

# The Application of Positive Psychology in Improving The Quality of Human Resources

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## Abstract

The goal of this research is to conduct an examination the themes explored in earlier research on the Impact of Psychology on Human Resources. We employ content analysis to assemble scientific papers from Emerald, Science Direct, and Korean science, as well as books produced by Psychology and Human Resources. Positive psychology has the advantage that it can support patients with psychological disorders to improve their relapse prevention abilities, besides that positive psychology can also improve the performance of company or organizational employees. The employees of the company or organization must have a psychological contract such as guarantees of a suitable salary and a good work environment, of course this is useful to increase a sense of comfort and security when working. Workers must have positive psychological traits such as hope, optimism, and resilience at work in order to create quality human resources. The importance of positive psychology is also needed in the business world, because positive psychology can affect the readiness of business people and when designing business strategies it will be more accurate and strategic. The right human resource policies can also help businesses overcome the negative effects of difficult times when starting a business and facing business challenges.

**Keywords:** Psychology, Human Resource, Organization, Management

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## Introduction

The benefit of positive psychology is that it allows sufferers to improve relapse prevention skills. As a result, the ability to deal with difficult situations can be improved. Recent advances in relapse prevention and the continued use of forensic practice are based on a number of key advances. The importance of improving skills and strategies for building positive emotions, rather than focusing solely on reducing negative emotions, is one such advancement. Positive emotions also improve cognitive abilities. (Flückiger & Grosse-Holtforth, 2008). By applying sound and adaptive psychology, Organizations are capable of exceeding and employ a toolkit of approaches and tools to further improve their operating performance (Olsen, 2015).

In psychology courses, although pre-qualified clinical psychology is unquestionable in dealing with the onset of stress, trainees who have the right strategic and support to adapt to the problems encountered in a course. An effective clinical psychology trainer is a training that can apply psychology management knowledge (Galvin, Smith, 2017). With the help of psychological

science from the main sources, namely western countries, we can achieve more global achievements in the field of psychology. The dominance of western countries in this kind of psychology will end one day. Nothing lasts forever, not even civilizations and scientific systems. For now, it is necessary to examine the universality of what is considered a competitor to western psychology, fight its dominance, and build an alternative psychology with the application of a more original methodology. (Berry, 2015). When researching and experimenting using research methodologies can help us determine causal relationships that occur in psychological problems and theories in psychology can also answer important problems in the research process (Max & Ballereau, 2013).

Shareholders or employees sue a company to manage and use human resources are required not just for the company's show superiority, but also for the country development. In its annual report, companies are required to disclose information about human resource management. This study compares the disclosure of human resource information in the yearly reports of a representative sample of public companies in six nation (United States, Canada, Germany, United Kingdom, Japan, and South Korea). Human resource information is disclosed differently by companies in different countries. European governments provide more information on human resources than Asian and North American governments do (Zeghal, 1997).

Strategic activities including mergers and acquisitions, talent management, and succession planning are increasingly the emphasis of human resources departments, industry and employment. Human resource activities are often used by a small group of skilled experts or even non-human resources employees in a small business. Staff who specialize the use of diverse human capital and leadership in action tasks involved in the enterprise's strategic decision-making are typically dedicated to training the discipline of workers in the company. Academic institutions and practitioners can also advance human resource development (Obedgiu, 2017).

Human resources are important in business because they can increase the value of the network as a whole and can meet customer needs and expectations. Human resource interactions and activities help us understand how the business model works in practice, as well as its advantages and disadvantages. Human resources are critical in aligning the network's overall value proposition with the needs and expectations of its customers. This demands a high degree of communication quality between human resources and customers. Otherwise, the lack of interaction between the company and the customer can create barriers and, as a result, risk of misalignment. Human resources are also critical in the formation of relationships between company partners (Montemari, 2012).

Adaptation, empowerment of human resources, a sense of hope, optimism, and fortitude are considered as psychological assets that can be taken by workers when facing problems or obstacles in the workplace. Psychological characteristics like these are also important for success in jobs that require a lot of social contact, stress, and hardship. Some of these psychological dimensions have a moderate to strong relationship with salesperson performance in business (Brady, Credé, Sotola & Tynan, 2019).

