

## IMPACT OF E-EDUCATION ON EMPLOYMENT OPPORTUNITIES- A STUDY

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### ABSTRACT

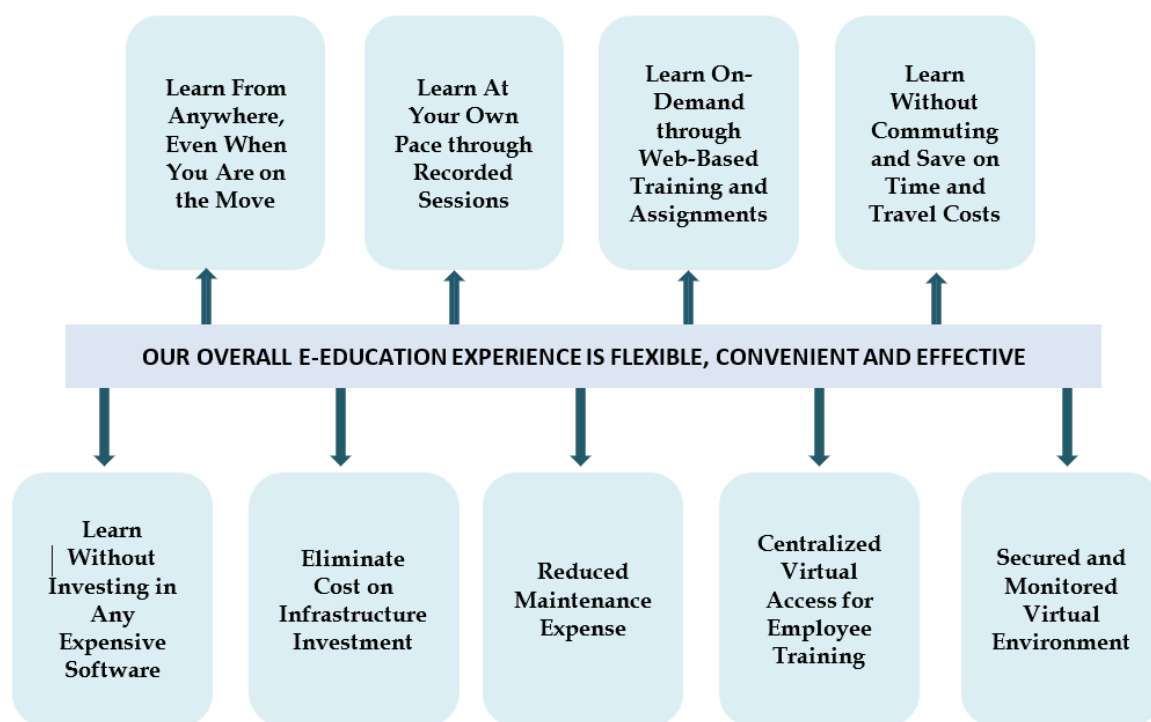
The main focus of this article is on how important it is to improve E-education in India by looking at how online and digital education can help people get jobs. By figuring out what the problems are with E-education, the target audience will be able to get a clear picture of how the education system in India is doing. In the past, people have talked about ways to make online education better, but the current situation with digital and E-education is positive and is the way of the future. If the government and other stakeholders take the right steps, this type of education can help close the infrastructure gaps even more. This article tries to show both the good things and the bad things about the E-education system in India. Even when there was a pandemic, the digital platform helped the regular curriculum stay stable, grow, and change. Through online teaching and learning and knowing how to use technical software, Information Technology has made a huge difference in the technical know-how. Aside from this, it's also true that online teaching and learning have some problems, such as bad infrastructure, slow internet connections, and old software. This has caused people to question the credibility of digital education in India as a whole. The main goal of the study to examine employment opportunities through E-Education & to focus E-education process in India as further actions for improvement can be taken based on this analysis. T-test has applied for data analysis & private institutions has approached for data collection. The findings depicted that E-education played a important role in employment & upgradation digital skills as well.

