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## **Adaptability Reasons: to Implement e-Learning in Organizations and Companies.**

**Lovkesh S Vermani**

Research Scholar,

Tantia University, Sri Ganganagar, Rajasthan

### **1. Introduction:**

Learning environment has been changed to e-learning; most of us are still unaware the use of e-learning in professional and personal lives. In my research paper my aims to provide an introductory level overview of the e-learning field for everyone. My main to describe reasons of acceptance of eLearning environment when it comes to education, In my paper I have compared the early '00s education was in a classroom for students with the presence of teacher who led the process. Also discussed and explained the removal of physical presence barrier. After the computer revolution learning, learning landscape changed radically. In essence, e-learning is an electronic based educational tool or system that enables you to learn anywhere and at any time. Today educational contents is mostly transferred though the internet, although in the early age it was delivered using a mixed of computer-based methods like CD-ROM, floppy disk.

With the help of e-learning geographical gap is bridged anyone from anywhere can learn through online. E-learning offers us educational contents in all kinds of formats such as videos, PPT's, Docs and PDFs. Conducting online classes and communicating with teacher via video conferencing, chatting and forums is also an option available to users. With the perfect assessment tool various processes can be automated such as finding of suitable contents for learner and to maintain database for e-learning contents[1]. E-learning provides virtual environment for the learners with the ability to enhance learning capabilities along with learner's lifestyles; even the busiest learner would take benefits from online learning [7]. Learners are well versed in the use of smartphones, laptops and using the internet facilities they are so

participating in and running through which an online study has become a simple affair these are some of the most important growth in online learning ever happened since the launch of the internet. Online Message forums, social media websites and various other online communications allow learners to learn the way to access the online education. In the fast-paced learning world, available technologies helps to make learning exciting and tends to keep changing according to requirement, such as online educational content can and should be updated quickly to give learner the very latest information. It also helps to provide contents up-to-date to employees on industry developments are of the utmost importance. This is the reasons why many companies and organization are now offering training via online - other reasons it also includes within budget supports training and session and the ability to provide learning contents in their own time and place. This is the reasons why many companies and organization are now offering training via online - other reasons it also includes within budget supports training and session and the ability to provide learning contents in their own time and place.

### **2. Adaptability reasons**

E-Learning is a new alternative and innovative way for an organization and for a company to solve any kind of problem such as technical training session, data transfer, online storage, for making records, reach to conclusion, portability, stability, easy to access and anytime-anywhere work environment [4].

Nowtraditional way of learning environment is completely undertaken by eLearning;led or projector based instruction as passes to the employees at workplace and classrooms.

Organizations and Industries now hiring e-educator with high pay scale which leads to implement online culture everywhere. Human behavior works upon popularity; popularity leads to effectiveness then implementation [2][8].

Reasons of adaptability of eLearning in every sector based upon number of factors.

### **2.1 Cost Effectiveness**

An offline training session may increase the cost of learning normally associated with travel timing, learning materials, boarding and lodging on other-side online training system reduces costs that would normally be associated with offline training. Printing of learning material and learning plan is costly and time consuming. E-learning platforms let you update within time and hassle free, and also you can save printing cost because it is always available online. ROI (Return on investment) [9] policy is one of the clearest benefits of e-learning for an organization and a company [1][8].

### **2.1 E-Learning Is Convenient and Flexible:**

E-learning means boundless learning environment. It is one of the eLearning adaptability reason that learner has the flexibility to participate online learning from anywhere with an internet facility. This removes a lot of energy spent to find out location and timing of a course. Even a big learning team can accommodate at one learning environment and grab knowledge equally. It was never easy to gather all learners at one place and to get efficient result. E-learning gives flexibility to management and employees both [4].

### **2.2 E-Learning Allows Timely Feedback**

Employer will be able to get real-time feedback from e-learner during an online training course. Because learner and course material is online interlinked, management can receive up-to-date analyses on learner performance, and they can track the progress of individual learner. Auto evaluation takes place manual evaluation. E-learning comprises learning management system which helps in automate the feedback/evaluation and in timely manner [4].

