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CERTIFICATE

This is to certify that the project work entitled “An Analysis on Human Resource Accounting of Jeevan Jyothi Industrial Training Institution, Honnavar” is the original work done by RUBINA PEDRU DCOSTA, Register No:18C011226 of M.COM IV Semester of our Centre, during the period of her study and that it has not formed the basis for the award of any Degree, Diploma, Associate ship, Fellowship or Similar other title.

It has not been submitted to any other University or Institution for the award of any Degree or Diploma.

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This is to certify that Ms. Rubina Pedru D'costa, bearing Register No. 18C011226, M.com Student of Anjuman, Science and Commerce College and P.G. Centre, Bhatkal. Has satisfactorily completed the project in Jeevan Jyothi Technical Institution Honnavar on "ANALYSIS ON HUMAN RESOURCE ACCOUNTING OF JJITI HONNAVAR" for partial fulfillment of her degree in **MASTERS IN COMMERCE** under Karnatak University Dharwad, Karnataka.

The effect put by her in collecting the data and overall participation during the completion of project deserves highest appreciation.

We congratulate her and wish her all the success in her future endeavors.

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INTRODUCTION:

The project is based on Human Resource Accounting with special reference to Educational Institution, JJIT (Jeevan Jyothi Industrial Training) Honnavar.

Human Resource Accounting aims, to ensure growth and development of any organization. The efficiency of people must increase in the right perspective. Without Human Resources the other resources cannot be operationally effective. The original health of the organization is indicated by the human behavior, variables, like group loyalty, skill, motivation and capacity for effective interaction, communication and decision making.

Men, Money, Machines, Materials and Methods are the resources required for an organization. The effective and efficient utilization of resources depends largely on the quality, skills, character of the people. The term Human Resource at macro level indicates sum of all the components such as skills, creative abilities, innovative thinking, the institutions imagination, knowledge and experience possessed by all the people.

Human Resource, now widely accepted as one of the most important assets passed by organizations. Thus, the Human Resource cannot be ignored.

Conclusion:

The Jeevan Jyothi Industrial Training Institution established on. The founder of Institution is Holy Cross Brothers Honnavar. Institution is providing good training for students since. The main aim of the institution is to provide good education mainly to dropout students.

The institute is well equipped with lab and workshops and with experienced teachers who are working in the institution more than fifteen years.

The institution divides total employees according to skilled and unskilled groups. Totally 14 employees are providing selfless services in the institution. 69% are skilled employees and 31% are unskilled employees.

Present value of each category employees regarding the age there are two alternative assumptions namely, the age of particular class intervals. Second is minimum wage, the valuation has been worked out by taking the age corresponding to the lower limit of class interval.