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Day: _____

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Batch = 84

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Lack of Efficient Human Resource:

The most influencing ill is the shortage of skilled and efficient staff which leaves drastic effects on higher education institutes in Pakistan. The universities are interested in hiring visiting faculty. This limits their expense by paying low wages to visiting faculty as compared to permanent ones. The universities like WUM, BZU usually forced/^{imposed} students to opt/study major subjects according to their teachers availability rather than their own interest. This step limits focus towards their responsibilities and ultimately low academic performances. Another step of not holding teacher's training programs in universities which makes them

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unaware of advanced learning techniques, practical skills, and low quality guidance. Thus, a number of graduates are found with cramming minds despite of ~~any~~ research-

oriented skills and minds. Lastly, the staff / faculty are overburdened by assigning more lectures with large class sizes, extreme work load and more working hours.

This induces low interest towards their duties, brain drain, health issues and poor student-faculty interaction. A number of graduates

from Pakistan are moving abroad for better career prospects and high quality skills benefiting the West instead of their own country.

Thus, lack of trained and permanent opportunities for youth and their unavailability is a major consequence in providing higher education upto the mark.