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Topic : HUMAN RESOURCE ACCOUNTING IN PUBLIC SECTOR
UNDERTAKINGS

FINDINGS OF THE STUDY

The study has revealed that the users of human resources data consider information regarding human capital and changes thereof as valuable aids to management. The method of valuation so far adopted in India by some companies happens to be based on the future service potentials of employees. Developing a suitable model for the purpose of computing the value leaves scope for further research in the area and this will hopefully throw greater insight into the scope for measuring and using human resource data by management as well as others concerned. Major findings of the study which are consistent with the views of experts in human capital accounting can be summarized as under:

- On query about the methods of valuation, the opinions of practicing professionals were more or less equally divided between monetary methods, viz., Economic Value Method, Historical Cost of Acquisition, Opportunity Cost, and Stochastic Rewards Value. A few who favoured non-monetary measures were in favour of 'Value-based on attitude scores, and 'expected realizable value', and 'discounted net present value of earnings'.
- Among the professionals who expressed their preference for monetary measures, opted for the 'replacement cost' method of valuation. The 'economic value' and 'opportunity cost' methods were also favoured by few respondents respectively.
- Regarding the disclosure of human resource value along with the annual financial statements, most of the professionals in both the categories were found to have a positive opinion. But opinions were sharply divided on the question of disclosure as an integral

part of the annual accounts. Clearly, even the majority of practicing professionals were against such disclosure.

- Again, all except a negligible number of the respondents among the practicing professionals and all except a few among the professionals in service, felt that given the value of human resources, the personnel policies and practices could be different from what these would be otherwise.
- According to the practicing professionals, managerial decisions were likely to be affected by human resource data to a greater extent with respect to:
 - Budgetary allocation for training and development;
 - Nature of supervision and control over subordinates, and
- Allocation of funds for employee welfare amenities.
- The researcher hereby recommends the need to address the issues of human capital development and investment at both the micro and macro levels and that human capital value should be included in the balance sheet of corporate undertakings to aid HR and investment decisions.
- Further prospective for prospective research scholar is that they can take in to consideration the area where research on HRA is not taken in to consideration.
- It is evident from the research that human resources accounting is a progressive approach.
- Moreover study approves the preconceived notion that the major motivator and talent retention factor is human resource.
- Public enterprises are using human resource accounting practices as a management tool only.