**Keywords:** E-Education, Employment, Education, India

## INTRODUCTION

Education is a key part of how a country grows and changes. Focusing on the improvement of education will lead to new ideas and help us take full advantage of the power of the human mind. During the pandemic, we all saw an increase in E-education because it was more important to keep people physically apart (Raja and Rahman, 2021). So, the main goal of this article is to give an overview of the E-education process in India so that further steps can be taken to make it better. This paper might be interesting to both students and teachers who are affected by this sudden change in education. The E-education system is based on professionalism and presentations that are high-quality, rich, and interesting enough to keep students' attention. The best thing about digital education in India has been thought to be how well it spreads learning. Systematic, two-way ways of talking are made more common to help growth and development. During the pandemic, digital education in India helped millions of students and made them better prepared for future problems and rules. The use of systematic tools and methods has improved, as has the engagement of more students and the proof that digital teaching works. Even though this approach is getting better, digital education keeps going through hard times that lead to new ways of teaching.

E-learning is becoming the most popular way for organisations of all sizes and from different industries to teach their employees. The end goal is to help the business succeed. Managers need to show that their decisions had a positive effect on the company's strategy and investment goals. If the business goal can't be found, the question of why it's there should be asked. Most skills training, especially e-learning, is not designed to help people use what they learned in training at work. We don't know what the results and effects of training are on job performance because we don't have a good way to measure them. This is a problem in the IT (Information Technology) industry as a whole. Because IT is always changing, it's important to have technical skills and you need to keep training them. The trainee may have learned the right new skill, but when the employee goes back to work, the work environment may make it hard to use what was learned.



## How Students' Access to Online Education Is Helping to Expand Their Employment Opportunities

Not only did the epidemic result in people having to wear masks and follow laws regarding social distance, but it also produced an alarming wave of unemployment. During the epidemic, more than 200 million people were forced out of their occupations, and a sizeable portion of these individuals fell into a state of depression. Many students are being forced to make do with less-than-ideal options in order to increase their chances of finding work in today's job market because unemployment rates continue to climb. This includes enrolling in online classes to enhance their skill set, so increasing their chances of getting a job and the options available to them over the course of time. But exactly how can taking classes at an online institution increase employment opportunities, especially considering that students can still take classes at a traditional university? Let's find out.

### Advantages of online classes

#### 1) Your Resume Will Look Great After Completing Some Online Courses

Online courses can be a terrific way for the average person studying remotely to strengthen their CV, especially if they do not yet have any professional experience under their belt. Because they prefer candidates with greater experience and expertise of the role, most businesses and recruiters have a tendency to turn away inexperienced pupils who are just starting out. On the other hand, taking classes online can help you make up for the lack of experience you have. If you want to become a UI/UX designer, for example, you can make up for the fact that you do not have any expertise by enrolling in online courses that are focused on interface design. Not only will this make your CV look more complete by filling in the blanks, but it will also

demonstrate to potential employers that you have a strong interest in furthering your education and developing your skills.

When it comes to instructional strategies and procedures, the majority of conventional universities and schools are quite straightforward. There is very little to no room for pupils to alter educational approaches or to enjoy an experience that is distinct from the field that they have signed up to participate in. On the other hand, with E-courses, you can simply changing the learning curves by to enroll in classes that are relevant to your field to increase your knowledge and improve your skills.

## **2) E- courses are adaptable and versatile**

In a similar spirit, these courses are very much flexible and self-paced, allowing you to learn at your own leisure and allowing you to learn at your own pace. This is a useful strategy, particularly if you are a student who also has a job or who is extremely busy with a large number of extracurricular activities.

## **3) E-courses usually teach you practical & hands-on skills**

Although having knowledge serves as a strong foundation for further accomplishments, the majority of recruiters and employers are looking for people who have hands-on experience. For instance, hiring managers at essay writing services aren't looking for candidates who understand the function of nouns and verbs in sentences. Instead, they are looking for a candidate who is proficient at applying sentence principles in order to write an outstanding essay. Therefore, the higher your level of expertise, the better your chances will be of gaining access to a wider variety of work prospects. Unfortunately, the traditional educational system places no emphasis whatsoever on teaching students any practical skills and instead just teaches them academic information.

## **4) Participating in a course is a great way to make connections with other people**

We must face the fact that the main criticism levelled against online education is based on the false assumption that it lacks the personal touch of face-to-face instruction. While there's some truth to this "myth," many online classes are created specifically to encourage discussion and collaboration among students.

