E-learning is assessed to offer the following advantages:

Advantages of e-learning

- **Near to real-life situations:** Real life problems, case studies can be effectively discussed through virtual classroom, thus providing ample opportunities for learning.
- **Boost Morale:** In on-line learning teacher renders it support to the learners and help them in boosting their morale against any technological apprehensions, encourage them, and make them aware of becoming more independent.
- **Authentic assessment of learning outcomes:** Learning outcomes can be easily and regularly assessed by the way of online tutorials, online class-
- **Learner-centric:** The teacher provides guidance and facilitate learners in chalking out decisions in respect to learning processes, methodology and content selection, and hence transfers authority over the programme.
- **Flexible Learning:** It provides flexibility in terms of place, pace and duration of study.
- **Unlimited reach and absence of geographical barriers:** Providing access to high quality education to all those who seek it irrespective of age, region, religion and gender. A teacher can instructs thousands of students in different locations at the same time using virtual classrooms.
- **Several learning styles:** Learners can learn through their personalized learning styles using mobile devices, virtual classes, discussion forums, chat sessions etc.
- **Learning at one’s own pace and at own convenience:** Learners can repeatedly listen to lectures and discussions till they are well-versed with the concepts and can study contents at their own pace and convenience.
- **Latest information:** Online learning can easily accommodate latest information from quality contents available online such as open educational resources and these contents can also be shared with peers and can be improved using learner’s feedback.
- **Discussions Alternatives:** Online learning provides a wider platform for debate and discussions and thus can endorse understanding of the subject more deeply.
- **Higher usage of contents:** OER available in online learning mode can cater to large number of students across the globe.
- **Providing access to high quality education:** E-learning is gradually been adopted in professional programmes especially in Management Programmes across the globe as it is facilitating all the requirements of a traditional class room setup. Management programmes can be offered in e-learning mode by using technological advancements which can enhance managerial skills in the learners for competing successfully in the global business environment. Nevertheless, deployment of ICT in analyzing case studies and real corporate examples can scale up the teaching and learning of management programmes and can also foster employability skills among the learners. Thus, there is a need for adopting latest technologies, virtual infrastructure, e-contents and softwares in the management education, both in curricula as well as in dissemination, for facilitating learners in acquiring skillset sufficient enough for operating in the newfangled business environment.
rooms, online chat sessions and powerful simulation environment.

Comparison of Classroom Learning and Online Learning
The key differences between class room learning and online learning are presented as under;

<table>
<thead>
<tr>
<th></th>
<th>Classroom Learning</th>
<th>Online Learning</th>
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</thead>
<tbody>
<tr>
<td>Cost</td>
<td>Cost Effective</td>
<td>Higher Development Cost</td>
</tr>
<tr>
<td>Flexibility</td>
<td>Least flexible</td>
<td>Highly Flexible</td>
</tr>
<tr>
<td>Communication Modes</td>
<td>Face to Face Teaching</td>
<td>Video Conferencing Chat Sessions Virtual Classes Social Platforms Malls Message boards Online chatting</td>
</tr>
<tr>
<td>Prominence</td>
<td>Teacher Centric</td>
<td>Learner Centric</td>
</tr>
<tr>
<td>Interaction With Teacher Social Interac-</td>
<td>Occasionally Good interaction with colleagues and friends</td>
<td>Highly Communicative Less interaction with classmates and friends</td>
</tr>
<tr>
<td>Learning Outcomes</td>
<td>Learning outcomes are assessed periodically.</td>
<td>Learning outcomes can be easily and regularly assessed by the way of online tutorials, online classrooms, online chat sessions and powerful simulation environment.</td>
</tr>
<tr>
<td>Assessment</td>
<td>Brief and less relative assessment</td>
<td>In-depth, transparent and instant feedback assessment of each learner.</td>
</tr>
<tr>
<td>Attrition Rates</td>
<td>Less</td>
<td>High</td>
</tr>
<tr>
<td>Understanding Lectures as per the learner's pace</td>
<td>Impossible</td>
<td>Extremely Possible</td>
</tr>
</tbody>
</table>

Table 1: Comparison of Classroom Learning and Online Learning

Thus, e-learning is itself is educational panacea for overcoming the problems of traditional teaching practices and modes. E-learning has offered potential benefits as it has provided a platform for student queries, analysis and construction of new knowledge.

Review of Literature
Various researches have been traced that identified that e-learning is shaping the future of business schools in innovative ways.

