

# Study on the value of financial accounting in enterprise human resource cost management

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**Abstract:** In order to enhance their comprehensive strength, enterprises should actively consolidate the enterprise human resource management system, build a complete resource cost management control system, for the development of enterprises to lay a good foundation for human resource management. The main task of financial accounting work is to sort out and analyze the enterprise's financial situation, operating efficiency and other financial and non-financial information, for enterprise managers, external investors, creditors, government regulatory authorities to provide information support, can provide important information support for enterprise human resources cost management. This paper discusses the value of financial accounting in enterprise human resource cost management, and discusses the optimization path of financial accounting in enterprise human resource cost management, hoping to provide some useful references for enterprise human resource management.

**Key Words:** Financial accounting; Human resources; Cost management; Value analysis; Optimization path

With enterprises attaching more and more importance to human resource management, the theory system and method of human resource management are constantly innovated. With the development of information technology, financial accounting work is constantly reformed to provide more abundant information support for enterprise operation, management and decision-making. Financial accounting can also play a positive role in promoting the human resource management of enterprises, providing more accurate information for human resource management, improving the efficiency of human resource management and scientific decision-making. However, at present, the integration of financial accounting work and human resource cost management in Chinese enterprises is not deep enough, there is the problem of business incoordination, failure to systematically analyze and organize financial information, and the role of financial information on enterprise human resource cost management is limited.

## 1. Concept analysis

### 1. Financial accounting

Financial accounting is the use of special methods to measure and confirm the transactions or events of enterprises. Currency is the main measure of financial accounting. It provides information on the financial status and profitability of enterprises to external creditors, investors and relevant government departments who have interest in enterprises through systematic accounting of the capital flow, asset changes and operating efficiency of enterprises. As an economic management activity, financial accounting is a basic work of modern enterprises. It can provide information support for enterprises to adjust their operation and management mode, upgrade their operation and management mode, improve their operation efficiency, and promote the healthy and orderly development of market economy. There are a large number of data in financial accounting information that can reflect the cost of human resources of enterprises, such as the change of personnel structure, management expenses, etc., can reflect the change of human resources costs. The application of financial accounting data and accounting methods to systematically process and analyze the management of human resources costs of enterprises can provide information users with complete personnel information of enterprises.

### 2. Human resource cost management

Talent is one of the key factors in enterprise competition, and human resource cost accounting is an important part of enterprise cost accounting, which has an important impact on the steady development of enterprises. Human resource cost management is a management activity that is based on human resource cost information and other personnel materials to improve the output and input ratio of related business through accounting, analysis and investigation. However, human resource cost management is rather cumbersome. In order to improve management efficiency, managers try to combine financial accounting with human resource management, and put human resource cost accounting into the entire operation and management of the enterprise. Since the introduction of foreign human resource accounting theory into China in the 1980s, it has carried out important reforms in combination with the business environment and business model of Chinese enterprises, amended relevant concepts, optimized and adjusted measurement methods, but it is still difficult to apply in the business practice. The research on the integration of financial accounting and human resource cost management is constantly going on, and researchers have proposed a variety of models. However, due to the different economic environments and business models in different regions of China, different types of enterprises still differ greatly in HRM concepts and management measures. The application of financial accounting in enterprise human resource cost management still fails to form a set of systematic theories and lacks of perfect measures.

## 2. The value of financial accounting in enterprise human resources cost management

The function of human resource cost management is to monitor and control various expenses in the work of employees, including direct compensation and welfare benefits of employees, as well as indirect costs such as employee training and separation compensation. In the production management practice of enterprises, human resource cost is one of the important supports of enterprises, and controlling human

resource cost plays an important role in enhancing the profitability and competitive advantage of enterprises. The basic function of financial accounting in human resource cost management is as follows:

1. Ensure the accuracy and real-time of human resource cost information

Modern financial accounting towards the direction of management accounting, based on the financial accounting system to create a complete human resources cost accounting system, to staff salaries, welfare benefits, training costs and other more systematic accounting and management, analysis of the changing trend of these costs, with accurate, real-time information and scientific analysis means to effectively control enterprise human resources costs. Based on financial accounting data information, enterprises can more clearly understand the composition and change of human resources costs, analyze the short-term change and long-term development trend of human resources costs, and then optimize the cost structure of human resources, more effectively protect the economic benefits of enterprises. Based on the accurate and complete data information provided by financial accounting, enterprises can also analyze and evaluate the actual value of employees, understand the working ability and contribution rate of employees, strengthen the performance appraisal of employees, formulate a series of incentive measures to improve the loyalty and satisfaction of employees, and provide a solid guarantee for the long-term development of enterprises.

2. Control of human resource costs

Financial accounting accounts, analyzes and manages human resource costs through a series of accounting indicators, provides data and information for enterprise human resource cost management, provides information support for enterprises to break through the ceiling of human resource management, helps human resource cost management reform, and optimizes human resource allocation. Based on the financial accounting system, enterprises can budget the cost of human resources management, better achieve cost control objectives, optimize the allocation of human resources, reduce the operating costs of enterprises, and improve the economic benefits of enterprises. The financial statements and various financial data provided by financial accounting, such as the income statement, balance sheet, cash flow statement, etc., make the enterprise management more clear about the occurrence and proportion of the enterprise's financial expenses, and can manage the costs based on the overall operation of the enterprise, so as to help the enterprise achieve its business objectives.

