

Operative Perceptions of Effective Use of e-Learning to Refine Skill Set of Students of Higher Education.

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ABSTRACT: Improving students' employability skills using an online teaching mode is of primary importance for any higher educational Institute. To acquire all knowledge, concepts, and wise e-learning is essential and in-depth awareness of students' Skillset to attain the jobs. This paper focuses on an introductory note on e-learning, its impact on education, and its relevance in developing employability skills. Objectives of e-learning using digital content required for imparting skill sets to students are explained in detail. Some valuable information on research in this field is provided to understand the existing and future study scope in e-learning & acquiring skills through e-learning.

Keywords: E-learning, Employability skills, Digital platforms, ICT Tools, Research methodology

I. INTRODUCTION:

Enhancing student employability either by using regular offline classes or adopting an Online mode of teaching is a key priority for every higher education institution. With the extensive growth of digital technology and virtual learning centers offering online courses and certifications to students, E-Learning has gained a crucial role in the future as a classroom teaching device and a self-study plan for skill development. It is of great significance to identify prominent factors of e-learning for the development of job-specific skills. E-learning can be seen as an innovative approach to delivering educational services through electronic forms of information that enhance knowledge, skills, and other learners' outcomes (Fazlollahtabar & Muhammad Zadeh, 2012). Besides other factors, flexibility in E-learning is the most prominent factor for developing job-specific skills from the student's standpoint.

II. RAMIFICATION OF E-LEARNING:

The domain of e-learning, due to its flexible nature, gives the learner a chance to work while they study, thereby allowing them to gather

valuable professional work experience. This work experience is a privilege for them when they are aspiring for employment at a higher position. E-Learning and training systems can now base their content on someone's specific educational requirements, their present-day experience level, their preferred style of learning, and incorporate this information into each program. It has become accepted that "institutions must ensure that online students receive high-quality instruction, support services, and other fringe benefits enjoyed by traditional face-to-face students" (Chen et al., 2010, p. 1229). Higher education institutes are trying to fulfill this need through professional development opportunities for their faculty, focusing on various teaching and learning aspects in an e-learning environment.

This transports learning away from traditional, grade, or degree-oriented criteria to a more flexible, interactive learning approach. It also inspires a life-long focus on less time-absorbing learning and more cost-efficient than traditional educational programs. There should be an endeavor to find technology-enabled learning solutions, examination solutions, skills development, and assessment solutions for the professional and higher education sector. Efforts should explore technology and innovative solutions that transform the learning, assessment, and examination experience in the e-learning system. Creative English language skills, aptitude, soft skills, and IT skills in professional students are essential.

III. APPLICABILITY OF THE EMPLOYABILITY SKILLS DEVELOPMENT:

Ours is a technologically fast-developing nation. The need for professional experts like engineers & Managers is already understood and realized at large. Large scale skill development is an imminent imperative for any job aspiring candidates. In light of the proliferation of professional colleges, it is understood that the

product is at a high magnitude. At the same time, all are not getting jobs as per their qualification. A large segment of youth in the field of engineering is jobless.

Institutes have to provide all sorts of support and skill and personality development through effective e-learning programs to benefit the students. Professional Students must explore options and learn about a comprehensive range of resources, services, and particularly e-learning programs focusing on career exploration, decision-making, skill development, experiential learning, and job searching.

Aims of the Employability Skill Development for Professional Students are:

(a) Students have to go through different modules using innovative and versatile programs on Communication, Personality Development, and Proficiency in the English Language, which are prerequisites for improving confidence and their ability in employability.

(b) Individuals with career awareness & self-development should become acquainted with a wide range of occupational and educational opportunities and career decision-making skills. This also enables them to make job search strategies, long-range academic and career plans. Exploring ways and means to enhance professional students' employability skills through e-learning will have to be done.

Mileages to the Students from the Skill Development:

By gaining a deeper understanding of softcore skills, students will improve their decision-making skills and expand their leadership capacity, enabling them to take up challenging situations differently instead of giving up and finding a way around them.

Students develop Creative Self-Expression, Positive Social Interactions, and Meaningful Participation through today's pressure-oriented environment.

The problem of research lies in finding the pros & cons of imparting Employability skills by teachers on the one hand and acquisition of the same by professional students through e-learning on the other hand. The paucity of research concerns during a time when learning assistance is needed most, as more students enroll in online programs, but continue to struggle to a greater extent than their peers in face-to-face settings (Britto & Rush, 2013).

IV. AIMS AND OBJECTIVES:

A revolutionary change is happening in the field of education from classroom to online system. But as education shifts from the classroom and the lecture theatre to laptops, tablets, and smartphones, certain skills and qualities are disappearing – and potential employers highly value those qualities. Resourcefulness, self-awareness, concerted skills, and leadership traits are often the sacrifice of e-Learning. The best e-Learning specialist users and developers will need to establish these qualities back into the accessible, personalized, and engaging curriculum being delivered.

All employable skills which can be acquired through e-learning will have to be explored. The platforms & resources of e-learning will also have to be mentioned. Strategies of teaching those skills and techniques of learning such employable skills through e-learning will have to be examined.

