

Problems of measurement and disclosure of human capital in the light of International Accounting Standard

An analytical study of the opinions of a sample of specialized academics in The Kurdistan region of Iraq

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Abstract— *The contemporary working environment is characterized by intense competition and uncertainty and human capital is one of the most important elements that contribute to the success and continuation of any economic unit working in this type of environment, so the subject of measurement and disclosure of human capital is an important and necessary topic, and in response to the above, this research aims to show the problems in (IAS, IFRS) with regard to measurement and disclosure of human capital, and to achieve the goal of research a questionnaire was developed that included (12) questions distributed to a sample of the 65 specialized academics in the Kurdistan region of Iraq, from which 55 questionnaires were recovered, To reach a set of conclusions through which the researcher set of conclusions, the most important of which is the lack of an international accounting standard (IAS, IFRS) that clearly and explicitly addresses the means and methods of measuring human capital and how to disclose them in financial statements as the researcher made a set of recommendations including the need to issue standards specializes in measuring and disclosing human capital in order to make financial statements more credible and reliable and provide useful information in the decision-making process.*

Keywords: *Measuring of Human Capital, Disclosing of Human Capital, IASs, IFRSs*

I. INTRODUCTION

Investing in human money is at the forefront of issues that the economic units are interested in in different activities and level so growth, where the human element is one of the influential elements in production if not the main influence in the continuation of unity and its survival in the competition circle, and This interest was reflected in accounting, and accountants began to direct their attention and research towards identifying and finding appropriate ways to measure human capital and disclose it in financial statements, despite the obligation of economic units to adopt and apply international standards. And the need to prepare them for their lists and financial reports within the framework of these criteria, but these criteria did not clearly and explicitly specify the methods of measuring human capital and how to disclose them in financial statements, which represents a deficiency in those criteria, which negatively affects the financial

statements, so the idea of this research came to address this topic through three axes, The first axis of the research methodology was allocated, while the second was devoted to dealing with the theoretical flow of human capital to be addressed in the third axis to the practical aspect of the research, which includes the analysis of the questionnaire form and the testing of the hypothesis of the research.

II. RESEARCH METHODOLOGY

A. Research problem:

Despite the importance of Behari's Capital and the extent to which it affects the success of any economic unit and its continuity in the competition department, there are problems in IAS in terms of determining methods and means of measurement and how to disclose human capital in financial statements

B. Research hypothesis:

The research is based on a key hypothesis: Problems related to accounting standards have no effect on measurement and disclosure of human capital in financial statements at the level of indication ($\alpha \leq 0.05$).

C. Research goals:

1. Learn about the concept of human capital and the ways in which it is measured
2. Learn about the concept the models of disclosure of human capital
3. Statement of problems with IAS, IFRS in terms of measurement and disclosure of human capital in financial statements

D. The importance of research:

Although human capital is considered an essential element in the continuation and development of any economic unit, the issuers of international accounting standards did not clearly care about this element, so the importance of research lies in

highlighting the problems related to IAS and its impact on the disclosure of the head Human money on the lists.

E. Research approach:

In order to achieve the goal of research and test the hypothesis, the analytical descriptive approach was followed based on the following sources:

First: The secondary sources (the theoretical aspect): by using the available sources of university letters, research, periodicals and books dealing with this subject.

Second: The primary sources (practical aspect): by distributing the questionnaire designed for this purpose and analyzing the answers contained in it to test the validity of the hypothesis.

F. Community and research sample:

The research community represents academics (university professors and institutes) specialists in Kurdistan region to be familiar with the subject and a random sample has been selected from them.

G. Framework:

To achieve the purpose of the research and reach its specific objectives, the researcher designed a model for research, and form 1 shows the relationships of these variables.

Source: Prepared by Researcher

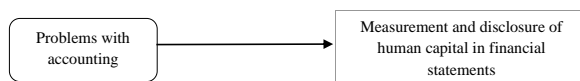


Fig. 1. Search model

III. THE THEORETICAL FRAMEWORK OF HUMAN CAPITAL

If you are using *Word*, use either the Microsoft Equation Editor or the *MathType* add-on (<http://www.mathtype.com>) for equations in your paper (Insert | Object | Create New | Microsoft Equation or MathType Equation). "Float over text" should *not* be selected.

