

Survey questions for effective learning



Who needs this Survey?

These survey questions are for companies and corporates using eLearning as part, or as a whole, of their corporate training strategy.



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Survey's roots



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Based on scientific researches, namely the research paper of *Kimiloglu et al (2017) Computers in Human Behavior*, we have selected these survey questions to evaluate perceptions toward the usage of eLearning in corporates training.

The question to be answered?



What are the advantages and disadvantages perceived by companies regarding utilizing eLearning for corporate training?

Advantages of eLearning

Combination of 4 factors

1 Employee Commitment and Motivation

- ▶ Permanence of the knowledge acquired through e-learning
- ▶ Increased employee interest and responsibility
- ▶ Employee morale and motivation
- ▶ Measurability of the benefits of training
- ▶ Interactivity and cooperation among employees
- ▶ Less stressful learning environment
- ▶ Gaining the identity of learning organization

2 Convenience and Accessibility

- ▶ Training employees in their own convenient environment
- ▶ Permanence of training material
- ▶ Training employees at their preferred tempo
- ▶ Training employees in their own convenient time
- ▶ Opportunity to enrich training material through audiovisual elements
- ▶ Training a large number of employees at the same time

3 Customization and Outsourcing

- ▶ Standardization for repeated training programs
- ▶ Opportunity to receive training from qualified professionals
- ▶ Customization of the training for different groups
- ▶ Opportunity to receive high-quality training in the absence of competent experts in the company

4 Cost Effectiveness

- ▶ Lower training costs
- ▶ No need to travel for training



Disadvantages of eLearning

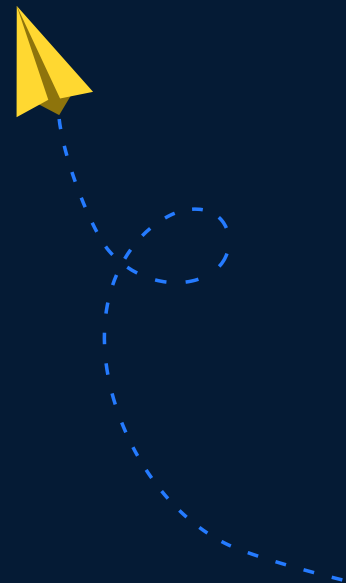
Combination of 2 factors

1 Personal Disadvantages

- ▶ Lack of motivation and concentration
- ▶ Lack of face-to-face communication
- ▶ Difficulty of conducting e-learning in a disciplined and efficient manner
- ▶ Negative attitude of employees
- ▶ High cost of e-learning tools
- ▶ Lack of awareness and acceptance of e-learning in the company

2 Organizational Disadvantages

- ▶ Lack of the necessary technology infrastructure
- ▶ Lack of a competent team to conduct and manage e-learning
- ▶ Difficulty to keep e-learning material proprietary
- ▶ Difficulty to find the right e-learning package for the company
- ▶ Lack of skilled employees to follow e-learning progress
- ▶ Lack of top management support



Measured with Likert scale

A five-point interval importance scale from “very unimportant” to “very important”

Very unimportant



Very important