

Ills: Last Paragraph Higher Education in Pakistan: ills and remedies

Finally there is lack of efficient human resources not only in higher educational institutes in Pakistan but also in higher education commission. 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 duration of teaching cannot be claimed as experiences anywhere. For instance, most visiting faculty members receive wages of one thousand rupees per lecture for teaching a 3 credit hour course. After 20% tax deduction, this amounts to eight hundred per lecture. Over a period of six months, the total payment is approximately 1 lac after tax.

deduction. This nearly five times less than the salary of a regular lecturer. **Secondly**, the quality of education is severely compromised due to the lack of teacher training programme and Professional developmental programme in most of ^{the} Public Universities in Pakistan. Instructor often rely on outdated methodology. He unable to use modern technology or educational tools in the classroom. This leads to missed opportunities for enhancing both teaching effectiveness and student learning outcomes. **In the third way**, faculty members are frequently overburdened with multiple administrative and academic responsibilities. For instance, a single teacher may simultaneously serve as the lecturer, chairman and dean of a department. Such excessive workload make

nearly impossible for educators to maintain an instinctive passion for teaching. **Last** nail in the coffin is ~~the~~ irresponsible attitude of permanent teacher toward student's learning development. ~~He~~ They has least concern with capacity building ^{of student}. They only focus on completing the course. In most of the public university teachers are not accessible outside the classroom. Even often, students have to wait for hours just to obtain a simple signature or to ask a question. All these things raise serious (concern at) question on the efficiency of human resources, in Higher Education in Pakistan.

Remedies: Last Paragraph

Finally, comes the remedy of hiring of efficient human resources. It necessitates a strategic shift from reliance on visiting faculty to the appointment of permanent staff. Permanent appointments ensure continuity, accountability and institutional loyalty. Every year approximately thousand students get PhD degree from public universities. These PhD holders should be provided with opportunity to apply their knowledge and skill. Similarly, the teaching training programme should be promoted for enhancing teaching effectiveness. In 2024, HEC, in partnership with the regional English Language Office (RELO) of the U.S Embassy organized an English Faculty Development & training program at NAHE in Islamabad.

The program aimed to enhance teaching expertise in English Language education, focusing on themes ~~of~~ such as teaching language through Literature, exploring culture in the Language classroom and redesigning assignment in the age of AI. Recently HEC initiated a Continuous Professional Development Program have shown promise but need broader implementation. In the same, faculty should not be burdened with administrative multi-tasking, which detract from teaching and research focus. To minimize the workload for faculty several strategies can be implemented. These include promoting structured time management techniques, implementing systems for task prioritization and delegation and encouraging the use of technology to streamline the workflow and improve focus. At

to maintain standards, vigorous performance evaluations, such as annual academic audits and students feedback system must be institutionalized. In these ways hiring of efficient human resource can be resolved.

Assignment 02

Rafia-077 CSS-2026

Topic: Paragraph writing

Why I want to be a Csp officer?

I want to be a Csp officer because this is the best job ^{in Pak}. Firstly, It is a government position with strong job security, regular structured career and promotion than any other government job. Secondly, a Csp officer enjoys the attractive perks and benefits like official residence or housing allowances; Government vehicles, Medical or educational facility, Pension and retirement benefits. Thirdly, Csp officer holds influential position in government. They are responsible for decision making at highest levels including policy implementation and public administration. In fourth way, this job provide opportunities for national

Day: _____

Date: _____

Services like Csp officer can work on developmental project, in policy making, crises management and social reform. Most importantly, a Csp officer holds a most prestigious and respectful position in society due to its merit based selection and for holding power and Authority. Becoming a Csp officer is the best job.