Salmon in the year 2000 identified that students and faculty of management programme are positively inclined for online delivery mechanism and courses. In a study conducted by Bishop T. and SchWeber C. (2001) regarding cost effectiveness of online MBA programme, it was examined by the researchers that the students learning via conventional method assessed convenience in using electronic resources and were interested to use electronic services originally developed for the online student, such as registration and library research. Popovich and Neel (2005) examined the increasing importance of delivering education via internet for business schools that are consistent with the broader trends in higher education. Havawini Gabriel (2005) considered e-learning as an opportunity for business schools in developing tailormade management courses as per the requirement of companies and also considered e-learning significant for catering larger number of business students across the globe and particularly for developing countries. Karl L. Smart and James J. Cappel (2006) examined the student's perceptions regarding integration of online learning in undergraduate business courses and it was found that participants of elective course rated online modules significantly better than those in required course.

MintuWimsatt, Sadler and Kendra Ingram (2007) found that more than half of the students of MBA programme claimed that they are more creative in their online courses because they want their input to have more valueadded. Arbaugh et al. (2009) found that volume and quality of research in online and blended business education has increased dramatically in the past decade. Similar view has been presented by Ojeag and Igbinedion in year 2012, they opined that in online learning business students are able to communicate, collaborate and cooperate with their fellow learners in spite of geographical limitations. Mohelská and Sokolova (2014) found that training in basic managerial skills with the help of e-learning is as efficient as by traditional education methods.

Due to its unique advantages, e-learning is gradually been adopted in professional programmes especially in Management across the globe as it is facilitating all the requirements of a traditional class room setup. Studies reviewed have established that adoption of e-learning for management programmes can provide real-world studies for learning and it can also foster employability skills among the learners. It can be launched in all the three ways web integrated in the classroom to supplement teaching, web used in a mixed mode (as blended learning), and web used independently as by a standalone system. E-learning technologies have the potential to create interactive learning environment wherein students can learn collaboratively and can share knowledge of latest business trends and information at just a click away. Further, Virtual lectures of the renowned management gurus across the globe can be made available to the budding managers.

Thus, online learning can be more effective for management education if it is integrated into curricula and delivery strategically. Therefore, the following aspects should be integrated for effective adaption of e-learning;
- the interactivity and access to faculty/counselors/mentors who could respond to students queries,
- Feedback on assignments and case studies
- Discussion sessions and
- Constant motivation and encouragement of learners to successfully pursue the programmes.

Besides these, the following quality criteria should be considered while formulating instructional design for ensuring the success of management education:
- Quality, design, development, and delivery of contents and instructional materials.
- Application and use of delivery technologies.
- Delivery of learning materials.
- Enhancing student participation through proper techniques.
- Existence of quality control and quality assurance systems to avoid skepticism.
- Effective Learner Support Services.
- Convergence of Technologies.

Various Aspects to be dealt while adapting e-learning for Management Education
- Self paced hyper media design and pedagogical ideas for self directed learning particularly for courses of organisational behaviour, strategic management and the likes.
- Careful selection of instructional themes well suited for web based instructions.
- The contents should be delivered according to the cogni-
tive strategy associated with the selected learning phase.

- Integration of available resources and cultivating the context and the environment that allows students to access the best material available. Such approach can be applied for courses like business environment, corporate laws, management information system, project management etc.

- Development of a Web Portal which is used to provide information and updates to learner and public at large.

- Live Support System for Online Counseling which is useful in addressing queries generated by management students as well as prospective students.

- Online computer marked or tutor marked assessment to test the knowledge of the learners with respect to the particular learning outcomes.

- Assignments should be submitted to the subject expert on-line and feedback should be conveyed to the learners through the comments on the assignments given by the tutors.

- Lectures should also be given in virtual classrooms using modern communication methods.

- Discussion Forums, Blogs, Chats etc. using LMS should be conducted for promoting social interactions among the learners for broadening the gamut of cognitive learning.

- Appropriate Softwares should be imbibed in online learning platforms particularly for the courses of Statistics, Marketing Research, Research Methodology, Financial Management, Security Analysis etc.

- Tie-ups with renowned management institutions across the globe for lectures, seminars and webinars for giving insights about corporate shifts and trends.

Conclusion

With the growth of e-commerce and other technological innovations, the business environment has changed drastically and significantly. Thus, there is a need for adopting latest technologies, virtual infrastructure, e-contents and softwares in the management education, both in curricula as well as in dissemination, for facilitating learners in acquiring skillset sufficient enough for operating in the newfangled business environment. In such a scenario, utilizing e-learning or blended learning in management programmes may provide new dimensions to the quality of teaching, learning and research. Thus, e-learning technologies in management education will change the traditional pedagogical approach to reflective and practical approach. Further, through e-learning technologies, management institutions can provide learners with best learning resources like MOOCS and OERs and can provide lectures from management and corporate gurus worldwide thus completely transforming the educational environment in the country. Therefore, management institutions in India have to rethink and reorient their strategies for preparing competent and qualified managers and leaders in e-era.

REFERENCES