A. Definition of human capital:

Human capital is defined as "the added value provided by individuals to economic units, through which they are able to identify the competitor's survival and continuity" (Baron & Armstrong, 2007:5), or it is a The skills and expertise acquired by working individuals during their tenure" (Vanzyl,2006: 83),as can be defined as human capital in "the capabilities of mushrooms acquired by each individual, which leads to the development of the economy in all areas of business if it is better invested like other assets"(Mahmoud and Amira,2016: 189), or means human capital "The knowledge preserved intergenial staff of the yen in economic units in addition to the skills and experience gained that the economic unit can benefit from in the future" (Geat and Men, 2011: 6)

B. Accounting for human capital:

There are many and varied definitions of accounting for human capital in accounting literature, some of which we will address as follows:

The American Association of Accountants defined it as "the process of quantifying, measuring and communicating human resources information" (A.A.A.A., 1974:115), and human capital accounting can be defined as "a tool for quantifying human resources through a range of methods and models that can be applied in practice and reporting on the results of measurement for internal and external entities so as to offset costs with revenues" (Salem, 2008: 26), or "all tangible and intangible calculations carried out by economic units in order to assess their human capital based on all systems in the unit of the Administrative Information System and accounting information system" (Al Mutairi, 2010: 16).

Accounting for human capital is an administrative tool used to make decisions that are summarized in determining the recruitment, training, recruitment, compensation, replacement, exclusion of employees, and other decisions concerning the human element, and gaining accounting Human resources are important because the yelp measure, and assess the efficiency, effectiveness of this human element in the unit, which is the most important asset type in the economic units because it has a significant impact on productivity efficiency. (Al-Razam, 2016: 20)

C. Human resources accounting characteristics

To account for human resources a range of characteristics including: (Alia, 2017: 7)

1. It is a kind of accounting that only concerns the human side within the economic unit, i.e., one of its advantages is that it only cares about all the workers within the economic unit
2. It has a material and immaterial nature as it is known that financial accounting was or analytical or other, concerned with the material aspect only, but the accounting of human resources is concerned with the material aspect of the workers and at the same time cares about the moral aspect so that it does not separate the material aspect of the worker from the moral aspect of it.
3. Allows management, through its information and data, to properly plan to meet the expected burdens of workers within the unit
4. The ability to accurately identify the human investments that the economic unit needs to build its humanitarian organizations and build the labor structure.
5. It is also characterized by its ability to determine ways and how to benefit and manage the human element within the economic unit
6. The ability to determine the true cost of the human element and thus allow trade-off, measure the return and compare it with the cost.

Through previous characteristics human resources accounting, as they mean a particular type of asset, are concerned with the physical and non-material aspects of the human element.

D. Accounting objectives for human capital:

Accounting for human capital aims to provide the necessary and necessary information about the workforce in any

economic unit and contributes to measuring the cost of human capital to help the administration choose, train, assist and motivate the appropriate individuals, accounting for human capital seeks to develop an appropriate accounting system that provides the necessary data and information to make appropriate decisions, namely the optimal use of the human element in economic unity. The application of the accounting system for human capital aims to achieve the following objectives: (League and Tikriti, without a year: 7-9)

- 1- Measurement objective: With a view to measuring aspects of human capital, mainly including:
 - a. Measuring the value of human capital using appropriate practically applicable scientific methods.
 - b. Measuring the cost of preparing and equipping human capital such as recruitment and training costs.
 - c. Measuring the cost of using human capital from salaries, wages, etc.
 - d. Measuring the productive efficiency of human assets
 - e. Measure the rate of return on human investment.
- 2- Objective of the report: This report means data on human capital in financial statements and reports and the presentation of data reached during the achievement of the measurement target and includes:
 - a. Recording data on human capital in various cards and records
 - b. Summarize data on human capital using known accounting methods to summarize data.
 - c. View the results reached in the financial statements.
 - d. Prepare special lists to view data on human capital to aspects of traditional financial statements.
 - e. Prepare any additional reports related to human capital based on the wishes of the unit management, investors or any other third parties.
 - f. Studying problems related to human capital such as the high rate of work papers or the phenomenon of absence and preparing quantitative reports on them.
- 3- The goal of rationalizing decisions: It is intended to provide useful data to support the administration in making appropriate decisions where the method of accounting for human resources aims to provide information to the management of the unit or investors or other interested parties in the unit in order to rationalize the decisions that these bodies have to make and these decisions relate to the human element.

