

4. Hiring efficient Human Resource

- (a) Appointment of permanent faculty instead of visiting faculty.
- (b) Promotion of Teachers Training program
- (c) No multitasking for faculty
- (d) Checks on the performance of permanent faculty.

Finally comes the remedy for the lack of efficient human resource. This can be done by the appointment of permanent faculty instead of the visiting. The Higher Education Commission should hire PhD scholars and subject specialists faculty to teach their respective courses, in addition to other subjects. Furthermore, to promote teacher training programs, It is essential to introduce training sessions every 5 or 6 years. The government should introduce subject-specific training, project-based learning training, and online teaching training to train university faculty and tutors.

Similarly, faculty members should not be burdened with multitasking. The government should hire faculty to maintain a balance of roles, without assigning additional responsibilities that can cause stress and minimize productivity.

Finally, to evaluate the performance of permanent faculty, the government should arrange for experienced faculty to ensure a fair and comprehensive evaluation process, identify areas for improvement, and promote teaching excellence. In this way, addressing these issues, the problems can be resolved.