

Elective Course 2: Human Resource Capital, Accounting and Audit

Course Type:	PS: Program Specialisation	Course Credits:	2
Course Code:	H4PE535	Course Duration:	30 Hours

Course Objective:

- To introduce students to foundational concepts of human resource capital valuation, accounting, and audit.
- To equip students with practical skills for quantifying, reporting, and auditing human resource capital.
- To develop analytical capabilities for evaluating the strategic value and impact of human capital.
- To foster understanding of accounting standards and regulatory compliance related to human resources.
- To cultivate insights into ethical considerations, transparency, and reporting practices in human resource accounting.

Course Outcomes:

- CO1: To understand HR Accounting & Audit and its importance.
- CO2: To analyse the HR Accounting and Auditing methods.
- CO3: To apply HR Accounting methods.
- CO4: To evaluate the effectiveness of HR Accounting and Audit practices in organisations.
- CO5: To create Human Accounting Systems in organisations.

Unit/ Module	Content	CO Mapping	Hours Assigned
1	Introduction to HR Capital and HR Accounting: - HR Accounting and HR as an Asset - Definition of Human Resource Accounting - HRA – concepts, methods and applications - Human Resource Accounting vs. Other Accounting	CO1	4
2	HR Audit - Objectives, Concepts, Components, Need, Benefits, Importance - Methodology and instruments of HR Audit - HR Audit Process and Issues in HR Audit	CO1	4

3	Human Resource Costs / Investment - Human Resource Costs – the Monetary Value Approach, Non-Monetary value Based Approaches - Investment in employees -HRD	CO2, CO3	4
4	Return on Investments - HR Budget - Development of HR - ROI through High Performance Employees - Measurement of Group Value – The Likert and Bowers Model, Herman son’s Unpurchased Goodwill Model	CO2, CO3	4
5	Human Resource Accounting System - Developing Human Resource Accounting System - Implementation of Human resource Accounting system - Integration with other accounting system	CO3, CO4	4
6	Human Resource Scorecard - HR Scorecard, Constituents of HR Scorecard - HR Scorecard as an instrument in HR Audit	CO4	4
7	Human Resource Audit Report - HR Audit Report – purpose - Report Design – Preparation of report - Use of HR Audit report for business improvement	CO4 CO5	6

Textbooks:

1. Human Resource Management Text and Cases by K. Aswathappa
2. Personnel & Human Resource Management – P. Subba Rao
3. Human Resource Audit T.V. Rao

Suggested Pedagogy - Lectures and discussions, Case studies, Role Play, Workshops