Бургаски държавен университет
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Рег.№ 1672/21.01.2026

STATEMENT

by Assoc. Prof. Dr. Nikolay Milchev Milev,

member of the scientific jury for the competition for the academic position of "Associate Professor" in the field of higher education 3. Social, economic and legal sciences, professional field 3.8. Economics (Investments in human capital, business processes, finance) for the needs of Burgas State University "Prof. Dr. Asen Zlatarov" - Burgas

This opinion was prepared in implementation of Order No. RD-108 of 23.03.2016 of the Rector of the University "Prof. Dr. Asen Zlatarov" - Burgas in connection with the competition announced in the State Gazette, issue 8 of 21.01.2026

1. General presentation of the received materials

Documents were submitted by one candidate for participation in the announced competition - Ch. Assoc. Prof. Dr. Petko Dimitrov Yangyozov, lecturer at the Bulgarian State University "Prof. Dr. Asen Zlatarov" in Burgas. The documents submitted by the candidate for the competition fully comply with the requirements of the Law on the State University of the Republic of Bulgaria and the Regulations of the Bulgarian State University "Prof. Dr. Asen Zlatarov" in Burgas. The procedure has been duly observed. The candidate's information about his research and applied scientific activities is presented through lists of scientific publications, which fully comply with the scientific specialty for which the competition is announced.

2. Brief biographical data and professional development of the candidate

I am familiar with the scientific development and teaching activities and growth of Chief Assistant Professor Dr. Petko Dimitrov Yangyozov in my capacity as his colleague from the Bulgarian State University "Prof. Dr. Asen Zlatarov" and the Department of "Marketing" at the Faculty of Social Sciences, of which the candidate is a member.

He completed his higher education with a Master's degree, majoring in "Public Finance" at the University of Economics - Varna in 2011.

In the period 2009 - 2026, he worked successively as an assistant professor and chief assistant professor at the Bulgarian State University "Prof. Dr. Asen Zlatarov" - Burgas, and in 2015 he acquired the ONS "Doctor" in "Organization and Management of Production (Industry)" at the university.

3. Lecturing and professional development

Chief Assistant Professor Dr. Petko Dimitrov Yangyozov leads lectures, exercises and seminars at faculties of BSU "Prof. Dr. Asen Zlatarov" and disciplines as follows:

Faculty of Social Sciences:

- Human Resources Management, Bachelor's Degree;
- Microeconomics, Bachelor's Degree;
- Macroeconomics, Bachelor's Degree;
- Commodity and Price Policy, Bachelor's Degree;
- Human Resources Management and Development, Master's Degree;
- Human Resources Training and Development, Master's Degree;
- Financial Management of Human Resources, Master's Degree;
- Working Capital Management, Master's Degree;
- Management of Processes in Public Administration, Master's Degree.

Faculty of Technical Sciences:

- Economics, Bachelor's Degree;
- Industrial Economics, Bachelor's Degree;
- Public Funds and Systems, Master's Degree;
- Financial Analysis, Master's Degree;
- Working Capital Management, Master's Degree.

Faculty of Engineering:

- Economics, Professional Bachelor's Degree.

The candidate has developed a total of seventeen curricula, four of which are for the educational and qualification degree "Professional Bachelor", eight for the educational and qualification

degree "Bachelor" and five for the educational and qualification degree "Master". In a significant part of the curricula in the Professional Bachelor's Degree and Bachelor's Degree, the candidate and I are co-authors and jointly lead the relevant academic disciplines.

In 2019, Chief Assistant Professor Dr. Petko Yangyozov acquired a postgraduate qualification "Teacher".

Head Asst. Prof. Dr. Petko Yangyozov participated as a scientific supervisor and consultant to students of the specialties "Business Management" and "Marketing" in the development of a total of 54 reports for participation in a student scientific conference, published in the relevant collections. The candidate is a scientific supervisor of 15 graduates of the specialty "Business Management" who have successfully defended their diploma theses, participated in a total of nine research projects and has contributed to the organization of 11 scientific forums. Chief Asst. Prof. Dr. Petko Divitrov Yangyozov is an academic mentor to 18 students of the specialties "Business Management" and "Marketing" who have successfully completed their student practices in a real work environment.

