

## Lack of Efficient

### Human Resources

Firstly, there is a lack of systematic human resources not only in higher educations but also in HEC. Most of the institutions in Pakistan are hiring visiting faculty and Punjab!

University is one of them. On the other hand, poor recruitment is also a major cause and selection process is tamed by political intervention and nepotism.

Regardless of qualifications of any person, hiring officials give preference to relatives

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or friends. This is a discouraging way for qualified candidates.

In some cases, jobs are 'sold' - meaning applicants pay bribes to get hired. Fake advertisements are made for jobs that have already been promised to someone, and it is happening mostly in private sector.

Punjab Health Foundation (PHF) and Sui-

Northern Gas Pipelines Limited (SNGPL) are its examples; hiring relatives of top officials to key posts and nearly three dozen employees without any job advertisement.

Furthermore, lack of professional development is also a major

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~~cause of efficient and organised human resource.~~

~~On the context of Pakistan,~~

~~there is a lack of opportunities for training and upskilling~~

~~of an educated person~~

~~of a software developer not trained in modern~~

~~frameworks will struggle with current projects and will be the reason~~

~~to slow down the entire team. Resistance to change and poor-~~

~~work environment leads~~

~~to prevents educated people~~

~~from advancing - which~~

~~results to the departure~~

~~of highly trained, talented~~

~~or educated professionals~~

~~from their home country~~

~~to work abroad for~~

**Give**

**evidences?**

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better opportunities -



Overall your structure is fine  
Avoid grammatical mistakes