E-Learning– Aglobal Learningconcept Outside Of the Class Roomfor Professional Development

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Abstract: *The Present Educational System In Class Room Is Needed To Upgrade With Advance Technology. When We Look Back, The Distance Educational System Is Completely Depends On Limited Material And Sources. The E-Learning Pros Like Cost, Time, Material And Usage Are Essentials For Students. In This Technological Global, Still The E-Learning Educational System Is Facing Modern Cons Like 24/7 Internet, Infrastructure And Technical Teaching Methodology. The Advance Countries Have Introduced And Got Success In E-Learning Concepts. The Present Paper Discussed About The Concept Like MOOC And Pros And Cons Of E- Learning Technologies For Professional Development Outside Of The Class Room.*
Keywords-*Limited Material, Sources, 24/7 Internet, Technical Teaching Methodology, Professional.*

I. INTRODUCTION

It Wasn't Too Long Back When We Relied On Distance Learning By Postal Mail To Get The Needed Educational Material. Students Used To Get Enrolled In Courses And Degree Or Credit Programs Through Such Distance Education Systems. That Meaning Of Distance Learning Has Gone Through A Complete Metamorphosis. Today, Communication Technology With The Proliferation Of Information Technology Has Opened The Doors For Students And Professionals To Use E-Learning For Education And Information. MOOC (Massive Open Online Course), APTIS (British Council) And IELTS (International English Language Testing System) Are The Best Examples Of This Transformation.

The MOOC Provides Open Access To Courses Offered By Some Of The Highly Sought – After Professors At Reputed Global Universities. Imagine A Bright Student Living In A Place That Does Not Offer Access To High Quality Educators. The APTIS And IELTS Are Also Providing High Quality Learning Methodologies To Learners. Here Through E-Learning The Student May Access With Thousands Of Courses And Educators.

The Term "E-Learning" Has Been In Existence Since 1999, When The Word Was First Utilized At A CBT System. At The Same Time Other Words Also Began To Spring Up In Search Of An Accurate Description Such As "Online Learning" And "Virtual Learning". The CALL (Computer-Assisted Language Learning) And MALL (Mobile-Assisted Language Learning) NPTEL (National Programme On Technology Enhanced Learning) And CSCL (Computer-Supported Collaborative Learning) And Various CBT Systems Are Also Integrated With E-Learning. In Addition The E-Learning Creates A 'Community' Of Teachers, Students And Teaching-Assistants Coming Together In An Interactive Forum. It Has Also Led To The Reorientation Of Government Policy, In Particular, Towards Encouraging The Spread Of E-Learning Techniques And Developing The Skills And Know-How Required For Their Use. Some Parents Understanding That, E-Learning Concepts Are Individual Aid Support Like 1:1 Ratio. In Spite Of All These Promises And Growing Scope, The Implication And Value Of E-Learning For Career Growth Are Not Known By Many. The Skype Telecommunications Were Introduced In The Year 2003, Today It Become A Major Fragment In Communication. Even Though The E-Learning Has Its Own Pros And Cons In Communication.

I.I WHAT IS E-LEARNING?

There Are Many Definitions For E-Learning, According To This Paper E-Learning Or Electronic Learning Refers To The Know-How Earned The Use Of Electronics And Communications Technologies.
It Is Often Confused To Be A Synonym Of Online Learning, But In Reality It Is Much Broader. Any Time One Uses Any Electronic Media With Associated Communication Technologies For Learning, For Example, A High-Definition (HD) Videoconferencing System To Interact With, And Learn From Others, It Is A Part Of E-Learning.

- E-Learning Is A Substitute Or An Alternative To A Face- To-Face Learning.
- E-Learning Components That Are Combined Or Blended (Hybrid) With Face-To-Face Instruction To Provide Learning Enhancement.

I.II E-EDUCATIONAL SCOPE AND GROWTH IN INDIA

The Scope Of Open Distance Education In India Is Actually Much Wider And India Is Now The Third Largest Online Market For Education In The World. Apart From Proper Course Works, Some E-Learning Portals In India Are Also Conducting Ridicule Mock Tests For Various Competitive Examinations Like Engineering, Medical, Management Etc.

There Are Many E-Learning Portals In India Which Are Providing Tutorials For School Students Also. Thus, The Reach Of E-Learning In India Has Expanded From Adults To Youth. The Future Of E-Learning Industry In India Seems To Be Vibrant As Number Of Internet Users Is Growing In The Country, At Quite A Reasonable Rate And More, And More Reputed Players Are Showing Their Interest In The E-Learning Business. The Global Revenue Of World Stands About US$36 Billion By 2010 And E-Learning Market In India Stands At US$11 Million In 2010.

