

## **STATEMENT**

**By**

**Assoc. Krasimir Krastev Ivanov, PhD**

**Varna Free University "Chernorizets Hrabar"**

of dissertation on the award of the educational and scientific degree "**Doctor**"

in: Field of higher education 3. Social, economic and legal sciences

Professional field 3.2. Psychology

Doctoral Program : Social Psychology

**Author:** Elitsa Banco Dudulaki

**Theme:** LEADERSHIP STYLES AND FORMATION OF ORGANIZATIONAL CULTURE  
IN HEALTHCARE IN CRISIS COVID-19

**Scientific supervisor:** Prof. Mayana Mitevska, DSc

PLOVDIV UNIVERSITY "PAISII HILENDARSKI"

### **1. General presentation of the procedure and the doctoral student**

By Order No. PD 21-493 . from 27.02 2024 of the Rector of Plovdiv University "Paisii Hilendarski" (PU) I was appointed a member of the scientific jury to provide a procedure for the defense of a dissertation on LEADERSHIP STYLES AND FORMATION OF ORGANIZATIONAL CULTURE IN HEALTHCARE IN CRISIS COVID-19, for acquiring the educational and scientific degree "Doctor", Field of Higher Education 3. Social, economic and legal sciences Professional field 3.2. Psychology, Doctoral Program : Social Psychology, author: Elitsa Banco Dudulaki with supervisor: Prof. The PhD was held at the Department of Psychology of the Faculty of Education at Plovdiv University "Paisii Hilendarski". The dissertation study was carried out in private and public hospitals in the country with respondents from the cities of Sofia, Plovdiv and Stara Zagora in the period 2021 – 2022.

### **2. Topicality of the subject matter**

The topic of leadership in the healthcare system is increasingly relevant in view of the global challenges facing the modern world. The crises are complex, pandemic in nature and bring with them defeats in all spheres of social functioning. From this position, the orientation of the dissertation study to analyze the coherence of views at the personal and situational level in the field of healthcare in crisis Covid-19 is a serious challenge.

### **3. Knowledge of the problem**

The presented object, subject and tasks of the study speak of a thorough knowledge of the matter, serious opportunities for analysis and skills for impartial assessment.

Skillfully selected is the object of study - organizations in the field of health - their structure, processes, external and internal relations. The subject is the study of leadership behavior in the organization and the key personal and cultural factors that cause it.

### **4. Methodology of the study**

The aim of the study to reveal the system of factors determining the different leadership behaviors and the degree of their influence on the dominant value orientations based on theoretical formulations by different authors and own studies are methodologically outlined.

### **5. Characterization and evaluation of the dissertation and contributions**

In the dissertation are presented in an indisputable way and skillful modern theories in the field of leadership styles and organizational culture, psychological tools for studying personality traits and leadership styles. Brilliantly defended are models that explore significant interconnections and mutual influences between personal prerequisites and situational determinants of organizational behavior. The applied research methods and psychological tools are up-to-date and relevant to the topic.

### **6. Evaluation of publications and personal contribution of the doctoral student**

The publications correspond to the theme and exceed the required minimum, which is a sign of commitment and excellent professional training of the doctoral student and his supervisor.

### **7. Autoreferat**

The autoreferate meets all academic requirements. It is executed professionally and correctly reflects the dissertation

### **8. Recommendations for future use of dissertation contributions and results**

The contributions derived are a good basis for upgrading and developments to support research searches and developments in the field of leadership.

### **9. Conclusion:**

The dissertation shows that the PhD student **Elitsa Banco Dudulaki** has in-depth theoretical knowledge and professional skills in the scientific specialty of psychology, demonstrating qualities and skills for independent scientific research. Due to the above, I confidently give my positive assessment of the conducted research, presented by the dissertation reviewed, autoreferate, achieved results and contributions and offer the venerable scientific jury to award the educational and scientific degree "Doctor" to **Elitsa Banco Dudulaki** in the field of higher education: Education 3. Social, Economic and Legal Sciences, Professional field 3.2. Psychology, Doctoral Program "Social Psychology".

15.04.2024

Varna

**Prepared the statement:.....**

Ass. prof. Krasimir Krastev Ivanov, PhD, M.D.