Human Resource Management is the process of hiring and developing employees so that they become more valuable to the organization. Human Resource Management includes conducting job analyses, planning personnel needs, recruiting the right people for the job, orienting and training, managing wages and salaries, providing benefits and incentives, evaluating performance, resolving disputes, and communicating with all employees at all levels. Examples of core qualities of HR management are extensive knowledge of the industry, leadership, and effective negotiation skills (Durrani, E. A., 2013).

Human Resource Management (HRM) refers to the policies and practices involved in carrying out the ‘Human Resource (HR)’ aspects of a management position including human resource planning, job analysis, recruitment, selection, orientation, compensation, performance appraisal, training and development, and labour relations (Dessler, 2007). HRM is composed of the policies, practices, and systems that influence employees’ behaviour, attitude, and performance (Noe, Hollenbeck, Gerhart, and Wright, 2007).

In the current global work environment, all global companies are focused on retaining the talent and knowledge held by the workforce. All companies are focused on lowering the employee turnover and preserving knowledge. New hiring not only entails a high cost but also increases the risk of the newcomer not being able to replace the person who was working in that position before. HR
departments also strive to offer benefits that will appeal to workers, thus reducing the risk of losing knowledge (Zainol, N. S. M., 2013)

Human resource plays the most important role in the growth of an enterprise. Human resource accounting (HRA) or human resource valuation is an attempt to identify and quantify the investments made in human resource of an organization. HRA helps to measure the value of employees, which helps management in decision making. We see that services and benefits rendered by employees are not physical as that cannot be touched so it should be taken in account as an intangible asset for the company.

HRA is a management tool which is designed to assist senior management in understanding the long term cost and benefit implication of their HR decision so that better business decision can be taken. If such accounting is not there, then the management runs the risk of taking decision that may improve profit in the short run but may also have severe repercussions in future. HRA is an attempt to identify and report investment made in the human resource of an organization that are not presently accounted for under conventional accounting practice (Dalvadi, Y. M., 2010)

Present research work is based on the study of Human Resource Accounting practices adopted by big corporate firms of India both from Public as well as Private Sector. The present study aims to study the depth and width of Human Resource Accounting practices adopted by these companies.

Overall 10 companies, five each from public as well as private sector were randomly selected for the present study. The whole study is based on secondary data extracted through annual reports of
these selected companies for human resource variables disclosed in their annual reports. Through data it is attempted to find out that to what extent these selected companies are disclosing human resources variables in their annual reports, which in turn reflects companies concern about Human Resource of their company.

The whole study is divided in to five chapters. The brief description of these five chapters is as follows –

Chapter 1 — Introduction: In this chapter introduction about Human Resource and Human Resource Accounting is given consisting of its history. What are the human resource accounting models used by these companies. Also a brief description of HRA practices adopted by Indian companies and the variables taken in to consideration for Human resource accounting is given.

Chapter 2 — Review of Literature: in this chapter description about Literature Reviewed for the present study is given. The literatures reviewed period is from 2000 to 2014. The studies were taken from various studies regarding human resource accounting from different parts of worlds.

Chapter 3 — Research Methodology: This chapter describes methodology adopted by the researcher for the present study. This chapter also describes objectives, hypothesis taken for the study. The sample size and the variables taken for the study and different methods adopted for the analysis of collected data is also described in this chapter. The chapter concludes with Profile of different companies taken for the study.
Chapter 4 — Data Analysis and Interpretation: This chapter is the main chapter of the present research work. In this chapter analysis of secondary data collected from various annual reports of selected companies is given along with display of various tables and pictorial representation of data. This chapter also describes proofs of various hypotheses taken for the study.

Chapter 5 — Findings, Conclusions and Suggestions: This chapter is divided into three parts. In part 1 major finding of the present research works are given. Part 2 describes conclusions drawn from the present research work is given and finally suggestions are given based on the findings from the presented study.

This study is an attempt to know the status of human resource accounting and its practices by the Indian companies. I hope that the findings of the present study will be helpful in knowing the present status of Human resource accounting and lacking where improvements can be made to raise the status of human resource which is very essential part of any company without which it is impossible to run the company.

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