

## Body Paragraph

Finally there is a lack of human resource not only in higher educational institutes but also in HEC as well. This considerable paucity in a number of individuals, who can perform their concerned duties, enhances the problem of higher education in Pakistan. First of all, in this process, the permanent appointment of faculty is an issue, which seems hard to be resolved easily. Despite hiring permanent employees, the temporary individuals are hired on contract basis and they lacked proper skills to impart knowledge to the students. The PPSC (Punjab Public Service Commission), a recruitment institution of teachers, issues advertisement of contract base faculty instead of permanent. Moreover, the multi-tasks performed by the limited faculty increase the burden on it and diverts its attention away from teaching the students effectively. In various institutions, the faculty members not only perform the duty of teaching but also perform the administrative tasks. In addition to this, many institutions do not have required teachers of the specific subject and other teachers who are not master of the concerned subject take the responsibility to teach it. In this way, problem of lack of human resource affects the higher education in the country.

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