

An accounting review of athletes in ownership of basketball club assets

Kristina Puspitasari*, Sasongko Budisusetyo, Zakiah

STIE Perbanas Surabaya, Surabaya, East Java, Indonesia

ARTICLE INFO

Article history

Received 24 July 2019

Revised 11 October 2019

Accepted 11 October 2019

JEL Classification:

G23

Key words:

HR Accounting,

Athlete,

Recognition,

Measurement, Amortization

DOI:

10.14414/tiar.v9i2.1770

ABSTRACT

Sports are now growing as a business industry that can involve many parties interested in it. This study aims to determine the accounting treatment of athletes, recognized as club assets in the sport industry, particularly at Surabaya Fever Basketball Club. The unit of analysis is the management accountant and athlete management with both the primary and secondary data. The data were collected using interview, observation, and documentation and analyzed by means of testing, categorizing, tabulating, and recombining the evidence. The use of this qualitative method approach is an answer that cannot be measured in numbers, but the indicator is the meaning of the context. The results show that Surabaya Fever Club recognizes the athlete as an asset and has fulfilled the asset classification. It is proven by the existence of economic benefits or services in the future. There is a useful life for the company originating from past transactions and is expressed in monetary units. In addition athletes are valued as intangible assets because they have economic benefits for the organization and are identified without physical form. Athletes meet the main characteristics, that is, can be further identified. However, there are no specific standards that state or discuss human resource assets.

ABSTRAK

Olahraga kini berkembang sebagai industri bisnis yang melibatkan banyak pihak yang berkepentingan. Penelitian ini bertujuan untuk mengetahui perlakuan akuntansi atlet yang diakui sebagai aset klub di industri olahraga, khususnya di Surabaya Fever Basketball Club. Unit analisis penelitian ini adalah akuntan manajemen dan manajemen atlet dan datanya baik data primer maupun sekunder. Datanya diambil melalui wawancara, observasi, dan dokumentasi kemudian dianalisis dengan cara pengujian, kategorisasi, tabulasi, dan rekombinasi bukti. Penggunaan pendekatan metode kualitatif ini adalah jawaban yang tidak dapat diukur dalam angka, tetapi indikatornya adalah makna konteksnya. Hasil penelitian menunjukkan bahwa Surabaya Fever Club mengakui atlet sebagai aset dan telah memenuhi klasifikasi aset. Itu terbukti dengan adanya manfaat atau layanan ekonomi di masa depan. Ada umur manfaat bagi perusahaan yang berasal dari transaksi masa lalu dan dinyatakan dalam satuan moneter. Selain itu, atlet dinilai sebagai aset tidak berwujud karena mereka memiliki manfaat ekonomi untuk organisasi dan diidentifikasi tanpa bentuk fisik. Atlet memenuhi karakteristik utama, yaitu, dapat diidentifikasi lebih lanjut. Namun, tidak ada standar khusus yang menyatakan atau membahas aset sumber daya manusia.

1. INTRODUCTION

There has been a significant development in the world of sports, starting from activities to maintain stamina and health of the human body to a competition and business industry. This business industry manages sports as activities that can generate financial returns. For example, football and basketball are

sports that have penetrated the realm of the business industry. The public and sport managements are starting to realize that every club (professional) has a selling point.

Club management has to work hard to maintain or even increase the selling points of the club and each of their players. The target of being a champion in every competition is

* Corresponding author, email address: kristinapuspitasari.kp@gmail.com

the aim, not only to gain trophies and titles but also to increase the big name of the club, attract sponsors, increase the value of broadcast rights, and receive additional income in the form of prize money. Awareness of the need for achievement drives every club to build a great team by having players with good quality. The greater the players, the greater the possibility of becoming champions in a number of competitions (sport-detik.com). In Indonesia, there have been many sports championship titles, from amateur to professional levels. For example, basketball in Indonesia, there has been the highest competition to accommodate professional clubs, known as the IBL (Indonesian Basketball League) and WIBL (Women Indonesia Basketball League). Some of the clubs participating in this competition include Satria Muda Jakarta, Garuda Bandung, Merah Putih Jakarta, and Surabaya Fever. In their operational activities, these sports clubs involve a lot of funds and interested parties so it is necessary to use an accounting system to make good financial reports for users and as the basis for decision making.

Accounting describes the condition of the company. It is the main source of information in making economic decisions needed by interested parties. The information includes assets, liabilities, equity, income, and costs of the company. For that reason human resources are an important component for the management of a business industry. In this case, human resources are classified as an important asset owned and managed by the company. All resources, including humans, have value, because they can create future benefits. In the sports industry, athletes include human resources who are the main assets in carrying out the implementation and achievement of the targets of the club itself (Oprisor, 2014). The development of the industry in the field of sports shows that athletes are important assets that can be recognized and measured in value as assets in accounting.

