SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107
An Autonomous Institution
Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit II – EHRM

Topic 4: Virtual Learning & Orientation

VIRTUAL LEARNING

MEANING:

◄ it is a method of training designed to enable learners to train without having to go to the training location and without the physical presence of a trainer.

◄ It is a term frequently used interchangeably with e-learning, online learning or web-based learning.

◄ Virtual learning comprises all forms of electronically supported learning and teaching,

E-LEARNING

◄ E-Learning is the use of network technology to design, deliver, select, administer and extend learning.

◄ E-Learning is content and instructional methods delivered on a computer and designed to build knowledge and skills related to individual or organizational goals.

FEATURES OF E-LEARNING

◄ Cost-Effectiveness

◄ Time Saving

◄ Rich Media Support

◄ Test Engine

◄ Accessibility

◄ User Friendly

OBJECTIVES

‹ To reduce learning costs

‹ To motivate employees

‹ To improve flexibility of course delivery

‹ To expand the capabilities of the business.

ADVANTAGES

◄ Flexibility, Accessibility, Convenience

◄ Cross-Platform

◄ Browser software and internet are widely available

◄ Inexpensive worldwide distribution

◄ Ease of updating information

◄ Travel costs and time savings

◄ Training efficiency is increasing significantly.

DISADVANTAGES OF E-LEARNING

◄ Bandwidth limitations

◄ Loss of Human Contact

◄ E-Learning programmes are too static

◄ E-learning systems take more time and more money to develop than expected

◄ Not all courses are delivered well by computer

◄ Quality of learning

◄ Resistance to change

◄ Confusion about technology

E- ORIENTATION

It is a process of acquainting the new employees with the existing culture and practices of the new organisation.

Online orientation resources include

◂Web pages with text, audio, video, photos, illustrations and stories

◂Self paced online learning using tutorials

◂Asynchronous communication tools – Email

◂Synchronous communication tools – Web Conference

OBJECTIVES OF E-ORIENTATION

◄ Formally welcoming employees

◄ Overcoming initial uneasiness and hesitation

◄ Exchanging information

◄ Assessing employees

◄ Acclimatizing employees

◄ Controlling HR cost

◄ Developing the team spirit

◄ Socialising employees

DESIGNING E-ORIENTATION PROGRAMME

◂ Conversational Tone

◂ Intuitive Navigation

◂ Avoid repeating intranet information

◂ Use everyday tools

◂ Consider language issues

◂ Divisional orientation sites

◂ Avoid page tuner design

BENEFITS OF E-ORIENTATION

◄ Better employee preparedness

◄ Better support to organisation

◄ Improved employee connection to the organisation

◄ Flexibility and convenience

◄ Provides consistent information

◄ Facilitates online problem-solving

◄ Reduced work load of trainers

RECAP

QUESTIONS???

THANK YOU