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Effectiveness of E-Learning Through Learning Management System

KEYWORDS: e-learning, Learning Management System, Shareable Content Object Reference Model (SCORM)

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ABSTRACT *E-Learning is the process of transforming your time-consuming and troublesome classroom training processes into an efficient and effective web based training program through any learning management system. Employees, employers and learners equally put up with the challenge of lifelong learning. In the present day living world tedious traditional classroom training ties up time and resources, takes employees away from their day-to-day tasks, and drives up expenses. E-learning can help to cut the cost of training by providing easier access to training measures to vast number of learners. The sole motive and primary focus of this paper is to investigate the effectiveness of e-learning through learning management system.*

INTRODUCTION

The origin of the term E-Learning is not certain, although it is suggested that the term most likely originated during the 1980's.

Classroom training is becoming increasingly outmoded as it has never been an entirely satisfactory medium for the job at hand. Employees in present are used to instant access to information via Google, Wikipedia, Twitter and other web sources. The idea of waiting for prolonged periods for their slot to learn about a new product or process does not meet their expectations – they need something to help them do their jobs forthwith.

The E-Learning prima facie emerges as a help to employees for expanding their required subject knowledge more quickly and to improve the conveyance of the know-how in your company. This component enables you to structure education and training measures for your employees in a more efficient, timely, and cost-effective manner than the traditional learning methods.

This paper aims at investigating the effectiveness of e-learning solution through learning management system.

The basis of this research is the e-learning automation through SAP Learning Solution tool done by my team and me for the KPIT Cummins. The results of this case study may not be comprehensive, but I believe it to be an appealing case study.

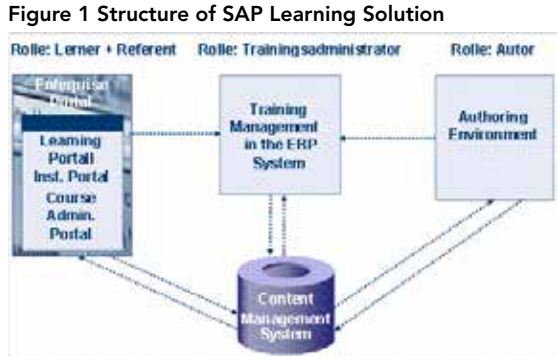
CASE STUDY

Drawing heavily upon the fact that learning technology and its associated fields continue to evolve, practitioners and researchers have yet to agree on cross-study comparisons. As an initial step, we reviewed the e-learning automation in KPIT Cummins, India to determine how these learning environments were effective.

KPIT Cummins, India has leverage e-learning shareable content object reference model (SCORM) courses through Skill Soft vendor. The existing LMS system, SAP LSO has preferred choice to roll out the e-learning courses throughout organization.

The SAP Learning Solution consists of a Web-based learning portal, instructor portal, course administrator portal, Training Management in the ERP system, and an authoring environment.

Figure 1 Structure of SAP Learning Solution



Source: SAP ERP

The learning portal offers you functions to find and participate in suitable SCORM e-learning courses. It provides individual, personalized access to the company's course offering in the course catalog. The catalog can include Web-based training, online tests and curricula. You search the catalog for a suitable course, inform yourself about the course content, select the required course, book and participate in it. You can start e-learning courses at any time, interrupt, restart, and complete the course.

It is appropriate to consider the company´s return-on-investment (ROI) for e-learning automation. At a minimum, e-learning automation will provide an immediate savings in training administration, mostly through the control on size of training department. But the savings should go ahead of that.

The Hudson Institute of Indianapolis has reviewed 20 years of research on e-learning and found an average of 40% time reduction.

British Telecom delivered e-business training to 23,000 employees in three months, at a cost of £5.9m, compared to £17.8 million and a five-year time span for classroom training (Taylor, 2002) BUPA estimates that the use of e-learning has reduced training time by 40% The 2011 Impact Indicator from Towards Maturity estimates average time savings of 31% when using e-learning.

From the surveys conducted by the William Horton Consulting, Inc., on ROI for e-learning course was 125%.

Figure 2 Estimating 5 Yrs ROI or the e-learning course
Source: William Horton Consulting, Inc. Survey

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In this paper I have made an effort to highlight the effectiveness of e-learning automation.

RESEARCH METHOOLOGY

The research is based on a e-learning solution implementation & support project which has been done with KPIT Cummins.

The project comprises of several phases which are described as follows:

Project Preparation

Project preparation is a phase in which we plan the project. It is the initial phase in which we lay the foundations for successful automation. In this stage we make the strategic decisions crucial to the project, such as:

- Define the goals and objectives of the project.
- Clarify the scope of automation.
- Define the project schedule, its budget plan, and automation sequence.s

Business Blueprint

In this phase we create a blueprint, which documents enterprise's requirements and establishes how the training processes and e-learning course are to be represented in the Learning Management System.

Realization

In this phase, we configure the requirements contained in the Business Blueprint. Other key focal areas of this phase are conducting integration tests and drawing up end user documentation.

Final Preparation

In this phase we complete final preparations which include testing, end user training, system management, and cutover activities. At this stage we need to necessarily ensure that all the prerequisites for e-learning automation to go live have been fulfilled.

Go Live & Support

It is the phase in which we move to the live e-learning automated system. The most important elements include setting up production support, monitoring system transactions, and analyzing the impact of e-learning automation.

CONCLUSIONS

The most considerable business advantage from e-learning is a monetary benefit achieved through a reduction in training time & cost. E-learning is cost effective, but it is also effective in terms of knowledge retention and embedding real learning as compared to classroom based training. As it is a well known fact that one cannot know everything about everything, the best we can do is to position the right data at the right place. The next big killer application on the internet is going to be education. Education over internet is going to be so big it is going to make email usage look like rounding error.

Some of the most outstanding benefits to the organization are:

- The elimination of costs associated with instructor's salaries and training room rentals.
- Less downtime to employee for travel and attend learning events, and lower subsistence costs.
- The reduction of time spent away from the job by employees will be the most positive offshoot.
- A more immersive learning environment, which engages the learner's attention.
- Increased retention through repetition (activities can often be completed multiple times)

This is an interesting field for future research regards the effectiveness of e-learning through any Learning Management System.

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