

# ADAPTABILITY OF E-TRAINING IN INDIA FOR EMPLOYMENT

**Mr Mahantesh P Kanamadi**

Assistant Professor, Department of Management & Research Centre, BLDEA's A S Patil  
College of Commerce (Autonomous), Vijayapur, Karnataka, India

**Dr Chidanand G Byahatti**

Associate Professor, Department of Management & Research Centre, BLDEA's A S Patil  
College of Commerce (Autonomous), Vijayapur, Karnataka, India

**Ms Varsha A Saraf**

Assistant Professor, Department of Management & Research Centre, BLDEA's A S Patil  
College of Commerce (Autonomous), Vijayapur, Karnataka, India

**Mr Laxman S Pawar**

Assistant Professor, Department of Management & Research Centre, BLDEA's A S Patil  
College of Commerce (Autonomous), Vijayapur, Karnataka, India

**Dr Ashwini A Yarnal**

Associate Professor, Department of Management & Research Centre, BLDEA's A S Patil  
College of Commerce (Autonomous), Vijayapur, Karnataka, India

## ABSTRACT

With the way work is changing quickly and the way people live becoming more digital, it is very easy as well as more effective to train the people using E-platform systems. This training can cover things like technologies, products, services, culture, and policies, among other things. Because of how quickly things are changing, organisations need to keep learning to stay competitive and keep their employees up to date on day-to-day changes. E-learning is a great way to do this. With the rapid development of digital technology and the establishment of virtual learning institutions that offering online courses including online degrees to students, that's why E-education is becoming increasingly popular. E-Learning will play an important role in the future as a tool for teaching in the classroom and as a platform for self-study to improve skills. The major goal of this research is to find the important parts of e-learning for developing skills that are needed on the job. Universities and colleges have looked for the best ways to train their employees on the job. E-training led to better results, especially when more learning resources were made available and when the training course had some hybrid parts. Due to the growth of globalisation, many firms have begun to rely on e-training because it can reach huge groups of individuals in many districts or countries, reduce expenses, and disseminate essential knowledge. The goal of this study is to find out how well technology-based e-training in India can help people get jobs. Find out how e-training helps business school students get jobs. The results revealed that E-training is really helpful to students to learn new things and get better at what they already know because it gives them up-to-date information. Also, everyone who filled out the survey

agreed that E-training is far better than the traditional system of training as well as it costs less for the B-Schools.

**Keywords : E-Training, Adaptability, B-schools, Karnataka, Employment**

## INTRODUCTION

The world is witnessing changes in a variety of disciplines, particularly in regards to ICT, that have never been seen before. This has resulted in a speedy gathering of information from a variety of sources, wherever they may be in the world at any one time. If the information is intended to teach the recipient something new or expand their skill set, then it will be of greater relevance, and its accuracy will be improved. This is because the people in a business organisation are the ones who direct operations and resources to help the organisation reach its goals.

B-Schools are becoming increasingly concerned with ensuring that their employees increase the amount of knowledge they possess and develop new abilities that can be applied in the workplace that are occurring in the business sector. The belief that training is the most effective method for achieving these advantages has spread throughout organisations. This training should be ongoing and well-organized, and the majority of the research in the field has reached a consensus on the concept of training as "structural work" (Santos Filip et al., 2004) that aims to provide skills in order for improving their performance on the job.

Because there is such a wide variety of availability of training tools & training methods, organisations need to opt the lowest possible cost. This is especially important when considering the fact that each training method has both benefits & drawbacks. Technological growth witnessed contemporary mechanisms linked with ways of gaining knowledge and skills. Utilizing technical gadgets such as computers and other forms of cutting-edge technology is of the utmost significance. This is because these are the two primary ways in which new information is produced. As a result of this, the phrase "technology training" has emerged as a means of simulation training, as mentioned by "(Catteeuw Peter et al. 2010) & (Anas R, Al-Soud H et al., 2014)".

E-training, also called "electronic training," is a process in which computer programmes, networks, and different types of media are used to create a rich, interactive environment. (Al-Yaseen et al., 2013; Siponen, Mikko., 2010). E-training is also defined as a technique where the learner is not limited by time or space.

