Review Article

Advantages & Disadvantages of E-Education & E-Learning

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Abstract

Education can become transformative when teachers and students synthesize information across subjects and experiences, critically weigh significantly different perspectives, and incorporate various inquiries. Educators are able to construct such possibilities by fostering critical learning spaces, in which students are encouraged to increase their capacities of analysis, imagination, critical synthesis, creative expression, self-awareness, and intentionality. E-learning, one of the tools emerged from information technology, has been integrated in many universities education programs, shifting from traditional way of education to electronic environment.

Keywords: *Human Resource Management, Challenges, Digital Era*

Introduction

Organizations are now transforming HR functions to deliver better employee experiences that are human centered, leveraging the latest technologies to deliver personalized, compelling and engaging experience. Technology has significantly influenced the HR functions. (5)

It has led to new business models coming into existence, allowing technology platform companies to make a significant impact. The velocity of change has resulted in transformational role of HR and posed unique challenges for HR functions. HR is evolving from process centric functions to be more agile. Leaders today are moving from a "process" mindset to a more "Outcome" based mindset. In this digital era, an organization competitiveness will depends upon skills, competency and talent readiness of employees. In addition to this, digital age

brings along various challenging roles and ample opportunities.

Hr plays a pivotal role in digital transformation since it owns employee engagement and staff onboarding. The entire company culture of a fully digital company needs to work on customer center mentality that leads to agile and transparent process. HR professionals need to make sure that the change actually occurs throughout the company while employees are properly on boarded on the current mission and vision of the organization. (1)

1. Digitization and HR challenges

Digital Era poses various challenges for HR professionals which are often hard to address due to velocity of change and rapidly changing dimensions of targets and benchmarks. Introducing new technology should always aim at creating a work environment which focuses on personalization, motivations, recognition

and overall compelling environment. In short HR processes need to be human centric and individualized for every employee.

Welcoming new mindset by leading executives and support employees who need to shift to a wholly digital approach is a tall order and the road is paved with obstacles that need to be overcome.

Recruitment and Digital Era

Digital transformation requires digital competence and organizational excellence. HR has to work constantly to create heterogeneous skill sets that taps into different areas of expertise. Acquiring and retaining multi talented employees is extremely beneficial for innovation but also challenging for companies that need to attract and manage them. Companies have to use different channels to undertake digital recruitments. HR professionals need to look into cloud solutions and analytics to collect and evaluate data and information.

Personalizing the Employee Experience

Advent of big data and automation combined with the speed of digital transformation poses a challenge of personalization. (4)

HR deals with individuals and beyond categories and cohorts, every employee has different aspirations and expectations. The challenge included finding a balance between agile processes that involves automation and personalization.

Employees demand authentic and engaging experience that can be created with the help of modern platforms which results in cognitive solutions and design thinking processes targeted to enhance individual experience, increasing motivation and promoting leadership, ownership and self sufficiency. (2)

Adapting new skill sets

Competitiveness in digital age depends upon talent readiness of the employees. There are numerous emerging technologies that have potential opportunities for a sustainable growth. Individual departments will research on changing skill sets while HR needs to accommodate new frameworks to evaluate and incorporate new competence within the organization.

Measuring Success

Areas of competency and adapting new skills poses challenges for HR for introducing appropriate metrics which are connected to higher performance in conjunction with digital objectives of the company. (3)

Attainable goals must be connected to ROI and broken down into digestible KPI's that define success at different stages to the transformation. since data flows in from multiple systems, the real issues here is figuring out how to create a harmonic overview that consistently rely on comparable benchmarks.

As far as the trends for the industry in 2018 is concerned, HR must act as a catalyst to leverage and deploy technology to enhance the overall employee experience. HR professionals will also have to focus on reducing costs, increasing the quality and accuracy of HR services and provide talent insight for business impact by deploying analytical platforms to discover new workforce insights.

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