

# Mullins lawyers: needs hrm essay



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## MULLINS LAWYERS IN NEED OF HUMAN RESOURCE MANAGER MILKO

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Manager 1. Introduction The purpose of this report is to persuade the management of Mullins Lawyers on why they have to employ this applicant as Human Resource Manager in their organisation. The primary focus of this report is (1) the lack of the needed competence and focus of the Managing Partner to manage the Human Resource of the organisation and (2) on how the Human Resource Manager will address the challenge that will contribute to the objectives and success of the firm.

This report is limited to the information about the Mullins Lawyers. The methodology used in this investigation is data gathering through the internet and research on books. Three major topics make up the report: The role/functions of Human Resource Manager, Lack of competence of the Managing Partner, and Contribution of the Human Resource Management to the success of the organisation. 2. Functions of Human Resource Manager This is the text of the virtual Job Advertisement posted by Mullins Lawyers, 2012 (Appendix A). The Human Resource Manager is responsible for all human resources operational functions within the firm that will encompass a mixture of day-to-day HR functions and administration, as well as the delivery of staff initiatives. The role sits within the management team and will be responsible for providing HR guidance, advice and support to the partnership, whilst building and maintain key internal and external relationships”. Human Resource Manager’s roles and functions are vast that encompasses almost all corners of concern of an organisation.

Too broad in a sense that the Human Resource Manager must have the holistic approach in ensuring that the HR services from the top down to the bottom of the organisations hierarchy were delivered. The Occupational Outlook Handbook (2010 -11 Edition) enumerated the major work areas of HRM. It started from Recruitment, Training, Payroll and Benefits, Conflict Resolution and Record Keeping Duties. For E. Perry and C. Kulik, (2008), HRMS functions covers the 1) Organisational Culture Development and Maintenance; 2) Occupational Health and Safety Compliance; 3) Career Planning; 4) Recruitment Activities; and 5) Training.

There were several Human Resource Management tasks that were not expressly stated in the list of their functions but executed by the HRM Managers. The most sound were those laid down by Nankervis, Compton, Baird and Coffey et al (2011, pp. 25). For them, the Human Resource Manager's vital responsibility is to effectuate measures that will ensure the appropriate (1) utilisation of labour, that (2) the organisation's targets are hit within timeline and that (3) the expenditures are reasonable to meet the present and future requirements. 3.

Competence of Partner Manager An investigation was conducted on the organisation's competence to manage their human resources. Evidence disclosed that John Mullins is the Firm's Managing Partner responsible for the leadership and management affairs of the company (Appendix B)(Mullins Lawyers, 2012). Managing Partner in business parlance is " the highest formal job title given to a senior partner in charge of a firm's overall practice, management and day-to-day operations. This job title is commonly used in accounting and law firms" (Business Dictionary, 2012).

John being the senior partner in-charge of the management has the upper hand in the Human Resource Management operations. There was no evidence however that John performs the functions of Human Resource Management in his capacity as Managing Partner. It is noteworthy to state that the firm specifically indicated the task of the Human Resource Manager in the job advertisement. It turns out however that the function of Managing Partner as defined earlier is identical with HR Manager.

Whilst John possessed superior competence in the field of legal profession as commercial lawyer with expertise in Sports, Corporate and Business Advisory and Events, his credentials pertaining to Human Resource Management is silent. By correlation, it can be reasonably argued that John's competence in Business Advisory empowers him the knowledge on how to deal with Human Resource Management problems considering that it is part and parcel of every business which happens to be his forte.

Human Resource Management however has a specific zone in the business world where one has to keep its focus in his area of responsibility in order to be an efficient HRM. Focus on the HRM matters is John's apparent handicap taking into consideration the various functions he is ought to perform within the firm not to mention the sporting associations and government entities that he has to manage in the outside environment. It can even be assumed that because of the aforementioned surrounding circumstances in his work, John realised the need of hiring an HR Manager.

It was noticed in Mullins Lawyers web portal that there was a management team that oversee the management operation, yet a perusal of the people

inside the firm shows that the neither associates nor partners of Mullins Lawyers has the educational background in Human Resource Management. It is admitted that there was no available documented performance indicator on site that served as basis in determining the efficiency or inefficiency of the management team of Mullins Lawyers. It is difficult therefore to establish the notion of HRM inefficiency which could be the reason why the firm searched for HR Manager.

Logic and experience however dictates that entities hire people because their services are necessity to the company's subsistence. It is also true when there is a need to address a certain problem, otherwise it will just be a waste of company's resources. 4. Contribution of HRM to the success of the firm The history of Mullins Lawyers disclosed that it has been in existence since 1980's or almost thirty two (32) years when Patrick J. Mullins founded the Patrick J. Mullins Solicitor and Notary Public (Appendix C).

Learning from history, Mullins Lawyers just like any businesses utilises mission statements to define the organisation, clarify the long-term business direction and establish the vision and values of the company. Long term relationship with the clients and loyalty to its people are the paramount considerations of the firm. Honesty and integrity are also valued with high regard by the firm (Mullins Lawyers, 2012). Ideal Human Resource Managers envision the business goals, culture and values of the organisation. Thereby HR Managers align itself with those traits by being an instrument in reaching the organisations objectives.

Effective HR Manager through trainings imparts the company's mission and vision to the employees. Human Resource Managers also formulates and maintains company rules on ethics that encourage proper conduct. Human Resource Manager acts as the middle man that maintains the balance relationship between the management and the workers. Human Resource Manager is the vehicle of the organisation towards its success inasmuch as the Mullins Partners recognised their people as their very important asset and considering further that the firm is a service oriented organisation.

People management is in hands of the Human Resource Manager. 4.

**CONCLUSION** In the decision whether to hire a Human Resource Manager, Mullins Lawyers top management realised that there is a need for a Human Resource Manager who is focus to handle the HRM job. The firm further recognised that the Managing Partner though may be competent enough to handle the HRM task yet an option of having a bona fide Human Resource Manager is still a wise decision. The firm therefore is inclined to hire an HRM who will truly contribute to achieve its goals and success.

The Human Resource by aligning himself with the values, vision and mission of the firm and by introducing measures necessary to achieve the goal of the company is a significant contribution to the company's success.

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