

# Paragraph Writing:

Date: \_\_\_\_\_

Why I want to be a CSP? (100 words)

The civil service of Pakistan is one of the most prestigious jobs in the country, offering numerous advantages to its employees. I want to be a CSP officer for three key reasons. Firstly, it guarantees job security. Nobody in Pakistan can remove a civil servant from their job unless they are found of misconduct or illegal activities. This job security ensures financial stability. Secondly, it provides individuals with social prestige. Civil servants are highly regarded in our society. Finally, this privilege instills a sense of responsibility, motivating civil servants to work for the prosperity of the nation.



## Essay Paragraph Assignment: Date: \_\_\_\_\_

### Lack of Efficient Human Resources

- 3.1.1 Inability of universities to attract qualified faculty
- 3.1.2 Absence of proper HR policies
- 3.1.3 Reliance on outdated bureaucratic systems
- 3.1.4 Lengthy Recruitment process for permanent faculty
- 3.1.5 Visiting faculty's limited role in research based learning
- 3.1.6 Exploitation of permanent and visiting faculty, leading to brain drain

Finally, the lack of Efficient human resource is a critical issue that hinders that hinders the growth of higher education. Universities struggle to attract and retain highly qualified teachers due to the absence of proper HR policies. The HR system in universities is managed by non-HR professionals who uphold outdated bureaucratic framework for HR management. Therefore, higher educational institutes fail to manage human resource management according to contemporary needs. Moreover, the lengthy recruitment process for permanent faculty leads to compromised quality of education. In Pakistan, hiring a PHD-qualified professor can take up to one to two years due to multiple approvals, administrative delays, and a rigorous assessment of his research contributions. However, no standardized rules exist for the recruitment of visiting faculty.



The head of department has full discretion in hiring visiting faculty members, making it a faster and less complicated process.

consequently, universities prefer hiring visiting faculty over permanent faculty.

Since visiting faculty primarily focus on teaching rather than research, they do not contribute significantly to academic research. This affects the quality of education as students do not receive the research oriented, skill-based learning that uni<sup>vs</sup> permanent faculty provide. Despite

universities favouring visiting faculty, they are often exploited and receive minimum wages. A visiting faculty member receives Rs 1000 per hour, with Rs 200 deducted as tax. This amounts to roughly Rs 15000 per month, which is barely enough to cover basic necessities.

This discriminatory treatment forces both visiting and permanent faculty to seek better opportunities abroad, leading to brain drain. Therefore, absence of appropriate human resource significantly impacts higher education in Pakistan.

er Note: I know we are not supposed to include outlines for paragraphs in our paper, but i did it this time just for practice "

Thank you!