Intangible assets, according to Statement of Financial Accounting Standards (PSAK) 19, are the assets which are identified without physical form. Therefore, it is important to identify the main characteristic of an intangible asset. It is likely that an entity will obtain future economic benefits from the asset. In addition, the cost to obtain the asset can be measured reliably though it has no physical form. The Financial Accounting Standards (PSAK) 19 states that an object can be called an asset if it

has the following criteria:

1. Providing economic benefits or services in the future.
2. The right to gain these economic benefits rests with the company.
3. Derived from past transactions or events.
4. Expressed in monetary units.

The purpose of a club owning or buying a soccer player is certainly to generate or increase future economic benefits from the club. The benefits promised by soccer players are something intangible, such as their contribution in the match to the success of the club. Based on the description above, if a club has good players and a solid team for winning the match, the profits will flow to the club through an increase in revenue from ticket sales, television broadcast rights, merchandise sales, and an increase in the club's prestige in the eyes of supporters.

Purchasing the players is the result of past transactions or events. This can be both from the operation of a club in previous competition seasons and other funding sources. They do it in order to obtain funds to buy new players to strengthen the team.

They can also identify the basketball players. Therefore, they can also sell, rent and exchange the players separately. This is the practice of the sale and purchase of players from one club to another club. Likewise, borrowing players can also be as a lease because the club that is borrowing. In addition to paying the player's salary, the club also pays the lease fee to the owner's club (Devi, 2004).

Moreover, basketball club has control over the players through binding legal contracts between the club and the players. By doing so, the club has control over its players and the player is obliged to comply with the contents of the contract. Basketball players may also not move from one club to another without the permission of the club owner unless he is in a free transfer status. Free transfer status occurs when a player's contract has expired and does not want to extend the contract with the old club. Therefore, he is free to move to another club without paying a transfer fee.

The acquisition price of a player can be measured reliably. With the active transfer market (applicable to European countries), measuring the acquisition price of a basketball player can be viewed from the transfer value. If the cost is measured using historical cost, all costs related to player development and

training are accumulated as the acquisition price. The arguments above imply that, especially for the sports industry in Europe, a player or an athlete is as an intangible asset.

According to the owner of Satria Muda Jakarta Basketball Club, a player like Rony Gunawan is not only a name for himself as an individual, but also as a brand for his club that must be maintained. Therefore, the club should be able to maintain and develop their athletes because they have the ability to provide economic benefits or potential services in the future. In summary, it shows that athletes are the main asset for a club.

Professional sports clubs should have classified and recognized their athletes as an asset presented on the statement of financial position because this could reflect the actual condition of the club. However, it is different compared to the sports clubs in Indonesia that rarely recognize athletes as assets because of a lack of accountants and an understanding of asset classifications in sports organizations. It is also important to realize that athletes should be seen as human resources in achieving club goals. The human resource accounting is necessary because conventional accounting is still rare in disclosing information about human resources. Accounting for human resources is accounting for humans as organizational resources.

Athletes are the main assets of the club. This must be the element for users of the club's financial statements. Financial reporting is important to emphasize the athlete's important side to the club as well as to evaluate the athlete's performance. In this case, the researcher will conduct research in an organization engaged in sports, especially basketball. A basketball club called "Surabaya Fever" is chosen by researcher to conduct research. This club is one of the biggest women's basketball clubs in Indonesia that participates in the highest professional basketball competition in Indonesia, WIBL (Woman Indonesia Basketball League). The club was established in 2011 by Christopher Tanuwidjaja, under the CLS Surabaya Foundation. Some players of this basketball club are the best basketball athletes owned by Indonesia.

The Surabaya Fever Club has recognized its athletes as an asset but it has not performed according to applicable standards or has not used the concept of human resource accounting. The accounting system used by Surabaya Fever management accountant so far

is only recording the athlete as usual, such as by looking at the performance and achievements that can be obtained. Based on achievements, the management can also assess how much pocket money and bonuses obtained. Athletes of Surabaya Fever are also optimized to be able to develop their potential in order to have more value. Therefore, the Surabaya Fever club needs to classify and recognize its athletes as club assets in accordance with applicable accounting standards.

The researcher conducted this research at the Surabaya Fever club by comparing and proving whether basketball athletes are properly classified as club assets and can be reported through financial statements and applied by referring to the Statement of Financial Accounting Standards 19 of 2015 concerning Intangible Assets and Accounting Theory regarding Human Resource Accounting. Previous research conducted by Devi (2004) with the title "*Akuntansi untuk Pemain Sepak Bola*" (Accounting for Football Players) compared the accounting treatment of soccer athletes as an asset. The research examined starting from recognizing to reporting athletes as an intangible asset, with the results that human capital had an important role and value for the company

In Indonesia, there are still many clubs that have not included the athlete's value on the financial statements. Although actually, they have included the soccer players as assets in the statement of financial position, it can strengthen the statement of financial position of soccer clubs. Yet, the value of the transfer does not add to the burden that can reduce profits (Devi, 2004).