IV. HUMAN RESOURCES ACCOUNTING MODELS TO MEASURE THE VALUE OF RESOURCES

Human resources accounting is based on measuring the value of human resources. Through a range of approaches and methods adopted which are:

First: Cost approaches: the following methods are:

1. Historical cost method: Human assets are treated according to this method as other physical assets, and the cost of human resources is divided into two parts: (Hadi, 2010: 320)
 - a. A department that is treated as running expenses such as salaries and wages.
 - b. Section treated as capital expenditures: These expenses, which lead to increased future expenses such as training, selection, appointment and development expenses, are extinguished over the productive life of the human resource to determine the share of each period, the exhausted part of which is called the annual fire premium, and the remaining part of the original cost is shown in the financial position minus the exhausted part.

This method consists of the following elements (Jaidi,2007: 55-56)

- a. Recruitment costs: The cost to the enterprise in order to introduce a new individual to the administrative organization of the economic unit, such as: the expenses of employment announcements and the commission paid to specialized agencies.
 - b. Selection costs: All costs include making a choice of alternatives such as the cost of interviews and tests.
 - c. Rental costs include what is spent on employees selected or hired from among applicants, from their positions to their duty stations.
 - d. Training costs: Includes training expenses for the performance of the jobs they will occupy in the economic unit, as well as the expenses of the supervisors of the training, in addition to the losses resulting from the low level of production during the training.
 - e. Staff capacity development costs: the costs spent on developing the expertise and skills of individuals are intended to prepare them and prepare them for higher positions in the career ladder.
2. Replacement cost or replacement cost method: This method corresponds to the method of historical cost in expenditures to be capitalized to determine the value of human resources in the financial position, but the only difference between them is that this value is calculated here at current prices while the previous method is done at historical prices, within which the replacement cost of the employee is meant to be spent to obtain another working individual with the same level of skill and efficiency if the economic unit is used on the services of the former

working individual The replacement cost of human resources consists of :(Abd Al Hamid,2005: 199-200)

- a. The cost of leaving work or separation is borne by the economic unit in the event of the separation of an employee, including the bonus of leaving work and all compensation to be paid to separated workers.
 - b. The cost of obtaining individuals and the cost of education: this cost is the sacrifice of the economic unit in order to obtain individuals in certain positions in order to ensure access to individuals, while the cost of education indicates a sacrifice in order to train individuals in order to reach the required level of performance in a particular job.
3. Opportunity method: In this way, investment center managers offer prices to users who are rare, i.e., their characteristics as resources with distinctive characteristics that serve the objectives of the economic unit while other users who are not rare, this method does not consider them within the base of human assets, in which case the distinction between workers is considered a situation harmful to economic unity. (Alia, 2017: 28)

Second: Value models: these models are:

1. The method of evaluation by deducting unusual profits or the fame of the shop: "Harrminson" proposed a method of evaluating human resources based on the deduction of the extraordinary profits of the economic unit where he linked in this way between the elements of the fame of the shop such as the good financial situation, competent staff and the reputation of the economic unit and the value of human resources, where he presented the following model for evaluating human resources in the economic unit (Azzoy, 2010: 45)
2. Current value method for future: evenest researchers derived this method (Lev and Sewortz) to measure the value of the human resource based on its economic concept where the human resource is defined as "a source of flow and income generation and its value is the current value of future entry calculated at a certain discount rate to the owner of this resource" Under this method, the value of human resources is determined on the basis of the deduction of salaries and wages that an employee is expected to receive during his productive life at a special interest rate. The use of this model requires a thorough study of the nature of jobs in economic units so that working human resources can be divided into similar groups of competence and qualifications in such a way that statistics on the entry of groups of individuals similar to the group to be determined in terms of efficiency, effectiveness and age can be used in such a way as to facilitate the use of statistics on the entry of groups of individuals similar to the group to be determined in terms of efficiency, effectiveness and age characteristics of this model. It provides an acceptable measure of human capital, and helps to create labor density in the economic unit, as well as shows changes in the composition of the

human resources business structure and thus help compare the growth rates of economic unity with those of other institutions with similar structures in terms of human resources. (Salem, 2008: 28)

