



AN ANALYSIS STUDY OF E-LEARNING EFFICACY ON CORPORATE TRAINING IN INDIA

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Abstract

E-learning signifies learning which can be executed in digital as well as in electronic media devices. This can be done with the use of internet. It can be acquired mostly by electronic computing devices like computer, laptop etc. This approach is very accomplished and easy way to seize knowledge from anywhere in the universe. E-learning is an acronym for electronic learning. In the corporate context having a erudition of employees and managers in the authentic competitive advantages over the other companies. Through e-learning you are grasping a growth mindset as an association, welcoming of new proposals and more progressive and forward-thinking organization. While selecting a e-learning tools for an employee think of representation. You can always customize a quick analysis or scan to see which courses were giving a benefit to all employees. This will for sure undoubtedly continue to be innovative and make advances in the corporate training medium.

Keywords: E-learning, corporate culture, E- learning adoption

INTRODUCTION

E-learning means the learning which can be done online or in an electronic way. We can gain knowledge through online learning and other technologies. E-learning is carried out through the internet where we can train and people can access the learning material anywhere in the world. The term e-learning was invented in 1999, it teaches us how to do learning through computers, getting online training or degrees, while using the internet. This term was introduced for the 1st time by Elloit Masie during the tech learn conference at Disney world. In 2000, businesses also started using e-learning approaches to train employees.

During the start of the 21st century, e-learning was heightening up a number of businesses. They found an elective way of breeding new employees or helping older ones to improve their skills. They started investing in employee training through the internet while making up workshops, seminars etc. E-learning enables the use of computers or other electronic devices to provide training or some learning material. E- learning as a virtual world where technologies dissolve with human creativity to strengthen the meteoric development of knowledge.

Importance of e-learning plays a vital role in networked environments, technology, geographically distributed workforce, rapid learning solution, and Ratten business life cycle. As we have witnessed, employees are already working 10 to 15 hours a day, having a lot of workload, stress, burden and unevenness in their personal lives. Under these circumstances expecting the employees to stay longer at work for learning is irrelevant. E-learning can facilitate employees by providing learning content at home so that all the employees can balance their professional and personal lives simultaneously.

Benefits of E-learning training are-

- ❖ Employees can take online courses in segments to stay focused on their works. Harvard research reveals that taking these shorts, and regular basics training remove all distractions.
 - ❖ E-learning courses that use gamify techniques to engage users and solve the problems. Gamification techniques can increase the involvement by catching the interest of workers and motivating them to learn.
- Employees turnover is one of the key measures in data recruiting. It helps to rate the number of employees who leave a company over a certain time period, those who are involuntary. When you invest more on online learning for employees, they will stick with you. They will appreciate you and value them enough to provide training they need to grow in their line of work. E-learning is interactive. It's becoming a growing learning method under corporate training methods.

RESEARCH METHODOLOGIES

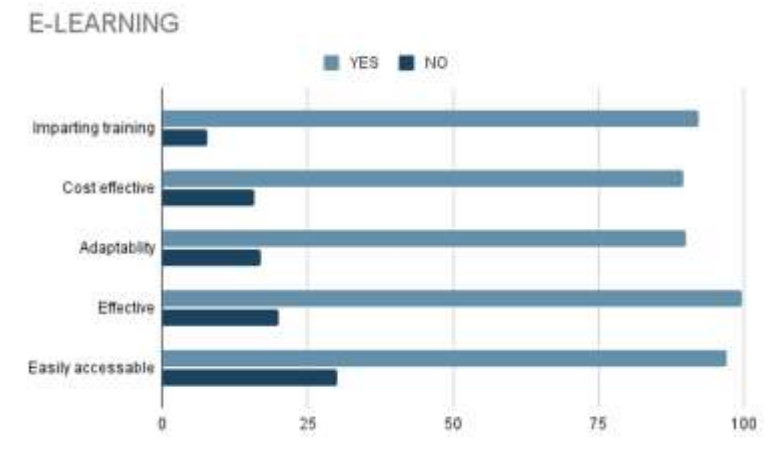
In this research we are focusing on Conceptual or descriptive research as the existence of various definitions of e-Learning has been suggested. Several authors and several different perspectives contribute to the estimation of e-learning. According to our analysis, most of the organizations are focusing on e-learning training. More research is required for organizations to implement e-learning in the employer training. As per our recent research and analysis on Trends of e learning training and corporate medium we come up with this conceptual Research report. E-learning can be considered as a motivation factor in terms of self efficiency trainers can organize their motivation by themselves.

