PREFACE

Human resources are truly the most valuable resources a firm can possess because effective utilization of physical and financial resources depends upon quality of human resources. Effective Human Resource Management is important as people produce profit whereas machines and capital merely enhance the profit making capability. “Human Resource Accounting is the process of identifying and measuring data about human resources and communicating this information to interested parties.” Basically HRA is an information system that tells management what changes over time are occurring to the human resources of the organization.

Human resource accounting is not new issue for corporate world if we look at Indian corporate world than we show that Indian companies has not been taken seriously in fact In India, human resource accounting has not been introduce so far in any legislation and consequently ‘human resource are not yet recognised as ‘assets’ neither in the balance sheet nor in the annual report of either public enterprises or private enterprises in India.

Even in the new companies act 2013, there is no specific provision has been inserted regarding the accounting and reporting requirement of human resource i.e. companies are not required to furnish any significant information about their human capital in annual report. However some Indian companies adopting human resource accounting like ONGC, Infosys, ACC, TATA, and NTPC.
In this study, the first chapter has been given brief introduction of Human Resource Accounting, objective and historical development of HRA. Further chapter highlight the necessity for human resource accounting. And lastly, the researcher has winds up the chapter with the few limitations of the study.

The second chapter consists of three parts i.e., National Reviews, International Reviews and include research gap based on the previous studies as third part. Lastly Chapter ends with conclusion drawn from the previous studies.

In third chapter the researcher has moved further with the analysis of secondary data. In this chapter researcher has classified the various models of HRA. Also in this chapter researcher has discuss the comparison of HRA models.

In Chapter Fourth, the entire analyses have been done with the help of secondary data, collected through annual reports of selected companies. And, various statistical tools such as, weighted average, standard deviation, chi-square test; T-test and Pearson correlation for the analysis of the data have been used.

The Chapter 5, discuss the perceptions of the respondents such as officials of selected companies has also been analysed, which is collected through personal interviews and online questionnaire.

Chapter 6, of the thesis basically comprises finding of the study divided into two sections i.e., secondary and primary data. The secondary data includes finding from analysis drawn from annual reports of the companies during the
study period and the primary data consist of findings related with survey from perception of stakeholder (employees, banks and shareholder) towards disclosure practices of Human Resource Accounting.

And Finally, Chapter Seven discuss the conclusions of the study, suggestion based on the study, suggestions based on models and scope for the further research.

Any research without opening new avenue for the further research is incomplete. In the present scenario the requirement of human resource accounting is quit high by companies for managers to take competitive decisions. Although, even in the new companies act 2013, there is no specific provision has been inserted regarding the accounting and reporting requirement of human resource i.e. companies are not required to furnish any significant information about their human capital in annual report. However some Indian companies adopting human resource accounting like ONGC, Infosys, ACC, TATA, HPCL and NTPC.