

Assignment

DR. SAIF ALI

Q 1 Why I want to be a CP officer?

Pakistan faces immense issues since its emancipation from the colonial rule. Reaping from corrupt practices in daily affairs to mega-embezzlement and misappropriation of funds, Pakistan had been a breeding ground for the exploiters. These exploiters are mainly the office bearers who presume loot as their inherent right as evident from position of Pakistan in global perception index of corruption which is 140 as per the transparency international. In order to avoid this ongoing curse which ~~also~~ ^{not only} causes displeasure of the diaspora but also results in subjugation of their rights as per constitution of Pakistan, educated, enlightened, and progressive individuals

are required for state machinery to run. My ambitions to join civil services root from the same apprehensions against this crippled and partial system of administration. In my career, as a doctor, I have found that maladministration more worrisome than many other factors and found it as the main cause root of all evils. Being a top medical graduate, I was exposed to the entire world; however, I preferred to stay here in order to bring change in the society. This optimism is too idealistic but achievable.

Q:2

Lack of Efficient Human Resource (from Essay Highlighter Education in Pakistan: Ills and Remedies).

- Lack of efficient human resources:

Rough Draft.

- 1) Nepotism
- 2) Exploitation for revenue generation (non-perm staff)
- 3) Corruption in HR
- 4) Partiality based on factors such as relations, notions
- 5) Misreporting to higher autho - avoiding competition. (sociostr tendencies) - displaying what they feared.
- 6) Curbs over flexibility of HR by employer

{ Paragraph }

— Lack of an efficient human resource also contributes significantly to the ill of higher education in Pakistan. Firstly, nepotism has become a common norm in our society. Faculty is hired and fired based on personal preferences by the managing authorities. Those individuals with some connections are facilitated while those, despite an

ment, without support are
seen as inferior and somehow
a threat to their existence.

The academic staff is also
aware of this and to avert
the lingering unemployment, they
prefer silence. By this, the
elite's primacy is never
challenged resulting in appointments
and promotions based on pure
choice and will rather than
on competition and merit.

Furthermore, the HR of today
is highly exploitative. They
hardly consider academic success
or betterment of students
and education. Their entire
ambition is to juice extract
juice till the last drop.

They vehemently oppose permanent
hiring and are more inclined
to contractual or ad-hoc hiring.

This undermines the sanctity of
academics as once they were
highly revered which is not the

case anymore. One can imagine the disinterest of any worker who is paid sub-par with the market standards and what he deserves based on the expertise and skills possessed. Such crony policies affect no-one but the education in general and faculty in particular. Moreover, HR often misreports to the higher authorities. There are egoistic tendencies and prisoner dilemma in the minds of some officials. Such psychological tendencies are hardly taken into account while considering bills in higher education; however, some people have a bias deeply incorporated in their minds. They cannot see anyone climbing the top ladder except themselves. No such reason can be attributed to their behavior except their past construction of beliefs and ideas. Not to speak of HR shortcomings, employers are also stringent and provide little

to no room to HR for
discretion on merit. Hence
corruption, nepotism, sectarian
tendencies, and sometimes employers
themselves, result in deterioration
of higher education in Pakistan.