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RESUME & PUBLISHED WORK

<i>Name and surname</i>	Radica Pavlović		
<i>Academic title</i>	Associate Professor		
<i>Specific scientific area</i>	accounting, business analysis, corporate and business finance, investments, economic policy		
<i>Birth date, place, country</i>	13.08.1980., Petrovac na Mlavi, Serbia		
Academic career	Year	Institution	Topic (Area)
<i>Bachelor's degree</i>	2004	Faculty of Economics, Niš	Economy/business economy
<i>Master's degree</i> <i>Magister's degree</i>	2009	Faculty of Business Studies, Megatrend University	Economy/business economy
<i>Doctoral degree</i>	2013	Faculty of Management of Small and Medium Enterprises	Management and business; Subject area: Financial and accounting analysis
<i>Last academic promotion</i>	2018	Faculty of Management Zaječar	Economic science – Financial Accounting
Foreign languages	English - intermediate level		
List of courses held in the current academic year			
<i>Course title</i>	<i>Study programmes</i>		
Investment Financing	Graduate academic studies		
Financial Accounting	Graduate academic studies		
Business analysis	Graduate academic studies		
Corporate finances	Graduate academic studies		
Costs Planning and Analysis	Master academic studies		
Credit-monetary and fiscal policy	Doctoral academic studies		
Membership in scientific and professional organizations	Member of TQM Center, Zrenjanin, Serbia		
Awards and Recognitions			

IMPORTANT PUBLICATIONS (Books, Monographs, Projects studies, Scientific papers)

Books: Bukvić, R., Pavlović, R. (2010) *Uvod u računovodstvo i reviziju*, Megatrend university, Belgrade

Monographs study:

1. Pavlović, R. (2018) The importance of dynamic financial analysis based on cash flows for business decision making, "TQM Centar", Zrenjanin, ISBN 978-86-88065-38-2, COBISS.SR-ID 320966663,
2. Pavlović, R. (2018) Concept of financial capacity for financing investments based on cash flows, "TQM Centar", Zrenjanin, ISBN 978-86-88065-39-9, COBISS.SR-ID 320966919

Scientific papers:

1. Cvetković-Bogavac, N., **Radica Pavlović, R.**, Cvetković, T. (2015) *Strategic importance of innovation in small and medium enterprises in the era of information technology*, 3rd International Conference: "New Functional Materials and High Technology" (nfmAht-2015), Russian Academy of Science i dr., Tivat, Montenegro, vol. 4, no. 3, pp. 137 - 144, ISBN: 978-5-905364-10-5, udc: 661:574:502/504:004. M14
2. Gajić, A., **Pavlović, R.** (2015) *Employment in The Republic of Serbia- The Critical Review*, The Fourth International Conference: Employment (EEE 2015), Education and Entrepreneurship, The Book III: Creative Education for Employment Growth, Faculty of Business Economics and Entrepreneurship Belgrade, Bar Code Graphics, Inc. 875 N. Michigan Ave #2650 Chicago, IL 60611 ,United States of America, vol. 1, no. 4, pp. 269 - 280, ISBN: 978-86-6069-114-1 , 978-1-4951-7658-6, udc: 331.5 (497,11). M14
3. Буквич, М. Р., **Павлович, Ж.Р.** (2014) *НОВЫЙ ПОДХОД К АНАЛИЗУ ХОЗЯЙСТВЕННОЙ ДЕЯТЕЛЬНОСТИ ПРЕДПРИЯТИЯ НА ОСНОВЕ ПОКАЗАТЕЛЕЙ ИЗ ОТЧЁТА О ДВИЖЕНИИ ДЕНЕЖНЫХ СРЕДСТВ*, СЕКЦИЯ № 2 «ИННОВАЦИОННЫЙ ПОДХОД К ОРГАНИЗАЦИИ АНАЛИЗА ХОЗЯЙСТВЕННОЙ ДЕЯТЕЛЬНОСТИ НА ПРЕДПРИЯТИЯХ В СОВРЕМЕННЫХ ЭКОНОМИЧЕСКИХ УСЛОВИЯХ», Учетно-аналитические инструменты развития инновационной экономики: материалы V международной научно-практической конференции. Том 4, НИЖЕГОРОДСКИЙ ГОСУДАРСТВЕННЫЙ ИНЖЕНЕРНО-ЭКОНОМИЧЕСКИЙ ИНСТИТУТ, Княгинино НГИЭИ, Россия, , vol. 90, no. 5, pp. 22 - 30, issn: ББК 65.05, M14

M23

1. Bukvić, R., **Pavlović, R.**, A. Gajić, A. (2017) *Static and Dynamic Indicators in the Analysis of Internal Sources of Companies' Investments Financing*, Journal of Modern Accounting and Auditing, David Publishing Company, Valley Cottage, USA, vol. 13, no. 3, pp. 108 - 120, ISSN: 1935-9683, doi: 10.17265/1548-6583/2017.03.003.

