



## OPINION

according to an announced competition for the occupation of the academic position "professor", field of higher education 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management (Health Management), announced in SG No. 99/ 13.12.2022

***Candidate in the competition:*** associate professor Dr Majid Naji Kadim, d.m.

***Author of the opinion:*** associate professor Dr. Valeri Yordanov Velkovski

Identification number in NACID: No. 67033; Register of scientific activity in the Republic of Bulgaria; <https://ras.nacid.bg/dissertation-preview/67033>

***Basis for drawing up the opinion:*** Order of the Rector of the Higher School of Security and Economics, Plovdiv, No. 92 of 27.02.2023.

2023 г.

Plovdiv

## **1. General characteristics of the candidate's teaching and research activities.**

Candidate for the competition for the academic position of "professor" in the field of higher education 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management (Health Management), announced in SG No. 99/ 13.12.2022 is associate professor Dr. Majid Naji Kadim, dm.

The candidate's scientific-research and scientific-applied activity is aimed at various aspects of health management and various nuances of the problems of the health sector.

Associate professor Dr. Majid Naji Kadim, MD, graduated in 1988. The Medical University - Plovdiv, where he obtained the degree "Master of Medicine".

In 1995 graduated with a specialty "Urology" at the Higher Medical Institute - Sofia.

In 2015, Associate professor Dr. Majid Naji Kadim, MD, acquired the educational and scientific degree "Doctor" in "Urology" at the Medical University - Plovdiv.

In 2018 the candidate acquires a master's degree in "Public Health and Health Management" at the Medical University - Plovdiv.

The candidate, Associate professor Dr. Majid Naji Kadim, MD, has significant academic and managerial experience in the field of health management and the field of health care in general.

The applicant's CV with relevant positions, as well as the written evidence of his scientific, managerial and teaching activities, illustrate a high level of expertise and proven practical capacity in areas relevant to the requirements of the procedure.

Thematically, his scientific works are focused on aspects of the field of health management and the field of health care in general.

The attached reference statement of contributions correctly reflects the scientific and scientific-applied achievements and their application in the academic work and in the management activity of the candidate.

## **2. Correspondence of the quantitative results of the candidate's scientific and teaching activities with the minimum national requirements for occupying the academic position "professor" in the professional direction 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management (Health Management).**

The scientific production presented by the candidate for the competition fully meets the national minimum requirements for occupying the academic position of "professor" in the above-mentioned professional direction.

The candidate has submitted for review a scientific production that includes:

- habilitation thesis - monograph on the topic "The prevention of conflicts in the medical team - an effective means of management in health care", ISBN 978-619-7552-08-9, National Union of Obstetricians and Gynecologists of Prehospital Care (NSAGDP), 2022, in a volume of 125 pages;
- published monograph, which is not presented as the main habilitation thesis - in a volume of 130 pages;
- articles in non-refereed publications – 35 issues, of which one article is independent, and 34 are co-authored, of which one is in English and the rest are in Bulgarian;

- textbooks – 2 copies.

The scientific production presented by the candidate, Associate professor Dr.Majid Naji Kadim, MD, meets the national minimum requirements for occupying the academic position of "professor" in the professional field 3. Social, economic and legal sciences, professional field 3.7. Administration and Management (Health Management).

A reference is submitted with a total point equivalent of 635 points out of the minimum required 550 points.

The publications submitted for review by the candidate are sufficient for participation in the competition for the academic position of "professor" in the above-mentioned direction at the Higher School of Security and Economics (VUSI), Plovdiv.

The candidate has submitted a reference for citations, from which it is clear that the submitted citations exceed the minimum national requirements of the Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria (PPZRASRB) (105 points out of the minimum required 100).

The candidate has also fulfilled the requirements under indicator "E", presenting two university textbooks (80 points) and participating in a project (20 points), which covers the minimum legal requirements of 100 points with 100 points under this indicator.

In summary, the evidence presented by the candidate, associate professor Dr.Majid Naji Kadim, MD, establishes the fulfillment of the national minimum requirements, according to the requirement of the PPZRASRB and the Rules of the VUSI.

### **3. Assessment of scientific achievements and contributions in the works proposed for review.**

The works making up the volume of scientific production presented by the candidate Associate professor Dr.Majid Naji Kadim, MD, for participation in the competition, are related to the requirements for occupying the academic position of "professor" in the professional direction 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management (Health Management).

The main habilitation thesis - a monograph with which the candidate participates in the competition is entitled "The prevention of conflicts in the medical team - an effective means of management in health care", ISBN 978-619-7552-08-9, NSAGDP, 2022, in volume of 125 pages and has a proper reviewer and a proper editor.

In the monographic work, the candidate investigates a serious issue of health management - conflicts in the health team from the standpoint of the preventive aspect in the conflict environment in health facilities.

The candidate examines the prevention of conflicts in the team, as a tool and factor in health management, through which an effective and sustainable management of each health facility and the field of health care as a whole can be ensured.

