

• **Hiring efficient Human Resource**

2.4.1. Appointment of permanent Faculty instead of visiting

2.4.2. Promotion of Teachers Training Programme

2.4.3. No multitasking for Faculty

2.4.4. Checks on the performance of Permanent Faculty

## Assignment - 2

### Completion of Paragraph

Finally there is lack of efficient human resource not only in higher educational institutes in Pakistan but also in Higher Education Commission (HEC).<sup>On</sup> 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, in a Government university visiting faculty is paid 1500 to 2000 per lecture. If they have 20 lectures per month, then at the end of the month they only get 30,000 to 40,000 which is completely against their qualificational demand. This is not only leads to the demotivation but also consider as the worst discrimination against educated youth. Another reason for the inefficient human resource is absence of Teacher Training Programmes. Most of the senior, aged teachers are still relying on the out-dated manual system. They are inefficient to operate latest technological devices / gadgets. They are teaching in the same manner as they were taught. So, this thing also lagging in way of modern education system. Moreover, universities are short off staff. Since

the salaries are so meager, mid level workers often leave for better opportunities. This disturbs the smooth working of university and negatively affects its efficiency. The remaining faculty get overly burdenized, as it is witnessed, that the same teaching staff also perform the administrative functions as well, which ultimately disturbs the lecture schedule of students. On the other hand, permanent faculty enjoys the benefit of their seat and sometimes shows such as irresponsible behaviour that leave an effect on the visiting faculty and non-permanent faculty.