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"A Study on Distance Learning Intention of Working Executives in HCL"

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ABSTRACT

The modern younger generations no longer benefit from physical classroom instruction (Gen Y). The country's educational system heavily relies on the internet and distant learning, or "online education." It is evident that young learners can benefit much from online education. However, there are a lot of drawbacks to online learning as well. Online education has various drawbacks, including little opportunity for collaborative learning and more work and time required. This study explores the effects of online learning on students, particularly those in private higher education institutions, and how it may affect Malaysia's national education system. Surveys, interviews, and secondary data were used to gather information, which was then analyzed using SPSS. According to the studies, there are a number of grave problems with online learning and how it may have an indirect impact on the quality of the Malaysian educational system. There are a number of difficulties that need to be resolved in order to maintain the standard of education for upcoming generations. In order to maintain the standard of online education in private higher education institutions, the Ministry of Higher Education (MOHE) should also develop a standard policy, closely supervise the implementation of online education, analyze and review the method utilized in teaching, and improve.

1. Introduction of The Company

A leading worldwide technology corporation, HCL Technologies assists organizations in reimagining their operations for the digital era. Our company's technology products and services are based on four decades of innovation, a well-known management philosophy, a vibrant culture of creativity and risk-taking, and an unwavering commitment to our clients' needs. HCL is proud of its numerous initiatives in the areas of diversity, social responsibility, sustainability, and education. HCL provides comprehensive services across industry verticals to top businesses, including 250 of the Fortune 500 and 650 of the Global 2000, through its global network of R&D facilities and co-innovation laboratories, global delivery capabilities, and over 208,000+ "Ideapreneurs" in 52 countries.

Businesses in all sectors are currently at a turning moment. Technologies like analytics, cloud, IoT, and automation are essential for thriving in the digital age. HCL offers an integrated range of products and services through three business groups to give businesses the most value from these technologies to accomplish their business goals. These are products and platforms, engineering and R&D services, and IT and business services (ITBS) (P&P).

Digital Foundation, our modernized infrastructure stack built around hybrid cloud, software-defined networks, the digital workplace, and other components; Digital Business, a combination of our application services and consulting capabilities; and Digital Operations, a three-pronged setup for modernized and effective operations at the enterprise level. ITBS enables large, international corporations to transform their businesses.

In all facets of platform engineering and product development, ERS provides engineering services and solutions.

HCL's P&P division offers updated software products to clients worldwide in order to meet their technological and sector-specific needs.

These three business groups are supported by our all-encompassing Mode 1-2-3 approach, which enables businesses to easily navigate the digital era. It is the cornerstone of our "Digital Enterprise 4.0" strategy, which aims to provide holistic services to our clients in order to address their present-day technological needs while preparing them for the future.

The company clearly differentiates itself and has a distinct advantage in generating value for businesses in the digital and connected world thanks to its DNA of grassroots innovation, ingrained culture of co-innovation, and tradition of going above and beyond what is expected to create customer value.

1.1 Introduction of The Topic

Since ancient times, there has been distance education, often known as distance learning or e-learning. It is difficult to come up with a single definition of distant education, despite the fact that, as Keegan notes, "the notions around the educational endeavor are somewhat comparable." While some definitions even attempt to narrow it down to a single technology, according to long-distance teaching, others just characterize distance education as the recent expansion of the classroom into a distant location. Such definitions, meanwhile, are limiting and ignore the actual needs of those who use distant

learning. Distance education is better defined by Mugridge as "a form of education in which there is typically a separation between teacher and learner and one in which other means—the written and spoken word, the telephone, computer conferencing, or teleconferencing, for example—are used to bridge the physical gap," according to Mugridge.

Through the development of distant education programs, several educational institutions have developed answers to their growing educational needs. Using technology, educators and students who are geographically separated can decide on a student's educational route (e.g., audio, video, data, and written text). It is a type of education in which communication technology is used to connect students, teachers, and educational resources across geographical boundaries. A variety of students with various learning preferences are drawn to the use of video, audio, active learning, simulations, and technological innovations.

1. 2 Objectives of the Study

- To obtain a general understanding of the organization.
- To acquire and improve various managerial abilities.
- To assess the organization's performance.
- To learn more about the value of education in life.
- To learn about the future educational requirements for business.

1.3 Significance of the Study

- This study aids in the company's managerial decision-making process and enhances students' academic performance.
- This research also helps students become more professional.

2.0 Review Literature

Table 1
Comparison of online learning research themes from previous studies.

	1990–1999 (Berge &Mrozowski, 2001)	1993–2004 (Tallent-Runnels et al., 2006)	2000–2008 (Zawacki-Richter et al., 2009)
Most Number of Studies	Design issues Learner characteristics Strategies to increase interactivity and active learning	Course environment Learner outcomes	Interaction and communities of learning Instructional design Learner characteristics
Lowest Number of Studies	Cost-benefit tradeoffs Equity and accessibility Learner support	Learner Characteristics Institutional and administrative factors	Management and organization Research methods in DE and knowledge transfer, Globalization of education and cross-cultural aspects Innovation and change Costs and benefits

Table 2
Research themes in online learning.

