

A Study On E-Learning Perspective For Employees Of Corporate Sector

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Abstract

This research looks at the correlation between employees' overall job performance, productivity, trainability, job happiness, organisational commitment with E-learning based training methods. E-learning has made it possible for organisations to completely re-engineer the training process, while also realising the many benefits that e-learning offers. The growth of any country requires the promotion of e-learning activities. People are concerned about the rapid expansion and educational progress in today's society. If a plan is made, then the desired outcomes are sure to follow. HR and learning and development Managers at all levels of the corporate hierarchy are always seeking new and more economical methods of educating the staff members. Although more expensive than classroom education, e-learning is also less expensive in the longer run. Additional expenditures, like as training facilities and travel fees for workers or trainers, are significantly decreased by using e-learning methods in conjunctions with traditional trainings. Although this is true, one instructional approach that remains here to stay is e-learning, which teaches people required information, skills, and attitudes. How it is developed, administered, and assessed will determine how effective it is, as well as how viable it is. This Research paper takes a detailed look at current condition of e-learning in India's Corporate Sector. We analyse the efficacy of e-learning by analysing the literature that addresses the consequences of e-learning. This research agenda was developed with the purpose of uniting the science and practice of e-learning.

Keywords: e-learning; distance training; Learning Information and Knowledge; Corporate Training.

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1. INTRODUCTION

Technology, the economy, and society are in a constant state of flux, making the world and organisations different from what they were a few years ago. These forces are revolutionising education and work at both the personal and organisational levels. Alternative learning methods are in high demand. Numerous organisations are using e-Learning in their employee education and training programmes in order to foster a collaborative learning environment. E-Learning is online learning, a way of using technology to provide learning solutions, Chen ^[1] defined e-learning as a mix of technology and learning supplied via computer to promote learning and business goals. Fully online, blended, and hybrid e-learning are the three varieties. Apart from trainer led groups, self-study with a subject matter expert, online and CD-based learning, streaming video and audio, videotape, satellite broadcast, and cable TV, are few of the ways to go when producing digital content (electronic, interactive, paper) these all are forms of e-Learning (videoconferencing, and teleconferencing). broadcast information that connects far-flung populations, save money, and lessen the burden of frequent business travel. and efficiently distribute information are all advantages of eLearning. E-learning is popular due to its broad accessibility and ease of use. With a click of the mouse, E-Learning can happen anywhere. Among the benefits of E-Learning are: (1) the capacity to keep thorough records, (2) customised to measure employee performance, training requirements,

and other critical data; and (3) the flexibility to design customised training courseware to accommodate evolving training solutions.

Because companies have adopted E-Learning into their operations, it has become a major academic and instructional tool. Corporate E-Learning has both advantages and disadvantages. Training and education affect employee productivity. The biggest obstacles in retaining employees are training, turnover, and work satisfaction. knowledgeable employees put in longer hours, work harder and remain with one company longer. Employee turnover will improve when employees are less likely to leave. Both staff productivity and training suffer when there isn't enough employee training. Many factors have aided the growth of corporate E-Learning, according to Clarke and Hermens^[2], Increased internet bandwidth is necessary to access contemporary technologies, and digital confluence and flexible technology solutions are required to satisfy education and training needs. Due to growing demand for cutting-edge technology, advanced technology and communication networks, as well as industrial dissatisfaction with conventional distribution methods, E-learning is establishing itself as a viable alternative to traditional corporate education and training. Corporate leaders using more e-learning has an influence on the work environment because they must assure scalability, accessibility, and timeliness of e-learning deployment.

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Corporate executives continue to see e-learning as a need in meeting stakeholder and organisational educational and training needs. Regulatory training is a priority for many companies, who are eager to employ eLearning as a vehicle for ensuring compliance.

Large enterprises and the small businesses must contend with the high expense of eLearning.^[3] There are no documented studies on the comparison of e-learning with conventional methods.^[4] The aim of this analysis is to discover how e-learning influences employees' attitudes and performance. We studied E-Learning data from many Corporate sector companies across Primary, Secondary and tertiary Sectors in India. The findings indicate that E-Learning is effective not only as a means of disseminating information, but also as a means of influencing employee attitudes towards the organisation. This study also reveals E-Learning limitations. The next part reviews the research on E-Learning and analyses its benefits and drawbacks.