The right Human Resources policies can help overcome the negative consequences of a company's tough times. The psychological contract is the lens through which workers, particularly workers of the government, understand how they ought to be handled in their employment relationship. For workers, leave is granted in the same way throughout the company, each government agency has the authority to determine the choice of employment. This choice must be made with a strategic mindset and the right HR practices. Employees can understand why they were laid off thanks to proper protocol and good execution. When workers perceive organizational justice, they are less likely to engage in actions that hinder the organization's ability to function. Overall, anticipating difficult times by incorporating workers into appropriate Human Resources arrangements will enable companies to survive during difficult times (Bellairs, Halbesleben, Leon, 2014).

Academic researchers should take greater responsibility for understanding psychology, both negative and good of groups and teams when conducting research. Because organizational behavior research provides significant benefits from groups and lacks leadership, it has a significant influence on the quality of organizational human resources (Wang & Thompson, 2015). Measurement of the quality of human resources in a company when recruiting, selecting, training, and developing is very necessary. Standards for handling quality measurement in accounting in human resources have not been proposed by British professional accounting organizations (Trussell, 1975). Language and daily needs cannot be used as categories to measure the quality of human resources of employees in a company (Wollman, 1978).

Organizational competencies can be developed and/or used with the help of human resource systems. Utilization of competency-creating human resource systems, while essential for a business to gain a competitive advantage, may not be adequate to generate a long-term, sustainable competitive advantage. As a result, the human resource system is quite difficult to transfer to other business models. On the other hand, the specific characteristics of certain configurations of human resource practices that enable the production, transfer, and institutionalization of knowledge should be examined. Strategic management, in general, can manage human resources strategically, in particular, recognizing the need to understand how to structure human resource management systems and procedures to give organizations a competitive advantage (Lytras, 2008). For organizations, it is critically important to develop a performance measurement system that reflects the complexity of this evolving business environment and what competes for their most valuable asset, namely its people. Most companies in the world consider business as their most important asset is human resources (Valle-Cabrera, 2000).

The best executives in a company will regard human resource management as a key strategic feature. Human resources in the community can develop high quality human resources, which naturally affects their income. (Bawono, 2021). Over time, human resource management will become more important. The interaction between human resource management and life cycle phases will have a positive impact on company performance. Over time, human resource strategies related to difficulties in later phases of the life cycle will become more significant. Salaries and benefits of experienced and skilled employees and staff can build an efficient organizational structure, and community service and ethical attitudes are important factors to

consider, because they can lead to improving the quality of competitive strategies that have a good impact on the company (Bernhardt & West, 2015).

The identification and measurement of data related to human resources in an organization, as well as the delivery of related information to interested parties, are all a subdivision of professional human resources accounting. Managers, both financial and non-financial should be familiar with human resource accounting methodologies and then summarize the advantages and disadvantages of financial reporting activities in companies (Dobbins, 1976). Lack of organizational support, confusion about what to disclose, lack of accuracy in the existing methodology of measuring, and sensitivity to what information should be given are the main causes of lack of human resource quality measurement activities in an organization. The purpose and motivation of evaluating human resources, if you want to get maximum results in measuring human resources, you must identify barriers to evaluating human resources and projecting growth in an organization, all of which must be understood by an organization (Verma, Dewi, 2008).

## **Methodology**

### **Data source and collection**

The research's objective is to find out how psychology and human resources are related. We use Content Analysis to filter scientific articles from leading journals and books written by psychology and HR experts. Using a systematic approach to literature research, we carefully compile scientific publications, from selection to analysis. To assess the publications of our study, we used content analysis. Our study used a qualitative method, and the findings are based on previous research.

### **Thematic analysis**

Psychology and Human Resources have quite a lot of relationship, we started our study by looking at the effects of psychology on the development of human resources. As a result, we decided to study Psychology and Human Resources. We are constantly reminded of the importance of mental and psychological health, and its influence on the enhancement of the quality of human resources. When it comes to mental health, there is always a psychological component. In our initial investigation, we found four main themes. The topics are as follows:

1. Psychology
2. Human Resources
3. Relationship between psychology and human resources
4. The quality of human resources

Each sector has a negative and positive impact on each of the themes involved, according to our review of hundreds of emerald research publications. Our theme analysis aims to establish relationships between the variables we identified and prospective factors It will enable us to have a better understanding the current and future psychological impact on human resources. Relationships between subjects, as well as relationships between individual themes, were investigated to develop abstract ideas. The relationship between psychology and Human

Resources is discussed. We used the analytical technique described by Bengtsson (2016) to perform a content analysis, which included the following steps:



**Figure 1.** Content Analysis Stage Diagram

We start from a certain spot.

