Human Potential Development: A Student Centric Approach for eLearning

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***Abstract*- Human beings are required to update their knowledge to compete with new technologies in their respective sectors. Every sector needs the human resources to fulfil their requirements to complete the work cycle. The sectors, which require considerable human resource intervention, are banking, insurance, information technology, education etc.**

The main objective of this study is to identify the best method to update knowledge of human resource to have a competitive edge. For study we are considering the classroom training, online training, distance education, group discussions, self-reading etc.

By updating the knowledge of human resources, the effectiveness of performance increases and a competitive advantage is achieved. For instance, the employees of a software company are required to learn the new software and in the education sector, the facilitators are required to keep themselves abreast with the new knowledge and information to have an effective knowledge transfer to the students. Learning is a lifelong process. It may be explicit knowledge or tacit knowledge. Both are important for the facilitators of eLearning.

This paper gives an insight into the methods of Knowledge acquisition which is carried out by the teachers involved in eLearning. It also suggests some of the methods of making knowledge available to the knowledge workers and the knowledge seekers.

***Keywords*- eLearning, Knowledge, Training**

I. INTRODUCTION

Learning is important for every human being. There is no end to learning irrespective of age. One must learn new things in day to day life. People are interested in gaining knowledge by different ways like distance education, class-room training, online learning etc.

Online learning is nothing but eLearning, which is the most popular way of learning now days in the education sector. Young generation is more attracted towards eLearning, due to their busy schedules in work. Whenever they get the time, they use the internet to get more information. eLearning provides updated information of old concepts and how it can be used . Now days distance education universities prefer eLearning system due to proper time utilization and reduce cost.

II. LITERATURE SURVEY

"eLearning is an umbrella concept which comprises almost anything related to learning in combination with information and communication technology (ICT)." [1]

The term eLearning comprises a lot more than online learning, virtual learning, distributed learning, networked or web-based learning. As the letter "e" in eLearning stands for the word "electronic", eLearning would incorporate all educational activities that are carried out by individuals or groups working online or offline, and synchronously or asynchronously via networked or standalone computers and other electronic devices." [5]

"eLearning is synonymous with online education, online courses, Web-Based Learning, which doesn't suppose an interaction, permanent communication with a teacher." The virtual environment represents the tool which assures the access to the course material, and makes possible the teacher – participant's interaction as well as the content management and the course activities. These learning environments permit the use of multimedia technologies through text incorporation, images, audio, video files or animations. For implementing an online courses program or some online collaboration spaces, one of the important decisions are referred to the virtual environment – VLE - Virtual Learning Environment or LMS – Learning Management System, where these will take place.

Each person can differently see the definition of the online learning, this difference coming from their own experiences. To continue, the following types of eLearning will be presented, from the description of their characteristics:

1. Individual study.
2. Collaboration with a teacher.
3. The virtual classroom.
4. Study incorporated in activities.
5. Online mentor. [4]

The term **mLearning**, or "mobile learning", has different meanings for different communities. Although related to eLearning and distance education, it is distinct in its focus on learning across contexts and learning with mobile devices. One definition of mobile learning is: Any sort of learning that happens when the learner is not at a fixed, predetermined location, or learning that happens when the learner takes advantage of the learning opportunities offered by mobile technologies. In other words mobile learning decreases limitation of learning location with the mobility of general portable devices.

The combination of wireless technology and mobile computing is resulting in escalating transformations of the educational world.

The question is, how are the wireless, mobile technologies affecting the learning environment, pedagogy, and campus life? To answer this question, we must assess the current state of affairs, surveying cyber culture globally and historically. We must consider the United States only peripherally, since it lags behind other parts of the world in several key trends. And we must carefully examine the wireless; mobile learning experience as it rapidly develops, doing our best to grasp emergent trends. [1]

There is a need to re-conceptualize learning for the mobile age, to recognize the essential role of mobility and communication in the process of learning, and also to indicate the importance of context in establishing meaning, and the transformative effect of digital networks in supporting virtual communities that transcend barriers of age and culture. [2]

From the above literature survey it shows that eLearning and mLearning is two good methods to acquire and transfer knowledge.

III. EXPERIMENTAL SETUP

For the experimental study, the eLearning system is considered to acquire knowledge and the same is transferred for the mLearning system. This integrates the eLearning and the mLearning systems. The websites act as a reservoir of knowledge. However, the constraint here is that one requires costly equipment to have an access to it. It needs to be internet connected and may not be very mobile. Hence, the teacher uses the internet to get the information. On the other hand, mobiles have become a part of the students live. It is easily available and economical too. The mobiles today come with many features which promote learning. As most of the students have a mobile, the knowledge transfer takes place through the mobile phones. Transmitting the information has also become very economical with group messaging schemes and free messaging services .

The first step is to collect information from the website and to compile the information by editing to suit the receivers. This information or Knowledge chunk is transferred to the portal www.ways2sms.com which allows the sending of free messages.