The importance of ICT in the workplace, especially in HR development, is growing as employee development patterns move from face-to-face training to more open and media-based training. E-learning grew in popularity as internet technology advanced. E-learning is a form of traditional instruction that is digitally transmitted via the internet. Its relevance determines whether it is utilised in distance or traditional training. Developing an E-learning model is more than just putting training materials online; it requires logic and training concepts. There is also an online assessment. Online evaluation which assesses employees' acquired skills. E-Training is a long term plan and a solution for an organisation, corporation, or individual to enhance the quantity and quality of human resources. An organization's knowledge management system may be used efficiently and effectively by using current technical sophistication. E-learning may cut training expenses, allow learning at any time and location, and be more effective. Companies create e-learning to achieve goals. One objective is to increase staff quality and performance. Because employee performance influences corporate success, human resource development is critical to the firm's growth. Exams, assessments by participants, and expert examinations are some of the benchmarks that may be used to measure the success of human resource development.

2. LITERATURE REVIEW

Chen ^[1] described eLearning as a "sort of training given on a computer to support learning and corporate goals. Corporate eLearning is intended to increase job satisfaction and build a more productive and competitive workforce. Corporate executives often use eLearning to gain a competitive edge or to prepare for globalisation. Other business executives utilise e-learning to fulfil demand and save money. Executives may link employee demands with strategic corporate goals by obtaining a competitive edge. Globalization requires sophisticated communication platforms like the Internet and eLearning to reach global stakeholders. eLearning helps companies save money on both internal and external education. "One of the reasons why executives like eLearning is its ability to connect with high-level corporate objectives and train whole workforces to support them. Skinner invented the first eLearning system in 1945 as a testing and response machine.^[1] The personal

computer, computer-based training, and the Internet have together transformed the way that education is delivered, the learning paradigm shifted from cognitive to constructive. To learn more about online and blended learning, go here. Mobile devices give more individuals than ever before access to educational content since people can now use the internet from with a simple website click from their mobile phones and laptops. Business will increasingly use E-Learning to educate and train personnel." On-line and blended learning have grown in popularity, says.^[5] Wireless and mobile learning, digital books, open source software as a result of these technological advances, many individuals who previously could not access internet resources may now do so via their mobile phones or laptops. To educate and train people in the workplace, eLearning will be a driving force. The convenience and low cost of e-courses continue to attract corporate managers.^[6]

Yap, Holmes, Hannan, and Cukier^[7,8] examined and found that employees who thought training was beneficial were more devoted to their organization than those who considered it was useless. Environment, internal support, working and training level, and organisation support are all critical elements of work environment, which contribute to employee happiness. To increase the value of E-Learning, management should take note of these aspects and ensure that they thoroughly evaluate E-Learning and E-Training. Basis of virtual learning was flexible accessibility.^[9] This allows those who work full-time or part-time to learn at any time and location that suits them. The major goal was to liberate all students from the usual educational setting. The efficacy of e-learning in organisations can help them adapt quickly to changing environments. System thinking is a method for seeing things holistically. System thinking development allows us to underneath complicated situations even when we just see individual pieces. Keeping this in mind, it has been observed that workplace learning is challenging. such as drive, responsibility, interest, and activities. It also impacts the learner's motivation in the company. Discusses several important components of workplace learning".^[10] An organization's workers are the major learning stakeholders in the learning environment, whereas other stakeholders include the organisation, parents, and society.

The business environment is gradually understanding the potential advantages of e such as cost-effective staff and customer training.^[1] This transformation from an emerging subject with much promise into an established business with tremendous attention was anticipated years ago.^[11] "In the workplace, e-learning is popular owing to its convenience, cheap cost, consistency, and customer value".^[12] "In highly competitive marketplaces, companies must recognise the value of human capital and knowledge to utilise people's skills as competitive assets".^[13] According to Laurillard's ^[14] research, "E-learning is the employment of new technologies or applications in the service of learning or learner support". Marc Prensky's study shows that various learning outcomes require distinct learning practices. A) behaviour is learned through limiting, feedback, and practice. c) facts through association, practice, memorization, and questions Impression, practice, and imitative language and e) Informal reasoning, based on real-world situations and examples. These studies investigate the possible future implications

of using e-learning. Moreover, E-earning is the launch pad for innovative technologies. How do we evaluate e-learning, regardless of distribution method? Using Kirkpatrick's basic approach, any type of training may be evaluated at four levels.

