

Lack of efficient human resource

Lack of efficient human resource is a major problem in Pakistan's higher education system, affecting the quality of education. Higher education institutes in Pakistan continue to hire visiting faculty to cut their expenses. Their salaries are as low as 500 rupees per lecture. Moreover, their experience is not accepted anywhere in the world. Therefore, these underpaid visiting faculty can not be as efficient as permanent teachers with good wages would be. Secondly, there is no teachers training programme in Pakistan. This is not even in the requirements of the universities ^{for teachers} to have gone through such programmes. This leads to hiring of untrained and unqualified teachers. Moreover, the teachers are overburdened, not only because of the number

of lectures they deliver in a day. Also, they have to perform managerial tasks like organizing events, concerts etc. Furthermore, the attitude of teachers towards their job as well as the students is irresponsible.

There is favouritism for students among teachers.

This favouritism can lead to unfair grades and thus demotivates the students.

Finally, there is also a lack of administrative faculty in universities. These individuals shift their jobs in order to get better pays. Due to this, smooth academic planning and overall governance of the students can not be assured. All these problems related to human resource make our higher education system ineffective.

Why I want to be a
CSP officer?

I want to become a civil services officer of Pakistan to contribute to the development and betterment of the country. In a country like Pakistan, where talented youngsters are moving out of the country and their number is increasing every year, I believe that this country needs people here too, to make it a better place for the coming generations. To influence public policies and to implement initiatives motivates me. Civil services is a platform to help the nation deal with problems like poverty, illiteracy, gender inequality and corruption. It provides with a platform to ensure social justice and rule of law. So, I want to become a civil services officer to serve my country selflessly and make it a better place.