2. THEORETICAL FRAMEWORK AND HYPOTHESIS

Human Resources (HR)

According to Hasibuan (2005: 244), human resources are integrated capabilities between thinking power and physical power possessed by individuals. Their behavior and nature are derived from his environment, while his work performance is motivated by the desire to fulfill his satisfaction. Based on the type, resources can come from a person's natural talents, educational processes, and habits of doing things. In its relationship with the company, the human resources of the workers are valuable. For this reason, the company should appreciate the wealth of human resources (Ikhsan, 2008).

Human Resource Accounting (HRA)

Human resource accounting is an acknowledgment that people are both human capital and human assets (Hariyanto, 2013). According to Osemeke (2017), Human Resource Accounting (HRA) is a process of measuring costs incurred by business companies and other organizations to recruit, select, train, and develop human assets. This definition provides a view that expenditures on human resources must be recognized for assessment and reporting purposes. In other words, the HRA involves measuring the economic value of people for the organization.

HRA Functions

According to Warno (2011), there are three functions of human resource accounting (HRA):

- As a framework for assisting decision making in human resources
- Provide quantitative information about the costs and value of human resources as an organizational element
- Motivate managers to adopt human resource information in making decisions that concern people.

HR Asset Recognition

Conceptually, recognition is to present the information through financial statements, while technically, recognition is the official recording of a quantity (amount of IDR) of measurement results into the accounting system so that the amount of IDR will affect a post and be reflected in the financial statement (Sudarno, 2010). In the sports industry, human resources or players are generally obtained by purchasing, borrowing players, or developing young players through the school clubs. However, to get quality players, who can play right away, is usually done by purchasing and borrowing (Devi, 2004). The player purchasing system is a transfer system.

HR Asset Measurement

The concept of costs for human resource accounting involves measurement of the costs incurred to obtain and train human resources as well as the costs to be incurred to replace the human resources of an organization. HRA also involves measuring the economic value of humans for the organization. Therefore, human resource accounting (HRA) means measuring the investments made by organizations in humans, the costs of replacing these people, and the value of humans for the company.

Cost measurement method can be calculated with historical costs. These historical costs calculate and capitalize all costs related to the receipt and development of human resources owned by the company, which are subsequently held to amortize these costs over the estimated useful life of the assets. The following is the cost capitalization according to the concept of human resource accounting in conventional companies. The formula to determine the amount of asset of Human Resources is as follows:

$$HR \text{ Asset} = \text{Opening value} + \text{cost of inputs} - \text{cost of outputs}$$

HR Asset Amortization

The capitalization value of the costs of Basketball athletes must be amortized as tangible assets. Statement of Financial Accounting Standards (PSAK) No. 19 states that the amount of amortization of intangible assets must be systematically allocated based on the estimated useful life. The systematic allocation is recognized as amortization expense in each period throughout the useful life of the asset. In general, the useful life of an intangible asset will not exceed 20 years. The amortization value of human resources uses the straight-line method that can be calculated with the cost of acquisition.

$$\text{Amortization} = \frac{\text{Human Resource Asset}}{\text{Useful Life}}$$

HR Asset Recording

Financial statement is one form of financial information that is presented by the company to interested parties, both inside and outside the company. HR accounting records has a purpose to find out how many HR assets owned by the company (Bungin (2008); Flamhotz (1999), Fakhruddin (2014)). Recording HR accounting can be done as follows:

1. As a future investment in the statement of financial position and amortized according to the useful life. The position on the financial statement is next to the debit if there are additions, and next to the credit if there are reductions.
2. As an intangible asset that is not immediately recognized as goodwill and then stands alone. The position on the financial statement is on the debit if there are additions, and on the credit if there are deductions.

3. Treated as deferred expenses in conventional accounting, in terms of deferring employee research and development costs.

Intangible Assets

Statement of Financial Accounting Standards (PSAK) 19 provides the definition of intangible assets as non-monetary assets which are identified without physical form. Therefore, the main characteristic of an intangible asset is identifiability. The entity is likely to obtain future economic benefits from these assets. The cost of the asset can be measured reliably and has no physical form. Entities can choose to apply either the cost model or the revaluation model.

If an intangible asset has a limited useful life, amortization of the asset is carried out systematically over its useful life. If an intangible asset has an unlimited useful life, the entity is required to test the intangible asset by comparing the recoverable amount with the carrying amount at each year and whenever

there is an indication that the intangible asset decreases in value.

Accounting for Basketball Athletes

The main goal of the basketball club is to be the champion in every competition. This can add value which in turns can get income from the competition prize money, attract sponsors, and add fans. To achieve this, the club must build a good team consisting of quality athletes.

