

Write a paragraph on;

Lack of efficient human resources.

Lack of efficient human resource not only in higher educational institutes as well as Higher Education Commission (HEC) of Pakistan is a significant ill. For instance, universities hire visiting faculty to cut their expenses. They are paid minimum wages for each lecture and their duration of teaching is not considered as experience anywhere. These issues result in compromised academic quality, decreased student engagement and limited research opportunities as the instructor is facing financial crisis. This leads to shortage of qualified candidates and selection of under-qualified faculty. Secondly, the absence of teacher training programs have severe consequences on higher education. So, it is also an important ill because it results in lack of pedagogical skills, incomplete subject matter expertise and

stagnant professional growth. The instructors are unprepared. They feel difficulty in incorporating new technologies and teaching strategies. Moreover, they experience higher stress levels. Further, excessive workload leads to physical and mental fatigue of instructor which directly affects the education system. Overburdened faculty can not provide optimal instruction due to which graduates lack essential skills. Similarly, irresponsible attitude of permanent faculty leads to lack of motivation and accountability in students. They deliver unprepared lectures. They are frequently absent. They exhibit unprofessional behavior. They are failed to fulfill their responsibilities. Thus, Lack of efficient human resources is indeed a significant obstacle in the effectiveness of higher education in Pakistan.

Write a paragraph on;  
Why I want to be a CSP Officer?

### Brainstorm

#### Financial Justification

- Characterized by competitive salary
- Stable and secured job
- Confer benefits

Why I want to be a CSP?

#### Personal Reasons

- Facilitate my interest and passion
- Alignment with my values and goals
- Provide opportunities for growth and development

#### Social Rationale

- Facilitate public service engagements
- Offer avenues for developing sense of community
- Provide social status and recognition

"Civil Services have the potential to change the destiny of our country," said Pratibha Patil. This statement throws

light on the important role of a civil servant in progress of a country and nation. So, it is the best profession for me to opt. Moreover, there are some personal reasons which make it a best profession. For instance, Civil service <sup>of Pakistan</sup> facilitates my interest and passion by providing ground to cultivate leadership for national progress. <sup>Further,</sup> the goals of this profession are aligned with my values and goals. It also provides opportunities for personal growth and development. Next comes the financial justification to be a civil servant. This profession is characterized by competitive salary, have 17<sup>th</sup> basic pay scale. A civil servant get house rent allowance (30-50% of basic pay), medical allowance, conveyance allowance, utility allowance and Ad-hoc allowance (10-20% of basic pay). Moreover, it is stable and secured job. I would enjoys lifetime employment with the government. It also confer some other benefits such as pension (20-50% of last drawn salary), gratuity and leave leave encashment. Last of all <sup>some</sup> social rationales. Firstly, it facilitate public

service engagements such as public hearings which is recently practised by Ahmed Mohiuddin (DPO). Moreover, Civil Service of Pakistan offers avenues for developing sense of community. It also provide social status and recognition in society. Thus, to be a civil servant is best profession for me.