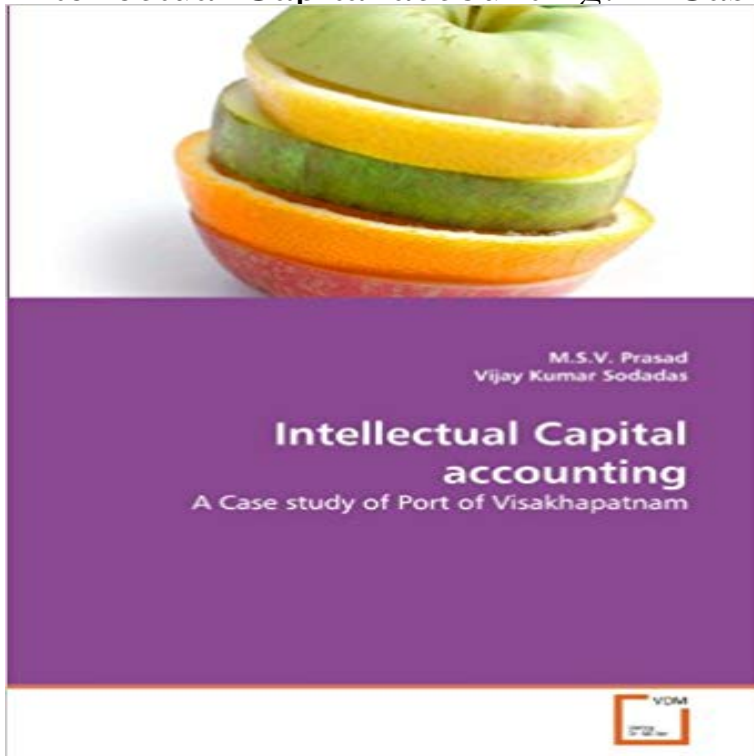


Intellectual Capital accounting: A Case study of Port of Visakhapatnam



Intellectual Capital accounting is the process of identifying and measuring data about human resources and communicating this information to interested parties. ICA, thus not only involves measurement of all the costs/investments associated with the recruitment, placement, training and development of employees, but also the quantification of the economic value of the people in an organisation. ICA has been receiving much attention in the past three decades because there is a genuine need for reliable and complete information, which can be used in improving and evaluating the management of human resource, and the traditional framework of accounting is in the process being expanded to include a much broader set of measurement than was thought possible or desirable in the past. The wind of change in accounting standards is blowing in almost all countries, especially the USA, Japan, Canada, the UK, France, Germany and The Netherlands, where social security and employees welfare are attended to under adequate regulations. ICA is a new concept to Visakhapatnam Port Trust.

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