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3 examples of social learning that every LMS should integrate

Social learning is the ability of humans to learn from others. In addition to direct observation and imitation, there are other ways to encourage social learning, especially through eLearning. Here are 3 examples.

The common thread of Social Learning theory of the American psychologist Albert Bandura and social media such as Facebook or LinkedIn is the innate propensity of the human being to learn from others and compare himself with his own kind. The social learning process takes place by imitation and comparison with one's colleagues, with the trainers, with the managers. This interaction does not occur only in person, but as the success of social networks shows, it is irresistible even remotely. How to combine the need for training of companies with the fatal attraction of social networks while exploiting the theory of social learning? Simple: through eLearning. Let's see how online courses can improve the degree of learning through some features of an LMS, Learning Management System.

Social learning as fun: learning through play

The gamification is one social learning tool integrated into most LMS. It makes learning a game that involves students by encouraging them to improve in order to achieve a tangible result and challenge their colleagues. The functionalities of an LMS can be the classic leaderboards and badges, respectively a ranking among the participants of the course and an online certificate of the achieved goals. Others add real online role-playing games and other interactive elements. With a mission to accomplish and a challenge to win, learning is even more fun.

User-generated content as peer learning

Predicting moments of interaction between users is essential to encourage peer learning. Trainees can use the platform forum or a blog dedicated to the course in question to share teaching materials. They can be in-depth articles, short video tutorials, questions and answers to practical questions.

Social media to learn when needed

Some LMS have six instant messaging systems, in addition to discussion forums. Speaking in real time is a way to exchange information and advice on how to overcome difficulties in the workplace when needed. The comparison can also be extended to traditional social networks which are well suited to support the micro training contents produced within the LMS.

The natural inclination of people to learn through the comparison with their peers is fully understood by eLearning through LMS able to insert gamification, the contents produced by users and real-time interactions within the training.

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