In recent years, e-training has undergone both an evolutionary and a conceptual shift as a direct result of the progression of IT. The demand for corporate training has increased at an exponential rate, which has made it possible for employees to receive a form of e-learning that is mimicked but does not require them to attend the conventional brick and mortar training. (Ramayah et al., 2012).

Over the past 10 years, more and more companies have started to use technology to train their employees on a regular basis. This is because it has a lot of benefits like being flexible with how training is done, having a variety of content available, delivering courses in a consistent way, using company resources all the time, making workers more productive, and increasing the employee in numbers who already have been trained (Chen 2009), (Bonk 2002), & (Womble 2008).

Because it can be accessed from anywhere in the world and has a wide range of potential recipients, electronic training is widely regarded as the most effective educational delivery method. E-training can take place virtually anywhere there is internet access and a computer and a mouse. "(Kuznia, 2014)". "According to (Taylor, 2002)" & "(Bardach,

1997)”, e-learning and e-training are comparable in a variety of ways, most notably with regard to the methods of delivery and the technology that is utilised. Mohsin et al. (2013) said that E-training is when a trainer uses technology to teach a worker specific skill through the internet or an intranet. This definition fits with what was said about E-training as a concept.

The piece of research is to provide light on the extent to which business schools in Vijayapur, Karnataka are able to adjust e-training to meet the needs of their students, with the ultimate goal of increasing the number of successful job placements involving graduates of these institutions.

