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Is eLearning revolutionising the HR world?

In this article, we discover the solutions offered by eLearning to optimise and make the work of human resources more effective.

Nowadays, with a labour market that is more hectic than in the past, companies increasingly need to find tools that can create effective and fast corporate onboarding, regularly update employees, retain staff and improve productivity. eLearning offers cost-effective solutions for these goals, which is why the HR sector makes extensive use of it.

This article delves into the benefits of eLearning for HR, the most frequently used strategies and its limitations, examining how it provides numerous solutions that can make HR work more effective.

The benefits of eLearning in human resources

ELearning is redefining HR processes, offering unprecedented opportunities for development and innovation. Here are the main benefits.

- **Cost-effective training**: traditional training often involves travel, venue hire and printed materials. eLearning eliminates these, allowing employees to access learning resources anytime, anywhere. This is especially beneficial for companies with many employees or those managing a geographically dispersed workforce.
- **Scalability:** whether training a small team or an entire company, eLearning platforms can scale effortlessly. This is crucial for fast-growing companies or those operating in multiple regions.
- **Improved retention and engagement:** interactive modules, gamification and multimedia elements increase engagement and make learning enjoyable.
- **Customised learning experiences**: platforms can adapt to the individual needs of

employees, offering customised learning paths. eLearning systems provide analytics that enable HR teams to monitor progress, measure the effectiveness of training programmes and make informed decisions.

- **Improved compliance training**: eLearning ensures that employees are constantly updated on regulatory changes, offering real-time monitoring and certification options.

Most used strategies in eLearning for human resources

Recruitment is one of the most critical HR functions requiring a balance between finding the right profiles and optimising efficiency. eLearning is increasingly becoming a game changer in the recruitment process. HR professionals can simplify recruitment, improve candidate assessment and enhance company onboarding. Here is how eLearning is revolutionising these processes.

1. Skills-based screening through pre-employment assessments

Platforms allow HR professionals to incorporate online competency assessments during the recruitment process. These assessments can:

- **Measuring specific skills**: platforms can host customised tests or rely on gamification to measure technical skills, problem-solving skills and industry-specific knowledge.
- Ensuring **objectivity**: automatic scoring ensures that candidates are assessed solely on merit.
- **Provide immediate insights:** recruiters can identify the best candidates based on performance metrics, saving time.

2. Recruitment simplified through artificial intelligence and data analysis

Artificial intelligence-powered eLearning platforms can benefit the recruitment process by using data-driven information. Here's how:

- **Quick and thorough search:** some tools can scan numerous job boards, social

media and other online sources to find potential candidates whose qualifications and skills match the job requirements.

- **Customised recruitment paths**: adaptive eLearning creates customised training

and assessment paths, tailoring the recruitment process to the candidate's background and skills.

3. Improving candidate training during recruitment

For roles requiring specific skills, organisations can integrate eLearning modules as part of the recruitment process. Candidates can complete them during or after initial interviews, demonstrating their commitment. This allows them to:

- **Check learning agility**: ensure that candidates are able to grasp and apply new

concepts quickly.

- **Reduce recruitment risks**: help human resources identify candidates most likely to succeed in the role.

4. Greater candidate involvement with virtual onboarding

Pre-employment eLearning tools can introduce candidates to the company's culture, values and expectations even before their first day on the job.

- **Initial involvement**: candidates immediately feel connected to the organisation.
- **Consistency:** every new employee receives the same comprehensive introduction to the company.