3. Protect the legitimate rights and interests of employees

Human resource cost management can standardize the human resource management work of enterprises, protect the legitimate rights and interests of employees, promote the operation of human resource management within the scope permitted by law, and effectively protect the lawful operation of enterprises. While controlling the cost of human resource management, enterprises also need to comply with the relevant requirements of labor law and company law, and reasonably protect the legitimate rights and interests of employees. The cost management of human resources based on property accounting will promote the development of human resources in a more standardized direction.

### **3. The optimization path of financial accounting in enterprise human resources cost management**

1. Promote the construction and development of ERP management model

To integrate the financial accounting management mechanism into the enterprise human resource cost management needs to design the enterprise management mechanism based on the actual situation of the enterprise. In recent years, the work of human resource management in Chinese enterprises has been continuously improved, but it is still weak in the aspect of cost information management. Human cost management needs to be combined with financial accounting management work for comprehensive analysis and system judgment, analysis of the relationship between human resource input cost and management efficiency, in order to improve the rationality and management efficiency of human resource management with in-depth and comprehensive supervision. It is necessary to do a good job of investment and output management in recruitment management, training management and salary management, help enterprises optimize and upgrade in human resource management, introduce advanced management ideas at home and abroad to build a comprehensive and systematic cost supervision model, and lay a solid foundation for enterprise development. With the in-depth application of big data in enterprise operation and management, enterprises can conduct a more scientific and accurate analysis of various operation and management data and grasp the actual situation of human resource costs. With the help of financial accounting technology and professional knowledge, enterprises can deeply explore the value and role of human resource cost data, and help enterprises to innovate and develop.

To combine human resource cost management with financial accounting, it is necessary to promote the construction of enterprise ERP management mode, comprehensively strengthen accounting management, integrate enterprise information management process, and consolidate the actual value of ERP. At present, enterprises in the ERP construction generally immature system, lack of experience, the analysis of their own management work and the supervision and management of the market is not in place. After the integration of financial accounting and ERP system, we can have a more comprehensive understanding of the business situation of the enterprise, formulate a human resource cost management plan that is more in line with the current situation of the enterprise, optimize the structure of human resource cost management, promote the integration of human resource cost management and other cost management, and crack the information island phenomenon. More importantly, after the integration of financial accounting and ERP system, all departments of the enterprise and all links in the operation and management will strengthen communication, and all functional departments will cooperate with each other to jointly supervise and control the project, enhance the comprehensive value of post supervision mode, and really promote cost accounting. In addition, while giving full play to the role of ERP system in human resource cost accounting, it also combines human resource cost management mode and management focus with financial accounting supervision to promote the process of enterprise human resource cost

management, ensure the integration of management process and management details, promote enterprises to adapt to market development dynamics, and enhance the efficiency of communication and interaction between various departments. So that the human resource management objectives and the overall business objectives of the enterprise fit.

#### 2. Improve the core talent cost management mechanism

For the development of an enterprise, the core talent team is a precious resource. The construction of the core talent team and the control of the cost of the core talent affect the development of the whole enterprise. Enterprises should make overall analysis and supervision of core talent team management based on the comprehensive value of human resource cost management, and optimize the work flow of core human resource supervision. Integrate financial accounting work with enterprise human resource cost management, apply financial accounting information to strengthen the analysis of the management efficiency of core talent team, analyze the contribution value of core talent team management to enterprise economic benefits, optimize the supervision mode of core talent team, improve the overall value of core talent team, and lay a foundation for the promotion of enterprise management and project optimization.

The core talent team is a basic factor affecting the market competitiveness and comprehensive development of an enterprise, and is a very valuable resource in an enterprise. Therefore, the enterprise financial accounting supervision mechanism should integrate the construction of core talent team, do a good job in the cost analysis and control of core talent management, and effectively promote the sustainable development of enterprises. Listed companies generally design their human resource policy structure according to the overall situation of their senior management talent team. On the basis of this overall supervision mode, enterprises can fully highlight the role of the core talent team, give full play to the value of the enterprise, and promote the overall development of project supervision. At the same time, enterprises should formulate an evaluation system based on their own strategic goals and management plans, choose appropriate cost analysis methods, optimize the cost management process of core talents through experience accumulation, integrate the auxiliary value of financial accounting, build an independent talent management system and cost control mechanism, and improve the efficiency of the company's human resources cost management. To contribute to the realization of corporate strategic goals.

### Concluding Remarks

Human resource cost management is a key content in modern enterprises. This paper discusses the value function of financial accounting in human resource cost management, and discusses the application value of financial accounting to enterprise human resource cost budgeting and management, human resource cost evaluation and big data analysis in detail. After analysis, it is found that financial accounting plays an important role in the process of controlling the cost of human resources in enterprises. Enterprises should strengthen the integration of the two based on the value role of financial accounting in human resource cost management, improve the efficiency of human resource cost management with property management, and help the sustainable development of enterprises.

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