<http://www.davidpublisher.org/index.php/Home/Article/index?id=31577.html>

2. **R. Pavlović**, Bukvić, R., Gajić, A. (2016) *Internal Sources of Financing Companies on the Basis of Static and Dynamic Indicators: Comparative Analysis*, Procedia- Social and Behavioral Sciences, ELSEVIER, 13TH INTERNATIONAL SYMPOSIUM IN MANAGEMENT: MANAGEMENT DURING AND AFTER THE ECONOMIC CRISIS, vol. 221, no. 6, pp. 270 - 277, ISSN: 1887-0428, udc: 657, doi: 10.1016/j.sbspro.2016.05.115.

http://kobson.nb.rs/nauka_u_srbiji.132.html?autor=Pavlovic%20Radica%20Z&samoar=#.WmhtobhK-MQ

3. Bogavac-Cvetković N, **Pavlović R.**, Stamenković, S., Stefanović, S (2013) *Liquidity Analyses as The Function of Improvement of Company Activities in The Management Aspect*, METALURGIA INTERNATIONAL BUCHAREST, ROMANIA, METALURGIA INTERNATIONAL, vol. XVIII 2013, no. 3, pp. 222 - 225, ISSN: 1582-2214., udc: 657

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1. Bukvic, M.R., Pavlovic, R., M Gajic, M.A. (2014) *Possibilities of Application of The Index Concentration of LINDA in Small Economy: Example of Serbian Food Industries.*, Fascicle of Management and Technological Engineering, ANNALS OF THE UNIVERSITY OF ORADEA, ROMANIA, CNCSIS "Clasa B+", vol. XXIII, no. 3, pp. 159 - 164, : ISSN 1583-0691, doi: 10.15660/AUOFMTE.2014-3.3070

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1. Ilić, S. Đorđević, B., **Pavlović, R.** (2017) Significance of consulting in the field of energy management, Energy, economy, ecology, Association of energy engineers of Serbia, Belgrade, Serbia,

2. Gajić, A., **Pavlović, R** (2015) *Effects of foreign currency exchange rates on competitiveness of the Republic of Serbia in international business*, Anals of Business Economics, University of Business Engineering and Management, Banja Luka, Republic of Srpska, vol. VII (notebook1), no. 12, pp. 48 - 55, ISSN: 1840-3298, udc: 339.743 :339.727.2, doi: 10.7251/APE1215004G.

3. Буквич, Р., **Павлович, Р.** (2014) *ДИНАМИЧЕСКИЙ ПОДХОД К АНАЛИЗУ ПЛАТЁЖЕСПОСОБНОСТИ ПРЕДПРИЯТИЯ*, Проблемы теории и практики управления, международный журнал, ИМИ Консалтинг, Москва, vol. 12, no. 3, pp. 86 - 93, ISSN: 0234-4505, .

4. Bogavac-Cvetković, N., Stojanović, I., **Pavlović, R.** (2012) The Effects of Economic Policy on the Financial Performance of the Company, ИС Nova srpska politička misao, vol. XX, no. 1-2, pp. 111 - 134, ISSN: 1450-7382, udc: 32: 336.648 (497.11),

5. Stamenković, S., **Pavlović, R** (2011) The role and importance of reporting on cash flows for strategic and operational decision-making in corporations, Megatrend Review, Megatrend University, vol. 2, no. 8, pp. 497 - 516, ISSN: 1820-4570

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1. Буквић, М. Р., **Павловић, Ж. Р.** (LX, VII-IX 2014) Neoclassical economic theory and problems of economic development, Ekonomika - International Journal of Economic Theory and Practice and Social Issues, Economics Society "Ekonomika" Niš, Vol. 60, Nr. 3, p. 1-19, ISSN 0350-137X, COBISS. SR-ID 26903, UDC: 338 (497.1).

M53

1. Gajić, A., **Pavlović, R.** (2015) *Economic growth and employment in the Republic of Serbia: Critical review*, *International Review*, Faculty of Business Economics and Entrepreneurship Belgrade, vol. 1, no. 1-2, pp. 54 - 62, ISSN: 2217-9739, udc: 338.22(497.11) 330.34 1(49 7.11).

