

Finally there is a lack of efficient human resource not only in higher educational institute in Pakistan but also in Higher Education Commission. On one hand, universities are still interested to hire more and more visiting faculty to cut their expenses. They are paid minimum wages for each lecture and their duration of teaching cannot be claimed as experience anywhere. For instance, the famous universities like International Islamic University, Islamabad and Axi PMA's Arid Agriculture University are paying Rs 1000 for each lecture to visiting staff. This amount is ~~with~~ included with income tax. This low wage discourages them and for that reason they are not doing their job honestly. And having no training programme in HE institution, they are not well experienced. This is the worst discrimination of against educated youth. Moreover, universities are short of staff. Since the salaries

are so meager, mid level workers often leave for better opportunities. This disturbs the smooth working and of university and negatively effect its efficiency. Another ^{issue} ~~claim~~ is the HE system is their overburdened faculty. This is due to lack of staff in higher education institution. One member is burdened with more and more responsibilities. For instance, in Post Graduate college for women Rawalpindi the teaching faculty is also engaged in exam cell responsibilities, because of this they sometimes miss left their lecture in the half to due to any urgent call of meeting or exams related issues. Lastly, irresponsible attitude of Permanent Faculty impacted educational system alot. Due to their carelessness students also suffer alot. For instance, a teacher from chemistry department in Govt. degree college for women, Gujjar Khan had not taken class for whole year another member from that department appointed

out for class that hardly taken
class for 2 months. Consequently
the whole class failed
very badly in Chemistry. Which
is the evidence of insufficient
~~response~~ ^{efficiency} of human source.