

THE ABSTRACTS OF SCIENTIFIC RESEARCHES

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Abstract

This monographic work examines the possibilities for managing labor conflicts in a business organization. Within the framework of the synthesized problems, an in-depth literature analysis has been carried out, through which the conflict is defined as a multifaceted dynamic phenomenon determining the social space. The main idea is that the concept of managing organizational conflicts in the conditions of modern management requires the use of new methodological tools for more effective management. It is necessary not only to resolve emerging conflicts, but also to predict potential ones. A study has been carried out of a set of employees in a business organization, which is characterized by a large number of employees in different units and departments, which are territorially dispersed. Particular attention is paid to deducing the specific features of the conflict as a process, of conflict interactions in the internal environment of the organization, of the strategies, methods and tactics used in resolving conflicts, as well as of alternative options for their management.

Статии и доклади, публикувани в научни издания, реферирани и индексирани в световноизвестни бази данни с научна информация – Г6

Г6.1. Minkov, I., **Dinkov, M.**, Dankova, P. (2025). CORPORATE SOCIAL RESPONSIBILITY ASPECTS WITHIN THE PUBLICISED CORPORATE CULTURE OF BULGARIAN COMPANIES. *Business Management*, Issue 2, pp. 103-114.

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Abstract

In recent years, the idea that business has a broad responsibility to society has gained significant momentum and has been reflected in a number of academic theories, business practices and regulations. The concept of corporate social responsibility (CSR) is closely intertwined with strategic management and corporate culture. In order to build a reputation as a socially responsible entity, companies need to adequately disclose their CSR activities in the digital environment. The aim of this article is to examine the scope of CSR disclosure on the Internet by organizations in different sectors of the Bulgarian economy and its role in the portfolio of publicly presented corporate culture. The methods used include establishing relative values, comparative analysis and content analysis. The results show an ambiguous attitude towards CSR: while in certain sectors it is leading in terms of disclosure, in others it has a rather peripheral role. To improve communication effectiveness, it is essential that CSR initiatives presented on web pages are relevant and compatible with the company's mission, vision and values.

Статии и доклади, публикувани в нереферирани списания с научно рецензиране или публикувани в редактирани колективни томове – Г7

Г7.1. Благоева, С., Емилова, И., **Динков, М.** (2025). Стратегическа ситуация и ефективност на управленските решения в организацията. *Бизнес и мениджмънт в променяния се свят: реалност и предизвикателства. Кръгла маса по повод 5 годишнината от създаването на специалност „Бизнес и мениджмънт“ в*

Икономически университет – Варна. Варна. Изд. „Знание и бизнес“. 2025. с. 48 – 53.

ISBN: 978-619-210-083-4

https://eknigibg.net/monogr/2025.11_Sbornik.pdf

Abstract

The material examines the strategic situation in the context of the theory of organizations. Definitions of the situation as a phenomenon of an interdisciplinary approach are summarized and the existing scientific knowledge on the concept of "strategic situation" is enriched. Characteristics of the strategic situation are derived, with an emphasis on people and on subjective and objective aspects. The idea is proven that analyzing the types of behavior of the organization depending on the parameters of the strategic situation allows for correct decision-making based on monitoring their effectiveness. Certain types of effectiveness are considered: organizational, economic, social, technological, legal and environmental, which contributes to the study and analysis of the strategic situation.

Г7.2. Динков, М. (2025). Предизвикателства пред управлението на човешките ресурси в бизнес организациите. //Международна научна конференция „Съвременни управленски практики XII“. Развитие на обучението на мениджъри и предприемачи в Индустрия 5.0. Бургас, 3-4 юни. 2025. с. 193-199.

ISSN: 1313-8758 (print)

<https://www.bfu.bg/uploads/pages/2026/2025-mezhdunarodnata-nauchna-konferentsiya-savremenni-upravleniski-praktiki-xii-razvitiето-i-obucheniето-na-menidzhari-i-predpriemachi-v-industriya-501.pdf>

Abstract

In the modern highly dynamic and difficult to predict conditions in which business organizations operate today, human resource management is becoming an increasingly important factor for their long-term development and increasing their competitiveness. Most experts formulate the modern concept of human resource management quite broadly, emphasizing the importance of more comprehensive use of personnel potential, instead of focusing on activities related to minimizing costs. Business organizations more than ever require from their subordinates the manifestation of qualities such as high professional skills, the ability to make independent decisions, teamwork skills, high responsibility for the quality of finished products, knowledge of technologies and the organization of production, as well as the manifestation of creative skills. All this also emphasizes the high dependence of business organizations themselves on the quality of their workforce, on the ways of its use, as well as the degree of participation of each employee in the overall activity.