"Engaging learners is a difficult task for any e-learning designer. In fact, lack of interest is one of the main reasons why students abandon remote learning courses". As a result, companies are now concentrating on strategies to enhance learners' motivation and engagement in e-learning. Companies have attempted to accomplish this through the use of learning games. Learning games comprise computer games that are used to deliver and/or practice various types of training. Learning games have been found to improve trainee performance in e-learning by boosting the appeal of e-learning as a medium of instruction, motivating students to practice and identify patterns and linkages within the training content, as well as "reducing the fears associated with testing and evaluating during training".

3.METHODOLOGICAL STRATEGIES OF E-LEARNING APPROACHES

The trainer can employ a range of different strategies in any learning setting (online, traditional, or blended). For example, a group project presentation would be a technique for honing communication abilities, this can be delivered via traditional classroom or online. An Integrated learning approach which is also referred to as blended learning could be utilised for induction trainings. Since induction needs to introduce new hires to organisations background a combination of a face to face and online learning is most suited. Our research examines the factors that affect learners' satisfaction with online learning tools and approaches, regardless of the technology utilised, some of the approaches useful in e-learning are mentioned below:

3.1FACE-TO-FACE AND ONLINE TRAINING: EXPECTATIONS AND CHALLENGES

The introduction of an employee to a new job, skill, organisation, or whatever is critical procedure in human resource management. It consists of the new hired employees' familiarization with organizational life, a form of secondary socialization that implies the acquisition of formal insight regarding policies, procedures, culture and relational workplace climate. Training programs are designed around organizational goals that envision valuable employees' retention and motivation, as well as enhanced overall performance, stakeholder engagement and satisfaction.^[15] There are many formal approaches to online learning like Blended learning, use of Multimedia, Open Source Education Resources (OER), Anywhere, Anytime, Any Size Learning. The other approaches are more constructive (and constructivist) in their pedagogical foundations. They have been found to scaffold, support, and encourage realistic results that are necessary for building analytical, teamwork, and leadership competencies. Once we recognise that how we educate is nearly as essential as what we teach, these two diverse approaches to human resource learning create new possibilities for human resource learning.

3.2SOME OTHER EMERGING PEDAGOGICAL TRENDS IN E-LEARNING

Several common reasons or tendencies are evident in these developments:

1. Creating a more open learning environment, making it more accessible and customizable. Information delivery using a lecture has shifted from the classroom to other learning locations and the lecture classroom is no longer the only locus of learning.
2. A more equitable distribution of power in the teacher-student relationship. This manifests as an educational role that changes, moving away from traditional teaching techniques and encouraging students to grow their autonomy. Student-centered here might imply including students in one another's social media use, in peer evaluation and discussion groups, as well as learning and subject experts.
3. These will employ technology in both the delivery of education, as well as in support and assistance for students, as well as in providing novel evaluation techniques. With these developing pedagogical tendencies, it is vital to highlight that these are still in the process of development. The work is not yet done: More hands-on experience, intensive examination, and in-depth examination are required to identify those that will have long-term value and impact on the system.
4. Bite Size or Micro learning: Microlearning is a term that refers to the dissemination of e-Learning materials in the form of bite-sized knowledge chunks. Each module is typically no longer than ten minutes long and focuses entirely on one learning objective at a time. Each module in microlearning concentrates on a single topic, which enables users and readers to remember information more efficiently. Microlearning takes business training to a new level of efficiency by increasing retention rates and overcoming the knowledge decay curve. Following the implementation of this e-Learning pedagogy, the corporate training strategy focuses on developing a strong personal relationship with its employees. The typical human attention span is less than eight minutes, and microlearning combats this by creating short, relevant, and succinct eLearning sessions that increase the success of corporate training.

3.3THE DIMENSIONS OF LEARNING ORGANISATION

1. Establish a method for capturing and sharing knowledge, empower individuals to work toward a common goal: Both new and traditional technologies are produced and integrated with the workplace; people have access; systems are kept in place. Individuals are part of a vision, serving as its creators, owners, and enforcers. Authority is near to the point where decisions are made, which means people are highly driven to learn and to carry out their duties. systems are maintained. People are involved in setting, owning and implementing a joint vision; responsibility is distributed close to decision making so that people are motivated to learn toward what they are held accountable to do.
2. Creating possibilities for continual learning Encourage inquiry and dialogue: Continuous learning requires employees to be willing to change, adapt, grow and take control of work-related decisions. When it comes to expressing one's ideas and acquiring the ability to listen and enquire into the perspectives of others, people learn valuable constructive thinking abilities. As a result,

their views are widely shared, and this contributes to positive social change. the culture is changed to support questioning, feedback and experimentation.