The E-Learning Market In India Is In An Infant Stage And In 2002 It Was Approximately US$ 4-5 Million With An Expected Four Year Annual Growth Rate Of 20-25 Per Cent. Companies Such As Mcgraw-Hill, Digital Think, Skill Soft, And Mentergy Are Setting Up Operations In India Which Is A Positive Sign For The E-Learning Segment.

In The Recently Published Report 'E-Learning Outsourcing 2009: Advantage India', The Estimated Growth In The E-Learning Off Shoring Industry At A Compound Annual Growth Rate (CAGR) Of 15% Through 2012 Is Reaching USD $603 Million (It Is Now US$ 341 Million) (BANDUNI, 2008). While The Economic Recession Will Impact Growth For The Next Few Quarters, The Market Will Recover And Grow Faster Until 2012.

I.III THE EVOLUTION AND PRESENT GENERATION OF E-LEARNING

E-Learning Has Been Going Through A Continuous Process Of Transformation Over The Years. The 'Generations' Of E-Learning Extend Over 25 Years And Continues Till Date. It Is Important To Understand This Evolution, Not Only To Understand The Changes That Have Occurred From One Generation To The Next, But To Ignite Our Own Thinking Of The Likely Scenarios That Could Occur Over The Years.

The Present Generation Of E-Learning (Known Also As E-Learning 2.0) Is Gaining Increasing Criticality Today. Here The Focus Is Learning In 'Burst-Mode' - Fast And On - The - Fly Without Having To Exit The Current Workflow. A Key Aspect Of This Generation Is That Anyone Can Create Content, Build On Other's Idea, And Actively Engage The 'Collective Intelligence' Of The Social Media.

II. TWO TYPES OF LEARNING CONCEPTS

E-Learning May Be Either Synchronous Or Asynchronous, But Many Education And Organizational Institutions Interested And Developing Both Learning's. These Two Have A Limited Benefits And Drawbacks.

The Difference Between These Two Forms Stems Primarily From The Former Allowing Real-Time Interactions, Where The Participation Is Simultaneous, Live And Interactive.

The Synchronous Learning Refers To Real- Time Interaction With One Or More Participants, It Commonly Supported By Media Such As Videoconference And Chat. This Learning Provides More Social Interaction And Avoids Frustration By Asking Questions And Answers. Examples: Skype Or Webex Sessions Where Live Discussions Are Held Amongst Participants.

The Asynchronous Learning Provides The Flexibility Of Anytime Learning Of An Individual, It Commonly Facilitated By Media Such As Email Discussion Boards Supports Work Relations Among Learns And With Teachers. The Asynchronous Is An Environment That Respects The Time, Varied Personalities And Circumstances Of People, Yet Provides Rich Content To Learn. Examples: E-Books, Online Video Content Archived By Universities And Corporate.

II.I. E-LEARNING TECHNOLOGIES

E-Learning Technologies Are Evolving At A Rapid Pace. A Multitude Of Options Exist Today To Aid Anyone In Any Part Of The World To Embrace E-Learning. Often, One Uses A Combination Of E-Learning Technologies Or A Customized Version Of A Specific Technology That Suits Some Unique Needs.
•Classroom/Home: Generally Classrooms Are Well-Equipped With Technologies That Have All Students Connected Through A Local Network, The Student May Develop His/Her Home For Professional Development.
•Smartphone, Table Or E-Books: With The Percentage Of Mobile Population On The Rise, It Is Important For Professionals Today To Have Access To Content On Their Smart - Phones And Tables.
•Multi-Location Intelligent Videoconferencing: Imagine Learning In A Live Classroom With Expert Students

And Instructors Spanning Four Continents.
•Satellite Broadcast: One Of The Biggest Benefits Of Satellite Broadcast Is Its Simultaneous Reach To A Large Number Of People, Even In Remote Regions.
•Online Content By University – OCW To Moocs: MIT's (Massachusetts Institute Of Technology) Lunch Of Open Course Ware (OCW) That Propelled The Value Of These E-Learning Programs In Unlocking Knowledge. MIT Open Course Ware Receives Over 2 Million Visits Each Month. These Visits Come From All Over The World, With Over Half Coming From Outside Of North America.