4. Assessment of the candidate's publications: number, scientometric indicators, nature of the publications in which they are printed. Reflection in science - use and citation by other authors, in other countries, etc.

The scientific production of Senior Assistant Professor Dr. Petko Dimitrov Yangyozov in the competition for associate professor consists of:

□ Independent monograph (habilitation work) under indicator B - 1 pc.;

□ Book based on a defended dissertation work for the award of the ONS "Doctor" under indicator G5 - 1 pc.;

□ Articles and reports under indicator G7 - 25 pcs.;

□ Published chapter of a collective monograph in co-authorship under indicator G10 - 1 pc.

Six of the above-mentioned publications are in foreign scientific publications.

As can be seen from the attached report, the candidate has fulfilled the minimum required points by groups of indicators for the

academic position of "associate professor", and significantly exceeds them by indicators "D" and "E".

29 citations have been registered for the candidate's scientific publications, some of which are foreign scientific publications.

The scientific works submitted for analysis and evaluation are characterized by the consistency of the candidate's research and purposefulness in the process of his development as a scientist in the fields of investments in human capital, finance and business processes. In his scientific production, the author, Senior Asst. Prof. Dr. Petko Dimitrov Yangyozov, successfully defines and argues various theses, which he defends in his publications. A significant part of his works have been published in authoritative scientific journals, which indicates a high level of his research work and the significance of the results obtained.

In view of the above, I confidently state that the candidate's scientific production meets the requirements for academic publications.

5. Scientific and applied scientific contributions

Based on a thorough study of the scientific output presented by the candidate, I would identify the following scientific and applied scientific contributions:

Scientific contributions:

• Defined approaches for valuing the non-monetary benefits obtained as a result of investments in human capital;

• Presentation of economic methods adapted to the specifics of human capital for assessing the effectiveness of investments in the workforce;

• Innovative analysis of the role of organizational culture in promoting the commitment, satisfaction, productivity and creativity of personnel, as a factor for maintaining and increasing the value of human capital.

Scientific and applied contributions:

• Based on an innovative approach, an analysis of the effect of the use of artificial intelligence in human capital management systems has been conducted;

• An original methodology for researching investments in human capital has been presented;

• The author's conceptual model for assessing the impact that buyer-supplier relationships have on a supplier's business process is described;

• An innovative approach for outsourcing human resource management (HR) activities to an external company using artificial intelligence (AI) is presented.

• A dynamic model for improving business processes in the organization based on an early warning system that performs periodic environmental monitoring using early warning indicators has been developed, and the methodology has been tested in a manufacturing enterprise;

• The author's concept for expanding the financial manager's toolkit for assessing and optimizing the recruitment process in organizations in order to optimize costs and maintain the level of competitiveness is presented.

6. Assessment of the applicability of contributions in scientific, corporate and social practice

My joint work ch. Asst. Prof. Dr. Petko Divitrov Yangyozov in the capacity of lecturer, assistant and leading seminar classes in the above-mentioned academic disciplines gives me reason to express the opinion that the contributions that distinguish his scientific production are directly related to the practice of public and corporate organizations in our country and have important economic and social significance. In particular, the presented model for outsourcing human resources management (HR) activities to an external company for the use of artificial intelligence (AI) is available for testing in the activities of business organizations and institutions in our country. This also applies to the presented methodology of the dynamic model for improving business processes, the conceptual framework for studying investments in human capital at the company level by systematizing the evolution of human capital theory, as well as a methodology for analysis, measuring the effectiveness and optimization of human resources management activities based on a developed toolkit.

CONCLUSION

Based on the presented scientific works, their significance, the scientific and applied scientific contributions contained in them and the achieved scientometric indicators, I believe that the educational and scientific activity of Senior Assistant Professor Dr. Petko Dimitrov Yangyozov is in full compliance with the requirements of the Law on the Education and Scientific Research of the Republic of Bulgaria and the Regulations of the Bulgarian State University "Prof. Dr. Asen Zlatarov" – Burgas,

Assoc. Prof. Dr. Nikolay Milchev Milev,

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