Г7.3. Динков, М. (2024). Особенности на междуличностните конфликти в организациите и тяхното разрешаване. *Проблеми и предизвикателства пред икономическите наука и образование през XXI век: Международна научна конференция. Сборник с доклади. Свищов, 22 ноември 2024 г., АИ „Ценов“, с. 396-403.*

ISBN: 978-954-23-2522-2

Abstract

Every person in their daily lives is constantly faced with conflicts, which can range from minor clashes to major geopolitical confrontations, with a strong negative impact on the psyche of those who are used to thinking about what is happening around them and the world in which they live. Conflict situations arise in all social spheres, and the more complex the social structure of society, the more differentiated it is, the more diverse and mutually exclusive the interests and goals of everyone in it are, and all this determines the large number of sources of potential conflict. From all this arises the relevance of the problem related to interpersonal conflicts in organizations and their management, which must include changes in attitudes, behavior and organizational structure, so that members of the organization can work effectively together to achieve their individual and common goals.

Г7.4. Динков, М. (2023). Стратегическо управление на иновациите в съвременната икономика. *Глобална икономика и бизнес: Кръгла маса посветена на 30 години катедра „Международни икономически отношения“. Сборник с доклади - Свищов, 29 септември 2023 г., АИ „Ценов“, с. 90-97.*

ISBN: 978-954-23-2421-8

Abstract

Innovation is an important factor in stimulating economic growth and development of the modern economy. It involves the creation and implementation of new ideas, products, services, processes and business models that add value and increase efficiency. Organizations that are innovatively oriented develop new products and services, responding quickly to constantly changing consumer demand, and all this leads to increased sales, job creation and economic growth. The main objective of the study is to analyze the role of innovations in the modern economy and the features of their strategic management.

Г7.5. Динков, М. (2023) Производствена логистика и производствени процеси. *Логистиката и обществените системи: Сборник доклади от научна конференция. В. Търново, 16-17 март 2023 г. с. 682-687.*

ISBN: 2738-8042

https://www.researchgate.net/publication/382975912_Masto_na_logisticnite_sistemi_v_turisticskata_teritorialna_sistema

Abstract

Organizations that have organized their production according to the principles of logistics are distinguished by a complex process of managing the entire production cycle. These are organizations with high competitiveness, rapid development and easy access to new markets for raw materials, materials and goods. Today, in conditions of strong turbulence, attention to the study of logistics processes is extremely high, since production is a key link in almost every enterprise, and the logistics of production processes is of great importance for the ultimate success. At all stages of production, logistics aims to reduce costs by delivering products in the right quantity, at the right time and in the right place using various methods and means.

Г7.6. Динков, М. (2023). Управленски решения и управленски дейности в логистиката. *Логистиката и обществените системи: Сборник доклади от научна конференция*, В. Търново, 16-17 март 2023 г., с. 676-681.

ISBN: 2738-8042

https://www.researchgate.net/publication/382975912_Masto_na_logisticnite_sistemi_v_turisticskata_teritorialna_sistema

Abstract

The application of a logistics approach in any area of the organization's activity is directly related to the development and making of a logistics decision. Making a management decision is the choice of the optimal option for a given goal, taking into account all factors and conditions that have a direct or indirect impact. When making a decision, the principle of rationality must be taken as a basis, namely, decisions should always be made in such a way that with limited means and resources the organization achieves the best result. From here arises the main goal of the development - to consider the process of making management decisions in logistics organizations and its importance for achieving organizational success.

Г7.7. Динков, М. (2022). Логистика и логистична стратегия в организацията. *Логистиката в условията на криза: предизвикателства и решения: Сборник с доклади от кръгла маса*. Икономически университет - Варна, 28 октомври 2022 г., с. 163 – 170.

ISBN: 978-954-21-1128-3

Abstract

In today's dynamic world, organizations are faced with increasing levels of competitive pressure and constantly emerging difficulties in maintaining and increasing profitability. Managers are more than ever forced to seek and implement new and innovative strategies to improve competitiveness, and hence - to increase profits. The object of research in the development is the process of forming the logistics strategy in the organization. The subject of research is the organizational-management relations that arise in the process of developing a logistics strategy. The main goal is to trace and analyze the algorithm for creating a logistics strategy in an organization. The relevance of the topic of the development is due to the fact that the issues of building an effective logistics strategy and the introduction of modern methods for managing business processes in an organization today are among the priority tasks of economic science and practice.