The monograph examines the nature of a conflict environment from the standpoint of the conflict, as a group and organizational phenomenon with certain parameters of influence - positive and negative, on the effectiveness of management in a health facility or in a broader plan.

In addition, an analysis was made of the ways to resolve the conflict, if it develops into a conflict situation after a latent state and there are provoking factors in the team.

A place is devoted to the role of effective communication in its various formats, the dynamics of its application in accordance with the dynamics of the growing conflict in the collective and its impact in limiting the perimeters of conflict in the collective.

The candidate undergoes a thorough analysis of the nature of the groups in the organization, respectively of the work groups, the specifics of communication within the groups and between them, as well as the potential situations in which a conflict could ripen and develop, through which it will worsen the working atmosphere and the goals of management in the healthcare facility will be undermined.

In the monograph, the author includes a study of the impact of communication on workplace conflicts. The quality of communication in healthcare teams - the subject of the study, the influence of the number of the team on the quality of communication between its individual units, the reasons for ineffective communication in the team, the influence of the quality of communication on staff turnover and other supporting points related to impaired communication in the team, as a factor in creating a conflict environment in the healthcare facility.

A serious contribution of the candidate in the monographic work is the study of the peculiarities of communication between the individual levels in the health care facility, the dependence of communication on age, education, the position held, type of ownership of the health care facility, the presence of IT technologies, and so on.

In the monographic work, serious contributing elements are observed, which have the character of both scientific innovation and practically applied focus on health management in relation to the management tools used in health facilities.

Both the presented habilitation monographic work and the other scientific works presented by the candidate, in addition to making a significant contribution to the enrichment of theory in the field of health management, also have a high practical value, in view of the significance of the challenges facing modern health management and the need to current and prospective management approaches in health care.

The results derived by the candidate in his scientific works and his theoretical justifications for them, as well as the necessary guidelines formulated by him for potential practical activities in the field of health management, are of serious importance for improving the work of competent structures and specialized bodies in the indicated field .

#### **4. Scientific and applied results and contributions in the candidate's works.**

The contributions in the papers submitted for participation in the competition for the academic position of "professor" by the candidate associate professor Dr. Majid Naji Kadim, MD, meet the normative conditions for the occupation of the academic position of "professor", being distinguished by their scientific and scientific - applied significance for the effective management of processes related to health management.

The following more important scientific contributions from the research of the candidate associate professor Dr. Majid Naji Kadim, MD, can be noted, namely:

- Research by the candidate on the prevention of conflicts in the medical team, as a tool in its effective management;

- Study of the peculiarities of different types of communication in healthcare teams and the factorial dependence of communications on different levels;

- Studying the genesis of conflict situations in healthcare teams and ways to overcome them, including through relevant prevention;
- Study of the negative impact of interpersonal conflicts in healthcare facilities on their image and the results of their activity;
- Offering quantitative methods in health management.

The significance and effect of the contributions to science and practice, which are the personal work of the candidate for the competition, are proven in his scientific works, thereby confirming him as a scientist in the field of health management.

## **5. Originality of the presented works and reliability of the scientific data therein.**

During the review and evaluation of the scientific works of the candidate, associate professor Dr. Majid Naji Kadim, MD, I did not find any plagiarism.

The publications submitted for evaluation by the scientific jury are the personal work of the candidate for the academic position of "professor".

The methodology that was used in the author's research combines various methods, the exercise of which separately or in combination leads to an assessment of the reliability of the scientific data obtained.

The author of the scientific works has provided written references, which reflect the points obtained by groups of indicators for compliance with the minimum national requirements for a "professor" in the professional field 3. Social, economic and legal sciences, professional field 3.7. Administration and Management (Health Management).

I accept the contributions and scientific results described and explained by the applicant in the references attached to the competition materials.

I recommend the candidate, associate professor Dr. Majid Naji Kadim, MD, to direct his publication activities to peer-reviewed and indexed publications in the international scientific network in the future.

## **6. Conclusion**

The presented scientific works of the candidate, associate professor Dr. Majid Naji Kadim, MD, deserve a positive evaluation in view of their merits mentioned above.

The candidate has an excellent knowledge of the cited literary sources on the researched issues and uses them with an aspiration for a creative approach.

The scientific parameters of the candidate meet the legal requirements for acquiring the academic position of "professor" in the professional direction 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management (Health Management).

I declare that I do not personally know the candidate in the announced competition in the indicated direction, but considering his overall scientific activity, I remain convinced that he is an established and recognized scientist with excellent prospects for his further development.

Everything stated up to this point gives me the reason to propose to the respected scientific jury of the competition, associate professor Dr. Majid Naji Kadim, MD, to be elected and proposed to occupy the academic position of "professor", field of higher education

3. Social, economic and legal sciences, professional direction 3.7. Administration and management (Health Management), for the needs of the Higher School of Security and Economics, Plovdiv.

20.03.2023 г.  
Sofia city

Prepared the opinion:  
/ associate professor Dr. Valeri Yordanov Velkovski/