ELEARNINGNEWS ARTICLE

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Training in e-learning mode: waste of time and money?

When it comes to investing in e-learning training, which is essential for training a company, there are still those who say that it would be just a waste of time and money. But is it so?

Training employees means providing them with the skills they need to do their jobs better. However, many companies consider employee training as an additional cost. As a result, training is often perceived as one of the first activities you can do without to save money.

According to some, employee training would be a waste of time and money for a company because it is expensive both in terms of time and money (strictly speaking or based on the hours in which the staff is employed in training rather than work standard). Well-designed e-Learning training can be the solution (combining effectiveness and greater savings compared to classroom training), however some complain that some training courses in e-learning mode, carried out with unclear slides accompanied by uninterrupted monologues of the trainers , which propose to implement new skills are ineffective. And it is normal that this is so, because the worker cannot see an immediate result on his work: to change his behavior, the mere acquisition of notions that alone does not lead to a concrete change in the way of working is not enough. People need to experience things and receive adequate and immediate feedback to really change their behavioral patterns.
Many e-learning courses are not linked to an expectation of performance, but mainly contain information. Successful training focuses instead on the correct content, in order to achieve specific objectives and provides practical tests and feedback to ensure that students apply what they have learned to real life, internalize content and change behavior. The secret is to make even the most difficult topics comprehensible, exciting and engaging using an adequate terminology and means of communication, capable of transforming an obligation experienced as an imposition into a valuable educational experience. Today, learning in e-learning mode goes hand in hand with the active and emotional involvement of users and appears to be the most appropriate educational tool for employee training, based on cost-effectiveness, flexibility, simplicity of distribution and content and the ability to stimulate learning.

Furthermore, proper training also applies to the well-being and safety of the employees themselves: inexperienced and inadequately trained personnel may suffer serious injuries or cause very large damages to company productivity which, of course, could affect the budget, with much higher costs of any training program. This is why it is important to contact e-learning professionals who will advise you on the type of training that best suits your needs.

Some examples?

the simulations, which reproduce real and recurrent situations and problems, pushing them to face them and solve them in advance, animations, able to immediately capture the attention of users, quizzes with competitive and reward mechanisms, ideal for learning while having fun and getting involved in all senses.

In this way, even complex topics immediately become clearer and easily memorized. If, then, something escapes or you feel the need to refresh some concepts, perhaps before doing particular tasks, e-learning always offers the possibility of connecting to the platform in full autonomy, to review the contents of just-in-interest time.

Employee training is necessary and must be applied correctly: with the most up-to-date e-learning methods, significant competitive advantages can be achieved compared to other companies, because the staff will be more optimistic and dedicated to achieving the company's objectives, will have greater trust and will be more loyal, an essential aspect of every work team. Furthermore, with the continuous changes in the market, each company must be flexible, and an adequate e-learning training program can allow staff to adapt much better to these transformations.