In order to get quality athletes, the club can purchase or borrow athletes from other clubs, or foster young athletes. Player purchases are usually made through a transfer mechanism. After going through the transfer process, both the player and the management will sign a contract. In this case, the right to use the players comes from contracts and they can be accounted for as intangible assets.

According to Devi (2004), since the player can be categorized as an intangible asset, the next step is to determine the accounting treatment. If the player is capitalized in the financial statements, what value the company

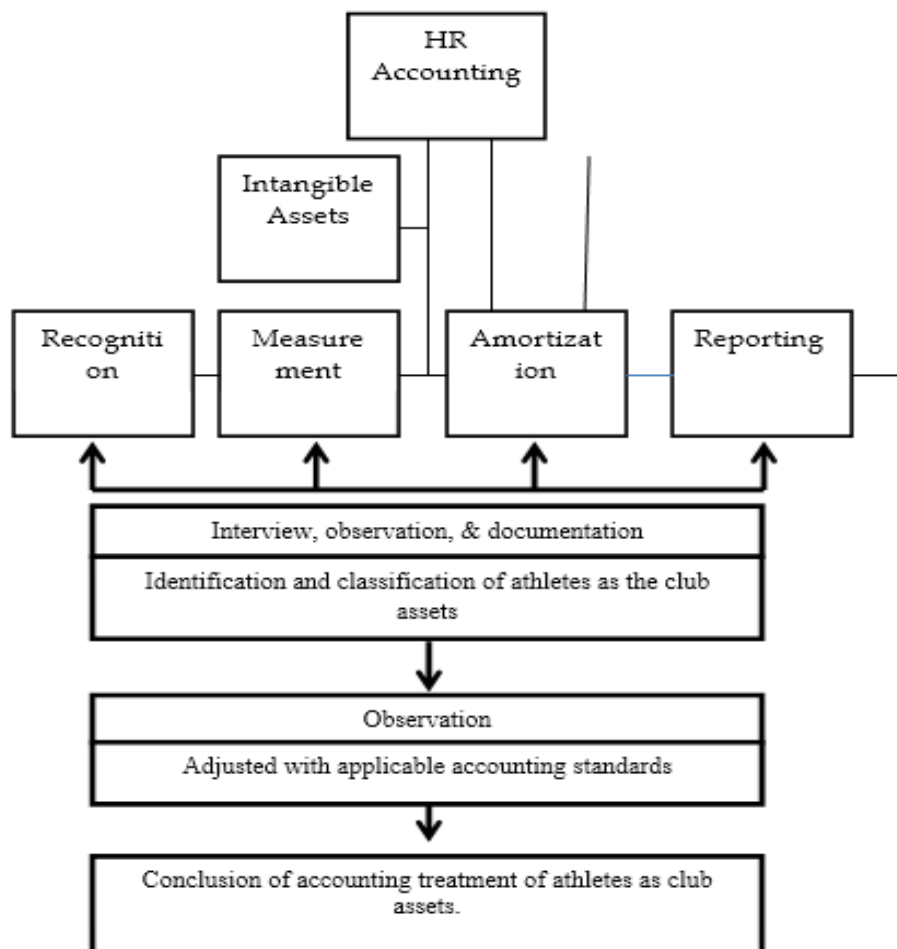


Figure 1
Framework

use. The researcher can conclude that a basketball athlete is a valuable asset for his club so that the athlete should be reported in the financial position statement. This reflects the importance of accounting in managing basketball clubs. The framework underlying this research can be described as follows:

3. RESEARCH METHOD

Research Design

This is a descriptive qualitative method. According to Yin (2011: 27), research design is a logical arrangement that links the data that have been collected with the initial statement of research. Qualitative research is said to be "in-depth" because this research focuses on a particular unit. Researcher uses the case study approach.

The case study approach is chosen by the researchers because it can focus attention on the object or target and can explore it in a whole. This approach is considered more appropriate, by some experts, to examine issues such as the accounting treatment of athletes as assets.

This study aims to determine the accounting treatment of athletes who are recognized as club assets in the sport industry. Based on this objective, the unit of analysis of this study is the management accountant and athlete management.

Research Objects and Informants

The research object includes all matters relating to the accounting treatment of basketball athletes as club assets within the Surabaya Fever Basketball Club in Surabaya. The informant is a subject related to the object of research. Informants are people who are directly involved in the activities of the research object. The research object consists of two sources: Manager and Accountant of Surabaya Fever club as key informants.

Data Sources and Types

1. Primary Data

Primary data is the data obtained directly from the object of research, through interviews, both structured and unstructured with two speakers, the Manager and Accountant of the Surabaya Fever Club as key informants.

2. Secondary Data

Secondary data is the data obtained indirectly from the object of research, through the literature relating to the subject matter. Secondary data can support primary data.

