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ANALYSIS OF THE FACTORS AFFECTING MEASUREMENT AND
ACCOUNTING DISCLOSURE FOR HUMAN RESOURCE AND THEIR
IMPACT ON THE QUALITY OF FINANCIAL REPORTS IN IRAQI BANKS

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ABSTRACT

The research aims to explore the impact of factors related to some of the characteristics of the bank, which are size, age, nature of activity, profitability and nationality in the measurement and accounting disclosure of HR in the annual financial reports of banks, in addition to showing their impact on the quality of financial reports, and the following main hypothesis has been put forward: (It can be determined The factors that affect the measurement and accounting disclosure for HR that affect the quality of financial reports), and these factors were determined by the size of the bank, the age, nature of its activity, profitability and nationality. The research sample is represented by a group of managers and heads of the departments of management and financial departments in Iraqi banks for the data for the fiscal year ending on December 31, 2019. The content is to identify the HR related paragraphs that have already been disclosed in these reports. A multiple regression model was also applied to test the research hypotheses. The results indicated that the level of public disclosure of HR in the annual financial reports was average, and that there was a significant effect of the bank's characteristics of size, age, profitability, and nationality on the level of this disclosure of HR in those reports.

INTRODUCTION

Interest in accounting for HR started since 1960 as a result of realizing the importance of individuals as one of the most important resources that plays a prominent role in the success and continuity of the organization. In light of the rapid developments and changes in the contemporary business environment and the transition to a knowledge economy, increased interest in HR has become one of the basic inputs to the success of the organization and the achievement of its strategic

goals. Most organizations are currently seeking to provide information about their HR to realize that disclosure of information related to these resources in financial reports has become an indication of the organization's interest in its customers, needs, desires and ability to take advantage of various opportunities in the surrounding environment and gain competitive advantage, because successful organizations are the ones Attracting, selecting, and developing employees who can contribute effectively to the progress of the organization and achieving its desired goals. The disclosure of information related to HR is extremely important for users of financial reports, as this information is an essential source for making sound decisions related to their interests in the organization. Hence, this research came to try to shed light on the importance of disclosure of information related to HR in financial reports and to reveal the factors that affect the level of this disclosure.

Research Problem:

The disclosure of HR is an urgent necessity for banking institutions due to their work in a rapidly evolving and highly competitive environment, as providing information about these resources and efforts to develop and develop them provides an indication of the extent to which these institutions are able to reach their strategic goals and achieve competitive advantage, and the research problem can be expressed Through the following question: What are the factors affecting the measurement and accounting disclosure for human resources? What is the impact of this on the quality of financial reports in banks?.

The Importance of Research:

The importance of the research stems from the special position acquired by the issue of accounting measurement and disclosure of HR in organizations that operate in a dynamic and highly competitive environment and seeks to achieve a competitive advantage for success and continuity in the labor market such as banks in addition to strengthening the competitive position and achieving excellence.

Research Objectives:

The research aims to explore the effect of factors related to some of the characteristics of the bank, which are size, age, nature of activity, profitability and nationality in the measurement and accounting disclosure of HR in the annual financial reports of banks, in addition to showing their impact on the quality of financial reports.

Research Hypotheses:

The research is based on the following hypothesis: (The factors that affect the measurement and accounting disclosure for HR that affect the quality of financial reports can be identified), and the following sub-assumptions are derived from them: (1) The accounting measurement and disclosure of HR is affected in the annual financial reports by the size of the bank (2) Accounting measurement and disclosure for HR in annual financial reports is affected by the life of the bank, (3) Accounting measurement and disclosure for HR in annual financial reports is affected by the nature of the bank's activity, (4) Accounting measurement and disclosure for HR is affected in financial reports Of the annual profitability of the bank, (5) is affected by

measurement and disclosure of accounting for HR in the annual financial reports of the nationality of the Bank.

Research Sample:

The research sample is represented by a group of managers and heads of the departments of management and financial departments in Iraqi banks to determine the factors affecting the measurement and disclosure of HR and to explain their impact on the quality of financial reports.

