

# Essay assignment

2.4 lack of human resource

2.3.1 Appointment of permanent faculty ✓

2.3.2 Promotions of teachers training programs ✓

2.3.3 No ~~multitasking~~ for faculty

2.3.4 checks on the performance of permanent faculty. ✓

Finally there is lack of human resource not only in higher educational institutes in Pakistan but also in HEC as well as the hiring of permanent faculty members is frequently hindered by a lack of resources, such as strict financial limits, inadequate facilities and funding for teaching posts that eventually leave a negative impact on research teaching and general academic development. Alongside this limited emphasis on teacher training programs due to reports of insufficient budget allocations for professional development, shortage of qualified trainers, and a lack of comprehensive training initiatives hinder the development and implementation of effective



teacher training programs. Another lack of resource is the inability of faculty to multitask as faculty members' ability to successfully balance a variety of obligations, including teaching, research, and administrative duties, is impeded by a lack of staff, a high workload, and a poor support system. Due to this the general standard of institutions and institutional growth is being affected. Lastly insufficient mechanisms for checking the performance of permanent faculty. Effective performance checks are constrained by not enough fundings for extensive evaluations methods, insufficient technology for data processing and a lack of skilled individuals to undertake in-depth reviews. ~~These~~ This lack of resources could make it more difficult to put in place efficient procedures for evaluating performance, which would have an influence on faculty development and quality control in higher education of Pakistan.

Substantiate your argument with example /research based references