Г7.8. Динков, М. (2021). Стратегическа корпоративна отговорност - особености и значение за организацията. *Устойчиво развитие и социално-икономическа кохезия през XXI век – тенденции и предизвикателства: Международна научно-практическа конференция. Сборник с доклади.* Свищов, 8-9 ноември 2021 г., Том II, с. 328-334.

ISBN: 978-954-23-2069-2

Abstract

The phenomenon of "responsibility" of business organizations continues to attract the attention of a number of researchers and specialists today. "Responsible" organizations are seen as those that meet the needs and desires of all stakeholders. On the other hand, it is also necessary to pay attention to the relationship between the corporate responsibility of the organization and its strategies, which would also lead to the emergence of new and effective business practices. The findings made in the study are grounds to say that today strategic planning has become an extremely complex practice, in which it is no longer enough to take into account only traditional political and economic factors, but also those of the environment. What is rarely done, however, is to look at the relationship between business and society in the opposite order, i.e. how business can contribute to the effective solution of global challenges facing society.

Г7.9. Динков, М. (2021). Инвестиционна активност и търговски възможности пред общините от поречието на река Дунав. *Търговията - научно знание и бизнес*

реалност: Кръгла маса с международно участие. Сборник с доклади - Свищов, 08 октомври 2021 г., с. 432-438.

ISBN: 978-954-23-2005-0

Abstract

High investment activity is a necessary condition for the economic development of each municipality. This is achieved through growth in the volume of realized investment resources and their most effective use in the priority areas of material production and the social sphere. In recent years, the problems related to investment activity and trade opportunities of the municipalities along the Danube River have become increasingly relevant and significant. Society is beginning to understand their importance and role in all spheres of life - they are the reason for the development of the market, for improving the quality and expanding the assortment of goods and services, for creating new methods of production, for the emergence of a new type of trade or increasing the efficiency of management. The purpose of this study is to analyze the investment activity and trade opportunities of the municipalities along the Lower Danube River and what are the prospects for their industrial development.

Г7.10. Динков, М. (2021). Предизвикателства пред мениджмънта в организацията. *Съвременни управленски практики XI. Интелигентната специализация в десетилетието на свързаността и автоматизацията: Международна научна конференция по случай 30 години от създаването на Бургаския свободен университет.* Бургас, 4-5 юни 2021 г., с. 198-204.

ISBN: 1313-8758

<https://www.bfu.bg/uploads/pages/2022/konf-sup-2021.pdf>

Abstract

Modern organizations today are faced with the challenge of dealing with the negative consequences of globalization, which leads to a high degree of uncertainty, and this largely affects the development and implementation of strategies in a rapidly changing business environment. This, in turn, requires managers at all hierarchical levels to make quick and effective decisions, finding themselves in problem situations of any nature. There are various techniques for dealing with a given management problem, but the question of how to choose the most appropriate method still remains unresolved. Therefore, it is of vital importance for every organization to quickly find the right and appropriate method for making a decision to overcome the difficulty that has arisen.

Г7.11. Динков, М. (2021). Логистичен аутсорсинг – особености и тенденции. *Логистиката и обществените системи: Сборник доклади от научна конференция. В. Търново, 25-27 февруари 2021 г., с. 985-995.*

ISBN: 2738-8042

https://www.researchgate.net/profile/Andrey-Zahariev/publication/351658180_Most_Dunav_ug_Svisov_-_Zimnic_po_pta_ot_ocenkata_za_ossestvimost_km_prakticeskata_realizacia/links/60a36cf2299b1d21d6de36a/Most-Dunav-ug-Svisov-Zimnic-po-pta-ot-ocenkata-za-ossestvimost-km-prakticeskata-realizacia.pdf

Abstract

In world practice, logistics and logistics processes have long been a recognized tool for increasing the efficiency and competitiveness of organizations, as well as for rapid adaptation to dynamically changing market conditions. On the other hand, logistics processes directly or indirectly affect all aspects of human activity. Over the past decade, the attractiveness of the logistics services market has increased, and along with logistics, the outsourcing of logistics functions to external providers has also developed. The aim is to make a theoretical summary of the concept of logistics outsourcing and the possibility of its application for optimizing the business processes of an organization.