Data Collection Procedure

The study was conducted at the Surabaya Fever Basketball Club using the following techniques:

1. Interview

There are three interview techniques: structured, semi-structured, and unstructured interviews. Researchers use unstructured interview technique, so the questions to be asked to the resource person will be prepared in advance. However, the limitation of this technique is that if the answers given by sources are more extensive and new things emerge that need to be questioned, the researcher has to spontaneously develop further questions. This study will interview two informants, the Manager and the Accountant of the Surabaya Fever club as key informants.

2. Observation

Observations on activities that have been seen by researchers during ongoing activities are then described with an explanation. Observations were made at the Surabaya Fever basketball club.

3. Documentation

Documentation is related to the collection of documents that are relevant to the topic.

Research Scope

The scope of the research is arranged so that there is no deviation from the research objectives. This study only examines the overall accounting treatment in the recognition of athletes as club assets and how they are recorded in the financial statements as human resources. The researcher only examines up to the disclosure, not inclined to examine further whether the financial statements presented are in accordance with the applicable standards. In addition, the researcher only chooses the object of research at the Surabaya Fever Basketball Club in Surabaya.

Data Testing Techniques

Data in qualitative research must be tested for its validity so that it can be accounted for as scientific research. The validity of the data was done to prove whether the research conducted is really a scientific research as well as to test the data obtained. This is the validity of the accuracy between the data that occurs in the object of research and data that can be reported by researcher. Therefore, valid data are the data that do not differ between the data reported by the researcher and the data that actually

occur on the object of the study. (Sugiyono, 2007). Data validity test in qualitative research includes the tests of credibility, transferability, dependability, and confirmability (Sugiyono, 2007: 270)

Data Analysis Technique

Data analysis techniques describe the strategies and procedures for analyzing the formulation of problems that have been made. According to Yin (2011: 133), data analysis consists of testing, categorizing, tabulating, and recombining the evidence. The use of this qualitative method approach is an answer that cannot be measured in numbers, but the indicator is the meaning of the context. The following are the steps in analyzing data (Creswell, 2014):

1. Organize and prepare data for analysis. This involves copying interviews, scanning topics, typing field notes, cataloging all visual material, and sorting data into different types depending on the source of information.
2. Read or see all data. This step provides a general understanding of information and an opportunity to reflect on the overall meaning.
3. Start coding all data. Coding is the process of organizing data by bracketing pieces (text or image segments) and writing words that represent categories in the margins. Use the coding process to produce descriptions of settings or people as well as categories or themes for analysis.
4. Present descriptions and themes represented in qualitative narratives. The most popular approach is to use narration to convey the findings of the analysis.
5. The final step in data analysis involves making interpretations in qualitative research findings or results.

4. DATA ANALYSIS AND DISCUSSIONS

Athletes as Human Resources Assets

Human resources have an important role in organizations and companies. The Surabaya Fever Basketball Club has the same opinion

for its athletes who have a role as supporting the achievement of important goals in the club. The results of the interview show that the athlete's role is so great that the club pays a considerable attention to the coaching of the athlete in the form of training and education as the facilities from the club provided for each athlete. They expect to increase the ability and insight of each athlete. The facilities obtained by each athlete include insurance, health facilities, injury recovery facilities, recreation, and others. In addition, athletes also get a place to stay in the form of athletes' dormitory, transportation, consumption, equipment to compete as well as training to support athletes in training and competition.

Each athlete also receives salary or wage from the club. In addition, the club also gives each athlete a bonus after winning the match. The bonuses obtained by each athlete vary in size depending on the ranking based on the results of athlete's game statistics on the field that illustrates the amount of athlete's contribution in gaining points or during a match.

Asset Recognition and Classification

Athletes who have been bound in the Surabaya Fever club can be said and have been recognized as club assets. The recruitment of assets (athletes) is done in various ways, such as purchasing athletes from clubs registered at WIBL or from clubs that provide coaching and training to athletes. In addition, the recruitment can be done through monitoring from championships and DBL competitions and from CLS partner clubs.

The purchase of athletes incurs a transfer fee or coaching compensation fee paid to the athlete's home club. Purchases to obtain athletes made with an amateur club, the amount of the transfer fee is based on an agreement between the clubs that are participating in the WIBL competition. The maximum amount of the transfer fee is determined by the league organizers based on the athlete's rank in the

Table 1
Woman Indonesian Basketball League Athletes Transfer Fee

No.	Ranks	Fee
1.	Ranks 1 to 3	IDR 75.000.000,00
2.	Ranks 4 to 6	IDR 50.000.000,00
3.	Ranks 7 to 9	IDR 25.000.000,00
4.	Ranks 10 to 12	IDR 20.000.000,00
5.	Ranks 13 to 15	IDR 10.000.000,00

Source: Internal Data of Surabaya Fever (2018)

original club which is assessed from the game statistics which describes the performance of athletes in one season of competition.

Transfer fees determined by the league's organizers are on Table 1.