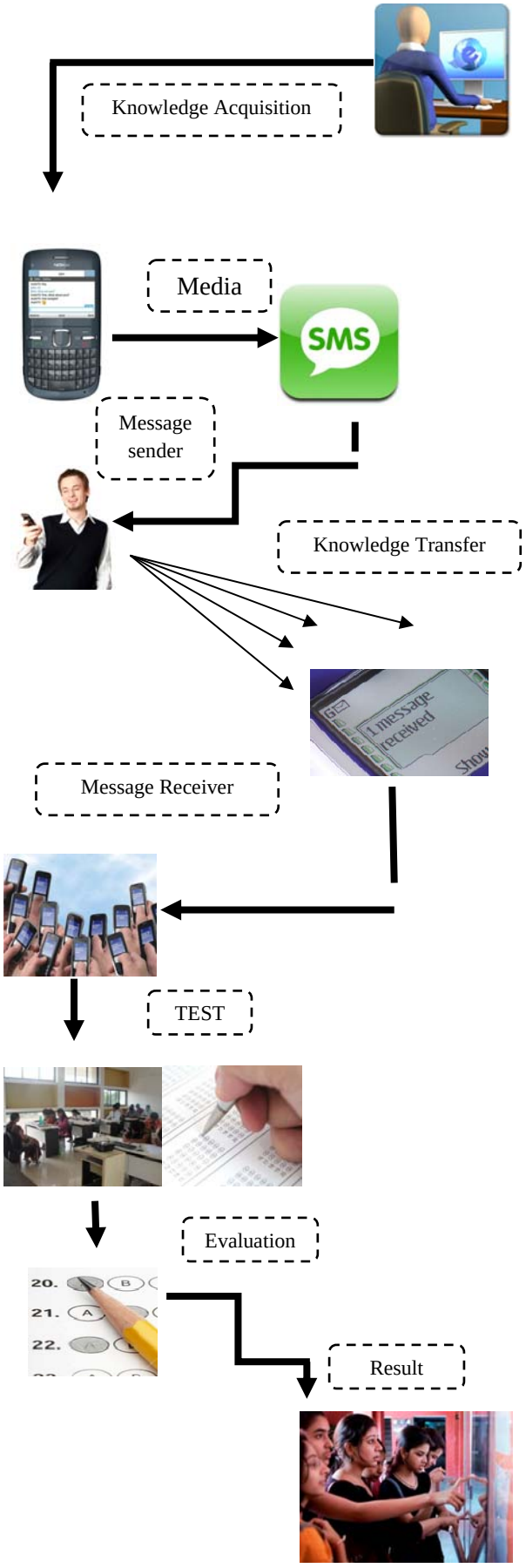

Fig. 1 Flow of Experimental Setup.

For this study, 84 students are selected from the India from Jain College of Engineering, Department of MBA, Belgaum and MATS School of Business, Belgaum. The knowledge facilitator was the co- author of this paper. All the mobile phone numbers of the students was collected and stored in www.way2sms.com account. Daily, one SMS was sent to the students which were related to the management subject. This was done for a period of 30 days. Every day the students received information on different sectors like Human Resource, Finance, Marketing, Operations etc. To collect the information www.livemint.com and other newspapers were referred. The web-site contains Corporate News, Mergers and Acquisitions, Finance Analysis, Market Info etc.

The information acquired from www.livemint.com is edited to contain only 140 characters, which is a constraint to send SMS. This process of sending the SMS continued for 30 days. After 30 days, a test is conducted for all the students who had been receiving the SMS. It was informed to the students that a test will be conducted after 30 days. The test consisted of 30 questions of multiple choice question patterns. The questions were related to the SMS which were sent to the students.84 students took the test as six students were absent. eLearning made simpler to acquire the knowledge and mLearning made easier to transfer the knowledge in most effective and simpler to transmit the information.

IV. INFERENCE

TABLE 1
NUMERICAL ANALYSIS OF EXPERIMENT.

	First Year	Second Year
More Than 25	34	18
20 to 24	12	3
15 to 19	2	1
10 to 14	2	1
5 to 9	5	1
Total	**55**	**24**

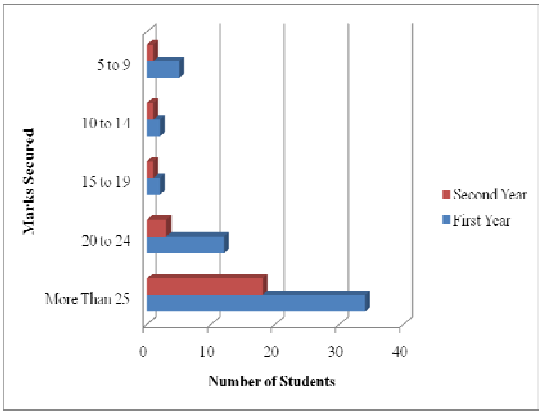

Fig. 2 Result of Experiment.

V. CONCLUSION

From the above study it easily proves that the eLearning is one of the important method of knowledge acquisition and mLearning is one of the important method of knowledge transfer. For study mLearning is chosen because it is the strong media of transferring the information now a days and it makes easy to communicate with the users. Jain Group of Institute, Belgaum branch Management members decided this process is continue and expanding this process to other branch of education apart from management students and teaching and non-teaching staff.

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