Students can interact with one another, pose questions, and provide comments through collaborative tools and features such as video calls. Connecting with other experts in your industry is made easier when you join a robust online community and actively participate in its activities over time. As a result, you'll have a leg up when applying for jobs and getting offers for work.

## **5) Value of a college degree earned online is widely acknowledged in the business world**

Online courses used to be viewed with scepticism and were frequently dismissed as a waste of time. The inverse is unquestionably true today. The majority of employers value online degrees the same as they value regular degrees. This is because they have an appreciation for the tenacity and commitment required to complete an online course.

Candidates who voluntarily enrol in online courses generally demonstrate initiative, resourcefulness, and a dedication to personal development. This point of view will aid in conveying the appropriate message to recruiters, hence increasing your chances of finding work while still in school.

### **Strategies that should be used to improve E-Education and learning**

Many institutions do not have online education as part of their curriculum. Most of the organisations are now convinced that E-education is here to stay and will be a part of academic life in the future. Digital technologies will be used in LMS, enrolments & many organisational programmes, faculty governance, evaluating students, etc. Trainers, Teachers, students, and parents all have important roles to play in adopting this, and they should all change their minds about it. The pandemic has made it clear that change is coming, and a great mix of traditional classroom teaching and E-education should be available. The key to making E-education and learning work is to make sure that both students and staff can use the system.

- Changing to E-education mode all of a sudden might not be able to handle a large number of new users. When there are too many people on the platform, it may shut down. So, classroom teaching videos can be slowly added to the online platform so that the sessions can be watched more than once when they become available.
- There should be more Internet access in rural areas, but the main problem is that the signals from different telecoms don't work well together. To make online teaching easier, the government must make sure that power is always on.
- Before starting E-teaching, faculties should be trained on how to deliver content. This makes communication clear and helps teach new techniques.
- Lesson content should be set up so that the video doesn't go over 30 minutes. The students who watch the videos on E-platforms like YouTube will not get tired of doing this.
- The learning module should have interactive animations, presentations, and games to keep people from getting bored with all the talking.
- Before an online session, the students should be able to access the course materials. Students should be told to read those things before the online session.
- The development of E-Education and learning for both faculty and students should be supported by universities and other institutions. Online workshops, trainings, and conferences should happen often on the campus of a university or institution, and they should also be on the calendar of events.
- The trainers must be properly trained and prepared to use ICT as well as E-teaching resources in the future to overcome these problems. This means that some of the curriculum can be taught online and the rest can be taught in the classroom.

### **Research Gap**

This paper discusses about both the pros and cons of digital/E-education in India and tries to show how the lack of digital platforms is slowing down the growth of both students

and teachers. Online education has grown in India, especially during the pandemic. However, this dramatic change in the traditional educational system has caused some problems.

### Objective of the study

- To examine employment opportunities through E-Education.
- To focus E-education process in India as further actions for improvement can be taken based on this analysis.

### Review Literature

Even though e-learning is becoming more and more popular in education and is thought to have many benefits, the tools won't be as effective if people don't use them. Because of this, the effectiveness of e-learning tools is directly proportional to the degree to which students are willing to embrace and make use of the technology. Therefore, in order to improve the educational opportunities offered to students, practitioners and policymakers must get an awareness of the aspects that affect people's adoption of web-based learning systems (Tarhini et al., 2014a). Recent studies have revealed, however, that the deployment of e-learning is a process that takes into account a variety of aspects and is not only a technological answer. (Kim & Moore, 2005) These large factors have a significant impact on the creation and application of information technology.

Fischer et al. (2015) investigated the feasibility of using the proceedings of scientific conferences as a research tool to analyse emerging trends in e-learning. Fischer et al. 2015 made a significant impact on the way that higher education institutions make use of digital media. According to the findings of the study, a comprehensive examination of the frequency distribution over the course of the last seven years reveals how frequently scientists have discussed developments in e-learning. They were able to derive judgements about the possibilities of advances in terms of education or technology as a result of this. They found that learning management, m - learning, virtual communities, electronic portfolios, media platforms, & massively open online courses all have great development potential for e-learning in German higher education. Going back to what Halls (2000) mentioned about e-learning in its entirety, distance learning as organised engaging courses, as the acquisition of skills and knowledge at a distance using various technological methods, appears to be one of the disguises that e-possible learning wears. It was fascinating to Urdan et al. (2000) that e-learning was a component of remote learning, e-learning was a component of E-learning, and computer-based learning was a component of E-learning.

