

Human Resources as Human Assets at Pt. Citra Prestasi Gemilang in Malang

Ia Dhiba Achva^{1*}, Dwi Anggarani², Khojanah Hasan³

¹ Accounting, Faculty of Economics and Business, Widyagama University Malang, Indonesia

² Accounting, Faculty of Economics and Business, Widyagama University Malang, Indonesia

³ Accounting, Faculty of Economics and Business, Widyagama University Malang, Indonesia

*Corresponding Author: achvaiadhiba@gmail.com

ABSTRACT

Human resource accounting is a bookkeeping method which recognizes human beings as valuable assets. Unfortunately there are still many organizations that think that human resources are a burden that must be borne. Improving, empowering and developing human resources to maintain the quality of these human resources in order to achieve a better community life in terms of economy, social and education as well as the recognition of human resources as a very valuable asset is one of the objectives to be achieved through human resource accounting. PT. Citra Prestasi Gemilang is a service company in Malang City that has implemented human resource accounting. This study aims to find out how human resource accounting treats assets. This study uses a qualitative descriptive method with data collection using observation, interviews, and documentation techniques. The research results obtained in the form of the application of human resource accounting in companies bring benefits that are felt both in terms of human resource competence and materially.

Keywords: Assets, Human Resources, Human Resources Accounting

INTRODUCTION

The changing times that are gradually led towards digitalisation have made decision makers change their mindset with the awareness that competent or good quality human resources will greatly impact the future of the company. Human resource accounting was first coined by Theodore W. Schultz in 1961, which states that humans, like machines and technology, are a form of capital. The Committee on Human Resources Accounting and the American Accounting Association, defines human resource accounting as the process of identifying and measuring data about human resources and communicating that information to interested parties.

Flamholtz (1989) states "Human Resources accounting means accounting for people as an organizational resource. It involves measuring the costs incurred by business firms and other organizations to recruit, select, hire, train, and develop human assets." which can be interpreted as accounting that considers resources including costs that will be incurred in selecting, recruiting, training, and developing human assets.

In relation to improving human resource skills, the company utilizes and develops its human resources optimally and improves employee performance, as well as the achievement of long-term organisational goals through education and training programs which are expected to meet existing performance standards so as to have a positive impact in the form of increased human resource competence, increased productivity of human resource performance, increased company profitability and the achievement of a prosperous and adequate community life. All costs related to education, training and empowerment of human resources are recorded in the financial statements.

Assets as an important part of the financial statements are something that is owned by the company, which consists of fixed assets and current assets that are used by the company to develop and create its business products. The General Accounting Council (1970: 132) states that assets or assets are "ownership of the benefits of a company including accrued liabilities, valued, and accounted for in accordance with applicable accounting principles". In conventional accounting methods, costs incurred for human resource empowerment are included in expenses, while in human resource accounting these costs are included in assets. Davidson and Weil (1978) stated three basic assumptions as follows:

- a. People are the organisation's most valuable resource
- b. Influence of executive pay
- c. The need for human resource information

Based on the assumptions above, human capital can be interpreted as humans are not only resources but also a capital that produces returns. Any expenditure made that aims to develop the quality and quantity of such capital is an investment activity. Meanwhile, human resource competence itself is the ability of a person, organisation (institution), or a system to carry out its functions or authority to achieve its goals effectively and efficiently. Donni Juni Priansa (2014: 252) mentions human resource competence as "The success of the organisation is largely determined by the human resources in it.

Thus, organisations do not only concentrate on reliable work performance and productivity through competency-based employee development".

The previous research that became one of the materials for comparison by the author was research conducted by Dewi Purwita Sari (2019) with the title "The Effect of Accounting Information Systems and Human Resource Competencies on the Quality of Financial Statements" where the results of the study were Accounting Information Systems and Human resource competencies have a significant effect on the quality of financial statements. While other previous research that became the author's reference is a study entitled "Analysis of Human Resources Accounting Treatment at PT Pos Indonesia" (Dhita Pratiwi Chaerul, 2021) which states that PT Pos Indonesia still considers that human resources in the company are recorded as expenses, as evidenced by the costs incurred for HR costs written on the company's profit/loss statement.

PT Citra Prestasi Gemilang is a service company that focuses on training, consulting and organising activities in a systematic and professional manner. The company also provides encouragement for the community, especially at working age (productive) to improve the quality and skills so that they can compete and meet the qualifications needed in the world of work. PT Citra Prestasi Gemilang has been established since 2017 by implementing a bookkeeping system using the human resource accounting method since 2021, which previously the company used conventional accounting methods.

