

Complete the last ~~Part~~ ^{Ill} ~~Part~~ ^{Part} Date

Finally, there is a lack of human resources not only in higher educational institutions in Pakistan but also in HEC. On the other 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 ^{science} any where. This is the worst discrimination against the educated youth. Similarly, the absence of teacher training programmes has led/made the subject difficult to understand. In Sindh university of Jamshoro, the teachers are delivering their lectures via book reading. The physics is just being represented at board because the teacher is unable to make it possible practically. A convenient method is not being adopted by the teacher which would be beneficial for every student, no matter what kind of mentality does candidate have. Moreover, universities are short of staff, since the salaries are so meager, mid level workers often leave for better opportunities. The smooth working of university and negatively affects its efficiency. Furthermore, low research productivity and growing issues highlights the irresponsibility attitude of permanent faculty member. And the behaviour of permanent faculty members toward the non-permanent is to be seen very poor. Overall, the lack of human resources critically hampers organizational growth and development.

Hiring efficient Human Resources-

Finally, comes the remedy for lack of human resources: Hiring efficient human resources. Universities must appoint the permanent faculty instead of visiting. This application will be beneficial for students as well as parents. So contact with each other for lifetime. The teacher training must be promote. Training should be on basis of skills, techniques and modern methodology. Teacher would use modern technique to deliver their lectures. They would use technology to perform task related to the subject. However, there should be no multi-tasking for faculty. Every faculty member must be bounded with his/her task and would be responsible for his/her task. Tea maker will not perform the duty of sweeper and not the sweeper will perform the duty of tea maker. If section head is bounded to the section then he would not be responsible for entire university issues, that how it will reduce the burden and management will run smoothly. Last but not least, there should be check and balance on performance of permanent member. A few faculty member should be selected among these faculty to perform a specific task and who would be engaged in the check and balance of the performance. Not yearly but monthly they would receive the report of tasks. Among these faculty there should be advisors who will collect the data and research throughout the year ~~and~~ ^{or} month and will utilize them to make the performance better than before. Overall, hiring efficient human resources will grow the rate of education and will play the role in development.