International Islamic University Chittagong
Department of Business Administration
Program: BBA
Final Examination, Semester: Spring- 2019
Course Title: Human Resource Accounting; Course Code: ACC-4808

Time: 2.5 hours Marks: 50

[Answer any five questions. Figures in the right margin indicate full marks.]

1. a) What are the steps in accounting for human resources? 02

   b) The following are the summary transactions relating to human resource of AB Bank Ltd. during 2018: 08

	(Tk. in lakh)
i) Social costs at the beginning of 2018	23,665
ii) Rate of inflation	20%
iii) Social costs for resigned/retired/expired	28
iv) Bank's investment at the beginning of 2018	618
v) Rate of appreciation in the value of employees	2.5%
vi) Present overall efficiency of the employees	111.5% (11.5% increases)
vii) Bank's share of cost for resigned/ retired	15
viii) Acquisition, orientation, training etc.	192
ix) Amortization costs (on Bank's investment)	59
x) Amortization costs (on Society's investment)	108
xi) HR maintenance, expenses paid	1810

Required: a) Journal b) Ledger c) Trial Balance

2. a) "The value of HR is helpful to the potential investors for making Long-term investment decision". Do you agree? Explain. 04

   b) Following are the data of XY Ltd.: 06

	2018	2019
Physical + Financial Assets	Tk. 25,00,000	Tk. 36,00,000
Physical + Financial + Human Assets	33,60,000	48,00,000
Net operating income	5,00,000	8,00,000

Assuming no changes of ROI on physical and financial assets over the year. Prove that investment in human assets is much more remunerative than on Physical and financial assets through ROI.

3. a) What are the hypotheses relating to economic analysis to investment in human resources given by Theodore Schultz? 04

   b) "Human Resource Accounting contributes a lot to the socio-economic development of a developing country like Bangladesh"- Explain. 06

4. a) Define- Human Resource Planning, Quality Work life, Quality Circle & Task Force. 04

   b) Explain the different steps for maintaining high order of Quality Work Life. 06

5. a) Do you think Human Resource Information System is needed in an organization? Why? 02

   b) State the application and utilities of HRIS. 04

   c) What are its challenges and benefits? 04

6. a) Do you consider HR relevant expenditure as investment? Why? 02

   b) Comment on the following results of co-efficient of correlation: 02

      1, 0.97, 0.65, -0.87, 0.37, 0, -1

   c) Following are the information regarding Well Food Ltd.: 06

Years	2014	2015	2016	2017	2018
HR investment (Tk. lakh)	500	450	420	380	300
Firm's Performance (NOI)	400	390	370	350	320
Labor Turnover (in no.)	20	22	25	30	35

Justify the investment in Human Resource of Well Food Ltd. through correlation analysis.

7. a) Are you in favor of incorporating HR information in financial statements? 05

   b) Briefly discuss the limitations of external financial reporting of HRA information. 05