

### Lack of efficient human resource.

Finally there is lack of human resource not only in higher educational institutions in Pakistan but also in HEC. On the other hand universities are hiring non-permanent or visiting faculty. They are paid very less for each lecture and their duration of teaching cannot be claimed as experience anywhere. Apart from that no teacher training programs are offered. Teachers are using same old methods, like they used to in 19<sup>th</sup> century. While many of the world renowned universities including Cambridge and Oxford require their faculty to complete their own designed training programs and workshops. While for senior faculty, they encourage them by offering them awards and promotions linked to teaching excellence. But unfortunately there in Pakistan there is no such system and requirement. In addition to this, universities overburden the faculty by assigning them 4-6 courses per semester. This affects quality of learning, an overburdened teacher is unable to teach effectively. Apart from teaching, he also has to manage administrative duties as well like event management, examination duties and committee meetings. Talented professors, PhD's and Researchers are leaving this country for better opportunities.

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abroad.

The reason for this brain drain

is obvious. Over burdening lower wages,

non recognition of their work and most

importantly no self time. They are

migrating to countries like USA, UK,

Saudi Arabia and ~~UK~~ Saudi Arabia

as an example pay of a PhD faculty

is 90000 here per semester, and Saudi

Arabia offers 20000 Riyal to a PhD

Scholar. Along with healthy working

environment, Pakistan is losing its

best minds. For example, many of

HEC's funded PhD's did not come back

to the country. They are strengthening

foreign universities. Whereas the students

in Pakistan are suffering ~~from~~ due to

shortage of qualified and motivated

faculty. As a result local university's

graduates are struggling to compete

internationally.

**Focus on your sentence structure**

**Cite proper references to**

**substantiate your arguments**

**Avoid grammatical mistakes**