Г7.12. Динков, М. (2020). Стратегическо развитие на логистичната организация и фактори за избор на стратегия. *Логистиката и обществените системи: Сборник доклади от научна конференция. В. Търново, 25-27 февруари 2021 г., с. 996-1004.*

ISBN: 2738-8042

https://www.researchgate.net/profile/Andrey-Zahariev/publication/351658180_Most_Dunav_ug_Svisov_-_Zimnic_po_pta_ot_ocenkata_za_ossestvimost_km_prakticeskata_realizacia/links/60a36cf2299b1d21d6de36a/Most-Dunav-ug-Svisov-Zimnic-po-pta-ot-ocenkata-za-ossestvimost-km-prakticeskata-realizacia.pdf

Abstract

The dynamism and change in the environment, which is observed both in the national economy and in the global economic space, makes managers of organizations reassess management processes in order to achieve the much-needed increase in the effectiveness of the organization's activities. Of key importance is the development of an appropriate strategy, with the help of which a competitive advantage will be acquired and maintained, especially in conditions of economic uncertainty. The purpose of the study is to study and analyze the directions and prospects for strategic development of

logistics organizations in the conditions of a changing environment, and what are the factors influencing the choice of a development strategy.

Г7.13. Динков, М. (2020). Стратегически решения за обучение на персонала в условията на извънредни и кризисни ситуации. *Дигитални трансформации, медии и обществено включване: Международна научна конференция - Бургас, 5 юни 2020 г.*, Бургаски свободен университет, с. 45-51.

ISBN: 978-619-7126-92-1

https://www.researchgate.net/publication/346964031_The_change_of_the_consumers_behaviour_under_the_influence_of_digitalization_in_marketing

Abstract

All work activities, regardless of the field in which they are carried out, are subject to continuous changes. This objectively requires the need to improve qualifications, to acquire new knowledge and skills. Unfortunately, unpredictable crisis moments also arise that are not under the control of the organization, requiring strategic decisions regarding staff training. Such a moment turns out to be the situation created around the pandemic, which had also taken hold and the state of emergency introduced in Bulgaria. It should not be forgotten that the investment in staff training, under such conditions, is a long-term investment not only for them, but also for society itself, even for the entire economy, which is why it should not stop.

Г7.14. Емилова, И., Динков, М. (2020). Управление на преживяванията на персонала – фактор за организационно развитие. *Икономиката на България - 30 години след началото на промените: Научно-практическа конференция. Сборник с доклади - Свищов, 22 ноември 2019 г.*, с. 427-435.

ISBN: 978-954-23-1815-6

Abstract

This article defines the concept of "employee experiences" as the sum of the perceptions that they receive when interacting with the organization in which they work. The main characteristics of experiences as a phenomenon are examined, namely: unity of personality and environment; focus on a specific topic; individuality; situationality; creative nature; unity with reflection. Based on the presented views of business practitioners, the connections are analyzed: between business success and employee experiences and between employee experiences and their organizational commitment. In this way, the idea that "employee experience management" is a factor for organizational development is proven.

Г7.15. Динков, М. (2019). Управление на емоциите на работното място. *Народностопански архив. АИ „Ценов“*, бр. 4, с. 34-48.

ISSN: 0323-9004

<https://www2.uni-svishtov.bg/nsarhiv/title.asp?title=1453>

Abstract

Emotions are at the heart of our social life. They act as filters of perceptions that affect our conscious actions and even decision-making. The range of acceptable emotions varies with culture, gender, and age. In many areas of life, the manifestation of inadequate emotions also leads to trouble. Therefore, organizations require and expect their employees to manage their emotions and refrain from negative emotional outbursts. This necessitates the search for opportunities to regulate emotional behavior as a means of controlling the negative effects of emotions in the workplace. The subject of this paper is labor, perceived as conscious human activity aimed at the production of products to satisfy a variety of human needs. The subject of research is the emotions accompanying the exercise of labor activity, as a basis for outlining the substantive characteristics of emotional labor and the specifics of the manifestation of emotional dissonance. The main research goal is to outline the possibilities for regulating emotional behavior as a means of managing the negative effects of emotions in the workplace, in connection with which the substantive characteristics of emotional labor, the specifics of emotional dissonance, and popular techniques for regulating emotions in the workplace will be examined.

Г7.16. Динков, М. (2019). Стратегическо управление на туристическите дестинации. *Туризмът в новото хилядолетие - състояние и перспективи: Сборник с доклади от Международна научнопрактическа конференция - Свищов, 11-12 октомври 2019 г.*, с. 475-482.

ISBN: 978-954-23-1764-7

Abstract

The issue of "tourism destination management" has been of increasing interest in recent years, as a consequence of the sustainable development of tourism on the one hand, and on the other, as a response to emerging trends observed in the tourism product market. One of the main objectives of this type of activity is to manage the individual components of a given local tourist destination in a way that will guarantee its economic profitability, while avoiding the deterioration of the factors that have led to achieving a good competitive position.