Trainers are expected to have at least a basic understanding of business and strategic planning due to the fact that e-learning is integrated with organisational, business, and human resource strategic goals and that it focuses on performance and enterprise. According to McGrea et al. (2000), businesses that are attempting to improve their operations are under rigorous scrutiny to see whether or not they are contributing significantly to the bottom line.

The next step for managers is to concentrate on education projects that have quantifiable and monetary outcomes. There has been a revival of measurement for all corporate staff operations, including human resources and training and development, throughout the course of the past few years. The remaining portions of this study will devote

more attention to discussing this topic (Hackett, 1997). Because chief executives are becoming increasingly concerned about how training affects "the bottom line" (Phillips, 1997), training is no longer viewed just as an expense associated with conducting business.

Leaders of an organisation want to know how training affects the effectiveness and competitiveness of the organisation. Holton (1995) says that the HRD but also training departments are under pressure to show how their interventions and programmes help the "bottom line" of the organisation. To figure out the value of training, experts in the field must show proof that the costs of designing, developing, as well as delivering a certain training programme will be worth it for the organisation. This value, on the other hand, comes from how e-learning began, which is the strategic planning process. So, for a value-added enterprise e-learning system to work, both trainers and managers need to know how to run a business and make plans for the future.

**Research Methodology**

This research is descriptive in nature & convenience sampling model is approached for data collection. Both primary as well as secondary data collection sources has been used. For review literature & theoretical framework, the secondary sources has been used from, websites, blogs, articles, papers & published research work. Similarly primary data collected from private institutions in Bangalore, Karnataka

On the basis of structured questionnaire of 120 respondents randomly selected from private institution where students who are looking for jobs were approached to fill the structured questionnaire. Although while verbal discussion with respondents, all were agreed that these days e-education plays a important role to get right employment & also to upgrade skills.

**Hypothesis of the study**

- H01: There is no positive relationship in between E-Education & Employment Opportunities.
- Ha1: There is a positive relationship in between E-Education & Employment Opportunities.
- H02: There is no positive association between E-education & development of confidence & digital skills.
- Ha2: There is positive association between E-education & development of confidence & digital skills.

