A brief study of E- Learning: Special reference in education and corporate sector

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Abstract

E-learning is a methodology that is widely used across various organizations worldwide for the purpose of employee training. According to E-learning magazine, about 50% of training hours are being deployed through E-learning, blended, online or virtual medium. If, designed well and aligned towards business goals, these E-learning courses can have a very positive impact on the organizations and E-learning has become an increasingly popular format for delivering instruction. Whether you are a high-school teacher looking to engage your students in a more interactive way, or a corporate trainer hired by a large company to design training curricula, E-learning packs a punch when it comes to benefits that make the creation and delivery processes easier and hassle-free. Primary school systems, colleges and universities, the public and private sectors, and non-profits have all come to rely on electronic learning as a valuable instructional tool. However, many organizations still struggle to determine if E-learning is the appropriate platform to deliver training and instruction to their members. Many are unsure about costs, technologies, and the potential of E-learning to achieve learning outcomes. E-learning offers the ability to share material in all kinds of formats such as videos, slideshows, word documents and PDFs. Conducting webinars and communicating with professors via chat and message forums is also an option available to users. Therefore in this paper we provide a brief study of E- Learning, Advantages and Disadvantages of E-learning, to know E-Learning Tools, to know role of E-learning in Education and corporate sector.

Keywords: E-Learning, Computer, Technology, Education and corporate sector

Introduction

E-learning is a computer based educational tool or system that enables you to learn anywhere and at any time. Today E-learning is mostly delivered though the internet, although in the past it was delivered using a blend of computer-based methods like CD-ROM. Technology has advanced so much that the geographical gap is bridged with the use of tools that make you feel as if you are inside the classroom. E-learning offers the ability to share material in all kinds of formats such as videos, slideshows, word documents and PDFs. Conducting webinars and communicating with professors via chat and message forums is also an option available to users. There is a plethora of different E-learning systems and methods, which allow for courses to be delivered. With the right tool various processes can be automated such as the marking of tests or the creation of engaging content.

Some of the most important developments in education have happened since the launch of the internet. These days' learners are well versed in the use of smart phones, text messaging and using the internet so participating in and running an online course has become a simple affair. Message boards, social media and various other means of online communication allow learners to keep in touch and discuss course related matters, whilst providing for a sense of community. In the fast-paced world of E-learning the available technologies to make a course exciting are always changing, and course content can and should be updated quickly to give students the very latest information. This is especially important if the E-learning training is being given to employees in a sector where keeping up-to-date on industry developments is of the utmost importance. This is one of the reasons why many businesses are now offering training via E-learning. Other reasons include low costs and the ability for employees to study in their own time and place.

Objective

- To Study of E-learning.
- To Discuses Advantages and Disadvantages of E-learning.
- To know role of E-learning in Education and corporate sector.

Research Methodology

The researchers have adopted descriptive methodology for this study Research has been placed on secondary data sources such as books, journals, newspapers and online database.

E-learning

E-learning is a computer based educational tool or system. Learning is structured learning conducted over an electronic platform. But can generally be broken down into two categories synchronous and asynchronous. Synchronous E-learning occurs in real time with participants actively communicating with each other. Synchronous e-learning might be conducted by way of a webinar or a tele-video conference. Asynchronous E-learning does not occur in real time. Usually it involves an interactive learning tutorial or information database posted online and accessible at participants' own convenience.

Advantages of E-learning

- Reduces travel time and travel costs for off-campus students.
- Students may have the option to select learning materials that meets their level of knowledge and interest.

- Students can study anywhere they have access to a computer and Internet connection.
- Self-paced learning modules allow students to work at their own pace.
- Flexibility to join discussions in the bulletin board threaded discussion areas at any hour, or visit with classmates and instructors remotely in chat rooms.
- Instructors and students both report E-learning foster more interaction among students and instructors than in large lecture courses.
- E-learning can accommodate different learning styles and facilitate learning through a variety of activities
- Develops knowledge of the Internet and computers skills that will help to learners.
- Successfully completing online or computer-based courses builds self-knowledge and self-confidence and encourages students to take responsibility for their learning.

Disadvantages of E-learning
- Learners with low motivation or bad study habits may fall behind.
- Without the routine structures of a traditional class, students may get lost or confused about course activities and deadlines.
- Students may feel isolated from the instructor and classmates.
- Instructor may not always be available when students are studying or need help.
- Slow Internet connections or older computers may make accessing course materials frustrating.
- Managing computer files and online learning software can sometimes seem complex for students with beginner-level computer skills.
- Hands-on or lab work is difficult to simulate in a virtual classroom.

Role of E-learning in Education and Corporate sector
E-learning allows both students and business executives to learn anywhere and at any time. You can learn from virtually any place with a computer or mobile device and internet connection, meaning you can study from home, on vacation or in your break. But E-learning is more than about convenience and there are fundamental differences between E-learning in the corporate sector and in education.

