

## SCIENTIFIC ADVISOR'S REFERENCE

<b>Program:</b>	MITIM
<b>Student:</b>	<b>Elvira Grinberg</b>
<b>Title of thesis:</b>	<b>Developing Competency Ontology For The Consulting Company</b>
<p><b>Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis.</b> Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.</p> <p>The objective of Elvira's master thesis was very practically oriented – to study the phenomenon of building a competency knowledge model for a consulting company. The author attempts to work out the conceptual model of the terminology chaos from the knowledge engineering point of view. The topic of the thesis is interesting, important and very relevant at the moment and in the future. But formulation of aims and tasks of the master thesis is rather vague.</p>	
<p><b>Structure and logic of the text flow.</b> Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.</p> <p>The work consists of 3 chapters and 10 appendices. They are logically connected and well balanced. The thesis also provides a broad introduction into ontology engineering framework.</p>	
<p><b>Quality of analytical approach and quality of offered solution to the research objectives.</b> Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.</p> <p>The thesis deals with the problems of building competency ontology for the knowledge intensive organization. It is a complex task that was via close collaboration with HR experts where Elvira works as a business analyst. Both theoretical and practical outputs of the research are valuable for dealing with complex document processing flow in big companies. Elvira has developed an ontology that ladders more than 400 of scattered terms into the clear category hierarchy excluding synonyms, contradictions and repetitions. This ontology knowledge map can be helpful in practical managerial HR practice and sophisticated assessment.</p>	
<p><b>Quality of data gathering and description.</b> Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.</p> <p>Elvira has conducted several interviews with HR managers. Also she studied mass of documentation and presented the deep analysis and description of the gathered data.</p>	
<p><b>Scientific aspect of the thesis.</b> Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.</p> <p>The literature review covers two topics – competency field and ontology development that is why it is not very impressive. The work is practically and professionally oriented and the research is done in a very constructive innovative basis. It aims on ontology development where ontology is a conceptual model of main competences. Proposed frameworks and approach can be applicable to the issue of knowledge compression and structuring. The results were discussed and published at the conference on knowledge management in Moscow.</p>	
<p><b>Practical/applied nature of research.</b> Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.</p> <p>The main drawback of the work is caused by irregular work by fits and starts. But the empirical study had been done at early phases and later the main issues were taken into thorough consideration and evaluation.</p>	
<p><b>Quality of thesis layout.</b> Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.</p> <p>The quality of the layout is rather good and fulfils the requirements of the regulations for master thesis.</p>	

Working towards master degree Elvira proved to be smart and professionally oriented student with good logics and creative effort. In general the Master thesis of Elvira Grinberg meets the requirements for master thesis of MITIM program, thus the author of the thesis can be given the required degree.

*Scientific Advisor*

*Prof. Tatiana A. Gavrilova*

*Date 21.06.12*