The Second Topic: Theoretical Framework for the Research:

The Concept and Importance of Measurement and Accounting disclosure for Human Resources:

HR have been covered in accounting thought since 1960 and the true beginning of that research was by Likert (Flamholtz, 2015: 4), and provided many definitions of human resource accounting, the HR Accounting Committee of the American Accounting Association defined it as defining and measuring HR data and the delivery of the resulting information to the various parties. I defined HR accounting as accounting for individuals as organizational resources and it includes costs incurred in the organization for attracting, using, training and developing human assets as well as measuring the economic value of thousands Rad. HR accounting provides information about the costs and value of these resources and helps in the decision-making process and motivates decision-makers to adopt a HR perspective (Sackman, et.al., 2009: 238).

Factors Affecting Measurement and Accounting disclosure for Human resources:

Interest has increased recently in providing information related to HR in financial reports and encouraging voluntary disclosure about them in many countries of the world, as many studies have addressed the issue of disclosure of these resources, and there are many studies that have addressed this topic and have tested the relationship between voluntary disclosure in Financial reports of Swedish companies and some of the characteristics of the company, and the disclosure of HR was part of the voluntary disclosure in the said study (Cooke, 2009: 172).

Another study touched on the extent of voluntary disclosure (includes the disclosure of human resources) in the annual reports of banks in India and the factors affecting it, and the study concluded that the average voluntary disclosure index in the mentioned banks is (25%), and that the size, profitability, and composition of the bank's board of directors The market system in the banking sector has a positive and significant effect on voluntary disclosure, while there has been no effect on the age of the bank and the degree of business complexity in this disclosure (Hossain, 2007: 664).

As for the (Ismail & Ibrahim) study, it addressed the disclosure of information related to HR in the annual financial reports of Jordanian industrial and service companies (excluding banks and insurance companies), and it was found that (85%) of these companies disclose one or another of this information, and it was determined The level of disclosure in this study by calculating the number of sentences related

to HR that appeared in those reports, and the study concluded that there is a positive relationship between the disclosure of HR and both the size of the company and the type of industry, while found a significant inverse relationship between government ownership of a large part of Company and disclosure For these resources (Ismail & Ibrahim, 2009: 200).

Another study sought to determine the relationship of HR disclosure in the financial reports of companies in Bangladesh with the characteristics of the company, and the study concluded that the average HR disclosure in these companies represents (25%) of the total items of HR information that should be disclosed, as results revealed Searching for the degree of disclosure of HR is affected positively and spiritually by the characteristics of the company in terms of size, profitability and affiliation to the financial sector, while there was no effect on the age of the company in the degree of this disclosure in financial reports (Al-Mamun, 2009: 36).

One of the studies examined the level of HR disclosure by companies in Bangladesh, and concluded that the level of HR disclosure in these companies is very weak and that there is a positive and moral effect for both size and profitability and that the multinational company is at the level of HR disclosure, while Omar was not The company has a significant impact on this disclosure (Alam & Deb, 2010: 10).

Another study concerned with examining and analyzing the annual financial reports of companies registered in the stock market in Malaysia to determine the extent of their practice of disclosing human resources. The study found that these companies use different terms in their financial reports with regard to human resources, as well as the different type and number of paragraphs that are disclosed regarding these resources, and it was found that there is a positive relationship between the disclosures of Human resources, the size of the organization, type of industry, and the company's registration status (company nationality) whether it is a local company or a foreign company (Lee, 2010: 40).

It is clear from the above, that there are a set of factors that can affect the accounting measurement and disclosure of human resources, and these factors are the size, age, nature of its activity, profitability and nationality, knowing that these factors differ in their impact from one economic unit to another.