After an agreement between the two clubs regarding the transfer fee, there is also a contract fee, based on the agreement made by the club and the athlete itself. There are influential factors such as experience, age, and performance. These factors affect the amount of the player's contract value, so the contract costs incurred by the club for each player is different. The athletes contract costs incurred by the club are on Table 2.

Club Management recognizes the fees associated with the acquisition of athletes, or transfer fees and contract fees incurred. The player's contract not only explains how much value or cost to get the athlete, but also shows the benefit life of the athlete at the club that will bind the contract or called the contract age. The contract age is usually more than one year or one season.

The Measurement of HR Assets

The Surabaya Fever Club takes measurements of its athletes with the acquisition costs incurred when obtaining the athlete. Acquisition cost consists of transfer fees and contract costs. In addition to the cost of human resource acquisition, the acquisition cost in Surabaya

Fever is calculated with the development costs or costs incurred during training and human resource development, such as training costs and formal education costs.

The cost incurred is different for each athlete. These cost depends on the needs of each athlete. Therefore, this difference can affect the value of human resources as an athlete. Acquisition costs incurred per-athlete have been calculated at the time of athlete recognition, while the athlete development costs will be calculated and explained in the measurement section of the value of the athlete as an asset. The cost of development of the athlete of Surabaya Fever Club consists of training and education facilities. Surabaya Fever Club provides training in an effort to develop and improve the abilities of its athletes. In addition to doing routine training every day, the club also holds sparring exercises outside the city and abroad. However, this is not done routinely in every season. Sparring is expected to be able to provide experience, improve techniques in playing basketball, and improve the mentality of athletes in the face of the match.

Club management also recognizes that the costs associated with the development, such as the athlete's formal education and training. These are the expenses in the period in which they occur. Table 3 presents a summary of the total cost of forming human resource assets in

Table 2
Surabaya Fever Club Athlete Contract Fee

Season	Contract Fee	
	Contract Value	Stamp Duty
2011/2012	IDR 477.000.000,00	IDR 180.000,00
2012/2013	IDR 155.000.000,00	IDR 96.000,00
2013/2014	IDR 120.000.000,00	IDR 60.000,00
2014/2015	IDR 15.000.000,00	IDR 12.000,00
2015/2016	IDR 81.000.000,00	IDR 36.000,00

Source: Internal Data of Surabaya Fever (2018)

Table 3
Acquisition Costs and Development Costs for Surabaya Fever Club Athletes

Season	Acquisition Cost	Development Cost	Total cost of HR assets
2011/2012	IDR 672,180,000	IDR 207,950,000	IDR 880,130,000
2012/2013	IDR 255,096,000	IDR 159,200,000	IDR 414,296,000
2013/2014	IDR 286,060,000	IDR 503,140,000	IDR 789,200,000
2014/2015	IDR 15,012,000	IDR 1,017,396,000	IDR 1,032,408,000
2015/2016	IDR 181,036,000	IDR 217,660,000	IDR 398,696,000

Source: Internal Data of Surabaya Fever (2018)

the form of acquisition costs and development costs that have been incurred per season. Acquisition costs are the sum of transfer costs and athlete contract costs, while development costs are the sum of athletes' formal education and training cost.

The costs identified as forming costs of human resource assets are charged as expenses in each current year. According to the standard, these costs should be capitalized and recorded as human resource assets based on the concept of human resource accounting, that is, expenditures are capitalized when intended to obtain assets until the assets are ready for use and expenses incurred after the assets are used can be also capitalized if they can increase the value of assets and the benefits for the company or increase the useful life of these assets. Cost of human resource assets is accumulated from year to year as human resource assets, whereas if there is a release of players by the club then the costs that have been incurred for these players must be removed from the recording as an asset. In Table 3, there is data that presents asset measurement information by capitalizing human resource assets through cost of inputs which adds to the balance of human resource assets each year due to the recruitment of new basketball athletes and athlete development as well as cost of output which causes a decrease in assets due to release athlete.

Amortization of Human Resources (HR) Assets

In addition to being recognized and measured, basketball athletes are also amortized on the net value or the value obtained from the amortization of each athlete. After the costs of forming the human resource assets are capitalized, the human resource assets must be amortized to determine the amount as charged in the current period. This is due to the value of the intangible assets will expire at a certain time.

In the Statement of Financial Accounting Standrada (PSAK) 19, it is stated that the amortization of intangible assets uses the straight-line method, unless there are other methods that are more suitable with company conditions. It is also stated that the amortization period cannot exceed 20 years, but the length of the useful life can also be determined by company policy. Based on this, the amortization of human resource assets uses a straight line.

