

" Higher Education in Pakistan : Ills and Remedies "

Fourth Ill Paragraph:-

Finally, there is lack of human resources not only in higher educational institutes but also in HEC.

Universities are interested in hiring more and more visiting faculty to cut their expenses. They are paid minimum wages and their teaching duration is not considered as experience anywhere. This is the worst discrimination against the educated youth. Highly educated personnels are hired as visiting faculty where they are not even provided with the proper guarantee of the job. Moreover, the universities are short of staff. Since the salaries are so meager, mid-level workers often leave whenever they find better opportunity and better earning. This disturbs the smooth working of the university and negatively affects its efficiency.

Similarly, the higher educational institutes of Pakistan lack proper teachers training programs. Teachers are hired according to the basis of degree they had acquired. While during the degree, nobody is taught the ways of proper teaching. Also when they are hired as a teacher or professor, they are not provided with the basic teaching training and thus our teachers don't even know how to educate the youth. Thirdly, our faculty is overburdened. Universities and other educational institutes have same staff for teaching, for examination, for invigilation, for co-curricular and extra-curricular activities etc. All these tasks must be divided among specially trained people in each respect. Moreover the attitude of permanent faculty in our educational institutes

is highly condemnable. They know they have fixed job ~~or~~ either they perform their duties properly or not. Even if they do not teach a single word, their job is secure under the government roof. This makes them show irresponsible behaviour towards student's education and training. Many government institutes still have century back education system where students are asked to read and memorize a few pages of a subject without teaching a single word. All these reasons prove human resources to be a poorly held factor in higher education of Pakistan.

(259 words)

" Higher Education In Pakistan :

Issues and remedies "

Fourth Remedy Paragraph 8-

Another remedy that needs to be introduced in higher education sector of Pakistan, is against the lack of human resource : hiring the efficient & reliable human resources. First of all, the institutes must be focused in the appointment of permanent faculty ~~ra~~ instead of visiting faculty. Permanent jobs will allow most of the educated middle class youth to attain a sustainable lifestyle. There will be no fluctuations among the administration and the teaching faculty and hence the educational institutes will attain smooth running and their working efficacy will raise. In the same way, the educational institutes should promote teachers training programs and make them an essential part before the joining of teachership or professorship. Each institution must have its specified teaching methodology and the new joining staff must be trained accordingly, to get a persistent nature of study within the institute. Thirdly, ~~these~~ faculty must be divided according to the tasks, they have to perform within the institution. There should be separate faculty for teaching purpose, for examinations and invigilations, for administration, for co-curricular as well as extra-curricular activities. In this way, the working faculty will not be overburdened and it will be easy for them to work with the fixed the fixed assigned job. Also it will raise the efficacy of institution as everybody hired, will be skilled according to his/her fixed job.

Another important factor to boost human resources is the regular and fair check and balance on the performance of permanent faculty. Special authorities must be assigned with the task of keeping an eye on the performance, activities and involvement of permanent faculty members in student's matters. It should be checked whether they are performing their job in accurate manner or not. If somebody is found inert and inefficient, he/she must be penalized by the higher authorities irrespective of any personal benefits or courtesy. By achieving these factors, we would be able to acquire efficient and reliable human resources in the higher educational institutes of Pakistan.

(253 words)