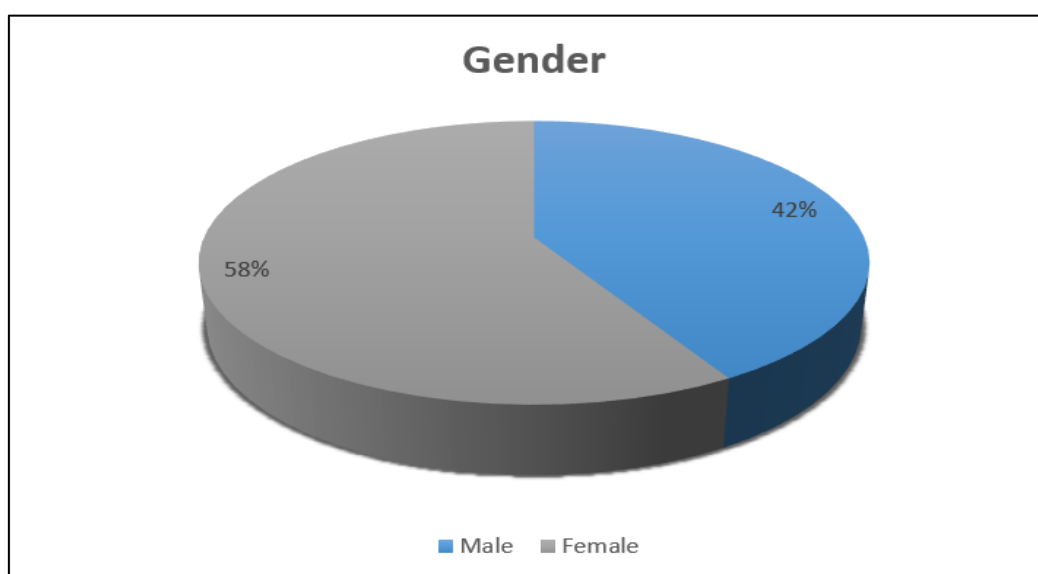
**Result and Discussion**

**Demographic Analysis**

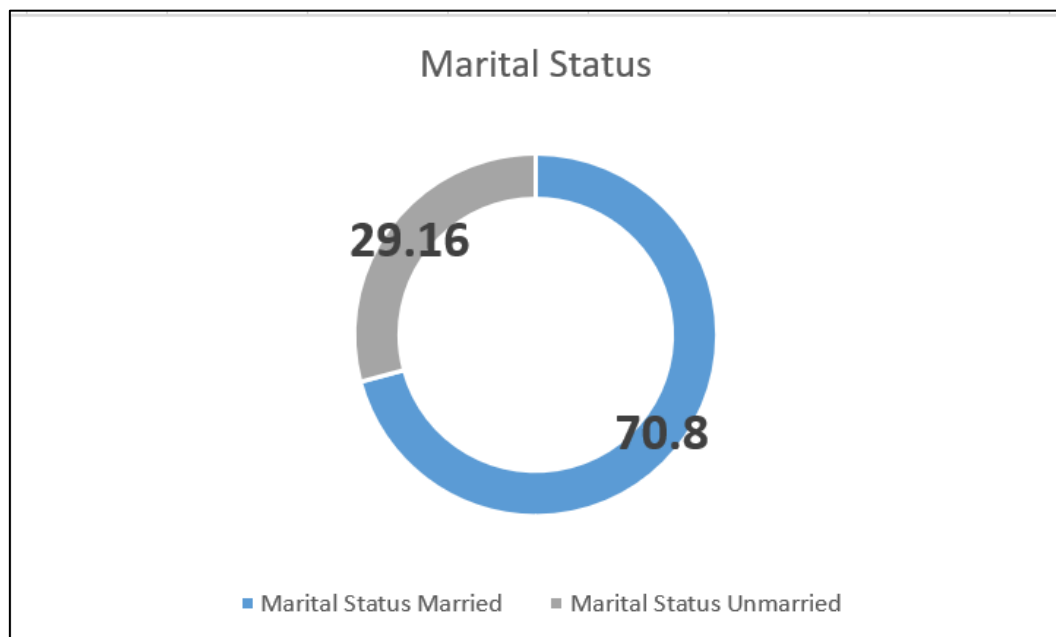
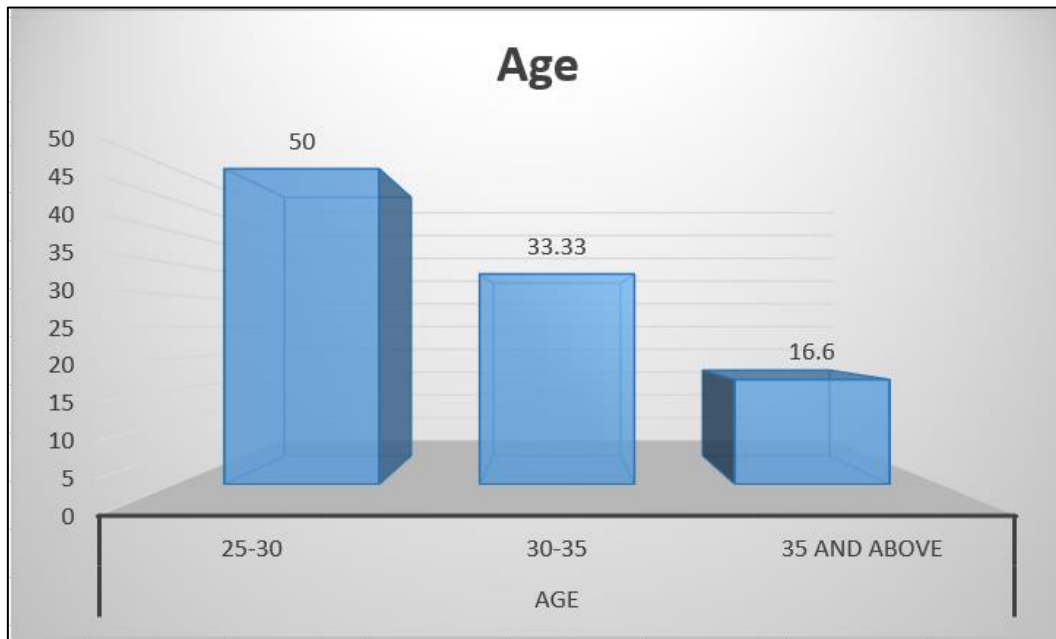
**Table 1: Demographic Analysis**

