

ABSTRACT

The research and development plays a crucial role in social, economic, industrial and agricultural growth of the nations. Universities are the source of knowledge creation, dissemination and research. The developing countries like Pakistan are struggling towards sustainable development and prosperity and realized the power of education and research for the future sustainability. It is therefore the competition in the higher education sector is increased. The academic and research responsibilities of the university teachers made it important that they be rewarded accordingly so that they can focus on their research activities and contribute towards overall social development. This study set for identifying the existing human resource (HR) practices common in higher education institutes (HEIs) in Pakistan, their contribution towards the research production by the faculty members of the higher education institutions. The study also focused to identify the role of research productivity on the professional and personal development of the faculty members of the higher education institutions. It was identified that there is no obvious infrastructure of HR practices in HEIs. The institutions lack in recognizing, evaluating and rewarding the competitive researchers and the research productivity marginally contribute towards the personal and profession growth of the employees. The study identified that the lack of infrastructure and environment are the major setbacks.