E-learning essays example

- Abstract

This particular analysis is revealed that E-Learning is an essential tool used by the organizations to train their employees in an effective manner. E-learning is now utilizing by many organizations of the world for the enhancement of their employees in a perfect manner. From the core aspect of this analysis, it is found that the e-learning would certainly enhances the organizational performance in an effective and organized manner, and international organizations have to be aware with this aspect for their long term effectiveness in the market.

- Literature Review

- Reviews of 4 Articles related to the e-learning

Review of " Industrial and Commercial Training"

The study indicates that 21% of the companies with at least 500 workers prefer providing online learning opportunities for their workers. The paper expresses that the human resources managements, in general, are still suspicious about the efficiency of online learning programs for the workers. Only 30% of the companies those provide online learning opportunities for their workers express that they have received positive results from the online learning programs, and the rest of the companies indicate that they need relatively more time to make a certain decision whether the online learning programs have positive results (Kirkup, 2014).

The paper indicates us that the workers have a life dominated by the internet and some social media applications. Thus, online learning works in many aspects of the life from cooking to growing kids, and to working life. Online learning is an addiction for many people. Subsequently, the

companies need to understand this fact and find a way to utilize from this addiction or maybe a new aspect of the life.

It is possible to develop new ways of teaching the workers online. However, the current online learning and training programs are mostly individualistic programs. In simple words, the workers can learn from the online programs as independent of the team. Thus, online learning has developed individualistic programs. That might damage the teamwork approach at the workplaces. Developing teamwork has an essential place in the human resources management; therefore, the online learning programs need to contribute to the team work efficiency. The current programs are not efficient in terms of developing and promoting team work (Kirkup, 2014).

Review of " Calculating the real value of e-learning"

The article indicates us that we need a way to measure the efficiency of the online learning in companies. Many people are suspicious about the efficiency of the online learning applications. Thus, monitoring and measuring system has to be developed. The article claims that it is possible to develop a mathematical measuring and evaluation model for online learning programs (Deeny, 2003).

According to the article, the most meaningful parameter to observe the efficiency of the online learning programs is the return on investment. The companies need to make an investment and spend some sources on these programs. Therefore, for making the optimal decisions, the decision makers need a measure (Deeny, 2003).

The article suggests implementing a survey to the workers who use the online learning programs. This survey follows five main steps: 1) measuring

reactions of the workers to the online learning program, 2) recording the skills gained through the online learning program, 3) recording the reflections of the online learning to the real time working applications by the workers, 4) developing some measurable variables for the efficiency of the online learning, and 5) transforming the gains through the online learning problems into the money values. These steps are expected to help us to develop a model from the views of the workers. Finding money corresponding to the gains through the online learning programs might be difficult; however, one might develop some other variables to substitute the main variables that might carry the information of the efficiency of these programs (Deeny, 2003).

The paper develops an economic model to measure the efficiency of the programs. The model developed in the paper gives us a return on investment, and the decision makers can make the optimal decision by comparing the efficiency of the online learning with the other training applications. By developing this model through adding more variables into the model, one might develop new ways of measuring the efficiency of the training and learning programs.

Review of " E-learning at work: theoretical underpinnings and pedagogical challenges"

Online learning might be an easy way to access to the information at the work places; however, online learning is a process between a human and a computer. Considering that the information technologies have started developing in the recent decade, they miss some points. One of the most essential ones is that the machines are not suitable for the human

psychology. Even many human teachers have difficulty to develop their pedagogical skills, the machines those do not have any emotions cannot respond to the pedagogical needs of the workers (Päivi, and Häkkinen, 2005).

The proper pedagogical methods in teaching play an essential role for efficient learning. Thus, even if two teachers use the same materials to teach the same subject to the students, the attitude of the teachers might cause an incredible difference in learning. Thus, the teacher's attitude and pedagogical skills might increase the efficiency up to very high levels (Päivi, and Häkkinen, 2005).

The machines do not can sensor the emotional changes; therefore, it seems to be impossible to teach the machines the pedagogical methods. Using the machines to teach people might cause some pedagogical gaps in the learners. Thus, the online learning problems might be efficient at the desired level.

One might claim that interactive applications might make a contribution to decreasing the inefficiency of the online learning programs. However, interactions in the computer world do not create the real effects on the people, or we might claim that it is suspicious. The online programs might develop an online form that the workers interact with each other, and they learn. However, making the workers meet in the real world is still more efficient (Päivi, and Häkkinen, 2005).

Review of " The impact of e-learning in the workplace: focus on organizations and healthcare environments"

The paper reviews the literature on the online learning. The online learning takes an essential place in the human resources management. There are three main aspects of the online learning according to the paper: 1) the global economic context, 2) the human capital context and 3) the information and the communication technology context (Oye, Salleh, and Iahad, 2012).

The global changes influence all the workers relatively more directly compared to the past thanks to the globalized world. The technological advancements have enabled us to reach the global information. Every worker can follow the technological advancements and the new methods in their business easily. Further than this, they can learn new methods and technologies from the online resources.