The Effect of HR Measurement and disclosure on the Quality of Financial Reports:

Financial statements are the only opportunity given to investors to build an investment strategy and the extent of their ability and ability to assess the economic unit and its ability to continue, either with regard to creditors, it shows the ability of the economic unit to pay debts, as well as government agencies concerned with financial lists to determine the taxes imposed on the economic unit and the importance of the continuity of the activity And preventing economic collapse and its effects on the national economy (Leauanae & Rasmussen, 2002: 1). Either the importance of the financial statements of the shareholders, they build their decisions to continue to hold or sell shares of the economic unit, as well as managing For the economic unit, it is responsible for making decisions and setting future plans and policies. As a result, it always needs to evaluate its performance and the

effectiveness of its work to achieve the goals that were set in the last period, and when presented, the financial statements must have many of the qualities that give them reliability and credibility, as follows: - (Hidalgo, et .al., 2011: 485)

1. Importance: That the financial information is appropriate to make decisions taken by stakeholders.
2. Physical: The focus is on the financial information published in the annual financial statements published by economic units that can influence users 'decisions.
3. Understandability: - The information must be readily understood by the users of the financial information and this means that the financial statements must provide clear information regardless of the level of its users.
4. Convenience: The information is relevant to the needs of its users when the information affects economic decisions, including reporting of information of a special nature that is believed to be hidden or omitted affects the decisions taken.
5. Reliability: The financial information is not misleading and reflects the substance of the events, including estimates and uncertainties about the accuracy of the information included in the financial statements.

The financial statements are considered one of the most important sources that can be relied upon in making investment decisions by investors, which must be prepared on the basis of the reliability stipulated by international standards and the sincere representation of the activity of the economic unit and its sub-characteristics that enhance the accuracy of the decisions taken on the basis and reliability means that The type of financial information disclosed in the financial statements is reliable in making decisions by stakeholders and it represents honestly and without bias or intentional or unintended error Transactions or events of a financial nature for the past period. The International Accounting Standards Board (ISAB) has demonstrated that the reliability of financial information is achieved through the availability of sub-characteristics through the measurement and accounting disclosure of HR in the financial statements (Al-Jawher, 2011: 114-115))

The difference in accounting methods in preparing financial statements and the desire of the administration to show what leads to the continuation of its work and increasing the confidence of owners has led to the need to emphasize the reliability of the information in the financial statements and the extent of their ability to truly express the activity of the economic unit, and the extent of the impact of the use of creative accounting methods in influencing Business results by misleading investment decision-makers and in order to achieve the goal of manipulation, it is imperative for auditors of financial statements to take measures that increase the confidence of stakeholders in what is provided by financial information enjoying reliable and honest representation of trust D by analyzing the financial position and to predict the financial future of the economic unit and modify it as required (Ismaeal, 2014: 241).

The reliability of accounting information is evaluated through the quality of the financial information contained in it, so it was difficult to find a simple definition that describes and reliably defines the reliability of accounting information, but contemporary thought of reliability indicates the importance of focusing on the concept of flexibility of use and taking the view of information users when determining Reliability as the principal judge on the quality of information, and the importance of the reliability of accounting information can be clarified through the following: (Blessing & Onoja, 2015: 24)

1. The reliability of accounting information reflects the quality of financial reporting, which is the credibility of information and the benefit that it provides to users and that it is free of misrepresentation and misinformation.
2. The transparency and good disclosure of financial reports that reflects the reality of the financial position and the realized and expected profits of the company in line with the goals and needs of users.
3. The availability of accounting standards on the basis of which financial reports are prepared, which enables users to make rational decisions and in a manner that helps in improving the company's overall value.

The Third Topic: The Applied Side of the Research:

Society and Sample of Research and Data Collection Method:

The research community was represented by banks operating in Iraq, and the banks' choice came as a field for this study because the disclosure of HR accounts for a special importance in these banks for their work in a dynamic competition, which makes The availability of qualified and efficient HR in it is a critical element for achieving the competitive advantage and enabling it to survive and continue, and the number of banks working in the research sample in Iraq is (30) banks according to the bank guide issued by the Central Bank of Iraq, and the mentioned banks include (28) Iraqi banks and (2) A foreign bank. These banks are classified into commercial ones, and they number (22) Islamic banks, and they number (8) banks. As for the method of data collection, it was relied on the applied side on the annual financial reports issued by Iraqi banks for the year 2019 and the annual report for this year issued by the Association of Iraqi banks. The year 2019 was chosen as a period of research due to the availability and ease of obtaining reports related to the banks in question for this year.