Г7.17. Динков, М. (2019). Иновации за постигане на конкурентно и приобщаващо земеделие. *Състояние и проблеми при управлението и развитието на селското*

стопанство: Сборник с доклади от Международна научно-практическа конференция - Свищов, 4 октомври 2019 г., с. 97-104.

ISBN: 978-954-23-1762-3

Abstract

Innovation is one of the main tools for overcoming the challenges facing agriculture today. Experience shows that they are a major factor in increasing productivity, and the growing demand for food increasingly relies on them not only as a prerequisite for increasing the quality of the final product, but also for achieving sustainable production in agriculture. On the other hand, innovation also leads to overcoming the differences between developing and developed countries and regions, which in turn leads to increasing the competitiveness of a number of challenging areas.

Г7.18. Динков, М. (2019). *Лидерство, ръководство и екипност в организацията. Съвременни управленски практики X Свързаност и регионално партньорство: Юбилейна международна конференция - Бургас, 7-8 юни 2019 г., с. 276-282.*

ISSN: 1313-8758

https://www.researchgate.net/publication/395381088_Vnsnotrgovska_svrzanost_i_vzp_roizvodstveniat_potencial_na_ikonomikata_na_Blgaria

Abstract

Leadership is considered one of the key factors on which the success of an organization operating in conditions of uncertainty depends. Despite the large number of studies in this area, there are a number of issues, phenomena and relationships between the “variables” that should be analyzed and commented on. The achievements of the team, and of the organization as a whole, on the one hand, are largely predetermined by management decisions, but on the other, by the actions of the leader. The questions of their qualities and role in the organization are constantly discussed. Many theoretical images have been built for the perfect manager and leader who can contribute to the best results. However, it is still not possible to give a definitive answer as to which of them is more effective with their decisions.

Г7.19. Динков, М. (2018). *Предизвикателства и перспективи пред иновационната дейност в страните от Европейския съюз. Индустиален бизнес и предприемачество - иновации в науката и практиката: Сборник с доклади от международна научно-практическа конференция - Варна, 2018 г., с. 331-337.*

ISBN: 978-954-21-0982-2

https://ue-varna.bg/uploads/filemanager/303/publishing-complex/2018/Industrialen_biznes_predpriemachestvo_inovacii_2018.pdf

Abstract

In recent years, the problems associated with innovation activity have become increasingly relevant and significant. Society is beginning to understand the importance of innovations and their role in all spheres of life - they are the reason for market development, for improving the quality and expanding the range of goods and services, for creating new methods of production, for the emergence of a new type of trade or increasing the efficiency of management. High innovation activity is a necessary condition for the economic development of any country. This is achieved through growth in the volume of realized investment resources, their most effective use in priority areas of material production and the social sphere. The benefits of innovation are diverse. It is generally accepted that innovations are of crucial importance for improving economic indicators, social well-being and environmental sustainability. On the other hand, they can improve organizational efficiency, provide higher quality and more timely services to citizens, reduce costs, provide new methods of work, as well as the opportunity for better performance and management in new directions.

Г7.20. Динков, М. (2017). Иновационна политика и конкурентоспособност на българската икономика. *Финансово-икономическата интеграция на България в ЕС за 10 години членство - предизвикателства и перспективи: Научно-практическа конференция с международно участие. Сборник доклади - 9-10 ноември, 2017 г., Свищов. 2017, с. 244-249.*
ISBN: 978-954-23-1378-6

Abstract

High innovation activity is a necessary condition for the economic development of any country. In recent years, the problems related to the innovation policy of the national economy of Bulgaria have become increasingly relevant and significant. Society is beginning to understand their importance and role in all spheres of life - they are the reason for the development of the market, for improving the quality and expanding the assortment of goods and services, for creating new methods of production, for the emergence of a new type of trade and finally, but not in order of importance, for increasing the competitiveness of the Bulgarian economy.

Г7.21. Динков, М. (2017). Особенности на емоционалния труд и последиците за персонала в организацията. *Съвременната логистика - бизнес и образование: Сборник с доклади от международна научно-практическа конференция - Варна 19-20 окт. 2017 г., с. 416-423.*
ISBN: 978-954-21-0945-7

<https://logistics.ue-varna.bg/UE-Varna-Logistics-2017-Conference.pdf>

Abstract

Emotions arise in interactions with other individuals and are influenced by social, cultural, interpersonal, or situational conditions. They express the state of people in which they find themselves. Emotions are used to define a mental state or biological reaction depending on the mood and degree of motivation of a given person. In a number of situations in our daily lives, we often suppress our feelings and show those that are considered more generally accepted or more expedient. Performing emotional labor is largely associated with the manipulation of one's inner feelings or passive behavior to express an appropriate emotion in response to rules or professional norms. All this leads to positive and negative consequences for both the workers themselves and their employer.

