



## A PERSPECTIVE ON REORGANIZING LEARNING SYSTEM FROM TRADITIONAL LEARNING TO E-LEARNING

Ms. Neha Singh

Assistant Professor

Banarasidas Chandiwala Institute of Professional Studies,  
Dwarka, New Delhi -110075

### Abstract

In this globalized world the need for reorganizing the education system is getting a great importance. With its increasing importance good vibration and life for higher education is generating in India too. The new era of technology enabled education or 'e-Learning' is displacing the outdated traditional methods of learning. Change appears to be the only constant in the field of information and communication technologies and what was avant-garde two years ago is today passé. If coping with such rapid change in the field is getting increasingly difficult and complex, it is even more difficult when one tries to simplify the concepts and processes and help learners who have to grapple with effective educational delivery. E-Learning is a broader term than 'on-line learning' and 'm-learning'. The uniqueness is that, it provides the learner the opportunity to learn anytime, anywhere. Technology is increasingly changing our lives. It was the emergence of the desktop computer, now it is the Internet. It enables the ordinary person to have access to never-ending quantities of information and knowledge. Technology and the Internet empower individuals and facilitate a more active role in the educational process. The Internet has transformed the way people shop and the manner in which businesses conduct transactions with each other. It is changing the way enterprises gain competitive advantage through improved human performance. But some enterprises have to face the problem that e-learning technologies, methods and strategies have mostly been developed for the needs of large enterprises and cannot be exactly transferred to their needs.

A critical challenge faced by the organizations is the dilemma of maintaining the capabilities of both efficiency and flexibility of the technologies adopted by them. Recent evolutionary perspectives have suggested that patterns of organizational stability and change can be achieved only with the reorientation of the learning system of the organizations. This paper argues that a learning model of organization has to reorient to gain sustainable development and uses an e-learning framework to reduce the competitive pressure between organizational strength and change.

**Keywords:** E-learning, traditional learning, reorganizing.

### Introduction

*"Teaching in the Internet age means we must teach tomorrow's skills today"*

by Jennifer Fleming.

The above words clearly signify the importance of education in this age of technology. Now-a-days there are so many technological innovations which are reorganizing the education system and this reorientation is necessary for bright future of the students. The most remarkable change is adaptation of e-learning by the organizations. E-learning is the use of technology to enable people to learn anytime and anywhere. It includes training, the delivery of just-in-time information and guidance from experts and using electronic tools to clear the concepts.

### Objective of the Study

E-learning is an effective way of sharing knowledge globally. It is way to revolutionize the traditional learning system, maximize turnover in education sector and achieve competitive advantage. Today organizations are spending huge amount in implementing technology and adapting e-learning as a new tool for learning. The aim is to know whether the decision will be rewarding for the organizations to change their way from traditional learning system to e-learning.

### Objectives of E-Learning

In this age of internet e-learning is available 24 x 7. It aims at excellent learning support to the students. It is similar to traditional learning system in terms of advancement of preparation by the teachers but unlike it e-learning facilitates use of technology to prepare presentations in modular form and upload them on internet. These presentations are high in terms of quality because of clarity of communication, rich multimedia and interaction during the discussions with real teachers and fellow students. This thing even reduces time for learning. Thus, offering an enjoyable and effective learning environment. It is a clear move towards 'student-centric' education system. A system which is cost-effective, high in quality, require less time for learning and flexible in terms of availability.

