

Topic

Why I want to be a CSP officer?

Well, becoming civil services officer of Pakistan is a dream mine and for betterment of society and to develop country. However, achieving this goal is not easy. This journey to becoming a CSP officer is quite challenging, but it can be a rewarding experience for me. The reason behind this goal is deeply rooted in my passion for public service and making a meaningful impact in education. I really want to lead and manage various projects and initiatives. I really want to change educational system, which is worst in Pakistan especially based on rote-memorization. Because I am victim of that system. The challenges that I have to face are the vastness of the syllabus, intense competition and the necessity for a well-rounded understanding of diverse subjects. On the other hand, as a CSP officer I really want to develop my leadership qualities by taking responsibilities in our academic and professional life. As well as engage in teamwork, showcase, do make decision under pressure to solve problems.

## Topic Lack of Efficient Human Resources?

Finally there are lack of efficient human resource not only higher educational institutes in Pakistan but also in higher education commission. On the other hand, Pakistan has weak, Polarized, and non-unified education system that has failed to develop efficient human resources. According to the literacy rate of Pakistan in 2024 has been 62.2% Percent. Furthermore, Lack of practical learning because non availability of advanced labs and infrastructure in university. Lack of novelty to modern methodologies due to the dearth of training programs resulted in the production of archaic human resource. According to UNESCO reports, no proper training standards is available in the training institutions particularly in remote Sindh, and Balochistan. The meagre strength of faculties in higher education. They have difficulties in understanding complex concept and struggling with critical thinking or analysis. They increased stress or frustration and decreased students confidence or self-esteem. These faculties always have learning disabilities as well as language barriers or limited English proficiency. Additionally, lack of motivation among faculty members in higher education

can have significant consequences on teaching quality, students engagement and institutional performance. Limited skills and expertise in higher education can have far-reaching consequences affecting various stakeholders and some aspects of the institution like reduced learning outcomes and academic achievement, decreased students satisfaction and engagement.

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