

Higher School of Security and Economics
Plovdiv

Opinion

by

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at

dissertation of
on the subject:

"Efficient management of a family business.
A case study"

magister eng. Andrzej STELEŻUK
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1. Relevance and significance of the developed problem

Family businesses occupy a significant share in the economy of market economy countries, providing employment and a share of GDP. In Bulgaria, according to the NSI data for 2023, there are 104,690 family businesses with 293,364 employees. In Poland, the dissertant's home country, their number is significantly higher. In the theory of management, family firms have been the subject of research for the last 5 decades, and since the end of the 20th century the science of "family entrepreneurship" has been initiated, the basics of which are studied by Bulgarian high school students. Scientific research in the management of family firms has focused mainly on the financial side and the difficulties of qualification. In contrast to large firms, which have a management team, research on the influence of the human factor and cognitive considerations in family firm management is much more relevant and necessary. The author of this dissertation directs his scientific thought to the identification of endogenous factors determining the organizational effectiveness of family business. Therefore, Stelezhuk examines the internal environment of the family firm, analyzes the factors influencing efficiency and their relationship with financial performance.

2. General characteristics of the dissertation

The research paper is 266 pages in length, with the table of contents, introduction, three chapters, and conclusion occupying 216 pages.

Chapter one (96 pages) is theoretical, composed of nine subchapters. In it, the theory of family business is thoroughly discussed, an author's definition of a family firm is derived. It outlines: the life cycles and typology of the family business; the specificity and process of intergenerational continuity; the management and financial determinants of the family firm.

Chapter two (31 pages) is methodological and defines the research problem, objectives, hypothesis, research methods and tools.

Chapter three (80 pages) is empirical and is devoted to the results of a study of family firms, and defining the endogenous factors determining the functioning of the family business. A model of family business is presented in this part.

3. Characteristics of scientific and applied contributions

The scientific and applied results obtained in the dissertation confirm the full compliance with the topic:

- The scientific and research aim of the dissertation has been successfully achieved;

- a huge volume of literature related to family business has been studied and analyzed;
- the activity of 90 non-randomly selected family businesses in different voivodships of Poland has been analysed;
- a model of the average family firm has been created, thus further developing and enriching the theory of family business;
- the author's research focuses on the triad efficiency-management-competence of family business employees, in line with technological innovations and organizational changes;
- important endogenous factors of family firm performance are: organizational management competencies; age; education level of employees; psychophysical characteristics; social characteristics; professional competencies; organizational culture and motivation.

Publications

There are six publications on the topic of the dissertation of Eng. Andrzej Stelejuk, of which three independent and three co-authored. The total number of points for all publications is 69,1, no citations.

Opinion on the presence or absence of plagiarism

In accordance with Article 10, Paragraph 2 of the Law on the Development of Academic Staff in the Republic of Bulgaria and the Regulations for its implementation, I have no information and believe that there is no plagiarism in the submitted by M.Eng. Andrzej Stelejuk dissertation.

Conclusion

The dissertation of Andrzej Stelejuk, M.Eng. is a complete scientific study of a significant problem related to the effective management of family business. The results achieved in the dissertation are useful for the management of family businesses and for the theory of management and entrepreneurship. The dissertation has been developed in accordance with the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria.

Evaluation of the dissertation

I give a positive evaluation of the dissertation on the topic. Author. Andrzej Stelejuk and I propose to the members of the esteemed scientific jury to take a decision to

award the degree of PhD to Andrzej Stelejuk in the field of higher education 3. "Social, Economic and Legal Sciences", Professional field 3. 7. Administration and Management".

29.10.2024

Member of the scientific jury:

(prof. d-r M. Mihaylov)