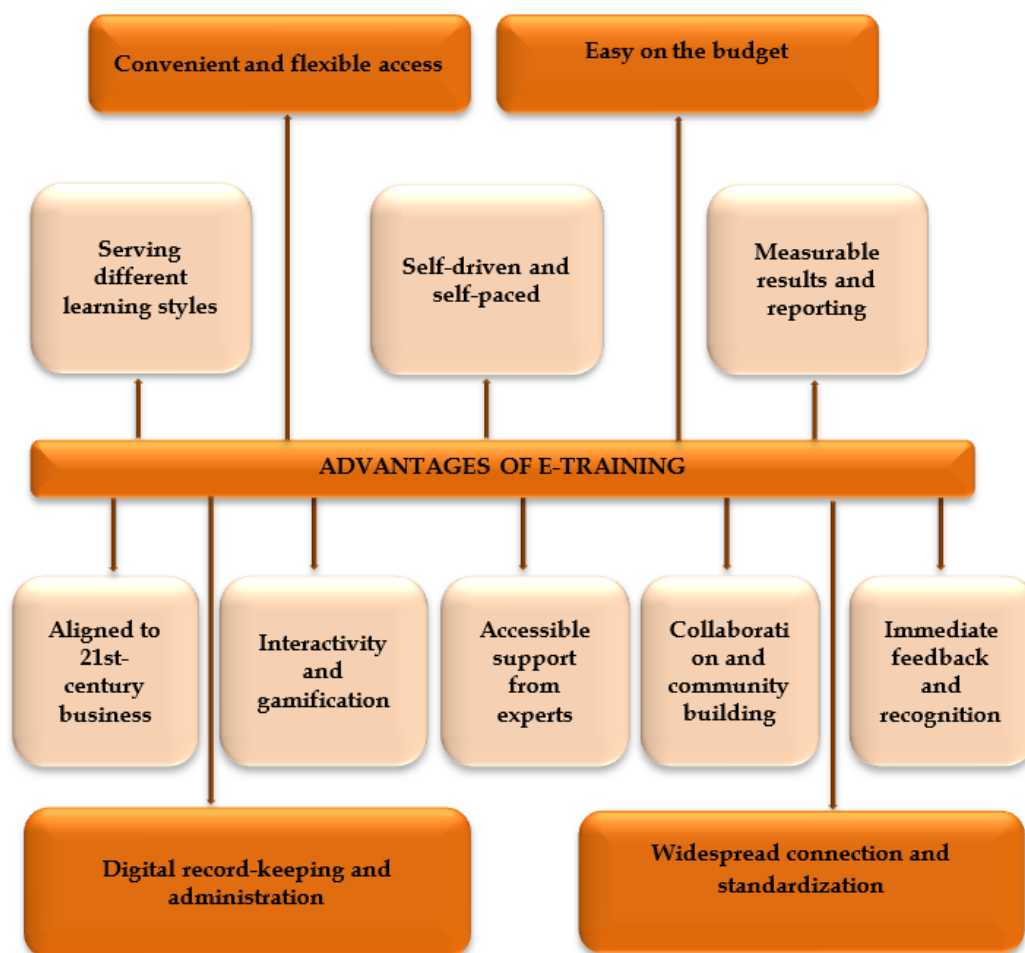
### **E-Training : At a Glance**

The tremendous progress that has been made in “*information & communication technology (ICT)*” has had a number of important outcomes, one of the most important of which is the growing demand for the usage of for a variety of purposes. In addition, businesses that want to increase their human capital by way of training are always looking for more effective ways to train their employees. As a direct consequence of this, electronic training has come into existence, and businesses have started paying a lot more attention to this form of education for a number of different reasons. One of these reasons is that electronic training is ongoing, just like the internet and the WWW. The cost of this training method is significantly lower compared to more conventional training practises. Electronic training is also not limited by time or place, since the learner can get audio-video training no matter where he is & whenever he wants to. This makes it easier to change how electronic training is done. The term "electronic training" refers to a step-by-step process that is done in a mobile, interactive setting full of software programmes that use digital technology to show software and electronic training courses and to design, implement, and evaluate non-synchronized and ongoing training programmes (Sangra Albert et al. 2012). Aedo Ignacio et al. (2011) also said that it was made up of different applications, such as internet training, simulation models, and learning.

These are low-cost programmes that produce a secure learning, similar to those that are portrayed in training videos, and that are accessible whenever and wherever users want them to be. In the meantime, (Ramayah Thurasamy et al., 2012) said that the term E-Training refers training is given to employees of an organisation through electronic media. This training can be done in many different ways, such as through self-paced learning on the intranet, on-the-job training with CDs, live streaming from instructors through webcasts, and training sessions from webcasts that have already been recorded and made available to employees and others. From a researcher's point of view, the best way to describe E-Training is as a mix of different ways to teach, such as face-to-face, laptops, and self-study (Din Rossoni, 2010). (Eldabi T et al., 2003).

### **Advantages of E-Training**

E-Learning and E-Training programmes have many benefits that are useful for every industry, corporate, and employee in the world. Below figure described some reasons why online student training might be a good idea.



**Figure 1 : Advantages of E-Training**

### Review Literature

Some of the literature reviews says that E-Training is important because it focuses on an organization's HR, which is the valuable assets an organisation has, and because this type of training has become a priority for businesses. In this way, Itmazi Jamil (2013) said that government institutions, and both public and private organisations to deal with many problems they face. Also, from the researcher's point of view, e-training helps people remember new skills and knowledge for longer than traditional training methods like notes, lectures, etc. This is because e-learning is more interactive than other ways of learning. Alruwaili Naif's 2013 study found that training through online videos, also called "simulation training," was the best way to learn, while training through classroom lectures was the worst. (Alruwaili Naif, 2013) found that simulation training was ranked first, which is proof that this is true. e-training, according to the claims of a number of authors, gives the training departments of businesses a place that is both productive and helpful in reaching a number of goals (Aedo Ignacio et al., 2011). It was emphasised that the implementation of e-training strategies is capable of accomplishing the goals listed below: • Identifying and documenting the training requirements of staff members to serve as input for the establishment of a training strategy by the organisation • Ensuring that trainees receive current training, which encourages staff members to acquire relevant training materials. • Enabling users and instructors to communicate with one another in a direct manner. • Giving employees new

information, experience, and skills by having them work through real-world problems that have been encountered by other businesses in a comparable industry. According to the findings of researchers such as (Carnoy M., 2004), (Hodges A., 2009), (Al-Jaghoub S., 2009) & (Wang Greg et al., 2006), the merits of E-Training for an organisation can include a reduction in costs, flexibility and adaptability, continual updating, and individualised attention.