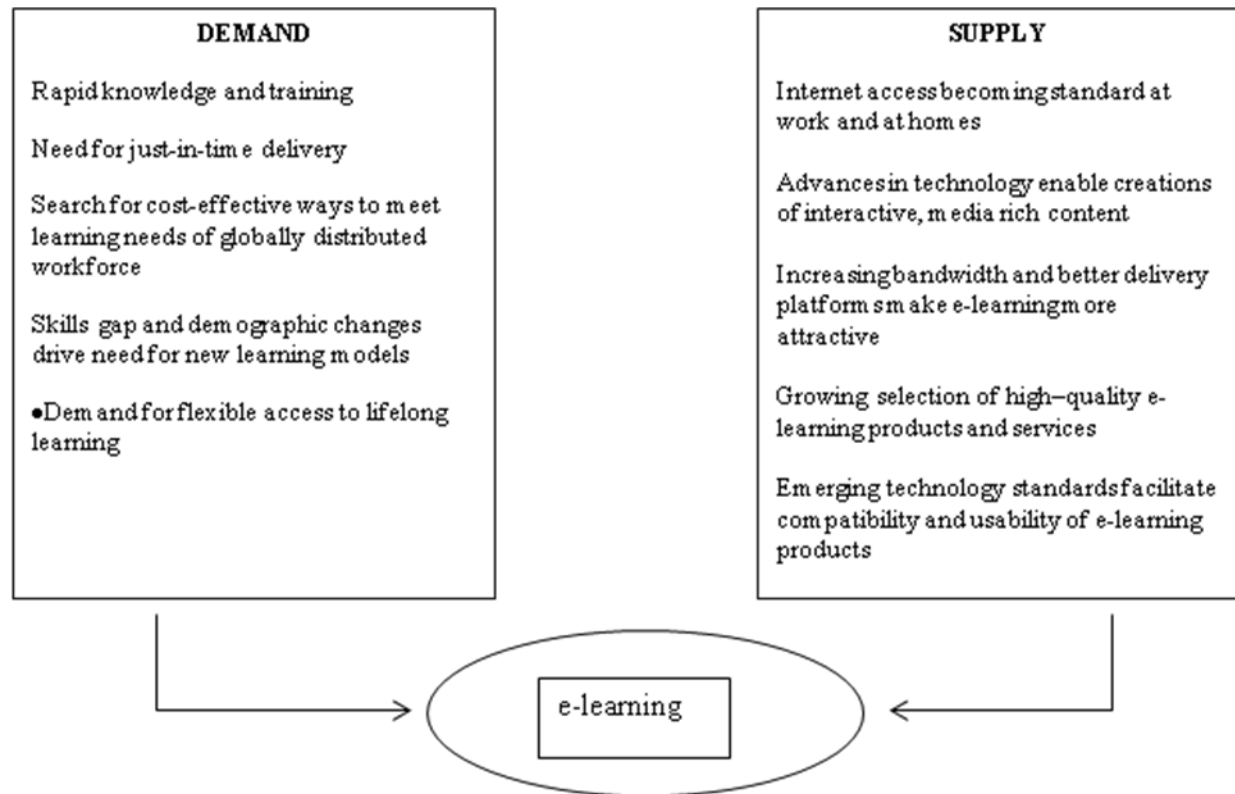


Fig1: Model of e-learning

## Benefits of E-Learning

**Integration:** E-learning integrates students, academicians, institutes, research institutes, educational bodies and corporate professionals present all across the globe. It provides them a platform to share their knowledge and experience with each other. The technology offers the most efficient and effective way to utilize the available resources for learning and development. Thereby supporting anytime and anywhere access of unlimited warehouse of data and information.

**Access to excellent faculty and quality study material:** E-learning removes the barrier of distance in education system. Neither faculty nor study material is restricted in fact it is available all across the globe. Recorded lectures are available every time. This brings an opportunity for experts for their demand from the learners.

**Human bias:** E-learning lays down the restriction of caste, creed, colour, religion or gender. It is a learning system which provides the same information to everybody.

**Dust free environment:** Teaching pedagogy chalk and talk has always been the most practiced methodology, but e-learning has created a dust free yet effective way of learning.

**Personalized learning:** e-learning offers personalized learning where we see coaching, face-to-face learning, webinars etc. Blend of these things make learning more exciting and engaging. Learning methods cover a different set of needs with variety of approaches. These methods also provide customized solution. Instant messaging supports these exchanges but at the same time it protects the privacy of the participants.

**Learning as fun:** E-learning is an active learning process which emphasizes more on interaction and practical aspect. It creates interest by making this more appealing and easier. Studies have proved that absorption levels are at least 20% higher in e-learning compared to traditional learning.

**Fast learner - Slow learner mechanism:** People who have slow learning capacity often find it difficult to grasp things as quickly as the fast learners. In these cases it becomes important to provide separate learning time to each of them. Classroom environment remain same for all but e-learning allows the user to adjust the required level as per his needs. It emphasizes on information availability to anyone anytime without restricting the time limit a user can use. Hence it reduces the stress and gap which a slow learner faces.

**Flexible:** E-learning offers flexibility in terms of usage. It allows accessing online library, recorded sessions, notes 24 x 7 which make a user more powerful. A user can listen to recorded lectures whenever required. Slow learners can listen to them again and again. In simple words flexibility empowers users to decide the learning time and duration.

**Cost effective for both students and organisation:** e-learning curtails the cost of classrooms, student or instructor travel, instructor salary, lodging etc. In fact it provides the most knowledgeable faculty at an affordable rate. Thus making it cost effective.

**Zero opportunity cost of time:** A learner does not need to follow a strict schedule of learning rather it can be planned after regular working hours or on holidays or at home. This means the opportunity cost of time spent on learning is zero.

**Simulation, gaming and interactivity will enrich e-learning:** Learning is effective when retention is high and research has proven that experience increases the retention rate. Use of Technologies such as modeling, simulation, gaming, virtual reality etc will not only help them learn but also it will enhance their skills.