3. Multiplier method: We mean by doubling the number of years that an investor can recover his investment number through the profits of the economic unit and the multiplier is not a process of determining appropriate relative weights for different types of jobs and individuals in the economic unit as part of the total value of the assets, and the factors taken into account by the multiplier are:(Quider,2014: 136-137)
 - a. Qualifications and technical expertise.
 - b. Personal readiness and competence
 - c. Portability
 - d. The ability to replace the person
 - e. Loyalty grade and future service expectations
 - f. The experience required by the job

The multiplier can be calculated for the salary component as follows:

(Total salaries, bonuses and benefits in kind ÷ total salaries only)

Accordingly, in any job, a person or the quality of the job can be given a distinct multiplier that can be applied to a particular quantitative factor that is considered as a return to access to the value of human resources and all expenditures related to the acquisition and development of human resources, which is capitalized by applying, increasing, retiring or moving the appropriate multiplier of the human asset. This method can be summarized in the following steps: Total salaries and bonuses for the last year are taken and divided into different job types or grades "senior management, middle, executive, working-class" at the beginning of the period. By determining the value of the appropriate multiplier, the value of human resources can be reached at the beginning of the period i.e. (Total salaries, equivalents × multiplier) In order to determine the value of human resources at any time, it is necessary to follow the following:

Determining the cost inputs of: (Costs of accessing human resources+ training and development of those resources + salaries of new employees)

Determining the cost outputs of:

(Turnover losses + end-of-service costs + depletion or consumption)

- Then we follow the following equation:

(Human resources value at the beginning of the period + cost of inputs- cost of output = value of human resources at the end of the period)

After extracting the shop's fame in one of the different ways we compare the value of human resources with fame to reach the following:

In the event that the value of human resources is higher than the value of the shop's fame, the multiplier needs to be adjusted so that there is a margin for the value of the shop's fame that exceeds the value of human resources because of other factors that contribute to the creation of fame. If the shop's reputation increases over the value of human resources, the reasons for the difference are examined.

The researchers believe that the cost approach, especially the historical cost method, can be more accepted and objective in terms of accounting and face fewer problems than other measurement methods, especially if compared to methods and methods that depend on value.

V. WAYS TO DISCLOSE HUMAN CAPITAL:

The literature of accounting thought dealt with many ways and methods to disclose human capital, including: (Salem, 2008: 83-85)

1. Disclosure of human capital in the basic financial statements: Investment in human capital is disclosed within the basic financial statements of the unit and investments in human capital are capitalized and included in the list of financial centers and the annual depletion of the income list is closed over several financial years.
2. Disclosure of human capital in the attached financial statements: Under this method, human capital is disclosed in financial lists attached to the basic financial lists, as this method is followed by many international companies.
3. Disclosure of human capital in the board report: Under this method, financial information related to human capital is disclosed in the report of the Board of Directors, so that the volume of investments that the company has directed towards the development of the practical possibilities of the company's employees is disclosed, and this information will benefit users in determining the extent to which management is interested in human resources development as an important factor in achieving profitability in the long term.

According to the researcher, if human capital is recognized as present, this requires disclosure within the assets in the list of financial center, which therefore leads to an increase in the capital invested by the amount of the value established for it as a result will result a change in the net profit achieved during the following year where the change by the amount of the difference between expenditures for human resources that have been isolated from current expenditures and capitalization of human resources to be capitalized, the disclosure requires inclusion. Within the asset paragraph and its own paragraph called human assets or the value of human resources.