### **2.3 Easy to access information:**

Sloppy hand-written notes take place via paperless notes. It is most effective way to retain information during training sessions. All the contents, study material, result evaluation stored online, so learner can access it from anywhere and can also compare with other resources. If they encounter a question or

difficult situation then in result they put query and get appropriate answer.

### **2.4 Retention improvement:**

With the help of E-learning environment organization and companies get the opportunity to engage learner with engaging training courses through the use of videos, interactive PPT's, and even games and interactive question and answer session [8]. These fascinating courses lead to good results by helping learner retain more of the information they learned.

### **2.5 Personalizes the training experience:**

Not every learner has same capabilities to learn the same way. E-learning environment will not constraints for every user. It is designed in such a way that every learner can take benefits from this. Because of the flexibility of e-learning courses, learner adapt the course according to their learning style.

### **2.6 Self-Esteem/Feeling of Accomplishment:**

Now a day's learner receives a certificate and award for completion of their course. With this kind of training endeavor a learner is incentivized and encouraged to learn more and utilize effectively. Learner acquires feeling of self-esteem after discussion of his achievement with a peer group.

### **2.7 Change in behavior due To eLearning:**

With the acceptance of new technology in eLearning, it develops the conduct of a learner to a certain level. As an effect of eLearning, most of the changes in behavior are mainly on social view of learning. While making interaction nearly in the virtual space for learning, within the workspace learners become a part of a social environment and a learning community. In social peer group learner can share his learning experience and also receive the feedback from other's learner and lead into better result. New technologies help to learner to learn in more creative way. ELearning Technologies also encourage learners to have feedback from other's experienced learner.

### **2.8 Scalable, fast, and efficient:**

Teaching concept in eLearning is scalable, fast and efficient than traditional classroom teaching concept. The delivery of contents doesn't depend upon physical infrastructure and thus N number of students can enroll for courses. With the help of internet connection anyone can access gets the same

knowledge. With an effective way learners learn more via an eLearning environment than a conventional environment of learning. It is easier to make policies, concepts and ideas for eLearning courses.

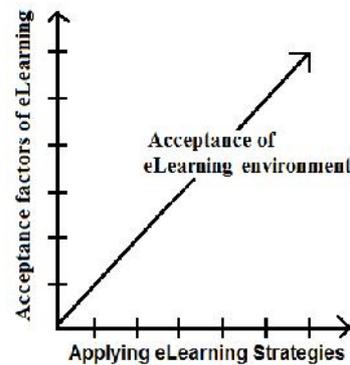
### 2.9 Consistent in nature:

In the course structure it should define that all the learner will receives same training weather they are from different country, culture and community. In traditional course it is not possible to maintain consistency. In online learning course contents are consistence for everyone.

### 3. Acceptance of eLearning environment:

The first reason to influence and acceptance of eLearning technology is—how equipped learners are to accept the new platform of learning. Another reason here is how much knowledge does a learner have with the medium; is he or she computer literate? Do they have the basic skills to adopt new learning environment? If yes, then a new technology eLearning platform will doubtless be well accepted by the learner group. But sometimes just have computer knowledge is not enough. Learners may have pre-believed in new technology benefits which increase their confidence and capabilities and helps to build a bridge to understand a new learning environment. In this case, learners motivated themselves to adopt new technology for their own benefit [10].

Acceptance of eLearning environment among learner is directly depends upon eLearning strategy implement by organization [8]. ELearning efficacy key factor is also depends on the accepted parentage of eLearning. The acceptance of eLearning in an organization and a company is directly proportional to accepted strategies of eLearning environment. An adoption of eLearning environment in organizations is important and can be achieved through the evaluation of eLearning scale. Taking this into account, organizations should follow the scale of eLearning acceptance which is given below: through this scale we can enhance the technology and acceptance factors or strategies align their training endeavors align with evolving expectations of learners.



During the study of above graph emerging keys are identified through which we can easily implement eLearning environment in organization and companies.

