PREFACE

The value of Human Resource depends upon the contribution in achieving organizational goals. However it is difficult to measure separately the contribution made by different assets to the output. The assets other then human are recorded at the cost incurred in getting the right to use and hold those assets as a surrogate measure of the value but human resources assets are deprived off this treatment although the periodic reporting principle make it obligatory to classify between revenue expenses and capital expenditures on the basis of there expected benefits, so as to show the capital expenditure as of the organization at the data of financial reporting and the match the current cost with the current benefits to show the profits to show the profits during the period being reported ,the expenditures incurred of human resource assets are charged from the income statement in the year of expenditure under the present practices.

This would have been correct, had there been correct, had there been no periodic reporting so that at the end of the venture whatever more in left is profit (less is loss). But due to the longer uncertain life of the business concerns, periodic reporting is necessary, hence the need for classifying between capital and revenue. To make the above objectively verifiable the accounts generally use historical cost by assuming the “Going Concern Concept.”

The Going Concern Concept of accounting says that the principle of accounting can effectively be applied and used only when we assume that the business has a life, which is not definite if this, is so, one logical deduction can be that the job positions shall also continue for a period, which is not definite. That means the job positions held by humans are utilized by the organization for a longer period. It, therefore, can be concluded that benefits received by the
The identification of benefits and the cost involved in continuously getting these long term benefits are that major elements of Human Resource Accounting. The matching of the cost involved with the benefits from Human Resource in the relevant period and Capitalization of the residual costs are required for Financial reporting for which no model exists, which is generally acceptable of accounts. Many people accept while giving speeches that Human Resource Assets is the most important assets of the organization even then this assets could not find place in the Balance Sheet of companies, which is a contravention of the convention of disclosure.

Present worked Chapter-I discusses with the over all view of Human Resource Accounting and its present position, sets-out the objective and research methodology adopted, Limitation of Studies. Chapter-II discusses with the over all view of conceptual framer work of Human Resource Accounting & Critical evaluation of various models contributed by different scholars. Chapter-III discusses with the over all view of An analysis of human resources accounting practices regarding treatment of acquisition and development cost of human resources in Indian organization based on primary data & It also provides an analysis bases on secondary data regarding disclosure of value of human resource by organization in India and abroad Chapter-IV Analysis the perception of human resource by using primary data on the issues relating to human resources cost and value organizations under study. Chapter-V Analysis of training and development programmer with particular reference to benefit’s in the forms of improvement in human resources and its impact on organizational performance the duration for which such benefit’s last also forms parts of the analysis and This forms the basis of allocation of training and development cost over a period for which benefits are received by the organization .the chapter will be dealt with the current human resources development practice in sample organizations. Chapter-VI analysis of the intention, retention of human resources of the organizations for a long period
and the perception of the human resources in this regard and analysis of the satisfaction level of human resources with the efforts of the organization to retain them. Chapter-VII is related with the conclusion of research.

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