VI. DIFFICULTIES IN MEASURING AND DISCLOSING HUMAN CAPITAL:

The difficulties faced by economic units are to shed their money and disclose human money tome: (Al-Bashtawi and Bani Taha, 2014: 238)

1. The possibility of damaging my money or its means in the net unit is challenging the right to its human assets in the lists of money, especially in the light of the competition by the units related to the recruitment of human competencies A.
2. The inability of the accountant to move the tangible assets from the reality of the records of the units on

theses and the progress of the human capital, which affects every large part of its assets.

3. The weakness of the capacity of the accountant's questions in the challenge of the components of the capital

VII. PROBLEMS WITH IAS ON HUMAN CAPITAL

IAS (both IAS and IFRS) are the basis for measuring events and standardizing practices at the international level and thus how to disclose these events in the financial statements of economic units, especially since the general trend is to adopt and apply those standards in most countries, whether developed or developing countries for many and varied reasons. However, the issuers of these standards have failed to issue criteria for human capital directly and clearly to identify items relating to human capital and the method or method of measuring them and then how to disclose them. However, there is a set of opinions that rely on certain criteria that may be used in terms of measurement and disclosure of human capital, such as IAS 19 for employee benefits, IAS 38 IAS for intangible assets, IAS 26 accounting and reporting specific plans and benefits (retirement benefits plans), IFRS 3 on business integration, as these criteria have touched on intangible assets as well as some human resources-related segments. However, it can be said that IAS lacks (at present) a human resources standard in terms of measurement and disclosure.

VIII. PRACTICAL ASPECT OF RESEARCH (ANALYSIS OF THE RESOLUTION FORM AND HYPOTHESIS TEST) STATISTICAL TREATMENT METHODS

The researcher unloaded and analyzed the resolution through the SPSS statistical program and used the following statistical tools:

- Percentages and repeats, computational medium, broker, standard deviation and degree of agreement.
- Alpha Kronbach test to determine the stability of the resolution vertebrae.
- Colum grove-Smirnov and Kay Square test to see what type of data follows natural distribution or not.
- One-Sample Wilcoxon Signed Rank Test.

First: Statistical description of the personal characteristics of the researchers:

The personal characteristics of the researchers can be represented by workplace, degree, scientific title and number of years of experience through the following table:

TABLE (1)
Statistical description of the search sample

Workplace									
University				Institutes					
Number		Ratio		Number		Ratio			
39		70.9		16		29.1			
Degree									
Master				PhD					
Number		Ratio		Number		Ratio			
39		70.9		16		29.1			
Scientific title									
Assistant teacher		teacher		Assistant Professor		professor			
Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio		
27	49.1	18	32.7	10	18.2	0	0		
Years of experience									
1-5		6-10 years		11-15 years old		16-20 years old		More than 20 years	
Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
7	12.7	18	32.7	10	18.2	10	18.2	10	18.2

This means that the sample researched by workplace was the largest proportion of university professors and was 70.9% compared to 29.1% for college professors. According to the scientific certificate, 70.9% were for master's degree holders compared to 29.1% for doctoral degree holders. While for the scientific title the percentage was 49.1% for the category of assistant teacher, 32.7% for the teacher category, 18.2% for the category of assistant professor and the sample did not include any research with the title of professor. While the number of years of service was 12.7% for the 1–5-year category, 32.7% for the category (6-10) years, 18.2% for each of the other categories.

The frequencies, ratios and averages of questions, their standard deviation and the degree of agreement with the number and compatibility ratios of the questionnaire form were also summarized through table (2) and (3) the following:

TABLE (2)
Repetitions and percentages of individual answers to each question

Question	I don't quite agree. (1)		I don't agree. (2)		neutral (3)		I agree (4)		I totally agree. (5)	
	Iteration	Ratio	Iteration	Ratio	Iteration	Ratio	Iteration	Ratio	Iteration	Ratio
	S.1	0	0	3	5.5	9	16.4	18	32.7	25
S.2	0	0	5	9.1	5	9.1	26	47.3	19	34.5
S.3	0	0	2	3.6	10	18.2	30	54.5	13	23.6
S.4	0	0	5	9.1	9	16.4	33	60.0	8	14.5
S.5	0	0	3	5.5	13	23.6	30	54.5	9	16.4
S.6	0	0	4	7.3	14	25.5	25	45.5	12	21.8
S.7	0	0	2	3.6	11	20.0	26	47.3	16	29.1
S.8	0	0	3	5.5	13	23.6	28	50.9	11	20.0
Rate	0	0	3.38	6.15	10.5	19.1	27	49.1	14.1	25.7