Г7.22. Динков, М. (2016). Задържане на персонала в организацията. *Икономическо благосъстояние чрез споделяне на знания: Международна научна конференция - Свищов, 09-10 ноем. 2016 г., Том 3, с. 396-401.*
ISBN: 978-954-23-1187-4

Abstract

Employee retention is becoming a real challenge in today's competitive business environment, as more and more employers are beginning to realize its value to the organization. It can rightly be said that some sectors of the economy are experiencing increasing difficulties in recruiting and retaining employees, especially in direct competition with highly developed organizations.

Г7.23 Емилова, И., Стоянова, С., Динков, М. (2015). Младежкото доброволчество в България – управленски проблеми и решения. *Европейски практики и национални рефлексии в планирането: Международна юбилейна научно-практическа конференция. Сборник доклади - Свищов, 24-25 април 2015 г., Том 3, с. 121-127.*
ISBN: 978-954-23-1080-8

Abstract

The study of youth volunteering in Bulgaria is among the new trends in the scientific research of sociologists and social psychologists. This phenomenon is studied unilaterally, being associated mainly with charity, not with social economy. There is no concept of volunteering, which makes it difficult to develop a strategy for civil society, for interaction with the state, market and social economy. In Bulgaria, youth volunteering as a process is gaining strength, which requires an adequate assessment by science. It is necessary to define management problems and seek adequate solutions. The purpose of this material is to outline some management problems facing youth volunteering in Bulgaria. In general, they are expressed in the following: the value of

volunteering is not widely known by young people; the rights of young volunteers are not legally regulated; studies of attitudes are not theoretically meaningful and popularized.

Г7.24. Динков, М. Мобилното обучение във висшето образование - възможности и бъдещи перспективи. // *Компютърни науки и комуникации. Електронно списание*. БСУ. 2014, Т. 3, бр. 3, с. 30-36.

ISSN: 1314-7846

<https://csc.bfu.bg/index.php/CSC/bg/article/view/130>

Abstract

The world is changing rapidly and education needs to respond to emerging challenges and adapt to these changes. A wide range of technologies supports the implementation of new learning methods and expands traditional ones. Mobile learning can be seen as a lifelong activity that can lead to change in the community and blend with everyday life situations where people are constantly expanding their knowledge and skills. The report draws attention to the role and challenges of modern information and communication technologies that they constantly offer us. The possibility of learning at any time and in any place makes this new technology particularly impressive in the general trend of intensification of the modern information society and life on both a global and local scale.

Студии, публикувани в нереферирани списания с научно рецензиране или публикувани в редактирани колективни томове – Г9

Г9.1. Емилова, И., Динков, М. (2020). Мобинг – субективно усещане или обективно състояние в организацията. // *Годишник. АИ „Ценов“*, бр. 123, с. 57-90.

ISSN: 0861-8054

<https://godishnik.uni-svishtov.bg/title.asp?title=1611>

Abstract

The aim of this study is to enrich the existing scientific knowledge related to the phenomenon of "mobbing" in the organization, based on an analysis of literary sources and data from a self-conducted survey. The object of research in this work is the manifestation of mobbing in the organization. The subject of research is the subjective perceptions of the individual regarding the phenomenon of "mobbing" and its actual occurrence in the organization. The tasks arise from the aim and are as follows: First. To investigate the theoretical foundations of the phenomenon of "mobbing", using the interactional approach, taking into account interpersonal relationships in the organization. Second. To present the author's definition of mobbing, analyzing research

interpretations from various scientific fields of human knowledge. Third. To justify the need to counteract mobbing by deducing the features of normative regulation and organizational regulation. Fourth. To conduct an empirical study in organizations (public and private) and establish the activities of the studied phenomenon. Fifth. To present practically oriented advice in case of subjective feeling of mobbing and detection of mobbers through express diagnostics, allowing for a realistic assessment of the situation. The research thesis that is defended is that the created uncertain and complex circumstances in which organizations are forced to function affect the psychological resilience of employees.

Г9.2. Асенов, А., Дилков, Ц., Емилова, И., **Динков, М.**, Стоянова, С., Стефанова, Н., и др. (2018). Мениджмънтът – реалност и бъдеще. *Алманах научни изследвания*. АИ „Ценов“, бр. 25(1), с. 242-267.