Because of this change, employees can now learn in a way that fits their needs even if they can't physically go to a traditional school. One of the reasons there is so much talk about online learning is that there are a lot of supposed benefits and uses for this type of education. Some of the most important benefits are that it is an effective way to teach students, that it can be used for professional development, that it is a cost-effective way to fight the rising cost of post-secondary education, that it can give anyone with a broadband connection a world-class education. (Bartley & Golek, 2004), (Gratton-Lavoie et al., 2009), and (Irvin, 2011) (Lorenzetti, 2013). The most attention has been paid to online instruction in the field of postsecondary education. Literature has a lot to say about both how important it is to get a degree after high school and how expensive it is getting to go to college. There were many different links found between how much employees used e-training and how well they did on the job, how happy they were with their jobs, and how committed they were to the company (Ellis et al., 2014). If a business wants to get the most out of e-training, it needs to have a good understanding of the key factors that make users happy and lead to training that works. So, the goal of this study is to find out the important factors that affect how well e-training works in businesses and other types of organisations.

Christian and others' (2007) research shows that analysing job performance especially true after workers got used to using handheld devices as their main source of information for the materials, both during training and afterward. E-training is done in companies to help employees do their jobs better and be happier at work, as well as to make a more productive and successful workforce. Some company leaders use e-training for a variety of reasons, such as to gain a competitive edge or to get ready for globalisation. Leaders of other companies are using e-learning to meet the demand for education and ease financial pressures. If the leaders of a company can get a competitive edge, they can better connect the needs of their employees with the strategic goals of the company. Because of globalisation, business leaders need highly developed ways to communicate, like the Internet and other e-training tools, so they can talk to their stakeholders no matter where they are in the world.

### Research Methodology

The study is descriptive in nature. Primary questionnaire-based survey has taken on the basis of closed-ended questionnaire & for the preparation of this, investigator studied many pre-determined instruments. Total 270 respondents have approached to fill questionnaire but only 200 complete responses received. For the sake of the study, 03 private B-schools in Vijayapur, Karnataka has approached to give the edge of the research & from each B-School, investigator targeted to take minimum 90 respondents especially those are appearing for placement or final year students. Factor analysis & Cronbach alpha testing has done by the SPSS software. While analysing the E-Training factors 26 items were there in questionnaire, but only 19 items selected with the factor loading of 0.5 and above were considered and 4 factors were identified such as - Resilience & Adaptability (06) items, Sharing of Expertise (04) items, User-friendly and Employment Oriented (06) items, Job Performance & Increased Efficiency (04) items. Both the primary data as well as secondary data were gathered for this research. The secondary material collected from published online

sources, whilst the primary data came from the respondents at B schools. The published sources provided the secondary data.

### Objective of the study

- To identify the E-training factors influence on job performance, employment, adaptability & sharing expertise
- To highlight the important dimensions helpful for E-training.

### Hypothesis of the study

H1 There is a significant positive relation between E-Training & resilience & adaptability of students of private B-Schools in Vijayapur, Karnataka, India

H2 There is a significant positive relation between E-Training & Sharing of Expertise of students of private B-Schools in Vijayapur, Karnataka, India

H3 There is a significant positive relation between E-Training & User-friendly and Employment Oriented for the students of private B-Schools in Vijayapur, Karnataka, India

H3 There is a significant positive relation between E-Training & Job Performance & Increased Efficiency of students of private B-Schools in Vijayapur, Karnataka, India

