

Q.1:

Why I want to become a CSP officer?

I want to become a CSP Officer because it provides a unique platform to serve my country and contribute to its development. Civil Services Officer the opportunity to address the critical issues such as education, healthcare, and governance while making a direct impact on the lives of citizens. The leadership and decision making skills required in this role align with my passion for public service and desire to bring positive change. Furthermore, being a part of Pakistan's civil administration will allow me to work towards creating a

more just, efficient, and prosperous society, contributing to the nation's long-term progress.

Q.2:-

Lack of efficient Human Resources (from Essay Higher Education in Pakistan: Ills and Remedies)

The lack of efficient human resources in higher education in Pakistan is a significant issue that hampers the quality of education and research.

The country's higher education system suffers from a shortage of qualified faculty, administrative inefficiencies, and insufficient professional development opportunities. Most universities face a lack of well-trained and experienced

teachers, with many holding outdated knowledge or inadequate academic qualifications.

This directly affects the learning environment and hinders students from reaching their full academic potential.

Moreover, limited opportunities for training, research, and international exposure for educators contribute to a stagnant academic culture. Pakistan's

higher education sector also lacks effective leadership and governance, with many institutions being bureaucratically managed rather than led by professional well-versed in

academic administration. The result is poor decision making, inefficient resource allocation, and mismanagement of funds. Addi-

tionally, there is a significant

gap between the academia and the demands of global job market, further exacerbating the disconnect between education and employment.

Investment in human resource development through faculty training programs, scholarships, international partnerships, and robust research opportunities is crucial. Moreover, attracting and retaining talent through better pay, career growth opportunities, and academic freedom is essential for improving the system. Without concerted effort to address these issues, Pakistan's higher education sector risks falling further behind. Addressing the human resources gap in higher

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M T W T F S

education is not only vital
for individual institutions but
also for the country's socio-
economic development.