1. Decontextualization is the first stage, which requires identifying connected fragments of data.
2. The recontextualization, selection, and diffusion of "content" and "garbage" may be investigated.
3. Researchers are classified and triangulated using classification.
4. Documentation, which involves verification of members, interviews, and responses to audit questions.

Table 1 and Figure 2 show the findings of the investigation.

**Results**

The analysis elucidates the link between the subjects, namely: Psychology; Human Resources; Relationship between psychology and human resources; The quality of human resources.

**Report interpretation**

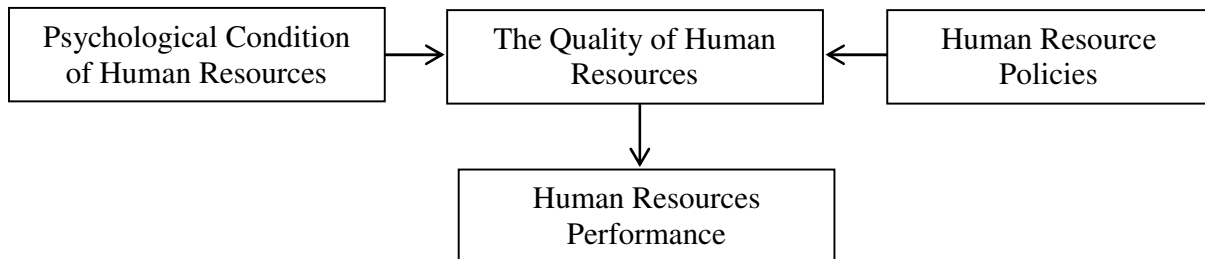
The findings of the content analysis based on the themes we looked at are summarized in Table 1. Through significant triangulation and data augmentation, we uncovered four main themes in our study, as shown in the table. Then, using the graphs in Table 1, we try to find out how the flow of links between topics is related.

**Table 1.** Content Analysis

Theme	Content Analysis
Psychology	Psychology which has many links with various fields such as human resources.
Human Resources	Human resources exist in various fields and are needed by every organization or company
Human Resource Policies	A set of rules and policies in managing human resources to improve human resource performance including salary policies, incentives, and social security
The quality of human resources	The quality of human resources caused by positive psychology has an important impact in various fields.

Table 1 summarizes the findings of the content analysis by subject. We uncovered four major themes in our study after completing some triangulation and refining the data, as shown in the

table. The graphic in Table 1 is then used to try to connect the flow of connections across subjects.



**Figure 2.** Content Analysis Diagram

Psychology plays an important role in various fields. When working with healthy and positive psychology, such as optimism and clear thinking, will have an effect on improving the quality of human resources. From here we can see the relationship between psychology and Human Resources and the very important benefits for both. Human resource policies of course greatly affect the quality of human resources from the psychological side of human resources so human resource policies and the development of a friendly environment for the mental health of workers are 2 important things in encouraging human resource performance.

**Psychology**

Positive psychology has the advantage of enabling patients with psychological disorders to improve their relapse prevention abilities. As a result, one's capacity to overcome adversity to deal with these problems can be improved. A number of major advances have led to recent improvements in relapse prevention and use of sustainable forensic practice methods. One such breakthrough is the emphasis on improving skills and tactics for creating happy emotions rather than concentrating exclusively on minimizing negative emotions. Positive emotions can also help you think more clearly. Organizations can go beyond and embrace a number of tools and approaches to further improve their operational performance by using sound and adaptive psychology.

Most of the young interns and candidates are fit white heterosexual women from the UK. In the United States, psychology graduates have a comparable and generally representative demographic profile. Although there are fewer black and ethnic minorities in the city, their proportion is greater than that of the general population. In the United States, white participants have a better socioeconomic position than blacks. Job prospects for whites after internships are improving, with the majority of interns securing paid mental health roles such as assistant psychologists. Internship programs for psychology graduates have proven helpful in assisting graduates in gaining the professional skills and work experience needed to advance their careers into paid roles such as assistant psychologists.

While pre-qualified clinical psychology is unmatched in terms of preventing the onset of stress in psychology courses, trainees with the right help and tactics can adapt to the stresses of the course. Clinical psychologists who are reliable trainers are those who have managerial skills in the field of psychology. According to research examining sociological phenomena, racial considerations in social psychology continue to lag behind. However, because race and ethnicity are treated differently in psychology, there is little uncertainty around the handling of intersectionality and sexuality.