2. Stefanović, S., Ilić, D., Cvetković-Bogavac, N., **Pavlović, R.** (2013) *Analysis Of Monitoring of Connection Between Reengineering Economic Parameters in Small and Medium Enterprises Using The Method of Creating Optimal Questionnaire*, *Journal of Process Management – New Technologies*, Vol. 1, No.1, p.p.105-111. ISSN 2334-735X.

3. **Pavlović, R., at al.** (2013) *Development Strategies And Integration With Quality Of Transport Services*, *Journal of Process Management-New Technologies International*, Vol. 1, Issue 2, 2013., p.p. 59-65. ISSN 2334-7449 (Online)

4. **Pavlović, R.**, Stamenković, S., Stefanović, S., Vučić, V. (2013) *Effects of Monetary - Exchange Policy to Development of Agriculture Competitiveness in The Republic of Serbia*, *Journal of Process Management-New Technologies International*, Vol. 1, Issue 2, p.p. 47-53. ISSN 2334-7449 (Online)

5. **Pavlović, R.**, Stamenković, S. (2012) *The Policy of Exchange Rate*, *Entrepreneurship, Higher Educational Institution for applied studies for Entrepreneurship : Centre for Industrial Relations*, Vol. 1, No 2 (2012), Belgrade, p.p. 5-10, ISSN 2334-6442, COBISS.SR-ID 1946145040

6. **Pavlović, R.**, Pavlović, M., Stamenković, S. (2012) *Accounting Ratios Financial Situation Companies in Serbia-Situation and Tendencies*, **Scientific Journal: Entrepreneurship, Higher Educational Institution for applied studies for Entrepreneurship : Centre for Industrial Relations** Vol.1, No. 1/2012, Belgrade, 2012., p.p. 43-59. ISSN 2334-6442, COBISS.SR-ID 194614540, udc: 657

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1. Буквић, Р., **Павловић Р.** (2017) Современный финансовый и управленческий бухгалтер как предпосылка развития корпоративного управления, XVI Международной научной конференции: РОССИЯ: ТЕНДЕНЦИИ И ПЕРСПЕКТИВЫ РАЗВИТИЯ, Ежегодник, Институт научной информации по общественным наукам РАН, Москва, vol. 12, no. 2, pp. 227 - 229, ISBN: 978-5-248-00853-7.

2. Miletić, D., Sovtić, K., **Pavlović, R.** (2017) Fruit industry as export opportunity of the Republic of Serbia, , *Proceedings of Seventh International Symposium on Natural Resources Management*, Faculty of Management, Zaječar, vol. 1, no. 7, pp. 304 - 312, ISBN: 0354-8651, udc: 621.31:65.012.3, isbn: 978-86-7747-566-6, Zaječar, 2017.

3. Miletić, D., Sovtić, K., **Pavlović, R.** (2016) Thermomineral waters and development of

health and recreational tourism of Serbia, 6th Symposium of Natural Resources Management , Faculty of management, Zajecar, Megatrend University, Belgrade, vol. 1, no. 6, pp. 241 - 249, ISBN: 978-86-7747-542-0, udc: 338(497.1), Srbija, 25. - 26. Jun, 2016

4. **Pavlović, R.** (2015) THE IMPACT OF ECONOMIC POLICY ON THE EXPLOITATION OF AGRICULTURAL RESOURCES IN THE REPUBLIC OF SERBIA, FIFTH INTERNATIONAL SYMPOSIUM ON NATURAL RESOURCES MANAGEMENT, Faculty of Management, Zajecar, Megatrend University, Belgrade, vol. 5, no. 1, pp. 223 - 237, ISBN: 978 - 86 - 7747 - 530 - 7, udc: 005:330.15(082) 502.131.1(082), Србија, 23. - 23. May, 2015

5. Bogavac-Cvetković, N., **Pavlović.R.** (2013) *Capital Investment Pulp and Paper Industry in the Republic of Serbia*, XIX International Symposium in the Field of Pulp, Paper, Packaging and Graphics - Proceedings TMF, Tehnološko-metalurški fakultet Univerzitet u Beogradu, Cigota, Zlatibor,, vol. XIX, no. 19, pp. 25 - 30, ISBN: 978-86-7401-304-5, udc: 676(082); 621.798.14(082); 655(082), Srbija, 25. - 28. Jun, 2013.