The basic method for financing human resource assets is amortization. However, it can be adjusted if the release of assets occurs due to dismissal, health factors, and retirement before the contract expires, so that the unamortized asset balance is recognized as a loss in the period in which it is incurred. The release of an athlete that occurs due to the sales of athletes to another club can result in profits or losses. Profit occurs if the cash received from the sales of athletes is greater than the net asset value of the athlete. Then, the difference is recognized as profit in that period, while losses occur if the cash received from the sales of athletes is smaller than the net asset value, then the difference will be recognized as loss in the period. Athletes who retire before the contract expires, the remaining value of the asset can be recognized as a loss in the period of release.

Recording of Human Resource (HR) Assets

Based on measurements that have been made by calculating the costs of acquisition and the costs of development. On Table 5, there is data that calculates net Human Resource Assets.

The value of net-human resource assets can be used as input to management on the need of the recruitment of new athletes or the development of athletes by comparing the net asset value annually. If the net assets are too low, it is because some athletes owned by the club will expire their contracts. Therefore, it is necessary to recruit new athletes to increase the

Table 4
Measurement of Human Resource Asset Capitalization

Season	Initial Balance of HR Assets	Cost of Inputs	Cost of Outputs	Ending Balance of HR Assets
2011/2012		880,130,000		880,130,000
2012/2013	880,130,000	414,296,000	(159,334,000)	1,135,092,000
2013/2014	1,135,092,000	789,200,000	(40,836,000)	1,883,456,000
2014/2015	1,883,456,000	1,032,408,000	(135,284,000)	2,780,580,000
2015/2016	2,780,580,000	398,696,000	(629,620,000)	2,549,656,000

Source: Internal Data of Surabaya Fever (2018)

Table 5
HR Assets of Surabaya Fever Club

Season	HR Assets	Accumulation of Amortization	Net HR Assets
2011/2012	880,130,000	(202,620,333)	677,509,667
2012/2013	1,135,092,000	(327,949,466)	807,142,534
2013/2014	1,883,456,000	(712,860,333)	1,170,595,667
2014/2015	2,780,580,000	(1,335,254,133)	1,445,325,867
2015/2016	2,549,656,000	(1,698,981,204)	850,674,796

Source: Internal Data of Surabaya Fever (2018)

value of human resource assets. Increasing the value of assets can be done with training.

The costs of forming human resources incurred for each athlete are different. This causes the value of human resources of each individual is different. The results of the measurement of the value of each individual are expected to reflect the expectations of the athlete's contribution to the team and are also expected to be able to suppress the athlete's important side in the club.

The Surabaya Fever Club does not record because there is no standard that requires athlete records on financial statements. The Surabaya Fever Club only calculates the value of athlete to find out whether the value of athlete gains or losses for the club. As contained in annex 07 regarding gain/ loss value of human resource assets after disposal.

The Indonesian Basketball Association (PERBASI) has not provided specific rules or standards regarding recording or special procedures in the basketball club's financial statements that must state the athlete's value. Therefore, the Surabaya Fever Club also does not record, because it is not necessary. However, if one day the Indonesian Basketball Association (PERBASI) changes the standard and requires all clubs to disclose the value of human resource assets in the financial statements, it will not be directly done by the Surabaya fever club. It will be adjusted first to the situation of the club and club management whether the standards can be applied in club.

Compliance with Applicable Accounting Standards

The accounting standard applicable to athletes is the Statement of Financial Accounting Standard (PSAK) 19, which is a standard regarding intangible assets that are defined as nonmonetary assets and identified-physical form, Therefore, the main characteristic of an intangible asset is identifiability. It indicates that the Surabaya Fever Club athletes have been

identified by management as intangible assets. This can also make it further identified. This evidence is indicated by the identification of the costs used or incurred to get the athlete. The existence of these costs can also be calculated as the value of human resource assets.

The athlete has been recognized as an asset and identified as an intangible asset. However, there has been no accounting standard that governs the athlete or specific human resource assets, the Surabaya Fever Club does not use certain accounting standards because there is not yet any clarity of the standard that specifically governs them. In addition, the Indonesian Basketball Association (PERBASI) does not have standards that govern that athletes must be recorded or disclosed in the financial statements.

Treatment of Athletes According to Benefits

Athletes have an important role for the club, that is, the contributions that can provide benefits and achieve club goals. The athlete's contribution to the club can be assessed throughout the useful life, which later the contribution can be appreciated and given a bonus and salary. The useful life of the athlete is determined according to the agreement in the contract. The contract usually runs on a seasonal or annual basis. As long as the athlete still has a contract with the club, this means that contributions are counted for the useful life.. However, it does not rule out the possibility that an athlete some day cannot contribute to the club for any reason, for example, minor injuries, severe injuries, so they must be dismissed.

When an athlete is injured or does not contribute to an event or season, it does not affect their life, but it will affect the bonus and salary given. Athlete bonuses and salaries are calculated from how much his contribution is. If the athlete does not contribute, there will be a cost of loss due to lost productivity. The bonuses obtained by each athlete vary in size

depending on the ranking based on the results of athlete's game statistics on the field that illustrate the amount of athlete's contribution in gaining points or during a match.

