Goran M. Pavlov
PhD Candidate, IE Business School

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Education

PhD	2008-2013(exp)	IE Business School, Organizational Behavior track
MSc	2004-2006	BI Business School, Organizational Psychology
MA	1997-2004	University of Belgrade/Faculty of Philosophy, Psychology

Dissertation

Title: Effectiveness of Forced-Choice Test Format in Reducing Respondents' Faking Behavior: A Thurstonian IRT modeling approach

Advisor: Alberto Maydeu-Olivares, PhD

Committee: TBD

Past Research Projects

2005-2006	**MSc Thesis**: *"Creative Personality and Leadership Emergence"*; Advisor: Øyvind Martinsen PhD; BI Business School (unpublished paper)
2003-2004	**MA Thesis**: "Decision-making Factors in repeated 2-person Prisoner's Dilemma Situation"; Advisor: Dragan Popadic PhD; University of Belgrade (unpublished paper)
2003	"Developmental Stages of Aesthetic Judgment in Visual Modality"; Advisor: Aleksandar Baucal PhD; University of Belgrade (unpublished paper)
2002	"Cooperative and Competitive Tendencies in a Conflict: A Game Theory Approach"; Advisor: Dragan Popadic PhD; University of Belgrade (unpublished paper)

Teaching Experience

2010-2012   Teaching Assistant, IE Business School

- TA for PhD and DBA module Quantitative Methods 1
  - The module covers various statistical concepts, techniques and models, with the emphasis on Multivariate Regression analysis and AN(C)OVA designs.
  - Average teaching grade: 4.42

- TA for PhD and DBA module Quantitative Methods 2
  - Advanced module that covers various multivariate techniques and statistical models, and also multivariate modeling using systems of equations (SEM).
  - Average teaching grade: 4.39

- TA for MiM, MBA, and eMBA module Organizational Behavior
  - Exam papers grader

Teaching Interests

Quantitative Methods and Research Designs, Psychometrics, Organizational Behavior, Personality Theories, Philosophy of Science

Research Interests

Personality testing, Decision making, Work-life balance, Personality and Work Strain

Professional Experience

2007-2008   Strategic Planner, McCann Erickson Group, Belgrade, Serbia

2007   Research Analyst, Adria Media Serbia (G+J/Sanoma Magazines Int.), Belgrade, Serbia

2003-2004   Clinical Psychology Trainee, "KBC Dedinje" Polyclinic, Psychiatry Department, Belgrade, Serbia

Language Skills: Native Serbian speaker. Advanced level of English language, both written and spoken. Ability to communicate in several other Balkan languages. Basic/Intermediate Spanish and Norwegian language skills.

Computer Skills: Microsoft Office; SPSS; Mplus, LISREL; Consumer Databases: PGM, TGI; Print Tracking Databases: PradEx