



## **ACADEMIC YEAR 2012 – 2013**

### **TITLE OF DIPLOMA THESIS:**

The theory behind "HRA: HUMAN RESOURCE ACCOUNTING" AND THE EXAMPLE OF  
GAIA S.A.

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### **ABSTRACT**

It is a fact that the focus of the current economic activity has shifted from a highly industrial environment based on physical , tangible goods like factories , machinery , equipment , a high-tech environment , information and innovation , which is based on specialization in skill, talent , creativity , skills and experience of people - ie a word in human resources. It is also a fact that a significant factor in the continued growth of an organization is the performance of employees. Human capital is necessary in order for a company to exploit other resources to the maximum extent possible. Therefore , the success of a business depends on how well used natural resources (materials - machinery - money - methods ) of its staff. They have occasionally been many definitions of the term "human resources". Generally speaking , the special value of human resources of a company lies in all the unique elements such as skills, creative skills , innovative thinking , intuition , imagination , knowledge , experience , character , etc. , collected by people of this . Despite the fact that we live in an economic environment that is based on human resources and human innovation and intelligence , the traditional accounting in business continues to focus on traditional assets , ignoring the human capital . The new financial accounting systems consider the cost of a business related to the human capital loss / expense that only reduces the balance sheet profit . Consequently , human resources does not appear as an asset on the balance sheet , and not treated as a factor that could generate future profits for the company. This problem will analyze and attempt to solve the specific thesis drawn up within the graduate program «Construction & Project Management" of the Aristotle University of Thessaloniki.

### **KEYWORDS**

HRA, HUMAN, RESOURCE, ACCOUNTING