V. CONTENT FOR ACQUIRING EMPLOYABILITY & SOFT SKILLS THROUGH E-LEARNING:

Professional Students need to acquire the following Employability skills, which can be acquired through e-learning:

Soft skills and Hard skills, Attitude for Personality Development, Body Language & Gestures, Analytical skills, Communication skills. Group Discussions & Debates, Interview skills and Resume Writing, Vocabulary Development, Oral presentations, Paragraph writing, Ability to withstand pressure and criticism, Ability to work in a team structure, adaptability and, self-management & time management skills

VI. EXPECTED OUTCOME OF ACQUIRING EMPLOYABILITY SKILLS BY PROFESSIONAL STUDENTS THROUGH E-LEARNING:

E-learning program will empower all professional students through improved skills, knowledge, and personality development to gain access to decent employment and ensure an individual's competitiveness in the global market. It is useful to identify the problems, formulate solutions, and adapt to change. The result is a personal and professional transformation.

Awareness of E-learning Platforms:

It is planned to make an in-depth study of various educational websites & blogs to find their usefulness and relevance for acquiring all

employability skills. All professional students need to be aware of educational platforms such as educational websites, blogs, and other resources to exploit them for developing all employability skills effectively.

Some of the Educational Websites as per the Internet's information are ALISON, COURSERA, The University of Reddit, UDACITY, MIT Open Courseware, Open Culture, Khan Academy, Zooniverse, TUFTS Open Courseware, VideoLectures.NET, TED, Shodor, Udemy 19, edX.org, iTunes U, Liberty Classroom, Drawspace, Code academy, Duke U, Scitable, Open Learn, Free Computer Books, and Academic Earth.

In addition to the above educational websites, some information can be provided regarding other relevant aspects such as Blogs & Websites, Free E-books, Newsletters, YouTube Videos, Podcasts, and Online Courses be used as tools in e-learning.

Effective Implementation of Concepts of E-learning to Acquire Employability Skills:

E-learning gained a big momentum in the field of education. The arrival of mobile technology in the information age has witnessed a radical effect on an individual's knowledge acquisition to sustain in the competitive scenario. The digital era professional is expected to develop **ICT (Information and Communication Technology) skills** to survive and succeed in their career. The aspect of acquiring knowledge with e-technology consists of ICT products such as teleconferencing, E-mails, audio, television lessons, radio broadcasts, interactive voice response system, online videos, etc. e-learning is the use of modern ICT and computers connected to the Internet to provide teaching and learning contents (Beqiri, Chase, & Bishka, 2010).

They should be inspired to learn, and for this, there is a necessity to create awareness and build comprehension of the relevance of the employability skills. It is essential to understand how a mentor can engage, impart knowledge, develop relevant skills, and make them ready for employment. E-learning helps educate many people, develops cognitive & critical thinking, and delivers a broad array of solutions, knowledge, and performance.

Sometimes students are not reacting well in a virtual environment. The issue of remoteness caused by E-learning has triggered off a moral debate amongst researchers. The E-learning plan's execution with digital technology is a costly affair due to the enormous investment to initiate. Another limitation in the online world is the uninterrupted

availability of internet connection. A considerable proportion of students who enrolled for various online courses have discontinued it, which confirms that the absence of the human factor in virtual learning is a key drawback for its final success.

An individual's employability depends upon his or her resources in terms of knowledge, skills, and attitudes, how these assets are used and arranged, presented to potential employers, and the context within which the individual works. E-learning can be employed in teaching, training, and learning strategies for all the employability skills in various ways. E-learning facilitates an individual to acquire knowledge and employability skills. Using E-learning as a platform for self-learning, individuals do not compete with others in personal qualities such as team spirit, cooperativeness, responsibilities, honesty, adaptability, and flexibility. These qualities will be improved when a person understands or gets training in the traditional method.

VII. ADOPTABLE RESEARCH METHODOLOGY:

A questionnaire consisting of relevant questions has been supplied to faculty and students to analyze all possible parameters through which teaching and learning are taking place regarding imparting and acquiring employable skills through e-learning. The usefulness of important methodology should be ascertained. A lack of research focused on how universities support e-learning efforts to improve online and blended teaching and learning. As evidence, Mohr and Shelton (2017) conducted a four-survey-round Delphi study of higher education leaders of online learning initiatives to determine the best online faculty professional development practices. Mohr and Shelton found professional development subjects should contain training in faculty roles, classroom plans, learning methods, and permissible issues.

VIII. PROSPECTS & POSSIBILITIES OF LEARNING SKILLSET THROUGH E-LEARNING:

E-Learning supports to fill the gap between conventional, twentieth-century education methods with the virtual learning realities of the present century. Mobile, e-Learning technologies are certainly the wave of the future in how and what we learn. It's also a vital sign of our growing dependence on this new era's interactive online mobility.

More comforts and certainly more complications would be generated in the field of e-learning. However, new strategies are expected to launch all professional students into a comfort zone for acquiring employability skills through e-learning. Hence there is a tremendous scope of research to look into learning employability skills through newly devised platforms of e-learning.

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