The human capital management professionals take the technology advancements' influence on the workers into account while they make their human management plans. The internet and social media tools have developed a fast communication between the workers. Thus, the new technologies make the human resources management more complex. There are pros and cons of the new information and communication technologies. Finally, the human resource management professionals and scientists might use the high technology to develop relatively better methods for relatively more efficient human resource management. By doing this, they might develop a way to utilize the advantages of the high technology while avoiding the undesired results from the new technologies (Oye, Salleh, and Iahad, 2012).

- Summary and Conclusion

There are four different articles which have been selected specifically for the literature review section of this report. All of these articles have analyzed and presented the core importance of E-Learning for the employees of an organization as far as their productivity is concerned. The first article has a name of " Industrial and Commercial Training" and it found that employees would like to spend their leisure time on Social Media networks, and it would be worthwhile for them to spend the same time on e-learning. The people who know how to adopt effectiveness through the social media networking would be more towards the E-Learning. The second article has a name of " Calculating the Real Value of E-Learning", and according to this particular article, the real effectiveness of e-learning can be found through the return on investment (ROI), as companies often spend invest millions of dollars on their employees to make them effective and organized, hence it will affect the ROI to increase tremendously well. The article was purely made on the basis of survey in which the skill and knowledge information has been completed accordingly.

The third article which has been selected for the literature review which is all about the attitude and the behavior of the teachers while teaching identical subjects. According to the article, the attitude and behavior of the teachers make a big difference in the field of E-Learning, of they are teaching the same subjects to the individuals. The forth article is all about summarizing the benefits of E-Learning, and it is found that globalization effect made this important for the companies to enhance their technological advancement in a well organized and perfect manner.

All of the articles summarized in this section have a strong implication with this research report, as the questions which have been asked with the professionals made on the same amount of literature review particularly. These questions make us informed that e-learning are essential, and it should be applied on the companies.

- Methodology

- There are two different types of methodology which are quantitative research and qualitative research. Quantitative research which also known as Primary research is a type of research in which all the data would be collected through questionnaire and interviews. On the other hand, secondary research is all about summarizing and synthesizing the entire research wherein the data has been collected through the research experiments (Cheal, Moore and Coughlin, p. 56). This particular research is all about analyzing the difference among the E-learning application at international organizations and its impact over the performance of the students (Clark and Mayer, p. 70). The methodology is used for the analysis is SECONDARY RESEARCH, and the main reason behind the same is that it is the best method to accumulate the data and analyze the data in an effective and perfect manner. Primary research will help the researcher to complete the research in a perfect and organized manner in an effective manner.

- Analysis & Findings

Data will be interpreted in this section which has been collected from the primary research.

- Appendix: Survey Questions

- What will be the best training method for you? And Why?

- Traditional classroom setting

- E-learning online and mobile training

- Choose the most correct answer that applies to eLearning training fees for

attendees. eLearning training should be

- Less costly than traditional classroom training

- The same cost as traditional classroom training

- Cost more than traditional classroom training since I won't have to pay

travel expenses

- What should be the MAXIMUM duration of the e-learning class?

- 1 hour

- 3 hours

- 6 hours (all at once)

- 6 hours (spread over two days)

- Are the certificate require for the online training class?

- Good thing (It would be nice, but it isn't always required)

- Not important at all

- What types of eLearning courses is most important to you?

- Project Management

- Align with Mubadala framework

- Industry---based

- General business, leadership

- Communication and administrative

- Sales

- Finance

- Training Dealing with people---related (human resources) issues

- Survey Analyzes

Survey has been conducted within Mubadala Development Company to get the employees feedbacks. The survey was open for 1 week started from 20th of October, for 500 employees and 420 of the employee who respond to the survey (Clark and Mayer, p. 56). Analyzing the survey and over all survey result: Most of the employees are interested.

The Online E-learning is the preferred delivery method. As per the above chart; It can shows that Mubadala interested in this new method. Mubadala employees highlighted some benefits of why e-Learning is the best method, as per the below:

- Self Driven: Responsibility of learning in your hands.

- Efficient: Reduces the duration of class time.

- Effective: Found to be as effective as face-to-face learning.

- Adaptable: Accommodate all learning style.

- Available: No need schedule learning, available anywhere at any time.

- Easier & Flexible: Learn without physically attending class rooms.