The phenomenon that occurs in the company where this research is conducted is the lack of understanding of knowledge of human resources and the need for a lot of evaluation in measuring and reviewing the correlation between human resource competencies and ASDM treatment of human assets by the company. Based on the results of the analysis, the topic to be discussed in this research is "Human Resources as Human Assets at PT Citra Prestasi Gemilang Malang.

THEORETICAL STUDIES

1. Human Resource Cost Accounting

It is defined as the measurement of the investment made by the organisation in people including the cost of replacing those people and the value of people to the company. Human resource accounting deals with accounting for the recruitment and placement of labour, as well as measuring and reporting the costs incurred to find, develop and replace human resources as organisational resources.

The functions of human resource accounting proposed by Harahap (2011) are:

1. Additional information on the value of HR in the decision-making process on acquisition, allocation, development, maintenance in order to achieve effective corporate objectives.
2. Provide information for managers to monitor and use HR effectively.
3. Provides indicators in the control of assets or assets

4. Develop management principles that explain the financial consequences of various HRM practices 4.

2. Assets

Assets are resources owned by the company as a result of past events from which the company expects future economic benefits. Company assets are derived from transactions or other events that occurred in the past. Usually, companies obtain assets through expenditures in the form of purchases or self-production. Supriyati (2016:44)

Fixed Assets are classified into 2 (two), namely:

- a. Tangible Assets are assets that are used for a long period of time and their physical form provides usefulness such as land, buildings, vehicles, machinery, equipment, coal, and other goods.
- b. Intangible Assets are assets that are used based on the ownership of the asset so that there is a right to do something such as patents, copyrights, trademarks, franchises, and royalties.

3. Human Capital

Human capital is a form of capital that is identical to machines and technology and has a role or responsibility in many economic activities such as production, distribution, consumption, and transactions. Human capital is the knowledge, competence, attitude, health, and character possessed by humans.

There are 5 main components in human capital, namely:

- a. Individual Capacity
- b. Individual Motivation
- c. Leadership
- d. Organisational Circumstances
- e. Work Group Effectiveness

While the components of training and development in human resources include:

- a. Clear and measurable goals and objectives
- b. Professional trainers
- c. Training and development materials should be appropriate to the skill level of participating employees
- d. Training and development requirements must be met.

4. Human Investment Theory

Everything that is done in the field of human resources is a materially measurable sacrifice in the hope of getting better income in the future. By investing in human resources, it is expected that there will be improvements both intellectually and competently. Investment in people also requires measurement to show the efficiency of the investment made.

In human investment, several things can be explained such as:

- a. the basis for deciding whether or not to continue studying.
- b. Explaining the labour situation such as rising unemployment among the educated in Indonesia.
- c. Estimating the additional supply of labour of all types and levels of education in the coming year.

- d. Developing education and employment planning strategies.
- e. Social IRR calculations can be used to determine whether an education programme is good enough to implement by prioritising several alternative programmes. .

5. Human Development Theory

Human development has been defined as development in the economic, social, cultural and political spheres. The continuous advancement of the well-being of all people in the development process is guided by the equitable distribution of wealth generated based on their active participation. Improving the lives of individuals through the provision of basic needs is in line with the goal of establishing human development.

Human development is a process of enlarging human choices (UNDP, 1990). In achieving its goals, human development has 4 (four) main points, among others:

- a. Productivity
Community activities related to the human capital owned and human investments made to increase it.
- b. Equality
Every citizen has the same opportunity to gain access to the economic, social and educational fields. All challenges and obstacles must be minimised or even eliminated so that access to these rights can take place.
- c. Sustainability
The development carried out is used for the future as well (sustainable development).
- d. Empowerment
Communities must take part or actively participate in decisions and processes that will determine the direction of the goals of their future lives.

RESEARCH METHODS

The research method used in this research is to use a qualitative descriptive approach which uses observation, documentation and interview techniques. This approach is intended to understand what happens to the research subject both behaviour, actions, decisions, interests, motivations, and actions by describing through the form of words and language and aims to obtain information about human resources based on a human resource accounting perspective.

Object of Research

The research setting chosen is one of the companies engaged in the service sector in Malang City, namely PT Citra Prestasi Gemilang, which is located at Jalan Ikan Layur I No. 12, Lowokwaru, Malang 65142.