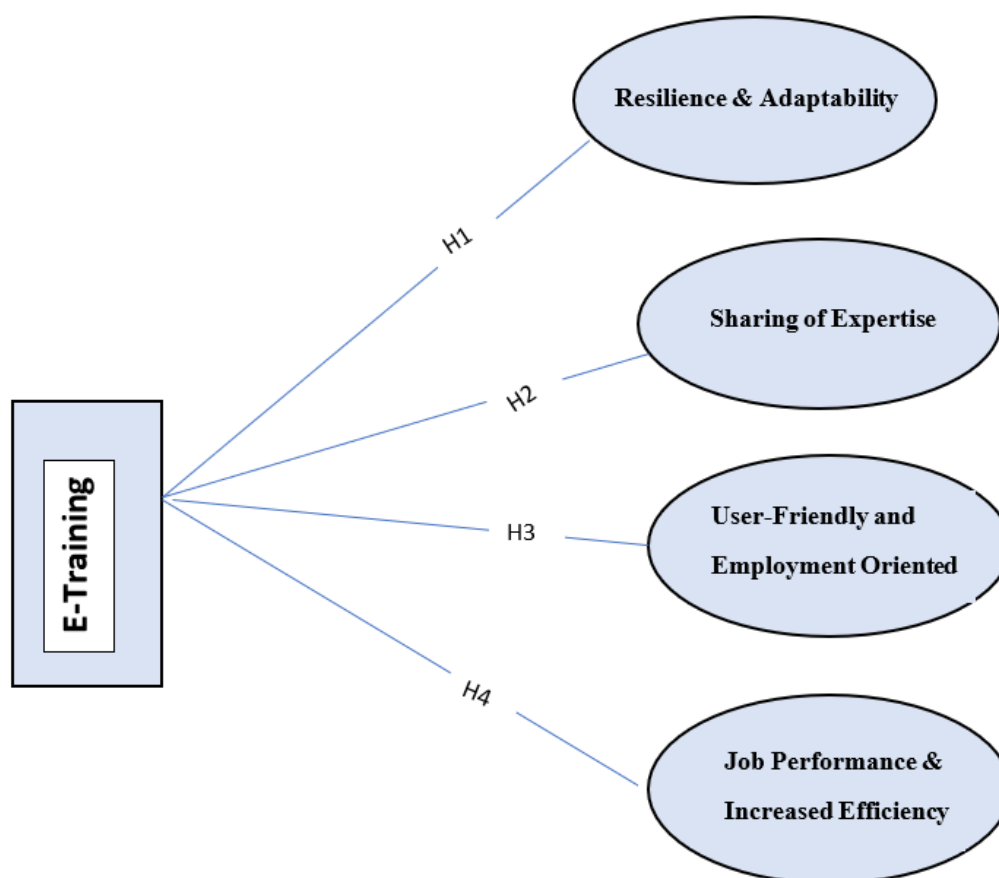


Figure 2 : Self-Prepared Model of the Study

## Results & Discussion

### Demographic Analysis

**Table 1 : Gender-Wise respondents**

Gender	Frequency	(%)
Male	125	62.5
Female	75	37.5
Total	200	100

**Table 2 : Age-Wise Respondents**

Age	Frequency	(%)
20-22 Years	42	21
22-24 Years	82	41
24-26 Years	55	27.5
26 & above	21	10.5
Total	200	100%

**Table 3 : Educational Qualification-Wise Respondents**

Educational Qualification	Frequency	(%)
Graduation	42	21
Post-Graduation	83	41.5
Diploma & Certificate Course	64	32
Others	11	5.5
Total	200	100

**Table 4 : Training Courses wise Respondents**

Training courses	Frequency	(%)
Beginners	45	22.5
Advance	78	39
Self-Train	49	24.5
Others	28	14
Total	200	100

**Table 5 : Cronbach Alpha (Reliability Test)**

S.No	Factors	Cronbach Alpha
1.	F1: Resilience & Adaptability	.875
2.	F2: Sharing of Expertise	.813
3.	F3: User-friendly and Employment Oriented	.799
4.	F4: Job Performance & Increased Efficiency	.787

The reliability of the factors found out using SPSS & the Cronbach's alpha values were above 0.7 which is considered good. The factor (F1) resilience & adaptability value is (.875),

(F2) sharing of expertise value is (.813). Similarly (F3) user-friendly & employment-oriented value is (.799) & lastly (F4) value is (.787).

