

SCIENTIFIC ADVISOR'S REFERENCE

Program:	Master in Management (MIM)
Student:	Mikhailov Nikita
Title of thesis:	The moderating role of privacy on the relation between job stress and job satisfaction when working from home and working from office: generation Z case

<p>Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. 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 new reality (post-covid times and remote work) requires new approaches to the organization of work. In this study, privacy was discussed as a moderator on the relation between job stress and job satisfaction. The topic is relevant, the aim and objectives of the research are defined properly, the topic is original and aligned with the aim of the research.</p>
<p>Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.</p> <p>The master's thesis consists of several parts and has a logical structure. The first parts are dedicated to literature overview, where the author systematized and structured theoretical approaches, clarified different definitions and theoretical concepts. The next parts describe research methodology, discussion of findings and results, conclusions.</p>
<p>Quality of analytical approach and quality of offered solution to the research objectives. 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 latest trends and relevant research are discussed, the objectives are covered adequately.</p>
<p>Quality of data gathering and description. 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>The findings are based on the quantitative methods, but it is necessary to mention that the study has several limitations (size (50 respondents) and inconsistency (Russia and India)).</p>
<p>Scientific aspect of the thesis. 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>Nikita demonstrated independent scientific thinking and was completely immersed in the research topic. Some of his suggestions may underlie new research about work design.</p>
<p>Practical/applied nature of research. 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 master thesis has an explicit practical orientation and provides relevant conclusions. The results are convincingly explained in the last section, the research limitations are also highlighted.</p>
<p>Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.</p> <p>The overall quality of thesis meets all the requirements.</p>
<p>Originality of the text. All sources of match identified by the Safe Assign system follow the allowed cases, the paper does not contain any elements of plagiarism.</p> <p>The paper does not contain any elements of plagiarism.</p>

The Master thesis of Nikita Mikhailov meets the requirements for master thesis of MIM program thus the author of the thesis can be awarded the required degree.

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