ISSN: 1312-3815

<https://almanahni.uni-svishtov.bg/title.asp?title=1213>

Abstract

The aim of the study is to indicate the trends in the development of management as a science and to reveal the challenges facing economic and managerial knowledge in the 21st century. In this regard, the main tasks are the following: to study the latest theoretical statements on the issues under consideration; to formulate thematic areas that provide an opportunity for the presentation and objective analysis of theoretical views on management issues in the current situation; to present the views of the project participants according to their research searches on the formulated thematic areas. The main research thesis that is defended is that in the new global economy, management as a science needs an analysis of the present, which will allow for determining its priorities for the future. Priority areas in the development of management have been identified, which are considered in this study. They are: Man and social environment; Organizational development; Strategic management; Ecomanagement.

Strategic management emerged as an independent scientific and practical discipline in the second half of the 20th century. Its roots lie at the intersection of economics and sociology, and the concept underwent significant development in the 1960s and 1970s. Originally viewed as part of strategic planning or as an extension of corporate policy, it is now accepted as the primary tool through which organizations manage their economic resources and functional activities in order to generate profit and sustainability.

Г9.3. Динков, М. (2016). Burnout – Синдром на професионално изчерпване или синдром на съвременния служител. *Годишник. АИ „Ценов“*, бр. 119, с. 279-320. ISSN: 0861-8054

<https://godishnik.uni-svishtov.bg/title.asp?title=576>

Abstract

Work satisfies basic human needs, as well as needs related to the development of competence (coping with challenges); a sense of belonging and recognition (acceptance and support from others); self-determination (pursuing one's own goals and interests, ability to make independent decisions). Poorly organized work can not only have a negative impact on employees, but in the long term can also cause permanent damage to their health. Hence, workload or lack thereof can be an important prerequisite for the emergence of stress, monotony and fatigue, which in the future can become a major factor in the emergence of burnout syndrome (BSI) or "burnout". The paper analyzes the specifics of burnout syndrome, taking into account the set of factors that determine both its level and the ways to overcome it. This gives the study high practical significance, as it not only verifies already established patterns regarding the influence of environmental factors and the nature of work on the manifestations of burnout, but also deduces specific reasons for the occurrence of this phenomenon for a given organizational environment and approaches to dealing with it.

Г9.4. Емилова, И., Стоянова, Динков, М. (2016). Доброволчеството в България – състояние, тенденции и перспективи. *Алманах научни изследвания. АИ „Ценов“*, бр. 23, с. 417-443.

ISSN: 1312-3815

<https://almanahni.uni-svishtov.bg/title.asp?title=715>

Abstract

The aim of the study is to examine the state and trends of volunteering in our country and to outline the development prospects. In this regard, the main tasks are the following: to study and summarize the latest theoretical statements and normative documents on the issue under consideration; to present an objective analysis of the current situation in Bulgaria regarding the existing understanding and attitude towards volunteering; to conduct a survey among volunteers, which will outline the profile of the Bulgarian volunteer and the parameters of the existing practice; to define the conditions that impose the need to establish volunteering as an important element for overcoming the consequences of the financial and economic crisis and as a tool for the social inclusion of disadvantaged groups. The main research thesis that is defended is that in our country volunteering is already recognized as a useful and important activity for the European community, the state and society and it is expected that it will play an

increasingly significant role in maintaining important social systems of European countries in the future. A survey of individuals who volunteer within volunteer organizations or independently was conducted. The state of volunteering as a phenomenon was outlined and ideas and recommendations for its development in the new economic realities were formulated.

Резюмета на научни трудове извън националния референтен списък на съвременни български научни издания с научно рецензиране

1. Динков, М. (2024). Инвестициите в човешкия капитал като фактор за повишаване на конкурентоспособността на бизнес организациите. *Мултидисциплинарни иновации за социални промени: образователни трансформации и предприемачество: Международна научна конференция - Бургас, 7-8 юни 2024 г.* с. 221-227.

ISBN: 978-619-253-038-9

<http://research.bfu.bg:4000/bitstreams/bb48a663-9347-453d-8013-3f53b1c7fce8/download>

Abstract

The modernization of the economy with the help of innovative methods, high-tech production and quality human capital should be the direction of any state policy. The labor market is extremely influenced by macro- and microeconomic factors, which requires a review not only of the approaches and tools for managing human capital, but also of the attitude towards personnel as a whole. Human capital, as an economic category, has become one of the main concepts, with the help of which it has become possible to describe and explain various economic processes through the prism of human interests and actions. Human capital is also one of the main factors for ensuring competitiveness and successful innovative development of any business organization. For this reason, investments in human capital are of utmost importance, since this process provides an important and long-term advantage to business entities. The purpose of the development is to determine the influence of human capital on the competitiveness of business organizations. The following tasks for implementation arise from the goal thus defined: 1. to substantiate the role of human capital in the development of the business organization; 2. to highlight and analyze the need for investing in human capital. 3. to determine the possibility of using human capital to increase the competitiveness of business organizations.

