

SCIENTIFIC ADVISOR'S REFERENCE

Program:	Master in Management
Student:	Darya Voropay
Title of thesis:	IMPACT OF PRODUCTION EMPLOYEES PERSONALITY ON EXTRA-ROLE BEHAVIOR

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.

The work is devoted to the theme of modern management - the creation of conditions to engage employees in companies activity, to help them to show an extra-role behavior. The study area, aim, and objectives of the study clearly defined.

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.

The work consists of the following main sections: INTRODUCTION, three CHAPTERS, References, and Appendixes. The theoretical part and the empirical part are balanced in volume. The structure is logically justified.

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.

In the theoretical part, the author analyzes the problem of involving the staff in the company's activities. The focus is on the impact of personal characteristics on people's desire to work going beyond the ordinary requirements.

The author gives definitions of the basic concepts and describes the fundamental scientific approaches to the problem of involvement. The author analyzed the connections between such phenomena as personal characteristics and extra- role behavior/involvement.

The author justified the opportunity of using a number of personal approaches to identify personal factors that may act as factors affecting the level of involvement and demonstration of extra- role behavior.

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.

To meet the research objectives the author has developed the relevant methodology and has collected enough empirical data.

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.

The work has scientific value. The author was able to show how personal factors affect the involvement and extra-role behavior. For example, it was shown that sentinel personality type doesn't demonstrate the high level of extra-role behavior in comparison with other personality types. The author draws a reasonable conclusion that personality type impacts on extra-role behavior.

As a general conclusion, it can be said that the work is an original study with a systematic study of theoretical issues and collection of the important empirical information. The results obtained are notable for their novelty and practical significance. The author has shown himself as a researcher of relevant topics of modern management. The author shows independent scientific thinking, as in the formulation of the research problem as in conducting an empirical part.

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.

An important practical conclusion of the study is that if we want to maintain the high daily activity of employees and, at the same time, increase the extra-role activity of employees, we must provide a variety of psychological types in the units. Some people cope better with everyday activities, others are more active in the process of change. In particular, the findings will help to build a management system taking into consideration the necessity of developing the staff mixing people with different personal characteristics.

Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defence, correct layout of tables, figures, references.

The work has some flaws in the design. But in general, meets the requirements. Graphics and figures clear and easily readable. The tables contained in the structured form relevant information. In general, the list of references covers the fundamental and up-to-date works in the research area.

The Master thesis of Darya Voropay meets the requirements for master thesis of Master in Management Program thus the author of the thesis can be awarded the required degree.

Date 02.06.2017

Scientific Advisor:

Zamulin A.L., Associate Professor
OB&HRM Department