Defining the Variables and the Research Model:

The dependent variable is represented in the current research by the HR disclosure index and has followed the approach used in many previous studies to determine this variable, and the HR disclosure index indicates the level or degree of disclosure of these resources in the financial reports of banks, and in line with the objectives of the study, it does not measure This indicator is a good quality of disclosure of human resources, it only measures the extent of disclosure. In order to develop an indicator for the disclosure of HR in this study, a checklist has been built for the paragraphs that the bank must disclose regarding HR by relying on the relevant literature and lists that were used in previous studies and adapting them in line with the Iraqi work environment, and this list includes 16 paragraphs: the number of employees, the qualifications of employees, and introductory information about the chairman and members of the board of directors and executives in senior management, HR policies (such as recruitment, appointment, promotion ... etc), and plans for replacing executives (in the event of leaving work for any reason) , Future plans for human resource development, training and development activities, criteria for evaluating employee performance, methods to motivate and motivate employees to creativity, resignations and appointments, work turnover rates, good performance rewards, end-of-service benefits, various benefits provided to employees, salaries, benefits, and rewards for the president, members of the board, and managers Executives in

senior management, and programs to enhance social relations with workers (such as leisure activities and tourism trips).

We have not been given in this list weights for the required disclosure paragraphs, based on the studies related to the disclosure in general, which stated that there is no fundamental difference between the results that are reached whether weights are given to these paragraphs or not.

Therefore, every paragraph in the checklist used as paragraphs for the disclosure index in this study is given the value (1) if the bank has already disclosed it in its financial reports and the value (0) is given in the event that it does not disclose it. The content analysis method was used to identify the paragraphs that the bank actually disclosed, as the annual financial reports of the banks in question were carefully examined to determine the paragraphs that were disclosed and compared with the paragraphs that should be disclosed and included in the reference list used as paragraphs of the index Disclosure in this study until the above-mentioned values are given (1 or 0). The following equation was used to calculate the human resource disclosure index for each bank:

$$DI = AD \div RD$$

Whereas: DI = HRD is closure Index, AD = Number of paragraphs that the bank has actually disclosed, RD = Number of paragraphs that the bank should disclose (the maximum number of paragraphs of the index).

As for the independent variables, they were determined through the following:

1. The size of the bank: There are several indicators that can be used to measure the size of the organization, such as the sum of assets, the value of capital, the size of sales, the number of employees, and in this study the total of assets has been chosen as an indicator to measure the size of the bank.
2. The age of the bank: The age of the organization is usually measured by the period since its inception or since its registration in the financial market. For the purposes of this study, the time spent since the bank's inception was used as an indicator to measure its age.
3. The nature of the bank's activity: Although the researched banks belong to the same industry, they differ in terms of the nature of the activity as they are divided into commercial and Islamic banks, so this study considered the nature of the bank's activity as one of the independent variables that may have an impact on the dependent variable.
4. Bank profitability: Profitability refers to the organization's ability to generate profits, and previous relevant studies have used several indicators to measure profitability such as the Return on Assets (ROA), the Return on Equity (ROE), and the Return on Sales (ROS) and others.
5. Nationality of the bank: The research banks include Jordanian and foreign banks. Hence, this study considered the nationality of the bank as one of the independent variables that may have an impact on the dependent variable. And this variable was measured by a placebo that takes (1) if the bank is Iraqi and (0) if it is foreign.

With regard to specifying the research model, a multiple regression model was developed to test the research hypotheses and used the least squares method to estimate it, and in light of this the model takes the following form:

$$Y = \alpha_0 + \alpha_1 X_1 + \alpha_2 X_2 + \alpha_3 X_3 + \alpha_4 X_4 + \alpha_5 X_5 + \epsilon$$

whereas :

Y = human resource accounting disclosure index (DI).