We can achieve greater world success in psychology by using psychology from mainstream sources, especially in western countries. The dominance of Western countries over this kind of mentality will end someday. Nothing, not even civilization, and scientific system last forever. For now, it is necessary to analyze the universality of the perceived rivals of western psychology, combat its dominance, and build an alternative psychology based on a more original approach. When conducting research and experimentation, using research procedures can help us determine causal relationships that exist between psychological difficulties, and psychological theories can also help us answer critical research questions.

### **Human Resources**

Human capital is usually recognized as the single most important component of the competitive advantage of businesses worldwide. Society, employees, and shareholders want the company to manage and use human resources not only for the benefit of the company, but also for the benefit of the country. The company is expected to provide information on human resource management in its annual report. The purpose of this study is to examine how human resource information is disclosed in the annual reports of a sample of public companies in six countries (United States, Canada, Germany, United Kingdom, Japan, and South Korea). Companies publish human resource information differently in different countries. European governments provide more information about human resources than Asian and North American governments.

Human resource management is now focused on strategic initiatives such as mergers and acquisitions, talent management, succession planning, industry, and employment. In small organizations, the human resources function is often performed by a small number of qualified specialists or even non-human resources staff. Personnel who specialize in different functional leadership and human resource tasks involved in strategic decision-making across organizations are often committed to educating employees in the company discipline. Academics and practitioners can both contribute to human resource development.

Human resources are important in business because they contribute to the overall value of the business network and enable the network to meet client wants and expectations. Human resource interactions and activities help us understand how the enterprise model operates in reality, and its advantages and disadvantages. Human capital is critical in matching the network's total value offering with the requirements and expectations of its consumers. This requires a very high standard of communication between human resources and consumers. Otherwise, the lack of engagement between business and consumers can result in the creation of obstacles in the development of a business. Human resources are also important to build connections among business partners.

**Relationship between psychology and human resources**

Adaptation, human resource empowerment, hope, optimism, and resilience are all considered psychological resources that employees may draw from when confronted with employment issues or hurdles. Psychological attributes such as these are also necessary for success in employment that involve a high level of social interaction, stress, and difficulty. Certain psychological aspects show a moderate to substantial correlation with salesperson effectiveness in the workplace.

The right human resource policies can help businesses cope with the negative effects of difficult times. The psychological contract serves as a prism through which employees, especially government employees, see how they should be treated in their working relationships. For employees, leave is granted uniformly throughout the organization; however, each government agency still has the ability to choose the employment options of employees. This choice must be made strategically and with appropriate human resource policies. Due to excellent processes and execution, employees understand why they were laid off. When employees believe that their organization is fair, they are less likely to take actions that jeopardize the company's capacity to operate. In general, anticipating difficult times and integrating personnel into the right human resource structure enables the business to survive in these challenging times.

When undertaking academic studies, academics should assume greater responsibility for understanding the negative and positive psychology of groups and teams. Due to the fact that organizational behavior research generates great benefits for groups and their leaders, it has a considerable impact on the quality of human resources in organizations.

**The Quality of Human Resources**

When measuring the quality of a company's human resources when recruiting, selecting, training and developing employees is very important. The UK professional accounting group has not yet suggested standards for managing quality measurements in accounting and human resources. Language and everyday demands cannot be used to assess the quality of an organization's human resources.

Human resource systems can be used to build and/or improve the quality of organizational competencies. While employing a human resource system that creates competencies is necessary for a company to achieve a competitive position, it may not be sufficient to maintain a long-term competitive advantage. Appropriate and strategic human resource management, in general, can manage human resources appropriately and well, realizing the need for understanding how to organize human resource management systems and processes to provide a competitive advantage for the company. It is critical for companies to build performance evaluation systems that reflect the complexities of this rapidly changing business climate and the competition for their most valuable asset, their people. The majority of businesses around the world view their most valuable asset as human resources.

Human resource management is an important strategic characteristic for leaders in business. Human resource management will become more important over time. The interaction between human resource management and life cycle phases will have a beneficial effect on business



operations. Human resource methods aimed at addressing problems in later stages of the life cycle will become more important over time. Salaries and benefits for workers, experienced and competent staff can help develop an efficient organizational structure, and community service and ethical attitudes are important variables to consider, as they can contribute to the quality of competitive tactics that benefit the business.

Human resource accounting encompasses the identification and measurement of data pertaining to an organization's human resources, as well as the dissemination of such information to interested parties. Financial and non-financial managers should be aware of human resource accounting procedures and should be able to explain the benefits and drawbacks of financial reporting activities in their organizations.

