

BLENDLED LEARNING: THE FUTURE OF ORGANIZATIONS

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Abstract:

Blended Learning is a new term to those in the learning and development industry. In this format, it does not replace face-to-face learning. Through blended learning and training, the employees can take courses on the topics they need right away. It caters to the challenges of a company with dispersed or scattered staff by combining the benefits of both face-to-face and online learning. The biggest advantage is that the employer don't have to invest anything or depend on adhoc fixes to increase the effectiveness of employee training programs. Also it provides unparalleled flexibility, enhances learning, self-paced, reduces travel costs, speed up communication flow and clear up confusion face-to-face although it is virtual. Tgus Blended Learning is amicable with existing learning management systems and that these systems can be scaled as per the requirement.

Keywords: dispersed, accessible, flexibility, upskill, optimize, methodology, self-paced, employee

Introduction:

The past two and a half years have blurred the lives between work and home, digital and physical, online and offline. The 9-6 world we lived in has been triumphed and the new word "blended" has taken on new meaning. As now we are moving towards 2023 and the unique challenges it brings, organizations are having to define what the future of work will look like. The e-learning framework can provide a model of how these organizations can thrive. "Blended" is not a new term to those in the learning and development industry, and blended learning has been around since long before office life was re-explored.

What is Blended Learning?

Blended learning, also known as hybrid learning, combines in-person teaching with online learning. In this aspect, e-learning does not replace face-to-face learning. As a substitute it simply reduces the amount of time spent in a traditional classroom environment.

Taking a blended learning perspective to learning combines the strengths of this approach. In-person training conventionally requires everyone to be in one place, at one time, and to learn at the same pace, whereas online training provides more flexibility for workers/employees to take courses at their own pace. Now combining online training with the occasional in-person class accounts for different schedules, while still encouraging interaction and holiday learners accountable for their online lessons. This combination of the small and large setting increases the likelihood setting, increases the likelihood of learner success, as we all bloom in different environments.

The meaning of Blended Learning in the workplace:

The pandemic hastened the increasing trend of companies adopting e-learning for the

workplace. Online blended learning and training is ideal for large companies spread out across the nation and world. The courses can be accessed from anywhere, provide consistent material and feed the data back to the supervisors and managers to evaluate the performance. Executing a blended learning solution can maximize the company's investment by providing real-world experience and discussion.

Let's have a look on "just-in-time" training – the idea that employees need access to specific information immediately in order to complete a specified task. Online training is great for meeting these specified needs, as employees can take courses on the topics they need right away. Bringing that understanding and the impact of the training. A quick and fast online course on handling an angry customer is great and beneficial for an immediate need that can then be brought back to the customer service team to receive real time feedback.

Blended learning caters to the challenges of a company with dispersed or scattered staff by combining the benefits of both face-to-face and online learning. As companies continue to mix office interactions with digital ones, the ways in which they train and develop their staff will need to keep up. Accepting a blended learning model for both working and learning will modernize culture while keeping all the employees connected.

Moreover, online or blended or hybrid learning libraries alone lack the engagement, practical exercise and personal feedback that optimize learning. In contrast, by providing easily accessible training content backed by opportunities for live virtual – instructor interaction and applied projects, a blended learning program enables employees to upskill or invigorate hastily in a specific technology or topic. As e-learning designer Troy Foster says, "Modular courses increase agility and thereby the organization's capacity to capitalize on new business opportunities as they arise".

Ideal for training dispersed workforce:

As stated earlier, blended learning is ideal for training a dispersed workforce. According to Upwork's Future Workforce Report, 63% of companies have remote employees. By augmenting anytime online content with localized instructors, blended learning enables both flexibility and the cultural personalization required to achieve training across the World. To quote an example, Boeing company, the World's largest aerospace company with over 330,000 employees in 28 countries, successfully uses a blended learning and development methodologies from online modules to 'launch,- and – learns', one-on-one training and live virtual classrooms.

The Biggest Advantage of Blended Learning:

With a blended learning approach, the employer don't have to invest anything or depend on adhoc fixes to increase the effectiveness of employee training programs. There are proven solutions available from third party vendors who can help in supplying and guidance in the best customized blended learning solution for digital upskilling.

Blended Learning: Ideal Solution for Upskilling Employees:

It is quite easy to see that a blended learning approach is throughout flexible and adaptable as compared to a single- method approach of physical or offline learning. In addition to this, there are other five reasons for Upskilling employees to adapt for the fastly evolving digital economy.

- Provides unparalleled flexibility: As we all are aware of the fact that different people learn differently. There are visual learners, some are audio learners while others are kinesthetic or mix thereof. In the need for training more than one employee and in their specialized learning style, opting for a blended learning solution makes more sense for organizations or companies. It is best mode for people who learn visually or through reading on their own. Online self-paced video delivery can be yet another option. Social and distinct learners can gain the most from live instructor – led classrooms. Meantime, hands on practice from engaging in applied learning projects can satisfy kinesthetic and logical learners. It also allows the learners to access course content from anywhere at any time or any device of their choice as it is having vast scope.
- Enhances learning: As a known fact it incorporates e-learning, blended learning can help in enhancing learning. Online learning expert Mark Rose says, “e-learning’s combination of multimedia and instructional design delivers a very rich learning experience that is, most importantly, repeatable “. And this repeatable aspect can help employees learn. Moreover, involving multiple senses can help even better. Through a plethora of training modes including multimedia, presentations, instructor -led training, classroom blended learning system achieves higher employee engagement levels.
- Blended learning is self-paced: According to experts, people learn best when they can control the pace of their learning. This is important for Corporate training because employees are not conventional students and they might be contending with serious time constraints, along with having to balance heavy workloads and family lives. Establishing their learning schedule according to the company’s requirements can result in lower or decreased quality learning or sometimes it happens that employees even drop out. Therefore blended learning enables learners to study online at a speed and pace that they can conveniently manage, instead of having the pace set by the fastest or slowest learner in a group. In addition to this aspect, they have the option to skip ahead past familiar information or to re-watch material as per requirement, plus seek out additional resources. They can even access the course content when they are most attentive and even take breaks whenever they want.
- Reduces travel cost: Eliminating travel costs is the most cited reasons for adopting online courses, trainings and meetings. According to a research Ernst & Young reduced training costs by 35% with e-learning.
- Speed up communication flow: As online training and meeting became more ubiquitous, the companies rapidly reaped it’s value, trading travel time for productivity. Now they have to spend less time in preparing, traveling and sitting around twiddling their thumbs but spend more time and energy working on what really matters.
- Clear up confusion face-to-face: There is less confusion and misinterpretation when they are online, where they can see and talk to the consumer and any sort of confusion that existed before, evaporates.
- Improves feedback: Blended Learning is also a methodology that authorize plenty of feedback. Periodic online tests, quizzes and projects demonstrates an employee’s retention level. Also an employee can contact the instructor for assistance in resolving doubts. The

instructor, in turn, can spot, address and resolve issues coherently and accelerate motivational levels, before assessing the employees.

Conclusion:

Companies that are using Blended Learning methods to train their employees maximize the success of their training through optimal preparation. It includes the decision to incorporate a mix of methods that optimally meet the requirements and demands of the respective target group. We can safely conclude that specific blended learning are amicable with existing learning management systems and that these systems can be scaled as per the requirement. It is ideally suited to expand the sustainability of companies' and other organizations' learning landscape.

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