α_0 = fixed term.

α_1 to α_5 = slope coefficients (slope of slope).

X1 (bank size) = the natural logarithm of the total assets.

X2 (bank age) = the number of years since incorporation.

X3 (the nature of the bank's activity) = an imaginary variable that takes (1) if the bank is commercial and (0) if the bank is Islamic.

X4 (Bank Profitability) = Return on Equity (ROE).

X5 (Nationality of the bank) = imaginary variable, taking (1) if the bank is Iraqi and (0) if the bank is foreign.

ϵ = Randomization error.

Data Analysis and Hypothesis Testing:

With regard to measuring HR and disclosing them in the financial reports of banks, the extent of disclosure of HR in the research banks has been classified into four levels based on the number of paragraphs related to HR that banks actually disclose compared to the number of paragraphs that the bank must disclose (The upper limit for the number of paragraphs of the disclosure index, totaling 16 paragraphs), as follows: More than 75% is good, from 75% - 51% is average, from 50% - 26% is weak, less than 26% is very weak, and Table 1 shows that the level of The disclosure of HR is average in (60%) of the banks operating in Iraq, where the extent of this ranges Disclosure between 75% - 51%, while the level of this disclosure was weak in (30%) of those banks, as this disclosure was less than 26% very weak by (10%), and the highest disclosure index was (66.74%) and the lowest index It was (42.68%), while the average level of public disclosure of HR for all banks was (54.71%), meaning that the level of disclosure of HR in the banking sector in Iraq is considered an average standard deviation (0.1558), and therefore it can be said that the level of disclosure of resources Humanity in Iraqi banks can be classified within the category of average, and therefore it cannot meet the needs of users of accounting information for human resources, and Be descriptive statistics to illustrate the level of disclosure of HR in the financial reports of the banks in question through the following table:

Table (1) Descriptive statistics on the level of disclosure of HR in financial reports

Classification level of disclosure	The ratio of banks	Number of banks	Level of disclosure level (%)
-	-	-	More than 75%
Average	%60	18	75% - 51%
Weak	%30	9	50% - 26%
Very weak	%10	3	Less than 26%
-	%100	30	Total

Highest disclosure index (66.74%), lowest disclosure index (42.68%), general disclosure index rate (54.71%), classification level of public disclosure (average), standard deviation of the general disclosure index (0.1558).

Source: prepared by the researcher.

As for the descriptive statistics of the independent variables, table No. (2) indicates that the average size of banks expressed in terms of total assets amounted to (113066) million Iraqi dinars, and it is noted here that the standard deviation increases, which means that the volume variable was not naturally distributed for that, and the natural logarithm was taken For this variable to make it closer to the normal distribution and used in the regression model, the average age of banks has reached (28) years since Its establishment, as the average profitability variable, which was measured at the rate of return on equity (9.815%), and descriptive statistics of the independent variables can be explained through the following table:

Table (2) Descriptive statistics for independent variables

standard deviation	SMA	Lowest value	highest value (Max)	variable
0.514	113066	75818	150314	Bank size (million dinars)
0.633	28	6	50	Bank age (number of years since incorporation)
0.248	9.815%	-2.77%	22.4%	Bank profitability (return on equity)

Source: prepared by the researcher.

Table No. (3) shows descriptive statistics of fictitious variables related to the nature of activity and nationality, where we find that the number of commercial banks is (22) banks, as they constitute (73.3%) of the researched banks, while the number of Islamic banks is (8) banks, i.e. 26.7% of all banks, as this table also shows that there are (28) Iraqi banks, i.e. (93.3%) of the banks surveyed, while the number of foreign banks is (2) banks, meaning that they constitute (6.7%) of all banks Under study, descriptive statistics of the imaginary variables that represent the nature of the bank's activity and nationality can be illustrated through the following table:

Table (3) Descriptive statistics of the imaginary variables that represent the nature of the bank's activity and nationality

variable						Descriptive statistics
Nationality of the bank			The nature of the bank's activity			
Total	Foreign	Iraqi	Total	Islamic	Commercial	Repetition percentage
30	2	28	30	8	22	
%100	%6.7	%93.3	%100	%26.7	%73.3	

Source: prepared by the researcher.

