

# Why I want to be a CSP Officer?

I want to be a CSP officer as it is the most prestigious and service job in Pakistan. It is highly respected and seen elite civil bureaucracy. It provides opportunity to rise to the top bureaucratic positions over time, where your opinions and decisions are being valued and upheld. Furthermore, it gives a chance to serve humanity. It aligns with my spiritual happiness which lies in the welfare of community to release them of their grievances. In short, it provides me with authority to serve my society to make prosperous and equitable Pakistan.

## Lack of Efficient Human Resource

The higher education system in Pakistan is hindered by persistent shortage of qualified human resources, which adversely influence its effectiveness and relevance. Firstly, inadequate faculty in Pakistani universities lead to lack of knowledge and learning outcomes. When there are not faculty members to cover a wide range of subjects in specialized manner, students may miss out valuable insights and opportunities for interdisciplinary learning. It also leads to larger class sizes, making it challenging for students to receive individualized attention and support. Secondly, lack of trained faculty often leads to dearth of necessary skills and knowledge to effectively educate the students. They struggle with managing classrooms, designing appropriate curriculum, and proper engagement with students. Thirdly, orthodox mindset of faculty members which is the outcome of deficiency of professional staff, inhibits the innovation

and progressive approaches to teaching and research. They adhere to traditional methods strictly and resist incorporation of modern and technological techniques. Fourthly, the lack of support staff burdenize the existing staff diverting their focus from their learning and teaching job. Administrative tasks such as processing paperwork, scheduling, appointing, and handling students inquiries become overwhelming for the limited staff available. Fifthly, the shortage of permanent faculty members impact the quality of education provided to students. Adjunct faculty members, who are often hired as visiting faculty, lack the stability and commitment necessary to foster such long-term relationships with students and lack of result-oriented interactions. In brief, the lack of efficient staff in higher education system of Pakistan is one of the biggest ills which is badly impacting it.