

The Role Of E-Training For Employees In The Corporate World

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ABSTRACT

E-training allows employees to learn at their own pace, anytime and anywhere. Regardless of their level or position, employees can access training materials conveniently. This flexibility enhances learning outcomes and accommodates various schedules. For instance, Walmart successfully used micro learning techniques through e-learning to teach work place safety, resulting in increased voluntary participation rates and reduced incidents'-training eliminates the need for physical classrooms, printed materials, and travel expenses. Interactive e-learning modules engage employees through multimedia content, quizzes, and simulations. Personalized learning paths cater to individual needs, ensuring better comprehension and retention of information. Virtual training transcends geographical boundaries, allowing employees from different locations to collaborate seamlessly. It promotes cultural awareness and diversity within the workforce.

Self-led, online training fosters employee engagement. In a recent U.S. survey, 51% of workers from large organizations expressed a preference for this type of training. E-training optimizes time management. Employees can access bite-sized lessons during breaks or free time, enhancing productivity. Moreover, organizations can deliver targeted training without disrupting work schedules. Well-trained employees perform better, leading to increased productivity. E-training equips them with relevant skills, ensuring they contribute effectively to organizational goals.

Keywords: E-Training, Development, Virtual Training, Interactive e-learning and workforce.

Introduction:

Today the impact of globalization can be seen and felt in every Industrial organization. It has necessitated the need for e-training in every field to keep up with the competitiveness around, improve productivity and at the same time perform at higher levels. As organizations strive to compete in the global economy, it has become more important to make a demarcation on the basis of the skills, knowledge, and motivation of their workforce. A strong, sustainable and balanced growth can be developed by adopting proper training strategies using e-training. This helps to create a platform for further exchange of ideas and experiences among a wide range of industrial organizations, enterprises, experts from different parts of the world.

Rationality of the study:

E-training forms the core of the organization because it has its influence on all other departments of the organization. Effective e-learning is fast learning and online training networks can help the organization to build intellectual capital. Any improvement of the organization can take place only if the employees of the organization are meted out with proper need-based e-training.

Statement of Research Problem:

In most of the organizations, employee training using e- training is not a properly addressed issue. Most problems related to personnel, in Indian industrial corporate sector, stem from this. Hence the issue calls for an immediate academic scrutiny and the present study is intended to abridge this research gap.

Objectives:

1. To identify the employees working in the corporate sector having secured e-training
2. To know the effectiveness of e-training provided to the employees
3. To comprehend the relationship between e-training and improvement in job skills
4. To understand the perception of employees, who underwent e-training recently, about the overall effectiveness of such initiatives in corporate sector

Hypotheses:

H₀. E- Training brings overall improvement of the organization and improvement in employee's jobs and skills and make them professional.

Review of literature:

Jeffrey Arthur (1994) has cited several examples which go a long way to prove that e- training is very important to improve the attitude of the employees towards work and have a commitment towards the work as well as the organization they are representing.

Goldstein & Ford (2002) Education, on the other hand, is the process by which people gain knowledge and understanding, E-Training and education being the need of the hour can occur in classroom settings, in mentoring sessions, or through apprenticing.

Methodology:

The study made use of both primary data in its analysis and basically empirical in nature, covering one important element of e-training. The data collection process involved approaching the respondents of corporate sectors and personally collected the filled in questionnaires from 64 e- trained respondents, out of which 40 were employees and the rest 24 Managers.

Statistical Analysis:

In testing hypotheses, chi-square test for independence of attributes has been used. In this methodology, a null hypothesis is made out that the two attributes under consideration are independent of each other. The chi-square statistics is calculated using

Type of E- Training Attended Recently:

In Table 3.1 The survey data shows that Online training attracts more personnel towards training as compared to traditional. This is because of flexibility. E-training allows employees to access materials at their convenience, fitting learning around their work schedules and personal commitments. Sufficient IT training infrastructure and materials, cost-effectiveness, Self -paced learning and recognized certificate are the factors to turn employees of corporate sectors more interested towards e-training. Hence it is suggested that blend of training should be also be provided to the employees and Managers to improve their efficiency, which in turn will help the organization concerned to prosper.

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Table 3.1 Types of E-Training Attended Recently

Types	Employees	Managers	Total
Online	33	20	53
Traditional	7	4	11
Total	40	24	64

Source: Survey Data

Training Effectiveness:

Table 3.2 reveals that the maximum percentage of e-trained personnel is of the opinion that the e- trainings where they have undergone were excellent and it was very effective. This is depicted with the help of a Pie chart.

Table 3.2 Assessing Training Effectiveness

Effectiveness	Employees	Percent	Managers	Percent
Excellent	18	45%	12	50%
Very Good	12	30%	7	29%
Good	8	20%	4	17%
Fair	2	5%	1	4%
Poor	-	0%	-	0%
Total	40	100	24	100

Source: survey Data

Usefulness of Training to the respondent's job

It was observed from **Table 3.5** that employees of both the categories seem to be unanimous in opining that the e-training is really useful for their job and skill improvement. The percentages of employees in both the categories giving this opinion are 58% and 55% respectively

Table 3.3 Usefulness of Training to the Respondent's Job

Opinion	Managers	Percent	Employees	Percent
Most Useful	14	58%	22	55%
Somewhat	10	42%	18	45%

Source: survey data

Table 3.4 Chi-Square Values of e- training In Enhancement of Job-Related Skills

Opinion	Managers	Percent	Employees	Percent
Most useful	14	58%	22	55%
Somewhat	10	42%	18	45%
Total	24	100	40	100

Source: Survey Data

Ho. E-Training brings institutional change and improvement in employee's jobs skills and make them professional in higher education

Chi -Square Calculation = 0.06772488

Degree of Freedom = 1

The Level of Significance = 5 %

Critical Value (Table Value) K = 3.8414595

chi-square < Table Value

Ho is accepted.

This shows that there is a close relationship between e- training and skill enhancement which is useful for respondents' job to become professionals in in their work area.

Suggestions:

Work related e-training are imparted at required levels to all categories of employees. This improves the work efficiency of the personnels. E-training is to be provided for all the cadre of the employees irrespective of their designation. It is necessary to assign an exemplary staff to train/coach the employees and motivate the employees to participate in blend of training activities.

It is also suggested to collect feedback from the staff members who have attended e-training program because feedback enables the employers to tailor future training program to better meet the specific needs and preferences of the staff. It is advisable to identify and work in collaboration with local agencies and make use of local resources which provides e-training opportunities to the employees

Conclusion

This study aims to bring out the short-comings existing in e-training in an organization and thus provide a solution to overcome these deficiencies by using the right recruitment techniques and providing proper e-training. There is a close relationship between e-training and skill enhancement. E-training ensures consistency in training content and delivery across the organization. All employees receive the same information and instruction, reducing discrepancies in knowledge and skill levels It also highlights the salient good feature that exists in the process of empowering the faculty members through e-training will go a long

way to improve the overall growth of the organization. “Peter Senge’s Learning Organization Theory”¹ should be adopted by all the organizations to fulfill the requirement of training. He has stressed on the regular e-training process. According to him “Training is a continuous Process and should be implemented at all levels.” Corporate sectors should have an independent Training Division, which can delve into the e-training needs of the employees thus finally benefitting the stakeholders of the organization.

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