Training and Development is one of the most important aspects that associated with an organization, and it is equally beneficial for the individuals as far as enhancing their level of efficacy is concerned. The respondents have been asked with the comparison of traditional classroom setting and the E-Learning in terms of providing training is concerned (Mayer, p78). The respondents have found that most of respondents are in the favor of getting education and training with the E-Learning Online Course, while lesser appreciation will be given to Traditional class room setting. It is showing that Online Training is more towards providing training

and development services to the individuals, and it will be more effective for them in the future as compared to traditional classroom classes

Cost Efficiency has now emerged as an important stance from the viewpoint of an organization, as well as for an individual. After the current economic crisis, the things on which the economies and individuals are working perfect and altogether are cost efficiency. According to the psyche of the individuals, quality products are required in limited amount of money, which is a pure example of cost efficiency (Song and Kidd, p. 90). There are certain aspects that have to complete by the individuals in order to have the cost efficient manner. There are three different parts which have been associated with this particular section associated with the E-Learning and Traditional Classroom Fees. The three variables which have been used in this particular aspect are Less Costly, Same Cost and More Costly. Most of the employees believe that the e-Learning is less expensive than the traditional class, which is reasonable. From the aforementioned chart, it is clear that almost 85% of the respondents prefers E-Learning because it is less costly, while nearly 50 respondents found that E-Learning and Traditional Classroom Fees is the same, while nearly 35 respondents are in the fact that E-Learning is comparatively costly than the traditional classroom fee.

It is observed that long classes usually get the student bored while studying and reading in the class. Therefore, the duration of the class should be essential and effective at the same time particularly (Song and Kidd, p. 90). This particular question has been asked with the individuals who have four different attributes which are Hour-1, Hour-3, Hour-6 and Per Day 3 Hours. As per the below the responses are generally mixed; so we should consider to

design the period of the online courses that we will offer to satisfy all the employees needs. Most of the respondents revealed that the duration of the E-learning class should be of 1 hour, and should not be in a higher concession; otherwise it will leave the students bored in particular. Apart from that, substantial amount of respondents are in the fact that three hours per day would be essential and effective particularly. E-Learning class can be essential and effective at the same time particularly, and low duration analysis will be essential in particular to get the things not bored in particular.

Teaching is one of the toughest jobs that can be found in an economy because it has the tendency to educate the students in a perfect and organized manner. There are certain certificates and educations are required to train the students in the online class. The same question has been asked with the respondents that whether or not certificates are essential for the online training class particularly . Most of the employees prefer to have a certificate with the online training courses; we will include this in our program by making partnership with some training institutes. Most of the respondents are in the fact that it is good for the teachers to have the certificates in particular, but it is not necessary. Almost 100 respondents found that certificates are required accordingly for the online training class particularly. Online training courses required high devotion from the teachers, and it is essential for the teachers to have relevant qualification and certificates for their effectiveness, but respondents totally untold this particular idea by saying that it is not as necessary for the teachers to have relevant experience and qualifications in particular.

Subjects are essential for the companies in particular. Some of the major subjects are professional effectiveness, management & leadership, project effectiveness, sales & customers, Finance HR and Strategic Operations. All of these subjects are perfect and organized, and have the tendency to educate the students about the organizational behavior and productivity and level of efficacy. Strategic Operations and Management & leadership are some of the important subjects which are highly effective and mobilize particularly. Almost 80 respondents each is belong to Strategic Operations and Leadership. Both of these subjects are effective in terms of enhancing the skills of managing and leading in particular which will be essential for their future consequences. Such subjects will be essential for their effectiveness in particular. The employees' requirements are different from sector to other. We tried to follow the PD frame work by listing the most important subjects that can help the employee in their career development which help us to identify the right subjects and the respond was generally mixed. All the E-Learning courses would be essential and management courses should be taken into higher concession for the effectiveness in the market.

- The entire analysis has been done on the basis of the collected data from the respondents regarding the E-Learning and its core impact over the corporate performance of the companies. The core strength of this particular data collection form is that it is easy to analyze, interpret and understand for every individual regardless with the fact that they have any statistical background or not. On the other hand, the biggest weakness is reliability factor of the data, as chance exist as most of the respondents didn't respond back perfectly and with accurate information about their views about E-

Learning.

- Conclusion

- As per the Literature review section of the report, it is found that, continuous learning and development is an essential aspect from the viewpoint of an organization as well as for the employees of an organization, because it will enhance the level of productivity of the employees in an organized manner. In the light of the aforementioned literature review, there are certain international organizations which have initiated the E-Learning application particularly. This particular analysis is all about analyzing the performance of the employees through the E-Learning process, and the stance of E-learning is increasing perfectly in different parts of the world especially in the international organizations. Companies which have effective operations in International markets can be effective as E-Learning.

The analysis has been based on the primary research, and all the data has been collected through the questionnaire, known as Secondary research analysis. The entire analysis revealed that E-Learning can be extremely important for the employees as far as enhancing their organization performance is concerned. From the analysis covered in the analysis section, it is evaluated that E-learning is comparatively effective than that of traditional organizational level particularly. It is also found that teachers who are providing E-Learning to the employees of an organization should not required to have high qualification and certificates, as most of the respondents are in the fact to not to have high qualification particularly. The entire analysis focus over the proposed research questions related to the performance of employees in terms of having E-learning, and it is found with

evidence that E-learning certainly works for the companies as far as their future is concerned.

- There are certain limitations of the study which associated directly with the collection and reliability of the data, as chance exist that the respondents were not provided the most accurate and timely information merely due to different aspects. It is recommended for the future research to not to ask and include the personal information of any individual in the questionnaire to make the identity unrecognized. In this way people will give accurate and timely replies accordingly

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