Lack of organizational support, uncertainty about what to disclose, inaccuracy of current measurement processes, and sensitivity to what to disclose are the main reasons for the lack of human resource quality assessment operations in an organization. If you want to maximize the results of the evaluation of human resources, you must first identify what obstacles can affect the quality of human resources and assess the current and future human resources

## **Discussion**

Positive psychology has the advantage of enabling patients with psychological disorders to improve their relapse prevention abilities. As a result, one's ability to overcome difficulties to deal with these problems can be improved. Positive emotions can also help you think more clearly. Organizations can go beyond and embrace a number of tools and approaches to further improve their operational performance by using sound and adaptive psychology.

When conducting research and experimentation, using research procedures can help us determine causal relationships that exist between psychological difficulties, and psychological theories can also help us answer critical research questions. We can achieve greater world success in psychology by using psychology from mainstream sources, especially in western countries. We must interact more deeply with developing areas of scientific interest, such as race, intersectionality, and sexual orientation, without compromising the ideas and power of social psychological methods for studying sociological phenomena.

Most of the young interns and candidates are fit white heterosexual women from the UK. In the United States, psychology graduates have a comparable and generally representative demographic profile. Although there are fewer black and ethnic minorities in the city, their proportion is greater than that of the general population. In the United States, white participants have a better socioeconomic position than blacks. Job prospects for whites after internships are improving, with the majority of interns getting paid mental health roles such as assistant psychologists.

The psychological contract serves as a prism through which employees, especially government employees, see how they should be treated in their job. When employees believe that their organization is fair, they are less likely to take actions that jeopardize the company's capacity to operate. Salaries and benefits for workers, experienced and competent staff can help develop an efficient organizational structure, and community service and ethical attitudes are important

variables to consider, as they can contribute to the quality of competitive tactics that benefit the business. Financial and non-financial managers should be aware of human resource accounting procedures and should be able to explain the advantages and disadvantages of financial reporting activities within their organizations. If you want to maximize the results of the evaluation of human resources, you must first identify what obstacles can affect the quality of human resources and assess the current and future human resources

In general, anticipating difficult times and integrating personnel into the right human resource structure enables the business to survive in these challenging times. The right human resource policies can help a business in overcoming the negative impact of difficult times in an organization.

Adaptation, empowerment of human resources, hope, optimism, and resilience are all considered as psychological resources that can be taken by employees when faced with work problems or obstacles. Psychological attributes such as these are also necessary for success in jobs that involve high levels of social interaction, stress, and adversity. Appropriate and strategic human resource management, in general, can manage human resources appropriately and well. Language and everyday demands cannot be used to assess the quality of an organization's human resources.

It is critical for companies to build performance evaluation systems that reflect the complexities of this rapidly changing business climate and the competition for their most valuable asset, their people. The majority of businesses around the world view their most valuable asset as human resources. When measuring the quality of human resources in a company, that is when recruiting, selecting, training, and developing employees is very important. The UK professional accounting group has not yet suggested standards for managing quality measurement in accounting and human resources.

Human resource management is an important strategic characteristic for leaders in business. Human resource management will become more important over time. Human resources are important in business because they contribute to the overall value of a business network and enable the network to meet client wants and expectations. Human capital is usually recognized as the single most important component of a business's competitive advantage worldwide. Society, employees, and shareholders want the company to manage and use human resources not only for the benefit of the company, but also for the benefit of the country. The company is expected to provide information on human resource management in its annual report.

In small organizations, the human resources function is often performed by a small number of qualified specialists or even non-human resources staff. Personnel who specialize in different functional leadership and human resource tasks involved in strategic decision making across organizations are often committed to educating employees in the company discipline. This requires a very high standard of communication between human resources and consumers. Otherwise, the lack of engagement between business and consumers can result in the creation of obstacles in business development, besides that human resources are also important to build connections between business partners.

## Conclusion

Positive psychology has the advantage that it can support patients with psychological disorders to improve their relapse prevention abilities, besides that positive psychology can also improve the performance of company or organizational employees. In an internship program, positive psychology is needed as a determinant of the quality of an apprentice's performance. The employees of the company or organization must have a psychological contract such as guarantees of a suitable salary and a good work environment, of course this is useful to increase a sense of comfort and security when working. Workers must have positive psychological traits such as hope, optimism, and resilience at work in order to create quality human resources. The importance of positive psychology is also needed in the business world, because positive psychology can affect the readiness of business people and when designing business strategies it will be more accurate and strategic. The right human resource policies can also help businesses overcome the negative effects of difficult times when starting a business and facing business challenges.

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