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TOPIC: Human Resource management Issues in Pakistan

A. Outline:

A. Introduction

1. General statement:

Nepotism compelled a qualified and deserving student to abandon country in the search of better future abroad.

2. What does it mean by human resource management?

3. Thesis statement:

Human resource management in Pakistan is not devoid of shortcomings and loopholes. It confronts numerous challenges.

B. Issues Weakening or Impacting Human Resource Management in Pakistan

1. Prevalent illiteracy;

a. Workers have no awareness of changing trends

b. Literacy has vital role in human resource development

2. Universities failure in incorporating skills;

a. Produce unskilled youths

b. They strive to secure employment after graduation

3. Existential security threats;

- a. Businesses cannot flourish under terrorism
- b. Terrorism compels country's asset or capital to leave the country

4. Minimum technology

- a. Human resource escalates when coupled with technology
- b. Pakistani workers have little knowledge of AI and modern technology

4. Gender-inequality;

- a. Women are denied equal opportunities of livelihood
- b. They do not get equal wages and confront harassment

5. Weak labour laws enforcement;

- a. Labour work under hazardous conditions
- b. There seems no protection of their lives while discharging duties

6. Rise of globalization;

- a. It has created the dearth of cheap labours in developing countries like Pakistan
- b. These labours contribute to human resource of developed ones

C: Conclusion

No doubt, Pakistan is victim of human resource management issues. However, persistent endeavours can assist Pakistan in

ESSAY

A Pakistani student completed his education with efforts. He got gold medal in his field. After graduation, he applied in a company to get the job suitable with his qualification. However, the company appointed another person on the basis of nepotism. This disappointed boy abandoned Pakistan to secure his talent abroad. Therefore, this scenario truly depicts the human resource management in Pakistan. It means a workforce of any country. Human resource management confronts enormous issues in Pakistan. There exists no proper education, training, justice to ameliorate their plights. Educational institutions equip the country with un-skilled masses. There seems no facility of practical education in Pakistani institutions. Women workforce is denied the tantamount opportunity to prove their mantle. There appears little availability and awareness

of modern technology.
Hence, the subject of
this essay will be that
how human resource
management in Pakistan
is faced with multiple
challenges or issues.

Illiteracy is the
major challenge for
human resource management
in Pakistan. Illiteracy means
inability to read, write
and interpret anything.
No nation can generate
better human resource
with existential illiteracy.
The developing nations ~~have~~
have failed to produce
robust human resource.
There seems the dearth
of appropriate education.
An illiterate person can
never run the matters
of business in a
proper way. They always
work in inferior positions.
However, the educated ones
rule on them. Hence,
illiteracy hinders the
human resource management
in Pakistan.

Likewise, fragile training
also undermines human
resource management in
Pakistan.

Fragile training means the failure to incorporate practical skills in the masses. This has profound impact on human resource management. Pakistan's educational institutions have failed to equip the individuals or students with practical skills. They are generating an unskilled youths. These youths later confront difficulty in attaining any livelihood due to their inability. It would be fair to blame the universities for this menace. They are merely awarding degrees instead of yielding trained youths for the country. Hence, weak training arises hurdles for human resource management in Pakistan.

Terrorism also holds detrimental impact on human resource management. Terrorism means the breach of peace. The circumstances of fear and unrest. Terrorism snatches the prospects of livelihood.

It creates suffocating circumstances for the workforce. They prefer to abandon such place and work in a peaceful environment. Pakistan has bear the brunt of this menace. Many industrialists left the country after the emergence of terrorism in 2009. They shifted their skilled labour and industries to another countries. No one would desire to work under the shadow of fear. The entire world has witnessed the growth of human resource in peaceful countries like Denmark and Finland. Hence, human resource management cannot run with security crises.

Moreover, minimum technology is also the issue of human resource management in Pakistan. Technology means the handling of ample tasks with machines. It has minimized the miseries of the workers in the entire world. Now, they can resolve

or complete any
complicated work within
no time. The blessing
of technology is
undeniable in the
contemporary world.

Regrettably, Pakistan is
devoid of this blessing.
Pakistani workforce is
still operating that
obsolete machines in
industries. They have little
exposure and knowledge
of artificial intelligence.
They have not reaped
the benefits of AI.
Therefore, their pace of
growth and prosperity
is minimum. Hence, absence
of technology has
added to the miseries
of human resource
management in Pakistan.

Besides, gender inequality
has also impacted the
human resource management
in Pakistan. Gender inequality
means denying tantamount
opportunities to women.
The progress of a
nation depends upon
the involvement of
women in every
walk of life. Pakistan
has denied this

right of participation to women. They cannot equally contribute in the trajectory of nation's progress. Women workers do not get equal wages as compared to their male counterparts. Despite they do the same labour, they get minimum wages than men. Likewise, harassment at workplaces has prevented their participation. Hence, gender inequality is the stumbling block in the way of human resource management in Pakistan.

Moreover, ~~the~~ labour laws implementation also undermines human resource management in Pakistan. Labour laws mean the rules for the protection of labours. Without adequate protection, labours would not contribute fairly. Their endeavours remain nominal. They do not reveal sincere eagerness with their work. Unfortunately, the flimsy implementation of labour laws in

Pakistan has culminated in this menace. There exists no mechanism for the protection of labours. They work under hazardous conditions of the venture of their lives. Many sanitary workers lost their lives during discharge of their duties. The Government does not provide them safety tools. This unfortunate scenario leads them to abandon the country. No one desires to work at the venture of their lives in the absence of proper regulation. Likewise, labours do not get their due wages in return of informal labour. Hence, the absence of or implementation of labour laws brings human resource management at stake.

Last but not the least, the emergence of globalization has also impacted the human resource management in Pakistan. Globalization has connected the world without borders. There

seems borderless communication among the people. This interaction has escalated the exchange of people. Similarly, the exchange of labour is no different phenomenon. Workers of the developing countries try to approach the economically robust countries for ample earning and working atmosphere. Globalization has created this vacuum in Pakistan. It has enhanced the dearth of cheap and efficient workforce for its development. Many Pakistani workers have abandoned their native country to work in Saudi Arabia and European countries. They have added to the human resource pool of these countries. Hence, Pakistan is facing the decline in human resource management owing to globalization.

To sum up the discussion, it would be appropriate to say that Pakistan is confronting the issues of human resource management. There

are numerous factors that undermine country's progress in this regard. Illiteracy, improper training, the absence of labour laws and emergence of globalization. However, the guilt of educational institutions in granting practical skills is undeniable. These institutions win credit by providing degrees. They are little concerned about the future and practical skills of youths. Their negligence exposes the youths with multiple miseries in life. They confront the criticism of family and society after graduation for not getting any job. This leads them towards suicide in many cases. Similarly, many abandon their family and loved ones to secure their future abroad. Their too, they live a hectic and uncomfortable lives full of difficulties. The story of a student best suits this scenario. He abandoned the country after becoming victim of bureaucratic nepotism for the appointment of job. However,

many countries have
endured this trouble of
human resource management -
~~They~~ This even compelled them
to compromise on their
dignity by begging for
compensation. However, they
did not succumbed to
it. They emerged more
strongly with eagerness
and endeavours. Likewise,
Pakistan also has the
potential to pursue
their footprints. Pakistan
holds the biggest youth
population in the world
which can defeat every
disaster.