

Last Para of ~~the following para~~ lack of efficient human resources is another main obstacle to achieve the efficiency in higher education.

Fourth comes the lack of efficient human resource. Efficient human resource plays a vital role in maintaining quality of education in higher education strata. Higher educational institutes lack this resource as well as Higher Education Commission (HEC). On the one hand, Universities are hiring more and more visiting faculty, these are the few replacement, have been hiring faculty members on adhoc basis. They are paid with respect to the number of lectures instead of monthly salaries. The experience of visiting faculty is not considered in any job role anymore now. Adhoc appointments do not hold any future prospects. Teacher training program weigh heavily on the efficiency of human resource. The professional courses are the backbone of any institute especially educational institutes. Moreover, universities are short of teaching staff. Since the salaries are so meager that faculty often leave for better opportunities. This transition disturbs the smooth working of universities and negatively impact its efficiency. On the other hand some universities have overburdened faculty which is consuming more money and focus. The faculty is on the charge of university without any responsibility as everyone's responsibility is ~~as~~ ~~no~~ nobody's responsibility. Lastly, there is an irresponsible attitude of permanent faculty. This lacks attendance, teaching quality and research work. The

teacher are assigning personal home  
chores to the researchers etc. The lack  
of contract renewal program is the main  
cause behind it.