Human Resources Accounting Practices in India and across the Globe: A Systematic Review

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Abstract
The goal of this paper was to examine the evolution of the existing literature on human resource accounting from 1970 to 2021 in order to determine what research concerns have been addressed and where future research opportunities exist. Human Resource Accounting research was examined in terms of how the subject is represented across various focus areas. Attempts were also made to look into other aspects of human resource accounting, such as the journal, year, national context, and publishing trend. The findings of the study are useful for researchers and practitioners who want to take a more comprehensive approach to human resource accounting, especially when conceptualization is a challenge. Future academics will benefit from the current effort by being able to conduct more research, and policymakers will benefit by being able to develop policies for underdeveloped human resources.

JEL Code: G38, J48, J88, M4, M41, M48
Keywords: HRA, Accounting, Systematic Review, Disclosure, Human Resource, Policy, India

I. Introduction
HUMAN RESOURCE ACCOUNTING is not a new concept; it dates back to the 17th century, when an economist named Sir William Petty (1623-1687) attempted to quantify the value of England’s population for the first time in 1681. In the sense of money producer at the time, he considered labour to be the father of wealth (Kiker, 1966; Bassey and Tapang, 2012; Arkan, 2016). In 1853, William Far stepped up his efforts, followed by Earnest Engle in 1883. HR practitioners have been interested in finding a mechanism to publish HR value information in external business reports since the late 1960s, when R.G. Barry Corporation classified Human Resources (HR) as

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