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EMPIRICAL STUDY ON RESEARCHERS' MOTIVATION FOR CAREER DEVELOPMENT

RESEARCH ACTIVITY

In May 2024, a study was initiated focusing on the motivation and commitment of staff to the research infrastructure operating as part of a regional plant breeding cluster. The development of the scientific ecosystem in Bulgaria in recent years, as well as the challenges faced by management teams, highlight the need for in-depth research into the motivation and career development of staff in scientific organisations. The survey is anonymous and provides valuable information for improving organisational efficiency and stimulating the development of scientific potential in Bulgaria.



ANNIVERSARY INTERNATIONAL SCIENTIFIC CONFERENCE "THE INTERDISCIPLINARY APPROACH IN THE FIELD OF APPLIED ECONOMIC AND SOCIAL SCIENCES"

On 7 November 2024, the project team took part in the anniversary conference of the Faculty of Economic and Social Sciences at Plovdiv University "Paisii Hilendarski". During the conference, some of the results of the empirical study were presented for the first time in a report entitled "Motivation and Commitment of Staff in Research Infrastructure in the Context of Contemporary Trends in Human Resource Management".

<https://cmebg.com/sabitia/nauchna-konferencia-plovdivski-universitet/>



The empirical study of motivation among researchers from universities, institutes of the Bulgarian Academy of Sciences (BAS) and the Agricultural Academy (SSA) in the South Central Region of Bulgaria has yielded significant results. The study applied a quantitative approach through a questionnaire survey comprising 27 statements, assessed on a 7-point Likert scale, measuring affective, normative and instrumental commitment. The study involved 201 respondents who completed an adapted questionnaire that took into account the specific cultural and organisational characteristics of the region. The results were published in scientific journals and presented at international conferences.

FIFTH WORKING MEETING

PLANNING, IMPLEMENTATION, REPORTING

On 17 December 2024, the fifth working meeting on the project was held in the established "Manager's Laboratory". During the meeting, the participants presented the results of the preliminary studies, the analysis of the specialised literature, as well as the results achieved and the progress made in the implementation of the planned project activities.



