



BULGARIAN ACADEMY OF SCIENCES

Institute for Population and Human Studies

Psychology Department

Teodora Milcheva Lazarova

PhD Student

A doctoral thesis

The main topic of the dissertation is **“Leadership styles, social work conditions and group efficiency in the organizations**. The theoretical part of dissertation consists of detailed review of the most popular and theoretical models in the work and organizational psychology field of the studied problems. This part analyzes and determines some links between leadership styles and group efficiency and social work conditions and group efficiency.

The dissertation supposes six hypotheses which are analyzed and approved by detailed empirical research. A new questionnaire for researching the group efficiency has been developed. The following scientific results and contributions are achieved in the dissertation:

- 1) Based on detailed analyses of existing models in the scientific literature a new theoretical and empirical model is developed. This model finds a connection between leadership style, social work conditions and group efficiency.
- 2) New group efficiency questionnaire is developed.

- 3) Dissertation finds and confirmed a connection between leadership style, close to the employees and some of the social work condition parameters, such as cohesion, group involvement and cooperation with management.
- 4) The empirical research confirmed a connection between social work conditions and group efficiency. The balance between work time and private life, planning of tasks are one of the factors with the most significant influence to the group efficiency.
- 5) The doctoral thesis finds a connection between leadership style and group efficiency-leadership style close and open to the employees is very important factor for high group efficiency and cohesion.

The doctoral thesis has practical and applied purpose. The conclusions and recommendations of the study can be used at the practice and work career of every successful manager in order to improve the communication process between employee and manager.