

Higher Education: Its and Remedies

Finally, the lack of efficient human resource is a major shortcoming of the educational system of Pakistan.

The increase in appointment of visiting faculty has allowed the universities to cut their expenses but on the otherhand creates several problems for the student, and the faculty being hired. In 2024, a study was conducted in the universities of Khyber Pakhtunkhwa to develop an understanding about the hardships and challenges faced by visiting faculty. The study findings are that the visiting faculty is underpaid, not included in departmental decisions, denied access to utilize institution's resources and has to face employment insecurity and psychological stresses. Whereas, students complain that visiting faculty is less accessible for any extra guidance and is not always available at campus. A major reason for this could be that they have to manage two jobs at once to compensate for their less pay. Furthermore, there is no efficient teachers training programme by HEC, because of which teachers still use the traditional modes of teaching including use of white board, cramming based exams. The world today is highly advanced, technology has incorporated itself in almost every field. Developed countries have developed new, and much effective means of teachings i.e. use of projectors, display of 3D structures and videos to help students grasp the concept easily and effectively, shift towards open book

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exams; All these should be included in teaching programmes. The increase load of work and long working hours have also overburdened the faculty, affecting their efficient performance. Brain Drain is a major issue faced by Pakistan today. In 2022, 832,000 highly skilled individuals left this country, whereas in 2023, 862,000 highly skilled and qualified individuals left this country to seek employment opportunities abroad.