Data Collection Technique

The methods used in this research are:

- a. Observation method, which is a technique of systematically observing and recording the phenomena being investigated.
- b. Interview Method, which is collecting data through an oral question and answer process with sources.

- c. Documentation method, which is collecting data by utilising data derived from books and documents, records, and other documents..

Data Analysis

The data analysis method used in this research is:

- a. Data Collection
Researchers collected information from interviews and observations related to PT Citra Prestasi Gemilang in Malang City.
- b. Data Reduction
The data collected from the field findings are reported fully and thoroughly. Interviews, observations, and documentation can all be used to collect data. Data reduction is the process by which the researcher selects acceptable and relevant data that can be used to centre the study results..
- c. Data Presentation
Presentation of data, namely explaining the results of interviews and observations in a concise and easy to understand form so that researchers can draw conclusions..
- d. Inference
Drawing conclusions in this study means drawing conclusions based on the results of data analysis that are in line with the researcher's findings..

RESULTS AND DISCUSSION

PT Citra Prestasi Gemilang (CPG) is a company engaged in services in a systematic and professional manner. Its main focus is to serve all levels of society in improving the quality of human resources. This company provides encouragement for the community, especially for productive age workers to improve their quality, skills and competencies so that they can compete competitively and meet the qualifications needed in the world of work. The activities that are the focus of this company include training, consulting, assessment centres, organising.

The company consists of practitioners in various fields who actively provide knowledge and insights to improve the soft and hard skills of human resources who are clients of the company.

The results of this research were obtained through interviews with 3 (three) resource persons, among others:

Table 1. Data Informant

No.	Nama	Jabatan	Usia
1.	Sri Sudarwati (SS)	Direktur Utama	53 tahun
2.	Diva Aurora (DA)	Staff Accounting and Tax	25 tahun
3.	Roy Avianto (RA)	Kepala Departemen Program Pengembangan	55 tahun

1. Goal Achievement

Received: January, Accepted: February, Published: March



This work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.
<https://creativecommons.org/licenses/by-sa/4.0/>

Pencapaian adalah seluruh kegiatan yang memiliki tujuan yang dicapai melalui perencanaan, pengorganisasian, dan pengaturan sumber daya guna mencapai sasaran secara yang efektif serta efisien. Pencapaian tujuan ini melalui prosedur berupa perekrutan, seleksi, *training*, pendidikan dan pengembangan.

1.1 Recruitment

Recruitment is selecting and appointing one or more people to fill certain roles needed in an organisation or company. The recruitment system carried out by PT Citra Prestasi Gemilang is online or using social media as a medium for distributing the required job positions. This recruitment is carried out at any time if there is a vacant position in the company and requires an immediate replacement. In this case, the public relations department is in charge of making flyers and publishing them.

1.2 Selection

Selection is a decision to accept or reject a candidate for a particular job based on several considerations that have been previously thought of the candidate. This selection process is carried out directly by the Director assisted by the Program Development Department and also the Admin in managing files related to the recruitment. The basis for consideration in the selection is the relevance of the applicant's study programme, soft skills, and hard skills possessed by the applicant..

1.3 Training

Training is a training programme intended to improve employee work performance. Employees who have been accepted into this company undergo a period of job training or categorised as OJT (On Job Training) for 3 months. This training period does not apply to apprentices.

1.4 Education and Development

The process of renewing the meaning of experience and the process of improving technical skills to employee morale through the education and training process is the expectation of every company. PT Citra Prestasi Gemilang engages its employees in training and certification schemes that are relevant to their positions in order to improve their abilities or competencies with the hope of bringing a positive impact in the form of company productivity and increased employee performance effectiveness.

2. Human Resources as Assets

For PT Citra Prestasi Gemilang, its human resources are considered as human capital, which no longer wants or starts to switch the view that humans are only tools. This is evidenced by the company's switch in using conventional accounting methods to human resource accounting. The financial statements that can illustrate the treatment of human resources at PT Citra Prestasi Gemilang as an asset are:

Profit and Loss Financial Statements of PT Citra Prestasi Gemilang Based on Conventional Accounting and HR Accounting in 2021