The E-Learning Audience Is Divided Among Students, Educators, And Self-Learners In Mits:
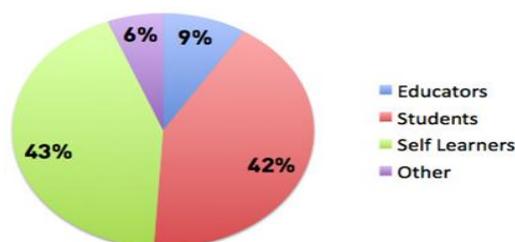
Figure: 1 Source: Http//Ocw.Mit.Edu/About/Site- Statistics/Accessed On 6 June 2015.

OCW Is Accessed By A Broadly International Population Of Educators And Learners.
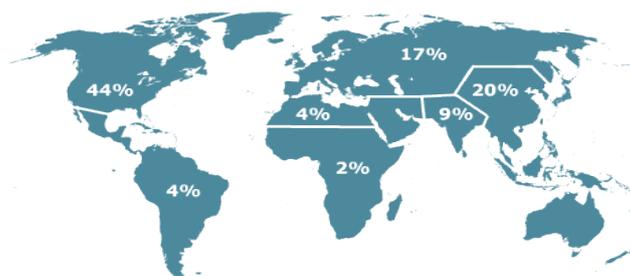
Figure: 2 Source: Http//Ocw.Mit.Edu/Accessed On 6 June 2015.

II.II. Moocs - SOURCE TO DEVELOP SKILLS
Individuals Are In Charge Of Crafting Their Skill Development And Career Growth Plans. The Intent Of Acquiring World-Class Skills Has Been Limited By Realisms Of Available Options For Only A Select Few. Accessibility Today Is Tethered To Affordability And Availability. The Opportunity To Learn From The Best Faculty Has Been Limited By A Win-Lose Paradigm In A Vastly Skewed Selection Process.
In This Scenario Moocs Bring A Sea Change In Learning Methodology. The Individuals And Millions Can Dream Of An Empowered Future To Truly Own Their Skill Development In A Planned Manner. These Are Skills That Craft The Careful Accelerate In Their Desired Direction.

II.III. STUDENTS AT THE THRESHOULD OF STARTING A CAREER
The Competition At This Stage For The Desired Career Path Is Extremely Stringent, And The Selection Process Brings Out Only The Best. The Tests At This Stage Look For Deep Academic Mastery Across Subjects, Qualitative And Quantitative Reasoning Skills, As Well As Gamut Of Soft Skills.
E-Learning Can Be Of Great Assistance At This Stage. Students Can Get Themselves Enrolled In Formal Short-Term Programs To Sharpen Their Skills Prior To The Selection Process. Some Aspirants Can Take This Process Further And Get Enrolled In A Formal 'Credit' Program.

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III. Professional Development For High Potential Employees

Companies Today Regularly Identify High Potential Employees And Put Them Through A Fast Development Track. As Part Of This, The Identified Employees Are Often Placed In Roles That Are Quite Different From The Ones They Have Before. The Corporate Employees Often Get Them Enrolled To Various E-Learning Programs For Professional Development. Usually The Programs Are Focused On Management Studies In Complex Topics Such:

• Company Or Asset Valuation
• Global Manufacturing Strategies
• Competitive Strategies In Emerging Economics
• Improving Financial Performance Of Companies
• Execution Of Complex Programs Spread Across Locations

Various E-Learning Programs Give These Chosen Employees The Flexibility And Choice To Select From A Variety Of Alternatives.

III.I QUALITATIVE LEARNING

The Quality Of E-Learning Course Is Enhanced By Learner-Centered Content. E-Learning Curricula Should Be Relevant And Specific To Learners' Needs, Roles And Responsibilities In Professional Life. Skills, Knowledge And Information Should Be Provided To This End.

E-Learning Content Should Be Segmented To Facilitate Assimilation Of New Knowledge And To Allow Flexible Scheduling Of Time For Learning. Instructional Methods And Techniques Should Be Used Creatively To Develop An Engaging And Motivating Learning Experience. Frequent Learner Interaction Is Needed To Sustain Attention And Promote Learning.

Self-Paced Courses Should Be Customizable To Reflect Learners' Interests And Needs, In Instructor Led Courses, Tutors And Facilitators Should Be Able To Follow The Learners' Progress And Performance Individually.

III.II E-LEARNING PLATFORMS

A Number Of Organizations And Educational Institutions Use Learning Platforms To Deliver And Manage Their Learning Processes. A Learning Platform Is A Set Of Interactive Online Services That Provide Learners With Access To Information, Tools And Resources To Support Educational Delivery And Management Through The Internet.

There Are A Variety Of Learning Platforms With Different Levels Of Complexity, But Their Most Important Features Includes, Learning Content Management, Creation, Storage, Access To Resources Curriculum Mapping And Planning, Lesson Planning, Personalized Learning Experience, Assessment Learner Engagement And Management, Learner Information, Progress Tracking Tools And Services, Forums, Messaging System, Blogs And Group Discussions.

