

Guru Ghasidas Vishwavidyalaya, Department of Management Studies

Report on Guest Lecture by Dr. Pragnesh B. Shah

Date: September 5, 2023

Venue: Department of Management Studies

Speaker: Dr. Pragnesh B. Shah

Position: Professor, Department of Accounting & Financial Management, Maharaja Sayajirao University, Vadodara, Gujarat

Topic: Human Resource Accounting and Performance Management System

On September 5, 2023, the Department of Management Studies organized an enlightening guest lecture for MBA students, featuring Dr. Pragnesh B. Shah, a distinguished professor in Accounting and Financial Management. The event was well-attended, reflecting the keen interest of students in the emerging concepts of human resource accounting and its implications for performance management.

Welcome Address

The session commenced with a warm welcome by the Head of the Department, Prof. B. D. Mishra. He highlighted the importance of integrating human resource management with financial strategies, emphasizing the growing relevance of human capital in today's business environment.

Key Highlights of the Lecture

Dr. Shah's presentation focused on several critical aspects of human resource accounting:

1. Human Resource Capital:

- Dr. Shah elaborated on the concept of human capital, describing it as a valuable asset that contributes significantly to organizational success. He discussed how investments in employee development and training can enhance productivity and innovation.


2. Human Resource as an Asset:

- The professor articulated the perspective of viewing human resources not merely as expenses but as long-term assets. This shift in mindset is crucial for organizations aiming to maximize their competitive advantage.

3. Functions of Human Resource Accounting:

- Dr. Shah outlined the various functions of human resource accounting, including:
 - Measurement and reporting of human capital value.
 - Assessment of employee performance and potential.
 - Integration of human resource data with financial statements to provide a holistic view of an organization's performance.

4. Performance Management Systems:


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अध्यक्ष
HEAD

प्रान्त अध्ययन विभाग
Department of Management Studies
गुरु घासीदास विश्वविद्यालय
Guru Ghasidas Vishwavidyalaya
बिलासपुर (छत्तीसगढ़)
Bilaspur (Chhattisgarh)

- The lecture also covered the interplay between human resource accounting and performance management systems. Dr. Shah emphasized the need for robust metrics to evaluate employee performance and align it with organizational goals.

Conclusion and Vote of Thanks

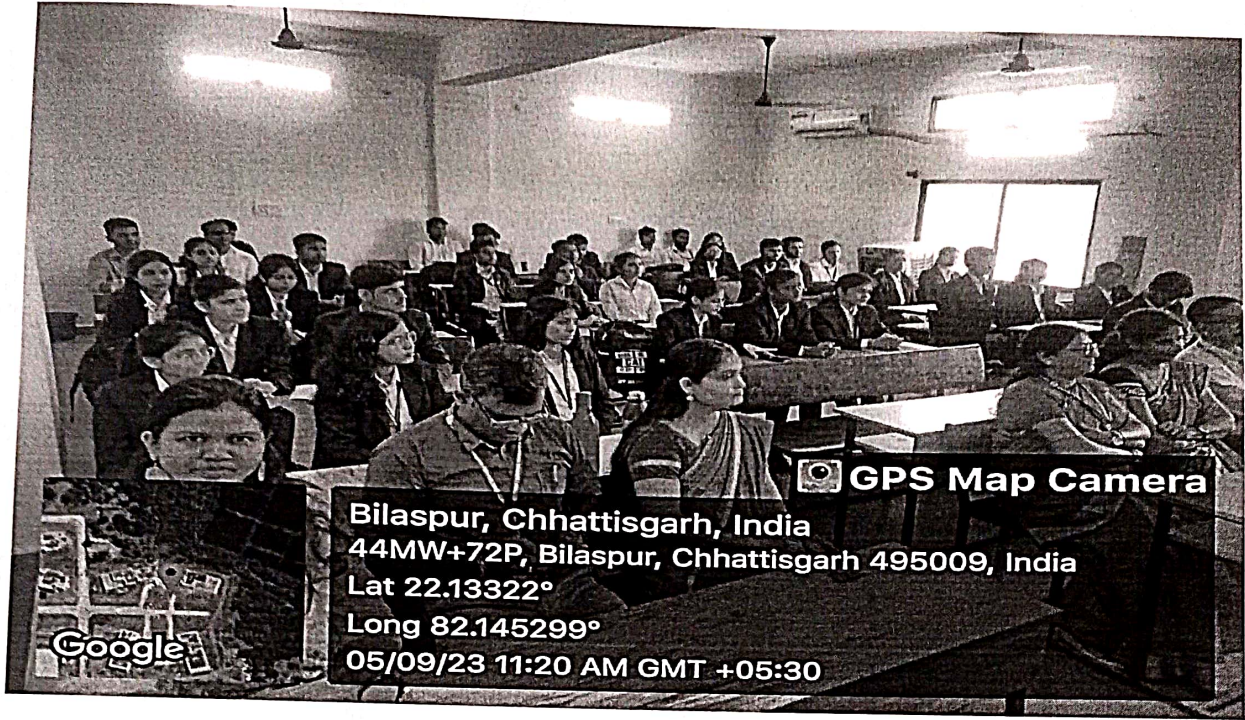
The session concluded with a thought-provoking Q&A, where students engaged actively, seeking insights on practical applications of human resource accounting in their future careers. Dr. Chandrawati Nirala delivered the vote of thanks, expressing gratitude to Dr. Shah for his valuable insights and to Prof. Mishra for facilitating the event.

Overall, the guest lecture was a significant learning opportunity for students, enhancing their understanding of the crucial role of human resource accounting in contemporary management practices. The department looks forward to organizing more such sessions to bridge the gap between theory and practice in management education.

Glimpses of Guest Lecture



R. Mishra
 09/11/2021
 अध्यक्ष
 HEAD
 प्रान्त्र अध्ययन विभाग
 Department of Management Studies,
 गुरु घासीदास विश्वविद्यालय
 Guru Ghasidas Vishwavidyalaya
 बिलासपुर (छत्तीसगढ़)
 Bilaspur (Chhattisgarh)



[Signature]
 05/11/2024
 अध्यक्ष
 HEAD

प्रान्त्र अध्ययन विभाग
 Department of Management Studies
 गुरु घासीदास विश्वविद्यालय
 Guru Ghasidas Vishwavidyalaya
 बिलासपुर (छत्तीसगढ़)
 Bilaspur (Chhattisgarh)