

Finally there is a lack of efficient human resources not only in higher educational institutes in Pakistan but also in higher education commission (HEC). 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. The average pay for a visiting teacher is 534 at many universities in Karachi. This is the worst discrimination against the educated youth. Absence of teachers training programme. 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 of University and negatively affects its efficiency. Along this there is an other issue of overburdened faculty, where one teacher is responsible for conducting conferences, the same teacher evaluated and also involving in checking system. Social activities for students also given to the same faculty - which could lead to irresponsible attitude of permanent faculty. If one teacher involved in other activities as well than, he ~~will~~ could not focused merely on teaching purpose and which will lead to loss of quality education. Most of the time they are engaged in meetings or other official activities with which they would just try to complete their syllabus. This could cause lack of interest in teaching and tried to get missed classes & missed. These all are the major issues in educational institutions that ~~create~~ <sup>create</sup> lack of efficient human resources.

## Remedy-

To overcome the ill of lacking efficient human resources, there should be hiring of efficient human resources. There should be the appointment of permanent faculty instead of visiting. As universities are more headed towards hiring visiting faculty, they should be now focused on permanent faculty hiring and giving them handsome wages by considering their expenses which will boost their interest to their job. Similarly, Promotion of teachers training programme. These kind of trainings should be conducted which could enhance their teaching skills and along with good salaries they would perform efficiently, which will improve better quality education in universities smoothly. But, No

Multitasking for faculty. Multitasking create hindrance in their teaching methodology or skills and will halt in their conducting more quality lectures to students because of divergents. Furthermore there should be checks on the performance of permanent faculty. Accountability is most important everywhere, so as in universities. Administrators have to check the performances of teachers, whether they are conducting lectures as per their timetable or not, their teaching methods and behaviors. There should also be proper meetings on their accountabilities, so that they perform their duty honestly. By considering these remedies one could improve the educational system regarding human resources in their universities.