Learning management system

Technology, Information Technology

Learning Management Systems Learning management systems refer to cloud-based or saver-based software applications that interface with databases containing information about users, content and courses. These software applications are designed for management of educational and training programs. Learning management system facilitates administration, social learning, virtual learning, content development, and documentation of learning initiatives. A learning management system provides a place where learning as well as teaching activities occur in a seamless environment – one that does not depend on space and time boundaries. Educational and industrial applications are the most common classes of learning management systems.

The educational learning management systems allow education institutions to manage several online courses with the use of an interface and set of resources. An academic learning management system is designed to provide instructor-led courses and facilitate forums as well as interactions between learners and instructors or fellow learners. Learners complete class assignments and turn them to markers or instructors for grades or feedback – which are reserved in a grade book within the learning management system. The learning institutions see the learning management system as either a system for information technology or academic affair. The major academic learning systems include e-learning courseware, personal learning environment, and course management system. These systems create a class roster, control registration processes, upload and manage documents with curricular content, and deliver course content through web-based interfaces. They also create and publish course calendars, and allow interactions and

discussion forums (Tumbleson 22).

In the business organizations, the learning management system forms an integral part of Human Resources especially in the management of the training delivered to employees. Such training may include the compliance training and professional development training to increase employees' awareness and manage their talent and skills. The industrial learning management system delivers training modules that are not instructor-led and no discussion forums to allow interaction with others. The systems help to track users during the training and report which modules they have or not completed. They facilitate employees learning and skills development to ensure that they are certified and compliant with the current regulations. Further, the systems provide methods of testing and assessment, and automatize enrolment and reminders for compulsory courses. It integrates with systems of human resource to track employment eligibility, similar corporate priorities, and performance goals. In addition, it provides options for access of managers to approve participation or materials. The main industrial learning management systems include SumTotal, Saba, Oracle, Skillsoft and ElementK (Kats 2).

The use of learning management system enables organizations to adapt easily and reuse materials over time. It also offers more choices for designers of curriculum, such as techniques for evaluation, method of delivery and design of materials. Further, it improves the development and evaluation of profession, allows organization to obtain more value out of human resources, and empowers individuals through additional tools for self-improvement. The future of learning management system seems to be

dynamic – the system advances with technology advancement. It is gradually migrating to net-based methods from data storage to allow web-based applications and e-learning content.

Work cited

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