Keterangan	Akuntansi Konvensional	Akuntansi SDM
Pendapatan		
Training	Rp 22.450.000	Rp 22.450.000
Event Organizer	Rp 96.360.000	Rp 96.360.000
Total	Rp 118.810.000	Rp 118.810.000
Beban :		
Beban Gaji	Rp 47.500.000	Rp 47.500.000
Beban listrik air wifi kantor	Rp 7.058.000	Rp 7.058.000
Beban peralatan kantor	Rp 43.900.000	Rp 43.900.000
Beban Transpotasi	Rp 4.760.000	Rp 4.760.000
Total	Rp 109.930.500	Rp 109.930.500
Pengembangan karyawan	Rp 7.500.000	Rp 7.500.000
Total	Rp 117.430.500	Rp 102.430.500
Laba	Rp 1.379.500	Rp 16.379.500
Amortisasi karyawan		Rp 1.875.000
Total Laba / Rugi	Rp 1.379.500	Rp 14.504.500

Source : PT.Citra Prestasi Gemilang (2021)

Financial Statements (Profit and Loss) of PT Citra Prestasi Gemilang Based on Conventional Accounting and HR Accounting Year 2022

Keterangan	Akuntansi Konvensional	Akuntansi SDM
Pendapatan		
training	Rp 41.975.100	Rp 41.975.100
event organizer	Rp 125.115.000	Rp 125.115.000
Total	Rp 167.090.100	Rp 167.090.100
Beban :		
Beban administrasi	Rp 8.121.800	Rp 8.121.800
Beban Gaji	Rp 54.500.000	Rp 54.500.000
Beban listrik air wifi kantor	Rp 7.968.000	Rp 7.968.000
Beban peralatan kantor	Rp 69.900.000	Rp 69.900.000
Beban Transpotasi	Rp 5.310.000	Rp 5.310.000
Total	Rp 145.799.800	Rp 145.799.800
Pengembangan karyawan	Rp 7.500.000	Rp 7.500.000
Total	Rp 153.299.800	Rp 138.299.800
Laba	Rp 13.790.300	Rp 28.790.300
Amortisasi karyawan	Rp -	Rp 3.750.000
Total Laba / Rugi	Rp 13.790.300	Rp 25.040.300

Source : PT. Citra Prestasi Gemilang (2022)

Based on the data attachment above, if you pay attention to the

Received: January, Accepted: February, Published: March



This work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.
<https://creativecommons.org/licenses/by-sa/4.0/>

conventional accounting method, the costs incurred to improve human assets are considered an expense, while in the human resource accounting method, these costs become a deduction so that the profit earned by the company is greater. In human resource accounting, there is a significant difference in profit income because the costs - the costs of the effect of moving the account on employee development from Debit to Credit make the profit earned by the company greater or increased. The costs incurred to develop existing resources are considered an investment, and there is amortisation of human capital just like tangible assets.

Related to the same amount of costs in the employee development account in 2021 - 2022 is because the number of employees included in the training, namely BNSP certification, is the same at 4 (four) people.

Every employee at PT Citra Prestasi Gemilang is included in the development programme in the form of training and certification where all costs required for this are fully borne by the company. There are also learning modules as reference materials either for employees or used as teaching materials when PT Citra Prestasi Gemilang has joint work with its clients. The modules are compiled referring to the Indonesian National Work Competency Standards (SKKNI) with additional material development according to the current situation.

CONCLUSION

Based on the results of the above research, the conclusions obtained are:

1. Human resource accounting is a method of recording and reporting where human resources as valuable human capital, cannot be ignored, and must be empowered. Humans cannot be equated with material assets because humans can continue to grow and develop in terms of ability or competence so that in utilising these human resources, it is expected to have a long-term positive impact.
2. PT Citra Prestasi Gemilang considers that its human resources are assets where in the preparation and presentation of financial statements it has adopted the human resource accounting method.
3. Researchers can conclude that human resource accounting is highly recommended to be applied in a company.

REFERENCES

- Abdurrahman Fatoni, *Metodologi Penelitian dan Teknik Penyusunan Skripsi* (Jakarta : Rineka Cipta,2011), hlm.104 - 112.
- Accounting Principle Board (APB). 1970. Statement No. 4. Basic Concepts and Accounting Principles Underlying Financial Statement of Business Enterprise. Amerika Serikat.
- Afid N. 2018. *Teori Pembangunan Sumberdaya Manusia : Human Capital Theory, Human Investment Theory, Human Development Theory, Sustainable Development Theory, People Centered Development Theory. Skripsi.*
- Anselm Strauss dan Juliet Corbin. 1997. *Dasar-Dasar Penelitian Kualitatif Prosedur, Tehnik, dan Teori.* Surabaya: Bina Ilmu Ofset.