As for the hypothesis test, before applying the regression analysis to test the study hypotheses, some tests were conducted to ensure the suitability of the study data for the regression analysis assumptions where it was confirmed that there was no high correlation between the independent variables through the use of linear interference test by calculating the allowable variance coefficient and the coefficient of variance inflation for the independent variables, Taking into consideration that the permissible variance value exceeds (0.05) and the variance inflation coefficient does not exceed the value (10), and the convolution coefficient was calculated to ensure that the data followed the normal distribution, bearing in mind that the data follow this distribution if it is T value torsional coefficient of less than (1), either the variable nature of the activity and sexual understanding of two variables and Hmaan not Akhaddaa normal distribution.

It turns out from Table No. (4) that summarizes the above mentioned tests, that the allowable contrast test values ranged between (0.335 - 0.488), which is greater than (0.05), in addition to that the values of the contrast inflation coefficient were less than (10) as they ranged between (2.108 - 3.556), which indicates that there is no high correlation between variables Independent, as the values of the torsional coefficient were less than (1), which confirms the normal distribution of data.

Table (4) The results of the allowable variation test and the inflation and torsion coefficient

Coefficient of torsion	Coefficient of contrast amplification	Allowed variance	the details	Variables
0.887	3.556	0.335	The size of the bank	Independent
0.428	2.108	0.426	The age of the bank	
0.553	2.224	0.488	The nature of the bank's activity	
0.186	3.018	0.378	Bank profitability	
0.122	2.229	0.446	Nationality of the bank	
0.288	2.443	0.562	HRD is closure Index	Affiliate

Source: prepared by the researcher.

Table (5) shows the results of the regression analysis for the effect of independent variables on the dependent variable. The calculated value of F refers to the significance of the model as it reached (5.221) at the significance level (0.001), and the determination factor for the regression model was R² (0.544), meaning that the independent factors in this model explain (54.4%) of the change in the human resource disclosure index, Which means that the regression curve is good to describe the relationship between this indicator and independent variables, as the multiple correlation coefficient R indicates the strength of the relationship or correlation between the explained variables and the value of the dependent variable, as well as it reflects the absence of a complete correlation between the independent variables. The adjusted R², which reached (0.440), is good compared to similar previous studies that used disclosure indicators. The regression model resulted in four

statistically significant variables against the disclosure index: the size of the bank, age, profitability, and nationality where we find that the regression coefficients are positive and significant when The significance level of α (<0.05), while the variable of the nature of the bank's activity was not significant at this level, and a summary of the results of the multiple regression analysis can be illustrated through the following table:

Table (5) Summary results of multiple regression analysis

Signal level t (Sig.)	computed t	Standard error	Regression coefficient	Independent variables
0.009	2.855*	0.074	0.177	X1 (bank size)
0.016	2.432*	0.045	0.135	X2 (age of the bank)
0.528	0.366	0.051	0.082	X3) The nature of the bank's activity)
0.005	2.718*	0.069	0.146	X4 (bank profitability)
0.012	2.675*	0.062	0.166	X5 (bank nationality)
Coefficient of determination (R²) (0.544), modified coefficient of determination (0.440), multiple correlation coefficient (R) (0.725), calculated F (5.221), level of significance ((Sig.) F (0.001). * Statistically significant at level Morale α (0.05>.				

Source: prepared by the researcher.

The results presented in Table (5) indicate that the bank size variable (the natural logarithm of total assets) has a statistically significant effect on the level of disclosure of human resources, which means that large-size banks disclose their HR more, and this result supports the first hypothesis For a study stating that there is an effect of the size of the bank on the level of HR disclosure in the annual financial reports.

The age variable (the number of years since inception) also had a statistically significant effect on the level of human resource disclosure, which indicates that banks that have had a longer period of work disclose a higher level of their HR than banks that have been around for a short period, and therefore accept The second hypothesis, which states that the age of the bank influences the level of disclosure of HR in the annual financial reports.

