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**HUMAN RESOURCE ACCOUNTING
FRAMEWORK FOR
SRI LANKAN SOFTWARE INDUSTRY**

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This dissertation was submitted to the Department of
Computer Science & Engineering, of the University of Moratuwa
in partial fulfillment of the requirement for the Degree of
Master of Business Administration

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December 2006

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ACKNOWLEDGEMENT

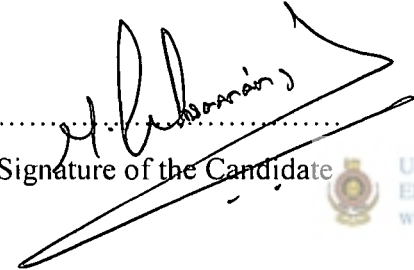
I gratefully acknowledge all the people who contributed & helped me in completing this research. I would especially like to thank:

- All respondents in the Software Companies and Manufacturing/Retail Companies in Sri-Lanka, who spent their valuable time, in sharing views, knowledge and opinions which made this research come alive.
- Commercial Bank of Ceylon Ltd. and staff who generously supported in providing information and adding value in many ways.
- Hayleys Group of Companies and staff for their extra-mile contribution in completing the research.
- Mr Kithsiri Samarasinghe and Ms Vishaka Nanayakkara for all the guidance and help given to me during the research & throughout the MBA program. They are true make-it-happen people!
- Dr P.M.C Tilakarathna. Without your invaluable support and guidance this research may not have been a reality.
- 'Thilina' for your unfailing support!
- Finally, my family, for being an enduring source of light, inspiration and support throughout the MBA.

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DECLARATION

"I certify that this thesis does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any university to the best of my knowledge and belief and it does not contain any material previously published, written or orally communicated by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available for photocopying and for interlibrary loans, and for the title and summary to be made available to outside organizations"


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ABSTRACT

The success or failure of any enterprise is largely based on effective utilization of its resource base, and all business managers attempt to optimize the acquisition, allocation, and development of the asset potential of the firm. Whilst there is much focus on accounting and managing of physical and financial assets, most managers and accountants tend to ignore or half-heartedly pursue similar accountability for what are often key elements for success of a modern day enterprise, which is the organization's employees, "the human asset".

Accounting & effective utilization of "human asset" befalls more important & relevant in "Software Development" industry than most other current industries due to its significantly high employment of human assets. Currently, there aren't many Sri-Lankan software development houses, including significantly large scale organizations who employ scientific methods for human asset accounting. Even though the importance of human asset accounting has been felt by many such organizations, adaptation & implementation of any models are of rare nature.

This research paper tries to provide recommendations/ framework for successfully adopting Human Resource Accounting (measuring & reporting Human Resources) by the Sri-Lankan Software Industry through evaluating its importance, relevance & benefits to the industry. In this exercise the researcher tries to address the need for, reasons of, to whom it is important, current practices, barriers and implementation of measuring & reporting Human Resources. Researcher tries to look at how different industry sectors & different job functions perceive Measuring & Reporting Human Resources in order to increase the level of practicality & applicability of recommendations.

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ABBREVIATIONS

Acc	- Accounting professionals/ Accounting job function
Ag	- Agreed (Agreed for a Reason or Questions in the Survey questionnaire)
HR	- Human Resource
HRA	- Human Resource Accounting
HRM	- Human Resource Management
Sag	- Strongly Agreed (Strongly agreed for a Reason or Questions in the Survey questionnaire)
MANU	- Manufacturing Industry
ROI	- Return on investment
RTL	- Retail industry



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