TABLE (3)
Averages, deviations and degree of agreement for all paragraphs reiterate failure of accounting standards and their impact on measurement and disclosure of human capital in financial statements

to	Phrases	Middle Arithmetic	Deviation Normative	degree Agreement
1	Lack of accounting standards related to measurement and disclosure of human capital recruitment costs	4.18	0.905	83.6
2	Lack of accounting standards for measurement and disclosure of selection costs for human capital	4.07	0.900	81.4
3	Lack of accounting standards relating to measurement and disclosure of the cost of using human capital from salaries and wages	3.98	0.757	79.6
4	Lack of accounting standards related to measurement and disclosure of human capital rental costs	3.80	0.803	76.0
5	Lack of accounting standards related to measurement and disclosure of human capital training costs	3.82	0.772	76.4
6	Lack of accounting standards related to measurement and disclosure of the value of human capital	3.82	0.863	76.4
7	Lack of accounting standards related to measurement and disclosure costs of developing human capital capacities	4.02	0.805	80.4
8	Lack of accounting standards relating to measurement and disclosure of costs of excluding human capital	3.85	0.803	77.0
	Rate	3.9425	0.8260	78.85

From the table above, we note that the overall rate was 3.9425 with an agreement with the research hypothesis of 78.85% and a standard deviation of 0.8260 while the largest average share of the first question was an average of 4.18 with an agreement score of 83.6%, followed by the second question with an average of 4.07 and an agreement score of 81.4%, while the rest of the questions were with an average and a lower degree of agreement according to the opinions of the respondents.

Second: Internal stability test for resolution (consistency): The Kronbach Alpha coefficient, which is a measure or indicator of test stability (resolution), will be found and the following table will show the alpha-Cronbach coefficient values of the resolution axis.

TABLE (4)
Kronbach Alpha Test to measure resolution stability

Number of paragraphs	Kronbach Alpha Laboratories	Form paragraphs
8	0.917	The focus of the study

The Kronbach Alpha stability factor was 0.917 per paragraph of the measurement tool, which means that it has a high degree of stability because it is greater than 60%, and therefore there is an internal consistency of questions at the center of the shortcomings of accounting standards and their impact on measurement and disclosure of human capital in financial statements.

Third: Data distribution test: It can be confirmed that the data have a natural distribution through the use of Kolmogorov-Smirnov Test and the Kay-Squared test on which the appropriate test of the research hypotheses will be determinative. the following hypothesis test: The hypothesis of nothingness: averages of question answers are distributed naturally. Alternative hypothesis: Averages of question answers are not naturally distributed. Easy Fit was used to test the hypothesis above below a 5% morale level and summarize the most important results of the two tests through the following table:

TABLE (5)
Testing the natural distribution of the study hub averages

axis Study	K.S.			Chi-Squared			Result
	Statisti cs	Valu e-p	Table value	Statisti cs	Valu e-p	Table value	
Averag es	0.188	0.035 6	0.179 8	8.0358	0.045 3	7.814 7	abnorm al

Through table5, we note that the K.S. test shows that the centerpiece of the study does not distribute a natural distribution because the statistical value is equal to (0.188) and is greater than its scheduling value equal to (0.1798), which is confirmed by the value-p equal to (0.0356) which is below the moral level (0.055). The Kay-Square test statistic was also equal to 8.0358, which is greater than its scheduling value of 7.8147, which is confirmed by the value-p equal to (0.0453), which is below the moral level (0.05), so we conclude that the averages of the study's focus have no natural distribution and therefore the glossy test should be used in the study hypothesis test.

Fourth: Testing the hypothesis of the study:

The hypothesis of nothingness: problems with accounting standards have no impact on measurement and disclosure of human capital in financial statements.

Alternative hypothesis: Problems with accounting standards have an impact on measurement and disclosure of human capital in financial statements.