6. Богавац-Цветкович Н., Котлица С., **Павлович Р.** (2013) *Воздействие макроэкономической политики на развитие экономики Сербии*, Сербские научные исследования 2012., Сборник научных статей. – М.: Экон-информ, 2013., Россия, Москва, стр. 174-184, ISBN 978-5-9506-1113-1

7. Stamenković, M , **Pavlović, R.**, Stamenković, S.(2013) *Analysis of Commodity Exchanges Of Serbia With Foreign Countries*, Third International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2013. ISBN 978-86-7747-486-7; COBISS.SR-ID: 198569740, p.p. 375-380

8. **Pavlović, R.**, Stamenković, S., Stajković, J. (2013) *The Accounting Aspect Of Employees as Human Resources*, Third International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2013. ISBN 978-86-7747-486-7; COBISS.SR-ID: 198569740, p.p. 193-200

9. Stamenković, M , **Pavlović, R.**, Stamenković, S.(2013) *Aspects Of Connecting The Danube With The Aegean Sea*, Third International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2013. ISBN 978-86-7747-486-7; COBISS.SR-ID: 198569740, p.p. 169-178

10. **Pavlović, R.**, Stamenković, S.(2013) *The Impact of Foreign Exchange Policy on The Export of Goods in R. Serbia*, Third International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2013., p.p. 363-368 ISBN 978-86-7747-486-7; COBISS.SR-ID: 19856974

11. **Pavlović, R.**, Stamenković, S., Stajković, J. (2013) *Energy Resources and Investment Analysis of The Electric Power Sector in Republic of Serbia*, Third International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2013. ISBN 978-86-7747-486-7; COBISS.SR-ID: 198569740, p.p. 369-374

12. **Pavlović, R.**, Stamenković, S. (2013) *Energy Resources of The Republic of Serbia-*

Analysis, Status and Trends in The Energy Sector in Function of Development R. Serbia, Third International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2013. ISBN 978-86-7747-486-7; COBISS.SR-ID: 198569740, p.p. 71-76

13. Pavlović, M., Stamenković, M., **Pavlović, R.**, Stamenković, S. (2012) *The policy of Engagement as a manager of Human Resources and efficiency of The Company in Serbia*, 2nd International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2012. ISBN 978-86-7747-457-7; COBISS.SR-ID: 190783756, p.p. 327-333

14. **Pavlović, R.**, Stamenković, S., Pavlović, M., Stamenković, M. (2012) *Accounting of natural resources*, 2nd International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2012. ISBN 978-86-7747-457-7; COBISS.SR-ID: 190783756, p.p. 13-19

15. **Pavlović, R.**, Pavlović, M., Stamenković, S., Stamenković, M. (2012) *Capacity Analysis of Agricultural land use as a natural resources*, 2nd International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2012. ISBN 978-86-7747-457-7; COBISS.SR-ID: 190783756, p.p. 175-183

16. Stamenković, S., **Pavlović, R.**, Pavlović, M., Stamenković, M. (2012) *New Technology Work for Improving Quality of Human Resources*, 2nd International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management Zajecar, May 2012. ISBN 978-86-7747-457-7; COBISS.SR-ID: 1910. Stefanović S., Cvejić, R., **Pavlović, R.** Dragoslav Ilić (2012) *Methodology Economic Effects The Reengineering Process Small or Medium-Sized Enterprises*, 5TH INTERNATIONAL MULTIDISCIPLINARY SCIENTIFIC CONFERENCE EUROBRAND, TQM Center, Zrenjanin, pp. 19 - 26, ISBN: 978-86-88065-24-5, udc: 005(082)(0.034.2) 330(082)(0.034.2) 004(082)(0.034.2), Srbija, 21. Dec - 23. Jun.

17. Stamenković, S., **Pavlović, R.**, Stamenković, M., Pavlović, M. (2012) *Analysis of The Correlation Between New Technologies, Employment and productivity*, The 3rd International Scientific Conference: Capitalism in Transition, *Proceedings*, Higher Education Institution for applied studies for Entrepreneurship, Belgrade, June 2012. ISBN 978-86-86707-53-6, COBISS-ID 191318028, p.p. 27-33

18. **Pavlović, R.**, Pavlović, M., Stamenković, S., Stamenković, M. (2012) *Financial-Accounting Indicators of Companies The Condition of The Transition Stagflation*, The 3rd International Scientific Conference: Capitalism in Transition, *Proceedings*, Higher Education Institution for applied studies for Entrepreneurship, Belgrade, June 2012. ISBN 978-86-86707-53-6, COBISS-ID 191318028, p.p. 337-343

19. Stamenković, S., Pavlović, M., Stamenković, M., **Pavlović, R.** (2012) *Danube Strategy Corridor as a Model Water resources Management Serbian*, 2nd International Symposium of Natural Resources Management, *Proceedings*, Faculty of Management

Zajecar, May 2012. ISBN 978-86-7747-457-7; COBISS.SR-ID: 190783756, p.p. 223-233

20. Stamenković, S., **Pavlović, R.**, Stamenković, M. (2011) *The Competitiveness of Serbian Economy in The Function of European Integration*, 9th, International scientific conference Serbia Facing The challenges of globalization and Sustainable Development, *Proceedings*, Megatrend University, Belgrade, November, 2011; ISBN 978-86-7747-445-4, COBISS.SR-ID 187614732, p.p. 79-89.