3. Establish a connection between the organisation and its environment: Individuals see the influence of their work throughout the organisation, people look around and take note of relevant information; the company is linked to its community.
4. Establish strategic leadership for learning Significant financial results: Leaders serve as role models, supporting and promoting learning while also using it strategically for company objectives. the state of the company's financial health and resources to expand.
5. Knowledge performance: Provision of better products and services due of an increase in the ability to study and acquire knowledge
6. Encourage collaboration and team learning: According to this idea, work is structured to help groups employ multiple modes of thinking; group learning and cooperation are both encouraged by the culture; and collaboration is highly appreciated by it.

3.5 IMPLEMENTATION METHODOLOGY OF CORPORATE E-LEARNING SYSTEM

The primary needs for an e-learning system are the collection, conversion, and delivery of relevant, current, and dynamic content in response to constantly changing learner requirements. Its realisation will require multifaceted contributions from all stakeholders. The business may elect to establish an e-learning system in-house based on its own assessment, if the necessary infrastructure and skilled staff are present or can be acquired. The alternative is to outsource the E-learning program to external entities expert in creating content and delivering relevant trainings. Both outsourcing and insourcing have their own distinct set of benefits and drawbacks.

It has been discovered in the study that those who had access to E-learning resources, knew about e-learning methods and trends, had the required competencies to utilise e-learning and also had more career achievements and possibilities. E-Learning was also thought to be an excellent training and development tool, but some workers were concerned that leaders continue to invest on E-Learning and that these leaders aren't doing enough to drive change. Despite these problems, workers continue to have issues with eLearning implementation. Challenges described by McCullough^[16] and Reich & Scheuermann^[17] in relation to eLearning included a lack of management attention, poor management awareness, and insufficient infrastructure. Employees had eLearning challenges due to a lack of formal training programmes, as revealed in these research.^[16,17] Training must be formally organised and structured to ensure any e-learning project or new technology installation is well planned. Delegating training implementation to lower levels of the organisation without clear management guidance creates issues for employees during e-learning deployment and jeopardises the program's overall performance. All required training should be provided to managers, and it's important for managers to be able to consult with training specialists if they're in need of assistance. Managers' lack of commitment is especially detrimental to established training programmes, which might

not have a significant impact.^[18]

4.CONCLUSION

The major objective of this study was to ascertain participants' intentions to use e-learning in the corporate sector environment in India, and a thorough literature review was performed as part of the study. A poll of workers' maturity levels in terms of self- efficacy, intention to use e-learning for on-the-job skill training, and willingness to do so produced the results which shows employees maturity to adapt training and learning methods willingly. The study also supports our results that the rising availability of broadband and cheap internet access has contributed to the rise of E-learning usage across industries. a diverse and vibrant E-training and E-learning content and tools ecosystem, with a number of local and worldwide actors has also contributed to the increasing acceptance of online learning. E-learning is an effective strategy for education, literacy, Skilling and reskilling and economic growth in poor and emerging nations. As a result, the growth rate will certainly increase if the E-learning is widely used in Primary Secondary and tertiary sectors of businesses. The right study and design of an e- learning or e-commerce strategy can make all of these options available. Because of the increased use of e-learning, India's populace as a whole is getting better at learning. The importance of using e-learning in educational and professional growth cannot be overstated. since it is a crucial component of educational progress. The reciprocal collaboration between developing nations and India on e-learning is believed to be advantageous for business development. The use of e-learning opens up a myriad of options, and quick progress is feasible.

Research findings reviewed here show that although significant advances have been achieved in exploring and applying the advantages of e-Learning for Corporate Sector training in India, a lot needs to be done. To understand more about the best way to build an e-learning environment, how to offer it, and what works when and why, there's still more work to be done, Electronic learning is also useful to educate firms' partners, suppliers, and consumers as well as the company's personnel. As a reward, the firm is able to use online forums, questionnaires, and the like to uncover new knowledge. Information that is gathered from e-learning gives knowledge partners a certain advantage. no one can doubt that e-learning, which is designed to transmit information, skills, and attitudes to companies, will be a long-term strategy. A well- designed, well-delivered, and well-evaluated solution will provide concrete advantages to companies. While our findings show that there has been a good development in the understanding of the benefits of e-Learning, there is still much that needs to be done in order to designing and creating apt e-learning content for the targeted Corporate sectors.

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