Now let's come to see differences of opinions over traditional and the e-learning training.

BASIS	E-LEARNING TRAINING	TRADITIONAL TRAINING
1. TIME -CONSUMING	Online training saves a lot of time for you and the employees. Rather than sitting in a training room for hours, your employees could be doing some productive work instead. And the course instructor could possibly be mentoring	Traditional training model requires trainees to spend a few hours or an entire day/s in training. In business, every hour is accounted for. So, the hours they spend in training rooms are man-hours that they are not being productive.

	someone who needs help.	
2. ACCESSIBILITY	Online training platform, employees can view the training content anytime and anywhere. These days, training content can be made available across multiple devices and operating platforms.	In this instructor hand out training manuals or they would have the training deck on the drive or on the intranet which can be accessed through desktops/laptops. It is not possible to take the training materials outside the office space.
3. COST EFFECTIVE	Choosing the right platform for training delivery is important, as it's the platform which enables you to add the right interactivities and make the course engaging for your Employees.	A traditional training approach requires you to bear the cost of the instructor, printed training materials if any, utilities such as electricity, classroom space, equipment if needed etc.
4.INTERACTIVE	Online training content can be embedded with multimedia elements such as videos, images, audio files etc., to make it more engaging. You can also add AR elements to make the training more immersive.	In a traditional training model, the only interaction comes from instructors and trainees communicating with each other. Whereas an online training platform lets your employees interact with the content.

FINDING AND ANALYSIS



This graphic illustration is my personal collected data recorded by me. This Bar graph shows the relationship between Global corporate e-Learning data series. If you look at this graph you will notice that there is a constant and consistent increase in the e-Learning training medium.

The bar chart illustrates how e-learning is increasing in various prospective areas such as imparting training, cost effectiveness, adaptability, effectiveness and accessibility. From the scale of zero to 100 approx. it has reached on its top of a round 100 scale. This change seems gradual till now but in the future the growth of e-learning over other mediums is Rapid and massive.

As per my survey there is widespread adaptation of e-Learning training technology by peoples and organizations. They found e-Learning usage tripled and using it for training purposes grew. Strikingly the majority find it more effective, accessible and cost efficient on the other hand only a small minority still feels the traditional /online training is better and convenient than e learning.

Overall, we can conclude that e learning as a corporate training medium will sharply take over other in future and rise to its peak it is gaining popularity in the recent past with many employees and students to enhance their skills. Technology advancement and the flexibility associated with e-Learning have contributed to high satisfaction level among online students and employees. This was all about my survey report. I hope that you all got a crystal-clear idea about the increasing trends of e-learning.

CONCLUSION

After doing the conceptual research We have found that e- learning was more effective in comparison to other practices or other approaches. e -learning was found more effective and providing better interaction and understanding and providing relevant and adequate vocational knowledge as a majority of people agreed with this fact and it is very easily accessible and adaptable and very cost-effective approach a majority of employees reveal that e-learning is significant in Influence on Quality of work and significant in Influence on time saving. If we have to sustain in a competitive market or in organization, we have to focus on the specialist training packages that can be customized to meet each

functional level requirement including operational procedure as well as minimum safety directive application. To each plan it will also prepare employee to handle the interconnected generation and transmission control during normal and emergency process learning interactive design skill development on e-Learning platform can be used for new highers and market including this like business operation axillary services guidelines and future market E learning is not just a change of Technology it is a part of a re-definition of how we as a species transmit knowledge, skill and values to younger generation of employee and student.

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