**Table 6 : Factor Analysis Results**

Factors	Statements	Mea n	S.D	Factor Loading	Co m	. V.E (%)
<b>F1: Resilience &amp; Adaptability</b>	(1) E-Training is beneficial & Helpful	2.37	1.021	.795	.661	15.21%
	(2) E-Training is flexible & convenient to use	2.21	1.013	.764	.621	
	(3) E-Training & learning is user friendly & easy to memorise	2.32	.976	.781	.624	
	(4) E-Training makes better time management	2.23	.974	.717	.521	
	(5) E-Training process is easy to implement these days.	2.41	.971	.663	.663	
	(6) Adaptability of E-training in almost all the sectors worldwide	2.39	.962	.713	.628	
<b>F2: Sharing of Expertise</b>	(7) E-Training is the process of acquiring knowledge and skills with the aid of an electronic device connected to a network.	2.29	1.011	.742	.642	11.43%
	(8) Internet-based education (or E-Training) provides access to a wealth of resources and improves both knowledge and performance.	2.10	1.072	.719	.646	
	(9) E-Training helps me assess efficiently.	2.57	1.037	.702	.641	
	(10) E-Training lets students engage with others via text, graphics, voice, and video.	2.48	1.081	.601	.587	
<b>F3: User-friendly and Employment Oriented</b>	(11) E-Training supports in Professional development & Employment opportunities	2.16	1.021	.704	.721	24.17%
	(12) Training in awareness is essential before employing E-Training.	2.45	1.001	.721	.702	
	(13) E-Training gives many choices for job selection	2.24	.972	.683	.547	
	(14) E-Training is user friendly even at distant places and in remote locales	2.40	1.079	.610	.619	



	(15) E-Training fosters introspective and critical thinking.	2.37	.938	.605	.541	
	(16) E-Training provides platform for interactive collaboration & educates mass people	2.61	.938	.615	.629	
<b>F4: Job Performance &amp; Increased Efficiency</b>	(17) A wide variety of careers in a variety of fields can benefit from E-education & E-training.	2.33	.829	.821	.769	16.18%
	(18) E-Training help to learn multiple skills at a time which ultimately enhance efficiency	2.36	.827	.723	.678	
	(19) E-Training may need further training for a new career or workplace.	2.41	.839	.659	.598	
	(20) E-Training makes efficiency in Job	2.63	.826	.738	.721	
<b>S.D.-Standard Deviation, F.L.- Factor Loading, Com.-Communality, V.E. – Variance Explained.</b>						

In factor (F1) Resilience & Adaptability there are six statements & each statement has different mean scores. The highest mean score in E-Training process is easy to implement these days (Mean = 2.41, S.D. = .962) which indicates that presently E-training is quite easy to implement everywhere and, in all sectors, while Adaptability of E-training in almost all the sectors worldwide (Mean = 2.39, S.D. = .962) comes at second level which results that currently the adaptability of E-training is high not only in higher education but also worldwide in all sectors. Thirdly, E-Training is beneficial & Helpful (Mean = 2.37, S.D. = 1.021) that after pandemic especially in India E-training is proving beneficial for students & helping to appear in employment opportunities as well. Likewise, E-Training & learning is user friendly & easy to memorise (Mean = 2.32, S.D. = .976) indicates that those have less knowledge about online, they can also attend e-training modules because its quite user-friendly & very easy to memorise the concepts. Moving ahead, E-Training makes better time management, it's mean value is (Mean = 2.23, S.D. = .974) & E-Training is flexible & convenient to use, mean & standard deviation values are (Mean = 2.21, S.D. = 1.013) this indicates that E-training is quite convenient, flexible & able to manage time. On the basis of high mean scores in a majority of statements, the hypothesis that there is a significant positive relation between E-Training & resilience & adaptability of students of private B-Schools in Vijayapur, Karnataka, India is accepted.

In factor (F2) Sharing of Expertise there are four statements & each statement has different mean scores. The highest mean score in the statement of E-Training helps me assess efficiently (Mean = 2.57, S.D. = 1.081) results that e-training not only user friendly but also accessibility is also there. Similarly, the statement E-Training lets students engage with others via text, graphics, voice, and video (Mean = 2.48, S.D. = 1.081) results that students can engage with many other platforms simultaneously while taking E-training. Similarly, E-

Training is the process of acquiring knowledge and skills with the aid of an electronic device connected to a network (Mean = 2.29, S.D. = 1.011) is also equally important to acquire knowledge & skills through internet & finally. Internet-based education (or E-Training) provides access to a wealth of resources and improves both knowledge and performance (Mean = 2.10, S.D. = 1.072). Hence, the hypothesis - There is a significant positive relation between E-Training & Sharing of Expertise of students of private B-Schools in Vijayapur, Karnataka, India is accepted in terms of mean scores.

