Plovdiv area, Bulgaria.

The results of the empirical research draw a general conclusion that formation, promotion and development of the employees in enterprises ought to be a strategic factor for industrial growth.

Signature:

Chief Assistant Professor Mina Angelova, PhD