

REVIEW REPORT

for awarding the educational and scientific degree "Doctor" (PhD)

This review is prepared on the basis of Order 1037/ 02.12.2021 of the Rector of "Dimitar A. Tsenov" Academy of Economics - Svishtov for appointing the scientific jury

Review prepared by: Assoc. Prof. Lyubomir Dimitrov Lyubenov - PhD, "Angel Kanchev" University of Ruse

Author of the dissertation: Ralitsa Emilova Hristova-Marinova

Topic of the dissertation: "FINANCIAL MANAGEMENT OF HUMAN RESOURCES IN FOREIGN TRADE REPRESENTATIVE OFFICES: PROBLEMS AND SOLUTIONS"

I. General overview of the dissertation

The dissertation contains 183 pages of text. It includes an introduction, three chapters, conclusion, bibliography and three appendices. The dissertation contains 51 figures and 11 tables. The bibliographical list contains 62 sources in Latin and in Cyrillic alphabet, and from the Internet. The correct formulation of the object and subject of research, the research thesis, the purpose and research tasks, and the working hypotheses of the dissertation and its structure contribute to the analysis of financial management of human resources in foreign trade representative offices.

II. Assessment of the form and content of the dissertation

Undoubtedly, the chosen topic of the dissertation and the results of the presented dissertation are justified by the well-argued relevance and significance of the financial management of human resources in the foreign trade representative offices of Bulgaria in its northern neighbour- Romania. The positive results of the research determine the approval in principle as having the

necessary qualities of a dissertation for obtaining an educational and scientific degree "Doctor"(PhD), as well as the correspondence between the topic and the content. The abstract of the dissertation is presented in the established form and content. It reflects in summary the main results of the research and gives a good idea of the theoretical and applied achievements of the author.

III. Scientific and scientific-and-applied contributions of the dissertation

The detailed reading of the dissertation allows the formulation of specific positive results, the most important of which are:

- A sectoral analysis of the labour market (demographic, geographical, price) in Romania for successful implementation of business models for the development of Bulgarian foreign trade representative offices and company branches in Romania, based on absolute and relative advantages of both economies and positives from engagement of labour force under Bulgarian or Romanian labour legislation.
- A field study has established the current state of human resource financial management practices among Bulgarian company branches in neighbouring Romania, as a result of which management solutions were proposed for leadership in a particular market segment, based on solutions for international expansion within the common market of the EU and the free movement of people, goods and capital.
- The analysis of the statistical results obtained from the survey of Bulgarian company branches in neighbouring Romania regarding the impact of the COVID-19 pandemic establishes that 48.15% of surveyed Bulgarian company branches have benefited from the programs and measures created by the Romanian government and targeting businesses.

IV. Questions on the dissertation

The achieved results and their characteristics, specificity and synthesis provoke conclusions, but also the following questions:

- What sample would be appropriate for the purposes of the empirical study, given the diverse main subject of activity of the surveyed companies?
- Are the establishment of the functional characteristics and the strengths of the connections between the achieved company results and the financial management of the labour resources of interest for the Bulgarian company branches in Romania? What statistical methods can be used in this regard?

V. Overall assessment of the dissertation and conclusion

The abovementioned positive results of the dissertation of Ralitsa Hristova-Marinova titled "FINANCIAL MANAGEMENT OF HUMAN RESOURCES IN FOREIGN TRADE REPRESENTATIVE OFFICES: PROBLEMS AND SOLUTIONS" provide sufficient grounds for an overall positive assessment of the scientific potential and research opportunities. This allows me to vote in favour of awarding Ralitsa Hristova-Marinova with the educational and scientific degree "Doctor" (PhD) in professional field 3.8. Economy, Doctoral Program "Finance, Money Circulation, Credit and Insurance (Finance)".

Date: 12.01.2022

Review prepared by:

(Assoc. Prof. L. Lyubenov, PhD)