Corporate sector
The role of corporate training is to ensure an employee has the knowledge and skills to undertake a specific operation to enable an organization to continue to operate. Fundamentally, corporate training is centered on knowledge transfer. For example, conferences and workshops are an essential yet expensive part of business and E-learning makes it affordable and efficient - sales people, for instance, can receive their training on new products and sales strategies online. E-learning can be translated to lower costs to deliver training in a shorter period of time, especially when employees are spread worldwide. Corporate education however adds another dimension and depth to training by involving learners as participants in generating new knowledge that assists an organization to develop and evolve.

The main characteristics of corporate E-learning are
- Fast-paced: Enterprise learning is mostly "fast paced" because "time is money" in the corporate world. Training needs to be delivered in as short a time frame as possible with maximum results.
- Career-related: Enterprise learning helps employees gain new skills to advance their careers inside the company. Enterprise LMSs have additional modules to facilitate that process.
- Benefits organization: Enterprise learning focuses mainly on pragmatic issues with immediate benefits for the organization rather than just individual benefit. Ultimately training is required for the organization to function correctly, and corporate education in order for it to evolve and develop.
- Training vs. Education: Enterprise is mostly focused on training, while education is mostly about learning though "igniting curiosity" (check out this related post on 'Learning through Curiosity'). Training usually means the act of being prepared for something, of being taught or learning a particular skill and practicing it until the required standard is reached. This has obvious practical implications for the workplace.
- Return on investment: An enterprise needs to be able to calculate the ROI of its learning investment. In an educational context this ROI is difficult to calculate and usually the effects of learning take years to show.

Education sector
In comparison with corporate learning, learning in the education sector focuses primarily on knowledge transfer and not on training i.e. in education we mainly strive to learn things with global scope whilst corporate E-learning is more focused on business needs. The word education means to gain general theoretical knowledge and this may or may not involve learning how to do any specific practical work, tasks or skills. Please note that there is some overlap and that the word 'education' can also refer to a process of training or receiving tuition.

Educational institutions, in the context of higher education, include colleges and universities. In addition to the traditional list of postsecondary institutions, the rise in popularity of e-learning has led to the creation of new, online only educational institutions. Educational institutions integrate technology into classrooms to facilitate lecture delivery and create new technology mediated learning opportunities for students. They provide distance learning, including e-learning, to create access to a larger pool of students.

Future of E-learning in Education and Corporate sector
E-learning is not a new phenomenon. One can trace its beginning to the 1980s. Today E-learning is gaining more and more significance within the realm of higher and tertiary education."She did study on E-learning in Education and corporate sector what is the impact of E-learning on our education system and future of learning. She did survey by interviewing in surrounding areas and searching on various websites of Internet. According to the data analysis in 1990 8% of education system using E-learning, in 2000 it increase to 20%, in 2011 it increase to 35%, in 2014 according to study it will reached to 80%. It means the future of e-learning is bright it is growing since 1980.
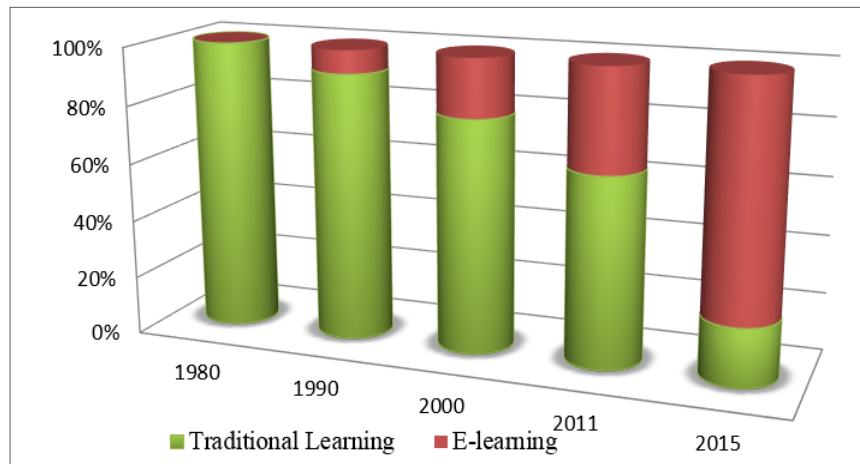
The Growth of E-learning

Limitation of E-learning

- **Computer literacy and access to equipment:** One of the big limitations of E-learning that a trainer/student should be computer literate he/she should know computer. If student/trainer doesn't know computer he/she is unable to learn from E-learning method.
- **Some topics are not appropriate for E-learning:** Topics that require physical exertion and practice, such as sports and public speaking, are covered in e-learning. However, e-Learning can be a useful companion to traditional education for teaching background and technical information.
- **Students themselves can be a limitation to E-learning:** A student who studies on E-learning program should be self-motivated and discipline because no one is there to say is concentrated on your study.

Conclusion

Now-a day's anywhere, anytime education is possible. The practice of providing education with the help of modern technologies is termed as E-Learning. It is dynamic, operates in real time, empowering, individual and comprehensive, effective and quick. E-learning is a combination of content and instructional methods delivered by media elements such as words and graphics on a computer intended to build job-transferable knowledge and skills linked to individual learning goals or organizational performance. The major benefits of E-Learning are that it is eco-friendly because it takes place in a virtual environment and thus avoid travelling and reduces the usage of paper.

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