- Armansyahfudin. 2018. Strategi Pengembangan Manajemen Sumber Daya Manusia Bagi Generasi Millennial. *Jurnal Manajemen Pendidikan Islam*.
- BAPPENAS and UNDP Indonesia, Indonesia Human Development Report. (2004). The Economics Democracy: Financing Human Development in Indonesia. Published Jointly by BPS- Statistic Indonesia.
- Becker, GS. 1992. Human Capital : A Theoretical And Empirical Analysis, With Special Reference to Education . Chicago: The University of Chicago
- Brummet, R. Lee. 1995. Human Resource Accounting : Modern Accounting. Terjemahan oleh Tim Penerjemah CV. Alfa Beta. 2000. Bandung : CV. Alfa Beta
- Flamholtz, Eric G, Diamond, Michael A, Flamholtz, Diana Troik. (1989). *Financial accounting* . USA: PWS-KENT.
- Hadi, Sutrisno. 1986. *Metodologi Reseach*. Yogyakarta : Andi Offset, (hlm.157).
- Harahap, Sofyan Syafri. 2011. Analisis Kritis atas laporan Keuangan. Edisi Pertama cetakan ke sepuluh. Jakarta : PT Bumi Aksara.
- Hartanto, 2001, Analisis Laporan Keuangan, Edisi pertama. Cetakan keempat , Yogyakarta: AMP YKPN.
- Haryoko, Sapto. 2008. *Metode Penelitian dan Sosial (Kuantitatif dan Kualitatif)*. Jakarta : Gedung Persada Press
- Ikatan Akuntan Indonesia. 2015. Pernyataan Standar Akuntansi Keuangan. Jakarta : Ikatan Akuntan Indonesia.
- Ikhsan, Arfan. 2008. Akuntansi Sumber Daya Manusia: Suatu Tinjauan Penilaian Modal Manusia. Yogyakarta: Graha Ilmu
- Jurnal Ilmu dan Riset Akuntansi : Volume 9, Nomor 11, November 2020
- Kasmir. 2008. *Analisis Laporan Keuangan*. Jakarta : Rajawali Pers
- Kasmir. 2016. *Analisis Laporan Keuangan*. Jakarta : Raja Grafindo Persada
- Lexy J. Meleong. 2007. Metodologi Penelitian Kualitatif h.4. Bandung : PT. Remaja Rosdakarya
- Mayo, A. (2000). The role of employee development in the growth of intellectual capital. *Personnel Review*, 29(4), 521–533.
- Mulyadi. 2010. *Sistem Akuntansi*. Jakarta : Salemba Empat
- Nurillah. 2014. Pengaruh Kompetensi Sumber Daya Manusia, Penerapan Sistem Akuntansi Keuangan Daerah (SKAD), Pemanfaatan Tekonologi Informasi Dan Sistem Pengendalian Intern Terhadap Kualitas Laporan Keuangan Pemerintah (Studi Empiris Pada SKPD Kota Depok).
- Patton, M. Q. (1999). Enhancing the Quality and Credibility of Qualitative Analysis. *Health Services Research*, 34, 1189-1208.
- Pembendaharaan istilah ISO 8402 dan dari Standar National Indonesia (SNI 19-8402- 1991)
- Priansa, Donni Juni. 2014. Perencanaan dan Pengembangan Sumber

- Daya Manusia. Bandung : Alfa Beta
- Rensis, Likert. 1967. *Human Organizational: its Management and Values*. New York McGraw Hill, inc.
- Sari, Dewi Purwita. 2019. Pengaruh Sistem Informasi Akuntansi dan Kompetensi Sumber Daya Manusia Terhadap Kualitas Laporan Keuangan. *Skripsi*. Program Studi Akuntansi FEB Universitas Komputer Indonesia Bandung.
- Sugiyono. 2013. *Metode Penelitian Kuantitatif dan Kualitatif*. Bandung : Alfabeta.
- Sudjana Nana dan Ibrahim. 1989. *Penelitian dan Penilaian Pendidikan*. Bandung: Sinar Baru Bandung
- Supriyati, 2016. *Audit Laporan Keuangan Usaha Kecil dan Menengah Berbasis Akuntansi dan Perpajakan*. Yogyakarta : Ando Offset
- Schultz, Theodore W. 1961. Investment in Human Capital. *American Economic Review*. 51 (1): 1 - 17