

## Benefits of Elearning

E-learning is a new generation tool in the training sector which includes all forms of electronically supported learning or teaching. E-learning is the computer and network-enabled transfer of skills and knowledge. E-learning applications and processes include Web-based learning, computer-based learning, virtual education opportunities and digital collaboration. Content is delivered via the Internet, intranet/extranet, audio or video tape, satellite TV, and CD-ROM. It can be self-paced or instructor-led and includes media in the form of text, image, animation, streaming video and audio.

E-Learning has now been adopted and used by various companies to inform & educate both their employees and customers.

A learning management system (LMS) is software used for delivering, tracking and managing training/education. LMSs range from systems for managing training/educational records to software for distributing courses over the Internet and offering features for online collaboration. A LMS allows for teachers and administrators to track attendance, time on task, and student progress. LMS also allows for not only teachers and administrators to track these variables but parents and students as well. Parents can log on to the LMS to track grades. Students log on to the LMS to submit homework and to access the course syllabus and lessons.

### Some of the major advantages of e learning are:

- **Reduces training cost::** With traditional training, the more people being trained and the more geographically dispersed they are, needless to say the greater the training costs. Often, the money isn't even spent on the actual training; it goes toward airfare, lodging, refreshments and conference room rentals. With e-Learning, the cost stays the same whether you're training 10 people or 1,000 people, and 100% of your training money goes toward training.
- **No restrictions on numbers::** With traditional training, numbers of learners are restricted. With Elearning, large or small numbers of students can be trained with equal facility.
- **Ease of Course updation::** Courses can be updated easily and retraining can be given without any addition to the cost of training
- **Ease of Worldwide Distribution::** No separate distribution mechanism is needed. E-Learning courses are accessible from any computer anywhere in the world, which keeps delivery costs low.

- **Standardization::** Elearning allows you to create a standardized process and consistency in the delivery of content. It also compresses delivery time. Elearning delivered consistent content. Live sessions with best known facilitators can enrich the knowledge of learners in no time.
- **Encourages exploration and testing of ideas::** Real learning requires some failure. But no one likes to fail in a classroom full of other people. Elearning lets you fail without fear. This Worst case, you can always start over. Something which is not very difficult with traditional training.
- **Best in-house trainers session can be utilized to obtain the maximum results::** Best trainers sessions can be recorded and live video sessions, chat sessions can be used to enhance the training experience.
- **Different individual different learning Styles::** Individual differences in learning styles can be taken into account through course design. Elearning provides organizations control of the skill development path for individual learners. There is a growing trend to move away from the historic approach of 'one size fits all', employees are able to tailor the amount of time spent on each topic, based on their prior knowledge of it.
- **Exact gap in skill & competency in learners can be mapped::** Courses conclude with a short test, reinforcing the new information learnt and records the learner's progress. Skill & competency can be mapped individually and practice sessions can be designed accordingly to fill in the gaps
- **Flexibility, Accessibility, Convenience of the learner::** Learners can proceed through a training program "at their own pace and at their own place." They can also access the e-Learning course at any time and only as much as they need. This is also known as "Just in time and just enough."
- **Ease of Updates::** After the e-Learning course is released, any changes can be made on the server hosting the program and everyone worldwide can instantly access the update.
- **Cross-platform Support::** You can deliver your training program to any machine over the Internet or intranet without having to author a program specifically for each platform.
- **No time zone restriction::** With geographical dispersion comes a time zone restriction for training as different continents lies on different time zones hence restricting the training time. With Elearning no such restriction, a trainer can train and learner can learn at his or her own convenient time.

- **Automated Administration of Training::** Administration of training can be managed automatically reducing the training costs of the organizations.
- **Maximum Learner Involvement::** The combination of multimedia and instructional design can produce a very rich learning experience that is repeatable. Involvement of the learner is at the peak with simulations, videos and games.
- **All known modes of training can be used::** All known training mediums like visual, audio, practical, Experimental, Reflective, Case studies, Games, Simulation can be used at ease to train the learner efficiently. It engages all the senses with techniques of interactivity and multimedia
- **Scientific need analysis can be carried out individually::** With use of Learning Management Systems mean that all training information for individuals is accessible and gaps in knowledge can be identified.
- **Online Linkage with HR Software's::** Linkage of the Elearning modules with the installed HR software's like ERP, SAP etc can be done, which helps in tracking the individuals progress easily.
- **Statutory & regularity compliances can be managed easily::** With minimum human effort regularity compliances can be supervised effortlessly and can be acted at peace.