III.III E- USESRS IN INDIA

The Rapid Increase In Internet Connectivity Has Been An Important Catalyst For The Growth Of E-Learning. The Story Is Not Limited To Schools Alone. Indian Companies Are Adopting E-Learning Platforms As Continuous Employee Learning Has Become A Strategic Necessity.

With The Number Of Internet Users In India Expected To Reach 250 Million, Rivaling The US And Second Only To China, India's Potential As A Huge Market For E-Learning Is Enormous. A Large Number Of New Users Are Accessing The Internet For The First Time From Their Smart Phones, Which Is An Ideal, Personalized And Commerce-Enabled Platform For E-Learning Adoption.

III.IV PROS AND CONS OF E-LEARNING

The E-Learning Opens With A Compelling Value Proposition, And Then Provides The Resources To All Categorize Students And Professionals. Technology Has Proven To Be A Great Enabler For Learning By Granting Wider Access And Facilitating Continuing Education Throughout An Organization.

Pros:

Access: The Most Valuable Benefit Of E-Learning Is That, It Provides Access To A Wider Audience Through Cloud Computing And The Internet.

• *Low Cost:* It Gives Freedom From Financial Evils And Can Facilitate The Learner Not To Pay For Trainer.
• *Ease Usage:* The Average Person Can Also Uses Technology On Daily Basis And Based On Software Applications.
• Design Professional's Tools And There Is A Provision To Skip And Skim Over Them And Save The Time.
• *Courses:* Get Course Credits And Award Certificates Where Applications From Professional Programs.
• *Curriculum:* Personalize Courses By Creating Your Own Curricula.

- *Study:* Get Regular Assessment Of Your Strengths, Weaknesses And Study Recommendations.
- *Scope For Physically-Challenged:* In Fact, Online Education Helps People Get Access To A World-Class Learning Experience, Sometimes Traditional Higher Education Is Simply Not Possible Due To Financial Or Personal Constraints. Some May Also Suffer From Physical Or Mental Disabilities That Make Learning In A Classroom Impossible. For These Students, Online Courses, Specializations And Degree Programs Can Offer An Incredible Opportunity To Continue Their Education And Build Careers For Themselves.

Cons:
- *Not Fit For All*: It Doesn't Appeal To All Learning Styles. While Most People Appreciate The Freedom And Flexibility That E-Learning Provides, Many Prefer The Traditional Classroom Method To Learning On A Computer. There Are No Real Life Scenarios.
- *Seclusion:* Learning Face-To-Face Education Will Provide Question And Answer Method. Continuous Learning With Computer Or Other Electrical Devises Through The Person In Isolation.
- *Technical Issues:* Although Most Of Us Are Comfortable Navigating The Internet And The Computer World, Not Everyone Is As Tech-Savvy.
- *Lack Of Control:* The professionals And Students Can Use E-Learning Tools At Their Own Pace, There's A Risk Some May Fall Behind Or Just Go Through The Material Without Really Paying Attention. This Lack Of Control Over The Learning Process Can Lead Some To Be Weary Of Using E-Learning For Training Purposes.

Digital Learning Will Soar To Greater Heights By Combining Technology And Smart Management. Applying Analytics To E-Learning Will Revolutionize The Delivery Of Educational Products To The World, In Part By Bringing To Whole New Level. This Paper Recommends That, UGC And Higher Educational Ministry Of India Need To Introduce And Implement The E-Based Learning In All Schools, Colleges, Universities And Professional Organizations.

IV. Conclusion

E-Learning Is One Of The Popular Happenings In The Educational World Today. Widely Embraced The World Over, E-Learning Has Become A Powerful Mechanism For Students And Professionals To Upgrade Their Skills To Grow In Their Careers. The Web 2.0 Move Parallel And Emphasizes The Increasing The Use Of The Web To Support Social Relations. The Essentials Of Asynchronous And Synchronous Learning's Have Deal With Real-Time Of Student. The Indian Universities Still Need To Introduce Smart Classrooms, Smart Phones, Tablet Or E-Books, Multi-Location Intelligent Videoconferencing, Video Streaming, Satellite And Broadcast. This Paper Has Attempted To Address The Ways In Which Technologies In Education Are Only Ever Creatures Of Their Social Construction. It Has Also Aimed To Demonstrate The Ways In Which Technologies Can Shape The Full Gamut Of Social Constructions Of Education And Discussed The E-Learning Methodologies And Its Merits And Demerits.

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