### Challenges to Be Faced By E-Learning

Computers have replaced human beings to a greater extent. E-learning has an assortment of benefits but it is not an end to all educational needs. The traditional learning system allows face-to-face interaction, an eye contact, a discipline, extra-curricular activities which motivates and stimulates the learning mechanism. It is the traditional learning system which builds the overall personality and communication skills including the body languages and gestures. It encourages peer-to-peer learning and socio-cultural interactions. Such things are difficult to support in e-learning method. As per the collaborative-learning theory, knowledge can be created within a population where members actively interact by sharing their experiences which means that human interaction is an essential element in learning process. This leaves a challenging role for those people who design e-learning packages, as it becomes important to make sure that the learners are not isolated with technology. Text, audio and video based web programs, conferences, discussions should encourage human based interaction and these interaction can be of any form i.e. either student-to-student or faculty-to-student. Discussion groups can also be formed on-line. The usage of e-boards, chats, e-mail, and tele-conferencing, may helps remove this potential drawback to some extent.

### The E-Learning Marketplace

The power of e-learning does not come from technology alone. In order to harness the power of e-learning, education businesses have to transform traditional learning system in many ways. It has to incorporate a wide range of content, interactive learning tools, distance learning opportunities and a vast community of learners. Precisely “classroom without walls”. Differences between brick and mortar and online learning organization should highlight the ways in which e-learning businesses make contact with educators, students and parents on a number of distinct fronts.

Classroom Learning	E-Learning
Chalk and talk	Digital interactive content and media
Textbooks and other reading material	Content portals and online resources
Classroom discussion	Inter-classroom collaboration online
Assistance after class	Online tuitions, Web-based tutoring on demand
Quarterly report cards	Real-time result and student information systems (SIS)
Learning within the boundary of the class	Learning across the globe

There are many niches in the e-learning marketplace – and a variety of products and services.

**Portals** – Web sites aggregating educational content, and other educational resource online. These sites feature powerful search engines for researching, content and other materials provided by partner companies such as publishers, associations and online news sources. Access to content is often made available free of cost. Revenues are typically generated though a blend of advertising, ecommerce and subscription sales. Example: EdGate.com.

**Content Providers** – Education sites and software companies typically focus on branding a curriculum in a specific discipline, such as math or science. These firms own portals which derive revenue from advertising and e-commerce, as well as through the sale or licensing of curriculum in the form of printed materials or CD-ROMs. Examples: Classroom Connect; Cogito Learning Media.

**Community Sites** – Companies provide schools, classrooms or student clubs along with online publishing tools and communication features such as chat rooms, message boards or email. Tools and server space are frequently made available to users at no charge. For revenue generation, these companies rely on advertising and e-commerce. Recent market trend suggest that these businesses will increasingly look to broaden their offerings to include data management tools such as administrative and student information systems.

Examples: HighWired.com; FamilyEducation Company.

**Tutoring** – Frequently these firms have already established brick and mortar tutoring or test preparation businesses. By bringing their services online, these companies make it possible for parents who typically pay for these services to participate in and actively support their child’s education. Students benefit by being able to access help whenever and wherever it is needed. Revenues are typically derived from fees for services or through subscription sales. Examples: Tutor.com; eScore.com.

**Student Information Systems** – These companies make it possible for teachers, parents and students to interact with greater frequency and efficiency by making student records such as grades or attendance data and class projects available online. Some SIS solutions provide parents with email access to teachers. Revenues are generated through the sale of these systems whether web-based or software to schools. Examples: PowerSchool; NCS.

**Distance Learning** – In the K-12 market, these companies generally take education out of the classroom and into the home or any number of other locations. (In the higher education marketplace, these firms also market their services for use on campus.) Distance learning firms in the K-12 space target the home-schooling market and also license their services to brick and mortar schools which may not have the resources inhouse to deliver certain kinds of content – such as advanced placement courses. Distance learning companies challenge schools to rethink the purpose of the classroom and have the potential to bring quality, interactive education to disabled children who could not otherwise attend school. Revenues are generated through the sale of services to parents or schools. Examples: Class.com; Apex Learning.

Because of rapid technological advances and swiftly evolving market dynamics, these companies may change strategies, revenue models and product offerings quickly and frequently. The e-learning market is also undergoing consolidation – with companies merging or acquiring complementary businesses – and this trend may well accelerate. All this can make it difficult for faculty and administrators to identify for-profit partners who can be counted on to work and grow with them over the long-haul. But this also means that e-learning companies must innovate and build better and easier-to-use products to successfully compete in the marketplace.