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he result related to the variable of the nature of the bank's activity came contrary to the study's expectations, as this variable did not have an important statistical significance in the level of disclosure of human resources, and accordingly the hypothesis of the third study is rejected, as the results demonstrated that the nature of the bank's activity has no effect on the level of disclosure of HR in Annual financial reports, and the reason for the lack of an impact on the nature of the bank's activity at the level of this disclosure can be due to the similar requirements of human resource disclosure in commercial and Islamic banks, given their affiliation with the same sector (the financial sector) found in the current Iraqi business environment .

Either the profitability variable (ROE) has had a statistically positive effect D. On the level of human resource disclosure, this validates the fourth hypothesis of the study stating that there is an effect of the bank's profitability on the level of human resource disclosure in the annual financial reports. Consistent with this view is consistent with the view that more profitable banks disclose more information related to their HR compared to less profitable banks.

Likewise, the bank's nationality variable has a statistically significant positive impact on the level of measurement and disclosure of human resources, and this result indicates the validity of the fifth hypothesis of the study, according to which the bank's nationality has an impact on the level of human resource disclosure in the annual financial reports of Iraqi banking institutions, and this means that the level of Accounting measurement and disclosure of HR varies according to the nationality of the bank.

Accordingly, all research hypotheses except for the third hypothesis have been proven, as it was possible to determine the factors affecting the accounting measurement and disclosure of HR as follows: (1) the size of the bank, as large banks disclose more of their HR from small size banks, (2) The age of the bank, as the banks that have had a longer period of work disclose a higher level of their HR than the banks that have been around for a short period, (3) The profitability of the bank, as the most profitable banks disclose more information related to their HR compared to In less profitable banks, (4) the bank's nationality, as the bank's nationality is affected It indicates the level of HR disclosure in the annual financial reports of Iraqi banking institutions.

**THE FOURTH TOPIC: CONCLUSIONS AND RECOMMENDATIONS: **

Conclusions:

In the light of data analysis and hypothesis testing, the following conclusions were reached:

1. The fact that the financial reports of business organizations do not include a disclosure about HR makes these reports fall short of providing an important part of the information that assists the different groups of users of these reports in the process of making and taking the proper decisions related to these organizations.
2. The disclosure of HR in general falls within the framework of voluntary disclosure, as there is currently no accounting standard for HR within the international financial reporting standards.
3. The level of measurement and accounting disclosure for HR ranged between average and weak, and the level of general disclosure of these resources in the financial reports of the mentioned banks was average.
4. The research revealed that the nature and type of information related to HR that is disclosed in the financial reports is not the same, which makes it difficult to compare these resources between the mentioned banks.
5. The research concluded that the level of disclosure of HR in the annual financial reports of the researched banks is positively and significantly affected by the independent variables combined, which are the characteristics of the bank, namely

the size of the bank, the age of the bank, the nature of the bank's activity, the profitability of the bank, and the nationality of the bank.

Recommendations:

Based on the results reached, the research recommends the following:

1. The monitoring and supervision bodies of the banks' activities shall issue integrated and binding instructions regarding the disclosure of HR and how to present them in the financial reports in order to unify the procedures and improve the comparability, as well as its importance in increasing and improving the disclosure of these resources and providing transparency.
2. Paying more attention to the HR disclosure from banks and working hard to improve its level in its financial reports, and that the disclosure be in a separate report within the annual financial reports.
3. The importance of the banking departments 'awareness of the existence of a relationship between some of the characteristics of the bank and the level of disclosure of HR in the financial reports, and indicating its importance in determining the future success indicators for the bank.
4. Banks assess the extent of disclosure of information related to HR in their annual financial reports to know the level of this disclosure in order to work properly to improve and develop it.
5. Carrying out such a study in other sectors within the Jordanian environment for the purpose of making the comparison to determine the extent of similarity and difference between these sectors in the field of human resource disclosure.

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