

2.4. Lack of Efficient Human Resource

2.3.1. Appointment of visiting Faculty

2.3.2. Absence of Teachers Training Programme

2.3.3. Overburdened Faculty

2.3.4. Irresponsible attitude of Permanent Faculty

Higher Education: Ills and Remedies

Finally, there is a lack of efficient human resource not only in higher educational institutes in Pakistan but also in HEC. On one hand, universities are still interested to hire more and more visiting faculty to cut their expenses. They are minimum wage for each lecture and their duration of teaching cannot be claimed as experience anywhere. The per month salary of visiting faculty is PKR 45,000 while that of permanent faculty is PKR 285,000. Due to this difference in pay, the visiting faculty does not deliver the lectures whole heartedly at the expense of the students. This is the worst discrimination against the educated youth. On the other hand, the absence of teachers training programmes prevent the capacity building of the instructors in terms of modern and efficient teaching techniques. Instead, conventional and ineffective methods, such as reading from slides and providing notes for cramming, are still being observed. This negatively affects the learning process as students are unable to develop an interest in the lectures. Furthermore, the faculty that is hired is usually overburdened. A single instructor is expected to teach multiple courses, labs, take up advisory roles in projects, invigilate examinations,

and carry out his own research. This overburdening consumes the energy that could be used in delivering lectures of quality standard. Lastly, irresponsible attitude of the permanent faculty is not less than a crime against the higher education in Pakistan. It is the complaint of many students that most instructors cover the bare minimum of the topic and expect the students to do the rest by themselves using the resources available to them. This is evident by the difference between the things being taught in the classroom and the questions being asked in examinations and assignments. This, in turn, eliminates the entire point of hiring qualified professors as instructors. Therefore, lack of efficient human resource has detrimental effects on higher education in Pakistan.

(345 words).