## E-Learning Tools

E-Learning platforms are generally created with one or more of these three types of tools:

- **HTML** (Hyper Text Markup Language) - Webpages can be cheaply built by using a simple text editor, although it can be time consuming. However, programs such as Dreamweaver (Adobe) and many free ones allow web pages to be created faster and easier than with text editors.
- **PowerPoint** - This tool is perhaps one of the more popular ones as it allows content to be easily delivered in a number of ways, such as text, audio, and movies. In addition, its hyperlinking capabilities allow learner interactions, such as questions and branching scenarios, to easily be built.
- **Specialty Tools** - These tools add additional functionalities and capabilities to an e-learning platform. In addition, **Supporting Tools** can be used to ease the development of building e-learning platforms.

## Specialty Tools

Specialty tools, such as Articulate, Captivate, Lectora, eXe (open source), Raptivity, and SmartBuilder, allow you to capture and present interactive software simulations. They are often used in corporate learning platforms as they can readily be used by their LMS (Learning Management System). In addition, they offer many of the same capabilities as HTML and PowerPoint.

## Supporting Tools

Other tools that will assist you in creating effective e-learning platforms include:

- **Audio** - For recording and editing audio programs. Popular ones include Audacity (free) and Soundbooth.
- **Video** - cnet has a good list of free software for playing, editing, and converting videos.
- **Images** - cnet also has a good list of image editing software. For stock images, see Flickr (search for Creative Commons photos), iStockphoto (reasonable prices), and stock.xchng (free).
- **Flash** - Create advanced learner interactions with Adobe Flash.
- **Drag and Drop** - Create drag and drop activities with Dragster (They have a free version here). Create an interactive multiple-choice quiz with Adobe Flash.
- **Characters** - Photos of people in various poses that can be laid out in a slide in order to tell a story. The characters should have a clear background so that it does not block other characters or object in the layout (see picture below for an example - it has four characters that were placed on an office background) . eLearning Art has a good collection at reasonable prices.

## Educomp smartclass

- Improves teacher effectiveness and productivity in class.
- It brings abstract and difficult curriculum concepts to life inside classrooms.
- Makes learning an enjoyable experience for students.
- Improves academic performance of students.
- Enables instant formative assessment of learning outcomes in class.
- It also enables teachers to instantly assess and evaluate the learning achieved by their students in class.
- Provision of digital content mapped to schools syllabus
- All hardware , equipment and accessories – installation and maintenance
- Initial and ongoing training of teachers
- Day to day support and monitoring of usage
- Full time manpower deployed in school to assist absorption

## Future Scope of E-Learning in India

The revenue earned worldwide from e-learning was \$6 billion in 2005 which was expected to rise beyond \$48 billion in 2012. E-learning in India has a very big potential and a bright future. At present many Indian students are going abroad for education with various demands and this can be satisfied through commercial/ private players' entry into the knowledge market in future. In future there will be high demand for people who can develop multi-

lingual courseware that addresses various topics. In higher education, virtual classroom, a teacher free classroom has got bright future in India. A virtual classroom is one where the virtual reality is enhanced. It is a totally technology enabled class room environment. It is a learning environment where the learner can explore the learning concept. Learning is experienced through games or simulated situation. It brings a real environment while wearing a headset and data glove in an immersive virtual reality environment. In the areas of Medicine, Engineering, Astronomy and other skill trainings, virtual e-learning will become indispensable. Virtual reality situations are available in many higher educational institutions in India. Since this type of e-learning brings out the joy of learning, every distant learning program should incorporate virtual classroom communication. All technical higher educational departments should prepare separate virtual reality modules for each lesson. To conclude modernization of education in Indian colleges and universities is a necessary attempt.

The syllabuses, subjects and courses have to be planned in such a way that it satisfies the top international standards. To attract affordable international students, who are interested in comparatively quality education, e-learning has to be promoted. Infrastructures also have to be standardized so that it satisfies the basic needs of every student. On the technology support side we need adventurous faculty collaborators willing to share both their content expertise, and their experience as effective teachers and communicators. The knowledge resource from the best brains of various institutes, colleges and universities has to be used for bringing about a better society. This will help them to share their infrastructure and technical expertise. In brief, global exploration into any branch of knowledge is possible only through technology enabled learning. “Open up the doors – to as many people as possible to gain access to it, at whatever moments in their lives, however frequently they choose to knock upon this or that education door.”

## Conclusion

It has been concluded from the paper that e-learning is beneficial but at the same time face to face interaction of the students and teachers is also necessary. Brick and mortar education system can't be replaced by e-learning and hence blended learning is fruitful.

Blended learning proves to be beneficial in e-learning and brick and mortar learning as it creates following:

- interest spans
- aptitudes
- achievements
- variations of time needed to master a specific learning task
- abilities to deal with abstractness or concreteness
- degree to which a learner needs to be guided
- abilities to deal with complexities
- abilities to manipulate objects (such as equipment or machines)
- the degree to which imaginations can be involved
- degrees to motivate creativity
- problem solving differences

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