

Name :- Ashfaq Ahmad

Batch Nos- 62

Assignment :- 02

Q No 1 Why I want to be a CSP Officer?

I aspire to be a CSP officer because I believe it offers a unique platform to bring about meaningful change in society. As a CSP officer I have the opportunity to contribute to development and governance. It allows me to change the lives of people, whether through policy implementation or ground initiative. Opportunity to work in a variety of departments and fields, from Law and order to administration, Finance and Foreign services. As a CSP officer I can work to solve problems in society, whether it's improving education, healthcare, law enforcement and economic policies. As a CSP officer allow me to build connections with influential figures in

government, business and International organization.

Q No 2 Lack of Efficient Human Resource
(Higher Education in Pakistan:

Ills and Remedies

Lack of Efficient Human Resource

The Higher education sector in Pakistan faces several challenges, Universities and colleges across the country are plagued by insufficient numbers of qualified faculty, ineffective administration, and lack of professional development opportunities for academic staff. This shortage not only hampers the quality of education but also stifles innovation and research, essential components of higher education. One of the primary reasons for this shortfall is the lack of incentives to attract highly qualified professional

to the academic sector. Talented individuals often prefer careers in the private sector or abroad, where opportunities for professional growth and financial reward are greater. This brain drain further ~~ex~~ intensifies already limited pool of skilled human resources available to Pakistan's educational institutions.

Moreover, the existing faculty often lacks access to advanced training and research opportunities which limits their ability to stay abreast of global academic trends. This results in old teaching method and outdated curricula that fail to meet the evolving demand of modern world.

Inefficient human resource management within universities also play a significant role in the problem. Poor governance, political interference

and nepotism often lead to the appointment of underqualified staff, which undermines the academic integrity of institutions.

One of the major failure of the Higher education in Pakistan is to hire a visiting faculty. They are paying minimum wages per lecture where in return their experience of teaching can not be claimed anywhere. A living example as i experience in the University of Agriculture Peshawar one of our teacher who is still here since from 2015 fall till ~~Mar~~ 2021 as of my graduation he can not get permanent seat. In Surprisingly later after year the University decide to fire ~~loot~~ and counting faculty teacher out of the institution.