

Assignment

Higher Education in Pakistan: Ills and Remedies

Finally There's lack of efficient human resources due to multiple reasons. First, the universities are still interested in hiring the visiting faculty members, being employed on contractual and low-paid terms to counter the financial constraints; Moreover their working hours aren't ^{even} counted as experience; creating frustration among the educated youth. ~~Moreover~~ This creates a dilemma of dissatisfaction among students and teachers, as such faculty members aren't available round the clock to

04 Solve the ~~the~~ students queries. Second, the absence of teacher training programme has cultivated the age old rote learning with the inability of developing critical thinking among the students. This results in diminishing the students intellectual curiosity; weakens their problem solving abilities and produces graduates who are less competitive in the Global knowledge economy. Third; the faculty members are overburdened due to excessive teaching loads, carrying out the administrative responsibilities of conducting exams, arranging seminars, even helping the senior faculty members with

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15 Their thesis in the name of Job Security. All of this creates a poor work life balance, seeding emotional frustration and finding no time to carry out their personal Researches which is a must to get better job opportunities. Finally, the lack of incentives and weak training culture push the capable faculty members towards foreign institutes where the work^{load} is less (2-3 days/week) and rest of the time can be utilized for carrying out the quality Researches, also there is provision of all the basic life facilities thereby creating a high living Standard. Thus, Every Departing Scholar reflects not just an Individual loss but a national failure to retain Intellectual capital.

06 Keeping in view the aforementioned points, it can be clearly stated that lack of Efficient human resource is a significant gill of Higher Education in Pakistan.