

Finally, there is a lack of efficient Human resource not only in higher educational universities but also in HEC. Universities are adamant to hire visiting faculty in order to cut down expenses. These type of faculty are payed minimum wages that results in minimum performance, resulting further into discrimination against the educational youth. Similarly, the absence of a proper Teachers Training programme has led to sub-optimal teaching standards. Teachers are unaware of the ways to engage the class that has led to teachers merely reading from the slides. Students in several universities complain that the teacher-student connection has been lost due to the teachers reliance on reading from the slides. This type of teaching can also be attributed to the university's tendency to overburden the faculty. Members of the faculty are provided with several non-teaching roles that take a lot of energy. For instance, visiting faculty at IBA are handed over the patronship of societies. These societies operate at a large scale with serious budgets. This forces the patron to

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Overlook over the finances of the society, which takes a lot of time and energy. Similarly, members of the faculty are instructed to carry out other events like guest speaker sessions that take a lot of time and energy. Finally, brain drain is another reason why universities do not have efficient human resources. It is estimated that between years 2022 to 2024, 25 million Pakistanis have left Pakistan in search for better opportunities abroad. This has left behind only a few Pakistanis that can provide efficient input in our universities in Pakistan. Therefore, the lack of efficient human resource proves to be a significant ill in the higher education in Pakistan.