21. Stamenković, S., **Pavlović, R.** (2011) *Contemporary Strategic Approach-Path to Business Success of Enterprises and The Economy in The Proces of Transition*, 1st International Scientific Conference: AFTER THE CRISIS: WHAT NOW? SEARCHING FOR NEW POSSIBILITIES, *Proceedings*, Higher Education Institution for applied studies for Entrepreneurship, Belgrade, March 2011. ISBN 978-86-86707-35-2, COBISS.SR-ID 182760204, p.p. 191-201.

22. Pavlović, M., **Pavlović, R.** (2011) *Financial Investment in Managers' Education - Expenditure or Investment*, The second international scientific conference "University education in transition - transition in university education - modern and universal", *Proceedings*, Higher Education Institution for applied studies for Entrepreneurship, Belgrade, December 2011. ISBN 978-86-86707-43-7, COBISS.SR-ID 187798028, p.p. 87-91

23. **Pavlović, R.**, Stamenković, S., Stamenković, M. (2011) *Integration of Natural Environment of Banat Into Agrarian Policy–Essential Prerequisite for Inclusion Into The European Union*, International Scientific Conference: “Strengthening the Competitiveness and Economy Bonding of Historical Banat – SCEBB”, *Proceedings*, Megatrend University Belgrade, Vršac, 28-29 september 2011. ISBN 978-86-7747-443-0, COBISS.SR-ID 186243340, p.p. 121-127

24. Stamenković, S., **Pavlović, R.**, Pavlović, M., (2011) *Economic Policy as a Catalys for The Development of Competitive Agricultural Sector and Stimulation of Agricultural Entrepreneurship*, International Scientific Conference: “Strengthening the Competitiveness and Economy Bonding of Historical Banat – SCEBB”, *Proceedings*, Megatrend University Belgrade, Vršac, 28-29 september 2011. ISBN 978-86-7747-443-0, COBISS.SR-ID 186243340, p.p. 127-133

25. **Pavlović, R.**, Stamenković, S. (2011) *New Technologies and Human Resource Education – Driving Force of Economic Growth*, The second international scientific conference "University education in transition - transition in university education - modern and universal", *Proceedings*, Higher Education Institution for applied studies for Entrepreneurship Belgrade, December 2011. ISBN 978-86-86707-43-7, COBISS.SR-ID 187798028, p.p. 141-151

26. Stamenković, S., **Pavlović, R.** (2010) *Business Excellence Model as The Driving Force of Economic Regeneration of The Republic of Serbia*, 8th International Scientific Conference: FORCES DRIVING THE REVIVAL OF THE COMPANIES AND

ECONOMY, *Proceedings*, Megatrend University, Belgrade, December 3rd 2010. ISBN 978-86-7747-417-1, COBISS.SR-ID 179965196. p.p. 227-2390783756, p.p. 333-343

M 45

Bogavac-Cvetković, N., Kotlica, S., **Pavlović, R.** (2013) Models of support for regional development, *Counseling: Regional development of Serbia: before, during and after the crisis*, Association of Economists of Belgrade, Belgrade Chamber of Commerce & Pirot Municipality: 20-22. Jun 2013., vol. 18, no.2-3 / 2013, p. 221-236, ISSN 0354-9135, COBISS.SR-ID 116154887

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Bukvić, R., Pavlović, R. (2013). Vasiljevic, Konstantin Kosta, *Serbian Encyclopedia*, Volume 2, Matica Srpska, Matica Srpska, Serbian Academy of Sciences and Arts, Institute for Textbooks, Novi Sad - Belgrade, p. 129, ISBN 978-86-7946-121-6, COBISS.SR-ID 281167623

Projects studies:

OTHER RELEVANT DATA

During her educational, scientific and professional career, she has achieved significant results: in 1999 and 2000 she participated in republic festivals of scientific and research works of talents in natural, technical, social and humanitarian sciences, where she won first place and gold medal, as well as diplomas for achieved results in sociology given by the Ministry of Education, Ministry of Science and Technology, Serbian Academy of Sciences and Arts and Republic Centre for Talents in natural and technical sciences. She is a member of numerous commissions at the faculty and has made a significant contribution in social, cultural and scientific areas in cooperation with a lot of scientific and social institutions with counseling, organizational, reviewing and other functions.