

Paragraph Writing

Assignment #02

Topic:

"Lack of Efficient HR in our education System"

Our education system is lacking in efficient human resources particularly subject specialists, sufficient staff, workforce planning and training & development for skill building. Our rural areas are facing the very issue of one teacher is teaching all the subjects from mathematics and science to English and social studies. This practice clearly reflects the shortage of subject experts and sufficient staff. Educational institutes are running without taking into consideration the teacher-student ratio.

This imbalance is the evident of weak workforce planning. Institutes are over-crowded with students but providing no facilities such as furniture, teacher, libraries, washrooms, drinking water, electricity & ventilation and play ground. Lastly, training and development of teachers is strongly neglected. Most of the teachers rely on outdated methods of rote learning instead of adopting modern pedagogical learning techniques such as practical/activity based or digital learning. As a result, students are not only deprived of quality education but also denied effective experiences, which leads to low academic performance and weak skill development. One study reported that approximately 40% of Pakistani graduates were jobless due to lack of necessary

skills for the job market. Inefficient human resource management is a major drawback but outdated teaching practices adding fuel to fire for 60-62.3% of literate people. In a nutshell, Pakistan's education system needs urgently needs better human resource management to ensure quality education, reduce unemployment and promote skillful youth.