This test represents a comparison of the computational medium of answers to the focus of problems related to accounting standards and their impact on measurement and disclosure of human capital in financial statements with the calculation medium (or medium) of the tool (3) on the basis of the five-year Likert scale used, to test this hypothesis we use (One-Sample Wilcoxon Signed Rank Test) as the averages of these answers are not distributed naturally (as tested in table)5 The results of this test are below a moral level (0.05) summarizing the following table:

TABLE (6)
Wilcoxon's signal rank test is for one sample.

The focus of the study	Broker = 3
4.000	Estimated medium from the sample
1290.5	Test statistic
5.897	Standard test count
55	Sample size
0.000	Value-p

Through table(6)we note that the broker's value is equal to (4) which is greater than the value (3) of the Likert scale broker and that the value-p is equal to zero and is below the moral level, which means rejecting the hypothesis of nothingness and accepting the alternative hypothesis, which indicates that problems related (a=0.05) to accounting standards have an impact on measurement and disclosure of human capital in financial statements according to the opinions of the sample researched and tested.

IX. CONCLUSIONS

In the light of the theoretical and field aspect reached the following set of conclusions:

1. There is no international accounting standard (IAS, IFRS) that clearly and explicitly addresses the means and methods of measuring human capital and how to disclose it in financial statements.
2. Human capital is an important factor in achieving profitability in economic units in the long term.
3. The lack of international accounting standards relating to the measurement and accounting disclosure of human capital leads to the loss of the subject matter and credibility in the financial statements.
4. The lack of international accounting standards relating to measurement and accounting disclosure of human capital leads to the delivery of misleading information in financial statements, affecting users' decisions.

X. RECOMMENDATIONS

In the light of previous findings and conclusions, the researchers recommend the following set of recommendations:

1. The need to issue standards for measurement and disclosure of human capital in order for financial statements to be more credible and reliable and provide useful information in the decision-making process.
2. The need to issue a special standard that addresses the problems of measurement of human capital in a way that leads to the consolidation of procedures and related methods, which facilitates their application in all economic units.
3. The need to issue a standard on how to disclose human capital or modify the international accounting standard No. 1 (presentation of financial statements) and include items on how to disclose human capital in financial statements within this criterion.
4. The need to rehabilitate the accounting cadres through holding courses and seminars and hiring university professors to learn about the measurement methods and ways to disclose human capital.

APPENDIX

In the name of God, the most Merciful, the most Compassionate
Questionnaire approved for scientific research purposes

Professors and colleagues specializing in accounting
greetings of respect and appreciation

The form in your hands is part of the completion of the research marked by "Problems of measurement and disclosure of human capital in the light of International Accounting Standard a survey of the opinions of a sample of specialized academics in the Kurdistan region of Iraq" Due to your outstanding scientific and practical standing and objectiveness and scientific and practical experience, please provide you with an objective and accurate answer to the questionnaire paragraphs in the service of scientific research.

Thank you for your good cooperation... And you'd prefer with the utmost respect.

The first axis. General information: Please kindly place a signal (√) in a designated location:

1. Workplace: University
 Institutes

2. Degree: Ph.D.

3. Scientific title: Assistant lecturer Lecturer
 Assistant Professor Professor

4. Years of experience: 1 - 5 years 6 - 10 years 11 - 15 years 16- 20 years 20 years old

The second axis: the limitation of accounting standards and their impact on measurement and disclosure of human capital in financial statements.

to	Phrases	I agree completely	I agree	neutral	I don't agree	I don't quite agree
1	Lack of accounting standards for measurement and disclosure of human capital recruitment costs					
2	Lack of accounting standards for measurement and disclosure of the cost of using human capital from salaries					
3	Lack of accounting standards for measurement and disclosure of human capital rental costs					
4	Lack of accounting standards for measurement and disclosure of human capital training costs					
5	Lack of accounting standards for measurement and disclosure of the value of human capital					
6	Lack of accounting standards for measurement and disclosure costs of developing human capital capacities					
7	Lack of accounting standards for measurement and disclosure of human capital exclusion costs					
8						

Thank you for your cooperation.

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