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ಅಂಜುಮನಾಬಾದ್, ಭಟ್ಕಳ - ೫೮೧ ೩೨೦

(ಉತ್ತರ ಕನ್ನಡ) ಕರ್ನಾಟಕ ರಾಜ್ಯ

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Certificate

Certified that the project work titled "A Study on Human Resource Accounting of Shreedevi Multi Speciality Hospital Honnavar" is an original record of filed work done by Ms. Tanzeela Abdul Kadir Mukhtesar with Registration No. 18C011233 in a partial fulfillment of the award of degree of Master of Commerce of the Karnataka University, Dharwad during 2019-20. The project satisfies the academic requirements in respect of project work prescribed for the Degree of Master of Commerce and is a record her own independent work .

This project is based on the studies carried out by her has not submitted to any other University or Institution for the award of any degree or diploma.

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This is to certify that **Miss.Tanzeela Mukthesar**, Student of **M.com 4th Sem with Reg No.18C011233** Studying at **Anjuman Arts, Science and Commerce College and PG Centre, Bhatkal** has visited our Hospital for data collection in respect of project work. We believe that this project work is of her own effort and we wish her a good luck in her academic endeavour.

Place: Honnavar
Date :12.10.2020



Signature of the MD

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INTRODUCTION:

The project is based on human resource accounting with a special allusion or quotation to Shree Devi Multispecialty hospital.

Human resource accounting accounts for the amount that an organization may have invested in human resource development. The process of human resource accounting involves identifying the human resource accounting objectives and developing human resource accounting measures.

The success of an organization depends on how best the scarce physical resources are being activated by the human resources as the physical cannot act their own. Therefore, the effective utilization of in animated resources depends on largely on the quality, capacity, skill, perception, and character of the people.

Human resource accounting is not a new issue in economies. Economies consider human capital as a production factor and they explore different ways of measuring its investments in health, education and other areas. Accounts have the value of human assets for at least 70 years.

Today more than ever, a changing business environment the most striking change in human resource management. Today is its increased involvement in human resource planning, while developing and implementing the company strategy. The company long term for how it will balance its internal strengths and weakness with its external opportunities and treats to maintain competitive advantage.

Human resource are now widely accepted as one of the most important assets possessed by the organization. The initial obstacles encountered in there cognition of human resource as an assets rest largely on its characteristics, qualification in monitory terms and mode of reporting.

It is rather difficult to express the true nature of human resource management. Human resource management is concerned with the management of people at work. It reflects a new philosophy, a new approach and a new outlook.

The human factor plays such an important role in the field of management that some people consider human resource management and management as one and the same thing. As Apply observes: "Management is the development of people and not the direction of things". Human resource Management in hospitals assumes significance in an era of stiff and global competition, though we do not right now have global brands in hospitals it may not be too long since now to have such collaborations.

The efficiency of any organization manufacturing or service, lies in its employees, as they are the ones who help the organization to realize its goals. The onus of the management now lies in making the employees ready for any kind of challenging roles in the organization to face the onslaught of competition. It is here that HRM assumes greater significance as it helps in Selection, Training, Placement, Control, and Compensation of the employees.

SUGGESTIONS:

- Workers of shreedevi hospital should be utilized effectively.
- Special strategy should be used to reduce the cost of skilled workers.
- hospital has to provide canteen facility to its workers.
- Hospital must give more concentration on unskilled workers.
- Training facilities should be at providing to employees regularly.
- Implementation of advanced technology equipment should be installed to improve the function of hospital.
- Hospital has to utilize existing workers properly for the effective management of the hospital.

CONCLUSION :

The shreedevi hospital was established on 1985. The founder of welfare hospital is Dr. Chandrashekar shetty. hospital has stood for servicing the community since 1985.the main aim of the hospital is to give more and more service spread over almost 754km² of land, in the heart of the town with the very latest in infrastructure and equipment, excellent team of medical professionals and support staff, the hospital is undoubtedly honnavar most popular healthcare facility

shreedevi hospital divides total employees according to group wise, category wise and also physically challenged employees in the hospital. Totally 57 workers are working, here researcher categorised different group, 63% (36) are skilled employees, 18 % (10) of semiskilled employees, 19% (11) are as un skilled employees.

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