#### 3.1 Awareness:

Increasing the awareness of eLearning benefits among management and learner is a key to take initiative to implementation of eLearning in organization and company [5] [8].

#### 3.2 Compliance:

The firm management enforce eLearning environment in their organization and ensure that their employees will accept and work in new accepted environment and keep tracking and managing employees' performance.

#### 3.3 Strategic Planning:

The growth and execution of e-learning curriculum design must be fully incorporated within the organization's wider training programs.

#### 3.4 Management Support:

Senior management of the organization must give support to the employee in every phase of eLearning, they must insure in arrangement of the necessary physical, financial and human resources required by the employees to implement eLearning environment successfully and effectively [8].

#### 3.5 Consistency of Training:

To give consistence and quality-wise training platform to employees, organization will provide all the necessary contents regardless of physical location or clocking of employment.

**3.6 Challenge:** Infuse challenges into employees' work strategies and work culture so they can enhance their skill from low level to higher level. It leads to better collaboration, communication and teamwork within the organization.

### 3.6 Production:

Organizations and companies' works on need vs production. According to need, production will be done and further it will help in growth factor of organization. With the help of eLearning environment in advance we can judge the growth factor or organization and production will be done accordingly.

### 3.7 Quality:

Quality of training is necessary to enhance the knowledge and skill levels of employees. E-learning works like better food to boost energy level in patient it will enhance learning skills in employees and produce qualitative results.

### 3.8 Time:

Within the time period a learner can increase the speed of learning and it will not affect the work timing or schedule. Without go off from the job an employee can learn lots of things and save their time of organization.

### Conclusion:

Reasons of adaptability of e-learning are plentiful. E-learning helps organization and companies create a higher quality, more effective training experience for employees, at a more affordable cost. When employees can be less restrained about training, their fight for learning carries over into the best of their work, and when that engagement is multiplied across entire sections, growth of organization never consistence to one point. Think about a world where there is no conventional medium of learning only through eLearning medium we can learn. Until unless a employer wants chip way of learning for unprofitable results.

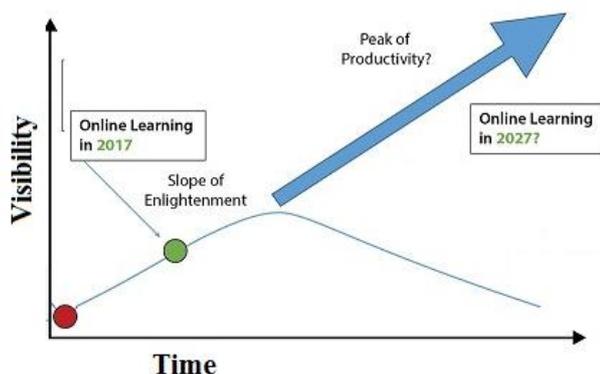
Technology always offers higher levels of eLearning environment for employees and business.

Based on Gartner Hype cycle we can learn the growth and usage of eLearning time to time [6]. In fig slop of eLearning enlightenment will start in 2017 and in year 2027 it will come to constant growth. According to this graph if visibility is not there according to time then slop will come to end.

Bad things may happen, and sometimes an organization will have to update policies and procedures to reflect new changes. A lots of time required to updates and to implement policies and new work culture. Some people get stuck in their old ways, and the organization will have to go through the manual process. ELearning will allow you to update everything simultaneously. For creative and updated work we required to implement eLearning work culture in our organization and companies [8]. For example if we need to upload one comprehensive training session which helps everyone in their work we required to adapt eLearning culture and sync it with a period of time.

For companies and organization looking to integrate a new training session, then eLearning is better than traditional. Advancement and efficiency are highly important to organization today, and most of organizations are already turning to eLearning to save money, time, and energy. Above breakdown of benefits well defined in this paper. I hope we all follow and find out better scope of work using eLearning environment and with the time productivity and performance of our learning will increase with eLearning.

### Based on the Gartner Hype Cycle



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