5. CONCLUSION, IMPLICATION, SUGGESTION, AND LIMITATIONS

Conclusion

This study can provide evidence by means of interviews, observations and documentation with related parties as follows:

1. Accounting treatment of basketball athletes as an asset
 - a. The Surabaya Fever Club recognizes the athlete as an asset and has fulfilled the asset classification. It is proven by the existence of economic benefits or services in the future. There is a useful life for the company originating from past transactions and is expressed in monetary units.
 - b. The recognition of athlete as a club asset applies when the athlete is in contract with the club within the agreed time period
 - c. The measurement of the value of human resource assets is carried out using historical costs based on acquisition and development costs, which consist of transfer costs, contract costs, training costs, and education costs.
 - d. Amortization is conducted by Surabaya Fever Club by accumulating all costs and dividing it by the useful life in accordance with the agreed contract.
 - e. Recording of human resource assets is only limited to recording the net value of human resource assets and profit / loss at the time of disposal of these assets. A release includes the value of a contract that is expired or sold to another club. This is due to the absence of standards from the Indonesian Basketball Association that regulates the recording and disclosure of human resource assets in financial statements.
2. Suitability of asset classification with applicable accounting standards

Athletes are valued as intangible assets because they have economic benefits for the organization and are identified without physical form. Athletes meet the main characteristics, that is, can be further identified. However, there are no specific standards that state or discuss human resource assets.

Limitation

The limitations in this study include:

1. Surabaya Fever Basketball Club does not record or disclose its HR assets in its financial statements
2. Number / cost data obtained by researchers is the data for the 2015/2016 season which is not the most recent data according to the research year.
3. Research time coincided with the time of the ABL (Asean Basketball League) where CLS Knight was the host
4. There is incomplete data regarding the standards or conditions that apply in basketball in Indonesia.

Suggestion

Based on the results of the study, the researcher suggests that further study should do as the following.

1. For the Surabaya Fever club, the researcher recommends that further study measure the asset value, the club record and disclose the value of human resource assets in the financial statements. The club should involve investors in order to develop. The financial statements should be more updated in accordance with applicable standards and conditions.
2. For further researchers, it is better to obtain the latest data in accordance with the year of research in order to better describe the current situation.
3. For further researchers, research should not be done during the competition season in order to maximize the research results obtained.
4. For further researchers, the research should not only be conducted by looking at the club that runs it but also examining the existing standards in PERBASI or reviewing government policies regarding disclosure of HR assets in accordance with applicable accounting standards.

REFERENCES

- Bungin, M. B. 2008. *Penelitian Kualitatif*. Jakarta: Kencana Prenada Media Group.
- Creswell, J. W. 2014. *Research Design*. London: SAGE.
- Devi, A. P. 2004. Akuntansi Untuk Pemain Sepak Bola. *Jurnal Akuntansi dan Keuangan Indonesia* Vol.1, 38-53.

- Fakhruddin, D. D. 2014. Pengukuran Akuntansi Sumber Daya Manusia Dan Pengungkapannya Dalam Laporan Keuangan . *KOMPARTEMEN*, Vol. XII No.2.
- Flamholtz, E. G. 1999. *Human Resource Accounting: Advances in Cocepts, Methods, Application*. New York: Kluwer Academic Publisher.
- Hariyanto, A. 2013. Penerapan Akuntansi Sumber Daya Manusia dalam Laporan Keuangan. *Dharma Ekonomi* No.37/Th XX.
- Hasibuan, M. S. 2005. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Ikhsan, A. 2008. *Akuntansi Sumber Daya Manusia Suatu Tinjauan Penilaian Modal Manusia*. Yogyakarta: Graha Ilmu.
- Ikatan Akuntan Indonesia, I. A. 2017. *Pernyataan Standar Akuntansi Keuangan (PSAK)*. Jakarta.
- Kieso, D. E. 2011. *Intermediate Accounting*. United States: John Wiley & Sons.
- Kulikova, G. A. 2014. Human Capital Accounting in Professional Sport: Evidence from Youth Professional Football. *Mediterranean Journal of Social Sciences*. Vol. 5 No. 24.
- Oprisor, O. a. 2014. Accounting for soccer players: capitalization paradigm vs. expenditure. *Procedia Economics and Finance* 15, 1647 – 1654.
- Sudarno. 2010. Akuntansi Sumber Daya Manusia: Perlakuan dan Pengukuran. *Jurnal Akuntansi Universitas Jember* Vol. 8 No. 1.
- Warno. 2011. Pencatatan dan Pengakuan Sumber Daya Manusia dalam Akuntansi. *Jurnal Sekolah Tinggi Ilmu Ekonomi Semarang*, Volume 3 Nomor 2.
- Yin, P. D. 2011. *Studi kasus: Desain & Metode*. Jakarta: Rajagrafindo Persada.