

# PARAGRAPH WRITING

Hiring efficient Human Resource:

Appoint of permanent faculty instead of visiting faculty.

Promotion of teachers training program

No multitasking of faculty

Checks on the performance of permanent faculty.

Another effective remedy is, hiring efficient human resource in the educational institutions.

The first step involves, the recruitment and retention of permanent faculty instead of visiting faculty. Permanent faculties are better in the sense that they are equipped with essential teaching skills and professionalism. Besides, permanent faculties seem to be more responsible and satisfied in doing their job duties.

Visiting faculties, on the other hand, have lower job satisfaction due to lower salaries, which leads to staff retention issues. Second step in improving the efficiency of human resource, in educational institutions, is

The promotion of teacher training programs. Such programs need policy implementation, under the supervision of HEC and education ministers. If the policies are successfully implemented, they can help to not only polish the required teaching skills but also other skills i.e. communication, management, intellectual and Psychological skills, through workshops, lecture sessions, group work and assessments.

Also to enhance teacher participation in such sessions, TADA and incentives should be allocated in the provincial budget. Thirdly, to retain the teaching staff in the educational institutions, their work load must be minimized. They should not be made engaged in multitasking and other irrelevant tasks other than their job description. As the overburdened <sup>with</sup> work can cause distractions and <sup>poor</sup> work performance. Lastly, it is crucial for every department of the institution, to adopt monitoring and teachers assessment strategy. This can be done through,

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taking individual student's feedback, through online portals or self-administered questionnaires, which may help to check students' satisfaction about their subject and subject teacher. Another technique is, to install biometric attendance technology for the teaching staff to ensure their punctuality and to conduct monthly and annual evaluation tests, to assess their performance.

Hence, the above remedial steps if are taken, will be pivotal, to improve, the hiring and ~~retainment~~ retaining of efficient human resource, in the educational institutions.

Keep practicing