

(Sana Akram Batch 70)

22-05-25

Why I want to become a CSP officer?

Date: (100 words)

- Brainstorming:
- Prestige
 - Merit based selection
 - ① → Job Security ^{Benefits} → Speedy Promotions
 - Serving one's state / National Development → Respect → Chance of Higher Education Increase → Numerous powers.
 - Government administration → Policy Implementation
 - Administrative authority → Enforcement of laws and regulations ⇒ Perks of being a CSP officer.
 - ② → Advancement and Opportunities.
 - ③ → Contribution to National Development.

① Job Security & Benefits

(a) Stability

(b) Benefits → Housing, official vehicles, pensions, medical facilities (Absent in private sector mostly)

② Advancement & Opportunities

(a) Potential for rapid advancement

(b) Access to higher level positions within government.

③ Serving the nation & Contribution to National Development

(a) Policy Making implementation

(b) Speedy processes for public → saving them from lengthy court trials in order to achieve their due rights.

Conflict resolution within their jurisdiction

Topic sentence:

I aim to become a CSP officer because it is the best job in Pakistan - I:

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Reason 1: Job security

(a) Competitive salary, pensions, Benefits

(b) Financial stability which is unmatched in private sector

Reason 2: Advancement and Opportunities

(a) Educational Benefits → eligible for higher education.

(b) Career growth & Promotions after 5 years.

Reason 3: Contribution to National Development

(a) Chances to contribute in policy decisions, thus impacting lives of people

(b) Speedy resolution of conflicts and saving time and money of people.

The Paragraph

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I aim to become a CSP officer because it is the best job in Pakistan. Firstly, it offers Job security. CSPs are paid a handsome salary along with certain benefits and even receive pensions after retirement. This provides them with financial stability which is unmatched in private sector. The second reason for it to be a best job is that it provides opportunities for advancement. A CSP gets educational benefits; he/she can go for further studies, if eligible. Moreover, this job is ideal for career growth because of speedy promotions i.e. in a short span of five years. Lastly, it is the best job as it enables one to contribute to the national development - A civil service officer has high chances to contribute in policy decisions, which impact the lives of common people. Also, a CSP officer can provide speedy resolution of conflicts through his orders. This can save time and money of people if they go through ^{long} court trials. Rather, a CSP can utilize his/her powers to give speedy commandments and regarding any issue within his jurisdiction and can serve his nation through his job.

Last Paragraph of Higher Education in Pakistan : Ills & Remedies

Date: 22-05-25

(2.4) Lack of Efficient Human Resource

(2.4.1) Appointment of visiting faculty

(2.4.2) Absence of teachers Training Programme

2.4.3 Overburdened faculty

2.4.4 Irresponsible attitude of Permanent Faculty.

③ Demoralization of other faculty

④ - Erosion of Inst. Reputation / credibility

Brainstorming

1) Appointment of visiting Faculty

- Lack of commitment
- Undermining permanent faculty
- Quality and Continuity of Education
- Limited Research contribution

2) Absence of teacher's Training Programme

- Poor teaching quality
- Resistance to Educational reforms
- Decline in Professionalism
- Poor classroom environment

3) Overburdened faculty

- Decline in teaching quality
- Reduced Research output
- Poor student support and mentorship
- Limited professional development.

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- Lack of commitment
- Undermining per. faculty
- Quality & Continuity of Education
- Limited Research contribution
- Poor teaching quality
- Resistance to Educational reforms
- Decline in Professionalism
- Poor student support & Mentorship
- Negative impact on Inst.
- poor classroom environment
- Irresponsible attitude
- Poor teaching standard
- Neg. impacts on Inst.
- Demoralization of other faculty
- Erosion of Inst. Credibility

Date: _____

Finally, there is lack of efficient human resource not only in higher educational institutes in Pakistan but also in Higher Education Commission (HEC). On one hand, universities are still interested to hire more and more visiting faculty to cut their expenses. They are paid minimum wages for each lecture and their teaching duration cannot be claimed as experience anywhere. This is the worst discrimination against the educated youth. Visiting faculty lacks commitment to the institution because they only partially visit it, as and when required. This affects the quality and continuity of education and also undermines the permanent faculty because the institution prefers cost-cutting over investing in long term faculty development. This also leads to limited research contribution.

and thus limits research output.

On the other hand, there is absence of Teacher's Training Programme which results in poor teaching quality as teachers use out dated or ineffective teaching methods and prefer rote learning over conceptual understanding. Such teachers resist educational reforms and are less likely to adopt Modern Pedagogical Approaches.

Absence of Class management skills in teachers leads to struggle with discipline and creating a conducive learning environment. Thirdly, overburdened faculty often rushes through course content thereby

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Date: _____

diminishing the quality of (education) teaching. with limited time for lesson planning, innovation, or addressing individual student needs. It also leads to reduced research output as overburdened faculty struggles with balancing Research with teaching and administrative duties. Moreover, Faculty A may have no time for student mentorship feedback and guidance for personal and academic growth. In this way, they also miss out on trainings, workshops and conferences which hinders academic growth and exposure to modern teaching and research practices. Lastly, irresponsible attitude of Permanent faculty can severely undermine academic integrity, student success and institutional development. Permanent faculty who neglect their duties may miss classes or arrive unprepared, avoid using modern teaching methods or updating course content. This negatively impacts the students and makes them feel neglected, frustrated or unsupported. Lack of mentorship from senior faculty diminishes academic and personal development. As a consequence, committed faculty members may also feel demotivated when they see irresponsible colleagues facing no consequences. This develops toxic work culture. Lastly, poor faculty conduct badly affects the institutions. It damages accreditation outcomes, student enrollment, alumni satisfaction and public trust thus eroding institutional credibility -

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