2. Динков, М. (2022). Иновационна дейност и иновационен мениджмънт в организациите. *Черно море - врата и много мостове: Международна научна конференция - Бургас, 10-11 юни 2022 г., с. 111-115.*

ISBN: 978-619-253-017-4

<https://wlib.uni-svishtov.bg/abnb/S2206/default.htm>

Abstract

In the conditions of global transformation processes, innovations are gaining great importance for every organization and the economy of our country. Innovations can improve organizational efficiency, provide higher quality and more timely services to citizens, reduce costs, provide new methods of work, as well as the opportunity for better performance and management in new directions. It is necessary to find ways and opportunities to improve innovation management in organizations, which will allow for higher creativity in introducing new products, services and processes. With the development of the national economy, both socio-economic growth of organizations and the state as a whole is achieved.

3. Динков, М. (2018). Стратегии и стратегически мениджмънт във фирмата. Интеграционни процеси в глобалната икономика: *Международна научна конференция. Сборник с доклади - Свищов, 11-12 май 2018 г., с. 201-207.*

ISBN: 978-954-23-1667-1

Abstract

The functioning of modern organizations does not occur in a vacuum, as they influence or are influenced by various factors in their environment. This is where specific problems and controversial issues arise around them, and large transnational corporations often face numerous challenges around the world. The increase in globalization, along with the rapid development of media and technology, leads to situations that no one is able to foresee. The Internet and social networks have become the main channel for communication, exchange of information and a free way to express one's own opinion. Organizations are increasingly aware of the importance of knowing what is happening around them and their customers. The currently existing strategic management model emphasizes the maximum on environmental assessment, and this in turn enables organizations to develop under different conditions of the national economy, tax environment and support policies.

4. Динков, М. (2017). Адаптиране на персонала – ключов елемент в развитието на организацията. *Научна дискусия на тема: Мениджмънтът - реалност и бъдеще: Сборник с резюмета - Свищов, 13-14 октомври 2017 г., с. 73-74.*

ISBN: 978-954-23-1375-5

Abstract

A workplace is an environment of different individuals with their inherent habits, inclinations, emotions and current patterns of behavior. Here, the new employee is faced with an unfamiliar corporate culture, rules, conditions and taboos, and his effectiveness in such a situation often decreases. Therefore, every employer is faced with the challenge of adapting new employees. Therefore, while actively fighting for qualified employees, special attention should be paid to those who are just entering the work and working conditions. The adaptation of personnel in the workplace is an important element of its overall management. For this reason, every organization should strive to maximize the potential of its employees and to create such conditions that will allow them to increase their effectiveness in their workplace.

5. Динков, М. (2017). Устойчивост в биоземеделieto. *Потенциал за развитие на фермерските пазари в България: Сборник доклади от кръгла маса - Свищов, 6 октомври 2017 г.*, с. 157-162.

ISBN: 978-954-23-1251-2

Abstract

Organic farming is an integrated production management system that promotes and improves the condition of agro-ecosystems, including biodiversity, biological cycles and soil biological activity. It emphasizes the use of natural raw materials and the rejection of artificial fertilizers and pesticides. The main goal of organic farming is to contribute to increasing sustainability, which must be considered in a holistic sense that includes environmental, economic and social aspects.

6. Динков, М. (2014). Възможности за бизнес обучение чрез използване на мобилни технологии. *Висшето образование и бизнесът в контекста на Стратегия Европа 2020 - В. Търново, Изд. Абагар. 2014., 2014 г.*, с. 73-80.

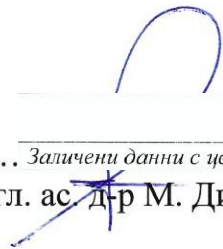
ISBN: 978-619-168-103-7

Abstract

Today, the main trends in the field of personnel training are related to improving the quality, computerization, diversification, individualization, continuity, multi-level and intensification of training. The development of personnel training exacerbates existing problems such as: accessibility, quality and efficiency. The problems are characterized by contradictions and barriers to development, the need to overcome them, the object of special attention, the need to resolve and make sense of misunderstanding. The contemporary problems of training include issues related to the methodology and organization of modern training. The methodology of modern training is inevitably related to the goals and mechanism of training, which are implemented through training

technology. New forms of personnel training are being sought that will play an integrating role in the 21st century.

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Гр. Свищов

С уважение:.. Заличени данни с цел превенция
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