

2.4. 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

Higher Education in Pakistan: Ills and Remedies

Finally, to solve the problem of lack of efficient human resource, hiring of efficient human resource should be done. Appointment of permanent faculty should be the first step. **As permanent faculty exert more and have seriousness** about being taken advantage of by the institute. They should enjoy decent wages and should not be neglected by the administration. This would enable them to fully commit to their work and benefit the students as well as the institute. Similarly, promotion of teachers training programme should be part of the higher educational institutes. This would enable instructors to learn modern and efficient teaching techniques to meet the requirements of the ever changing educational world, focusing on applied knowledge and more engaging methods of teaching, such as, experiments and demonstrations. This would ensure proper learning of the students. Furthermore, **no more multitasking of the faculty must be ensured.** The instructors should only be assigned to teach the students while more people should be hired for **avoid writing in style of must be or should be style** tasks like invigilation and lab experiments. Moreover, an instructor should not be **plz** burdened with teaching multiple courses. Subject specific instructors should be hired so that every instructor is an

expert of their specific course. This would prevent the wasting of potential of these instructors. Lastly, checks on the performance of permanent faculty is a crucial step in maintaining quality standards. It is common practice in most universities for students to fill out instructor review surveys but steps must also be taken if an instructor gets unsatisfactory reviews by his students. Moreover, these surveys should be done multiple times through the semester rather than only at the end of the semester. This would enable the timely rectification of such issues by the institute. Therefore, by adoption of these measures by higher educational institutes in Pakistan, the issue of lack of efficient human resource can be solved.

Only qualitative human resources would fulfill the gap between goals and work

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