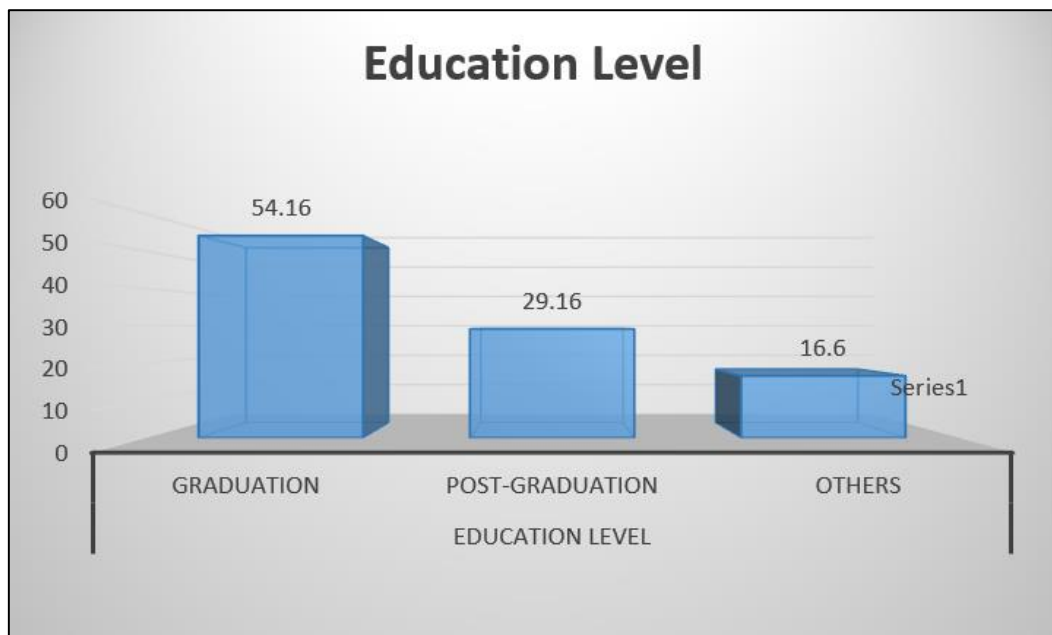
Demographic Analysis			
Gender		Frequency	Percent

	Male	50	41.7
	Female	70	58.3
Age	25-30	60	50
	30-35	40	33.33
	35 and above	20	16.6
Marital Status	Married	85	70.8
	Unmarried	35	29.16
Education Level	Graduation	65	54.16
	Post-Graduation	35	29.16
	Others	20	16.6







**Table 2: Descriptive Statistics**

Descriptive Statistics						
S.No	Statements	N	Minimum	Maximum	Mean	Std. Deviation
1	E-Education typically provides Practical & Hands-on Skills	120	1	5	3.16	.811
2	E-Courses Provide Varied Employment & Networking Opportunities	120	1	5	3.67	.782
3	E-Education supports Instant feedback and clarification of doubts	120	1	5	3.23	.821
4	Technical & Self-Learning Skills Developed which helps in searching right employment opportunity	120	1	5	3.89	.793
5	E-Education is Highly Regarded in the Job Market Worldwide	120	1	5	4.17	.738
6	E-Education Builds Confidence About Digital Learning	120	1	5	3.52	.827
	Valid N (listwise)	120				

Table 2 analysed the descriptive statistics & identified that the majority of respondents focused on E-Education is Highly Regarded in the Job Market Worldwide (Mean=4.17 and standard deviation=.738) followed by Technical & Self-Learning Skills Developed which helps in searching right employment opportunity (Mean=3.89 and standard deviation=.793). Respondents thereafter more concentrated about E-Courses Provide Varied Employment & Networking Opportunities (Mean=3.67 and standard deviation=.782) & E-Education Builds Confidence About Digital Learning (Mean=3.52 and standard deviation=.827). The least mean values are E-Education supports Instant feedback and clarification of doubts (Mean=3.23 and standard deviation=.821) & E-Education typically provides Practical & Hands-on Skills (Mean=3.16 and standard deviation=.811). Therefore, findings of the study stated that people are highly interested in E-education these days in terms of employment opportunities & developing additional skills.

