

2.3 Lack of Efficient Human Resource

2.3.1 Appointment of Visiting Faculty

2.3.2 Absence of Teacher's Training Programme

2.3.3 Overburdened Faculty

2.3.4 Brain drain

The backbone of any University is its teaching staff, yet Pakistan suffers from this chronic struggle, the lack of efficient Human resource. One of the major issue is most of the institutes' preference of hiring visiting faculty over Permanent qualified one, just to save the cost.

For-instance **The Quaid-i-Azam University Islamabad** has been avoiding Permanent hiring due to budget deficit. Moreover,

there is the absence of Teachers' Training Programme in most of the institutes. The

Fresh MPhil/PhD graduates without any Pedagogical training are hire for teaching.

Despite being the subject-experts they failed to deliver engaging classroom lecturers.

Consider the case of **The Punjab University**

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Lahore has its Department of Education but no systematic training for its own faculty. Furthermore, the over-burdening of the faculty with multiple workload enforces them to resign from the job. Such as **The COMSATS University Islamabad** faced faculty resignations due to heavy workload, financial mismanagement and delayed promotions. As a result all these dire situations lead to the ultimate brain drain of the efficient resource. According to the **Bureau of Emigration** more than **800,000** skilled Pakistani Professionals left Pakistan in 2023.