

Lack of Efficient Human Resources

Firstly, there is a lack of systematic human-resources not only in higher educations but also in HEC. Most of the institutions in Pakistan are hiring visiting faculty and **Punjab University** is one of them. On the other hand, poor recruitment is also a major cause and selection process is tainted by political interference and nepotism. Regardless of qualifications of any person, hiring officials give preference to relatives.

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or friends. This is a discouraging way for qualified candidates.

In some cases, jobs are 'sold' — meaning applicants pay bribes to get hired. Fake advertisements are made for jobs that have already been promised to someone, and it is happening mostly in private sector.

Punjab Health Foundation (PHF) and Sui-Northern Gas Pipelines Limited (SNGPL) are its examples; hiring relatives of top officials to key posts and nearly three dozen employees without any job advertisement.

Furthermore, lack of professional development is also a major

cause of efficient and organised human resource.

On the context of Pakistan, There is a lack of opportunities for training and upskilling of an educated person. If a software developer not trained in modern frameworks will struggle with current projects and will be the reason to slow down the entire team. Resistance to change and poor work environment ~~leads~~ prevents educated people from advancing. which results to the departure of highly trained, talented or educated professionals from their home country to work abroad for

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better opportunities -