**Table 3: One-Sample Test**

One-Sample Test						
	Test Value = 0					
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
E-Education typically provides Practical & Hands-on Skills	74.032	120	.000	3.122	4.11	4.17
E-Courses Provide Varied Employment & Networking Opportunities	88.135	120	.000	3.202	4.14	4.21
E-Education supports Instant feedback and clarification of doubts	81.421	120	.000	3.678	4.06	4.12
Technical & Self-Learning Skills Developed which helps in searching right employment opportunity	93.089	120	.001	3.110	4.02	4.09
E-Education is Highly Regarded in the Job	103.521	120	.001	3.152	4.10	4.18

Market Worldwide						
E-Education Builds Confidence About Digital Learning	101.005	120	.000	3.106	4.01	4.11

Above table 3 data analysed using the t-test & identified that the majority of respondents supports that E-Education is Highly Regarded in the Job Market Worldwide which are having t-value is (t=103.521) followed by E-Education Builds Confidence About Digital Learning (t=101.005). Moving ahead the respondents then more concentrated about Technical & Self-Learning Skills Developed which helps in searching right employment opportunity (t=93.089) & strongly considered that E-Courses Provide Varied Employment & Networking Opportunities (t=88.135) . The least t-values are (t=81.421) for the statement E-Education supports Instant feedback and clarification of doubts & (t=74.032) for the statement E-Education typically provides Practical & Hands-on Skills. Therefore, findings of the study stated that people are highly interested in E-education these days in terms of employment opportunities & developing additional skills.

#### Hypothesis Testing:

The findings of the t-test analysis indicates that majority of respondents preferred that education is helpful & beneficial to get employment & it also develops confidence & digital skills simultaneously. That's why the alternate hypothesis "There is a positive relationship in between E-Education & Employment Opportunities" & "There is a positive association between E-education & development of confidence & digital skills" accepted & null hypothesis rejected.

#### Future Research

More elaborated work is essential in this area to identify high opportunities and solutions of the many E-education platforms now available worldwide, as well as their hardcore potential to overcome the technological glitches that respondents in this research identified as speeding up their progress. The E-education helpful for the next generation professionals where they can be boosted their efficiency & knowledge by devoting more attention to the available possibilities of digital education, accessibility, and online quality. Hence, additional research is required to disseminate that how e-education is becoming more powerful these days in comparison of face-to-face classroom education. Implementing of virtual classrooms along-with physical classes will double the functions of education & become a necessary curriculum component & a quite useful pedagogical tool. This research also emphasized on employment association with E-education, which is a robust pedagogical framework, because only teaching theory in physical classroom is not alone helps in getting right opportunities, there must be some practical well awareness is required and it can be taken in account only through E-platform. By gaining knowledge of the contributions made by fields such as educational technology, computer science, and the social and behavioural sciences, educators can gain a deeper understanding of the challenges that are associated with

the promotion of meaningful interactions in online contexts. This can be of great benefit to those in the education profession.

## CONCLUSION

India has the third largest number of college students in the world, after China & U.S. Since independence, Indian Higher Educational sector has seen a huge rise in the number of Universities established, University-level institutions, and colleges. India's economy and schools are in bad shape because of the pandemic. The first thing the Central government did in the area of education was to shut down schools, colleges, and even universities. The government and colleges and universities quickly announced that they would be offering online classes. When we switch from traditional face-to-face teaching to teaching online, we run into technical problems that affect how well we teach and learn. Studies show that blended e-education courses should be made to encourage coherence between online and offline activities, classroom and practice-based activities, and students, teachers, and content. The role of the educator in creating a strong educator presence in virtual settings and in creating virtual education communities that foster positive relationships are two educator roles and relationships that have been shown to have a big effect on student learning in professional programmes that use blended or E-formats. Regarding the students, research shows that a variety of factors affect how they learn in online classes. The study emphasised the need of proper teaching and learning environments both offline and online, as well as the presence of vibrant learning communities that foster the students' interpersonal relationships.

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