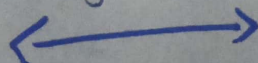


Q:1

Why I Want to be a CSP Officer?

I want to be a CSP officer because it is the best job in Pakistan. At first, it is a source of **shaping dynamic personality**. The exposure to various challenging situations while working at different departments at both national and international level turns a person into diversified thinker and confident individual. At second, it plays a vital role in **securing the nation**. As civil servants are key contributors to policy making and execution. These policies are affecting the life of common people, so, they play ^{an} important role in establishing the trust of people in government. This trust leads towards effective governance and prosperous nation. At last, this job is a source of certain **financial privileges and job security**. This job provides different financial incentives in the form of good salary, different allowances and sometimes accomodation as well. Job security is another key factor for constant motivation and dedication. These all are the motives that made me think about joining civil services job and its ^{avail} benefits.



Q:2

Nida Sehar
batch-061

Lack of Efficient Human Resource:

There is lack of efficient human resource not only in higher educational institutes in Pakistan but also in Higher Education Commission. At first, there is not any **competitive assessment** process. In spite of the fact that jobs are openly advertised, screening tests are held and interviews are conducted but all these are just formalities. The work related attributes like qualification, skills, potential for future growth and ability to work in a team are not taken into consideration at the time of selection of teachers. Secondly, there is **absence of HR office** in public sector universities, so human resource related issues go unnoticed. There are certain barriers in framing HR policies and practices which mainly include high power distance culture and strong resistance to integrate the HR practices in the system. Another factor is **Lack of training and development**, as there is no defined policy for capacity building of teachers. Once selected for a job, they seldom find good opportunities for their professional development.

Nida sehar
batch-061

The current training programs are deficient in many things like relevance and do not greatly impact performance. There is no effective performance appraisal system in place. Targets and goals are not mutually set nor formally shared with the staff. Achievements and failures in the past performance are not communicated to the concerned staff. At last, there is a hinderance in the form of retarded promotion and career development.

The career development practices in public sector universities are characterized by discrimination, biasness and nepotism. Best performers have virtually no opportunities to get an accelerated promotion. In the absence of a promotion ladder, employees have no motivation to work. Therefore, lack of efficient human resource creates hurdles in the aim of higher education.