In factor (F3) User-friendly and Employment Oriented there are 06 items & each item has different mean scores. The highest mean score in the statement of E-Training provides platform for interactive collaboration & educates mass people (Mean = 2.61, S.D. = .0938) analysing that interactive collaboration is always helpful & it can be possible only through E-training. Similarly, Training in awareness is essential before employing E-Training (Mean = 2.45, S.D. = 1.001) is an important for taking E-training. Thirdly, E-Training is user friendly even at distant places and in remote locales (Mean = 2.40, S.D. = 1.079) also creates high enthusiasm in remote areas where students cannot come personally to attend training. Fourthly, E-Training fosters introspective and critical thinking (Mean = 2.37, S.D. = .938) & fifth statement is E-Training gives many choices for job selection which are having mean values are (Mean = 2.24, S.D. = .972) indicates critical thinking & job choices through E-training platform. Finally, E-Training supports in Professional development & Employment opportunities (Mean = 2.16, S.D. = 1.021) plays an important role. Hence, the hypothesis - There is a significant positive relation between E-Training & User-friendly and Employment Oriented for the students of private B-Schools in Vijayapur, Karnataka, India is accepted in terms of mean scores.

In factor (F4) Job Performance & Increased Efficiency there are four statements & each statements has different mean scores. The highest mean score in the statement of E-Training makes efficiency in Job (Mean = 2.63, S.D. = .826) is having high mean scores which indicates that students can perform efficiently in job though proper E-training. Similarly, E-Training may need further training for a new career or workplace (Mean = 2.41, S.D. = .837) & E-Training help to learn multiple skills at a time which ultimately enhance efficiency (Mean = 2.36, S.D. = .827). Finally the lowest mean score for the statement a wide variety of careers in a variety of fields can benefit from E-education & E-training having scores ((Mean = 2.33, S.D. = .829). Hence, the hypothesis - is a significant positive relation between E-Training & Job Performance & Increased Efficiency of students of private B-Schools in Vijayapur, Karnataka, India is accepted in terms of mean scores.

### Findings of the Study

Based on the findings of the study, top management at business schools should seriously consider implementing an online training programme. This will make it possible to have some degree of flexibility by conferring additional authority on employees. This, in turn, will boost the students' sense of self-assurance and increase their desire to take on greater duties.

- In order to accomplish what is intended with the e-training programme, business schools need to make certain that it is included into a user interface that is appealing and participatory.
- The research highlights the significant role that support from B-schools would have in ensuring the effectiveness of e-training and the level of satisfaction experienced by trainees to the greatest extent possible.

- The most important factor in determining the long-term growth of an organisation is the propagation of a mentality of e-training among students in the direction of strong job performance results.
- As a result of the research, B-schools have been making suggestions to incorporate all students in the e-training procedures and programmes. This highlights the good impact that the research has had on career opportunities.

## CONCLUSION

From the above study, we can say that factors like (F1) Resilience and Adaptability, (F2) Sharing of Expertise, (F3) User-friendly and Employment Oriented, and (F4) Job Performance and Increased Efficiency influence students to take E-Training courses. These things help learners learn skills that are useful for their jobs, and teachers need to keep them in mind when planning and making activities and modules for e-training. From the research that has been done so far, it is clear that more research is being done on E-Training to find out about its importance and benefits for learners. E-training is a good way to learn skills that are needed for a certain job. It is important for teachers to know how students feel about e-training and what makes them feel that way. This will help the B-schools make their programmes and placements more cost-effective and useful. The study also shows that students like E-Training because it is easy to use and focused on specific jobs, which helps them get ready for those jobs. Also, it seems to show that users of e-Training also take into account the transfer of skills and knowledge. Researchers agree, though, that a student's level of skill with information and communication technology has a big effect on his or her ability to take part in e-Training activities. So, educators who are involved in e-Training activities need to make sure that e-Training modules are flexible, easy to use, and focused on the job.

### Limitations and Areas for Further Study

To validate and improve the framework, we need more information, such as the full dimensions, the work environment, and a plan for implementation. This is necessary for future implications. This study especially focused in vijayapur , Karnataka region although E-Training is adapting by almost all B-schools. Apart from the factors taken in this research, there may be various areas where research can be possible in terms of E-training concept.

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