	Research Theme	Description
	Learner	
1	Learner Characteristics	Focuses on understanding the learner characteristics and how online learning can be designed and delivered to meet their needs. Online learner characteristics can be broadly categorized into demographic characteristics, academic characteristics, cognitive characteristics, affective, self-regulation, and motivational characteristics.
2	Learner Outcomes	Learner outcomes are statements that specify what the learner will achieve at the end of the course or program. Examining learner outcomes such as success, retention, and dropouts are critical in online courses.
3	Engagement	Engaging the learner in the online course is vitally important as they are separated from the instructor and peers in the online setting. Engagement is examined through the lens of interaction, participation, community, collaboration, communication, involvement and presence.
	Course and Instructor	
4	Course or Program Design and Development	Course design and development is critical in online learning as

3.0 Research Methodology

Plan of study: - Any project job requires a professional and organized strategy. The data collection, project completion, and presentation should all be done with proper planning. Every single step should be so carefully thought out that it naturally leads to the next. This methodical technique combines planning and organization, with a focus on the independence of the individual processes. The following is the study's strategy:

Research purpose- The goal of the study was to determine how many working executives prefer online distance learning over a full-time employment, particularly if they are upskilling and intend to stay in their current industry.

Research objective

The main objective the research is:-

- The major goal of the study is to determine how many working executives prefer distance learning as a form of education during working hours.
- To determine whether or not the executives will benefit from online education.

Research design

The proper collection and processing of data is aided by research design. It facilitates additional activity.

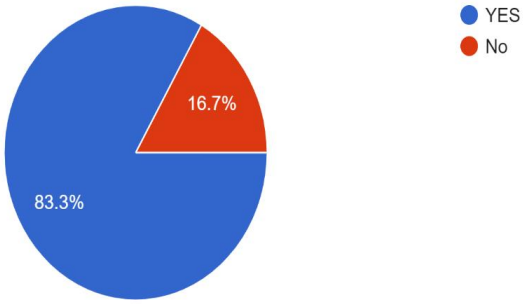
Research approaches

The most appropriate research is descriptive. This is because the goal of the study is clear research will help to understand to concept better.

4. Data Analysis and Interpretation

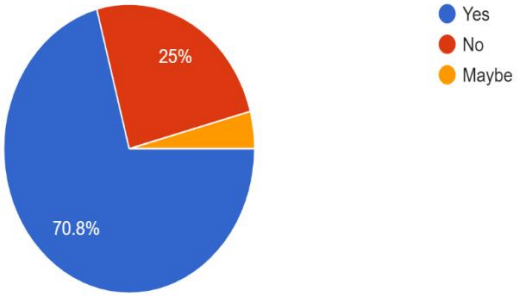
1. Is online distance mode of education is good or bad?

24 responses



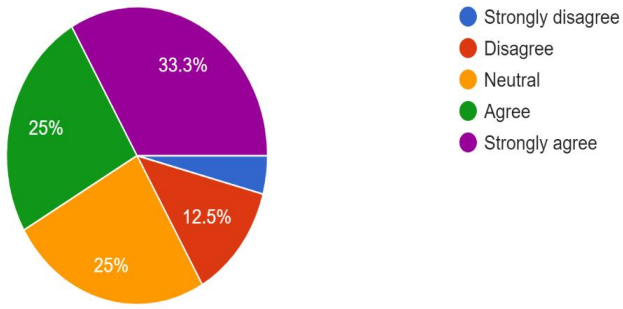
2. Are you facing slow internet problem while taking classes?

24 responses



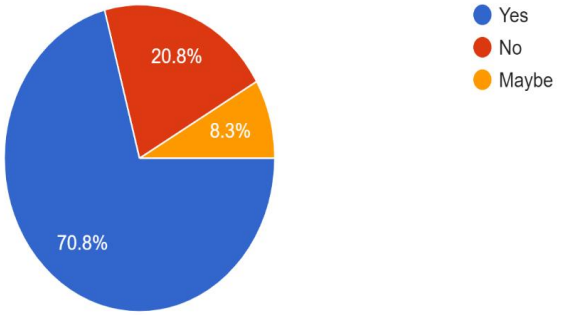
3. Online mode of education is best for working professionals?

24 responses



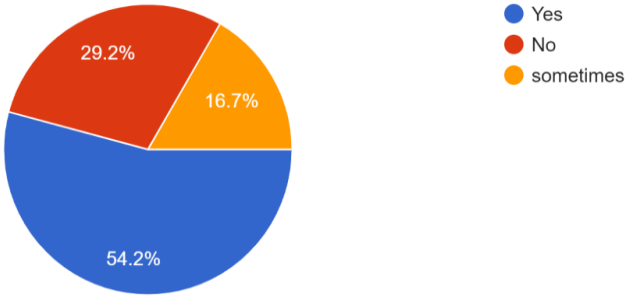
4. Are you Working professional?

24 responses



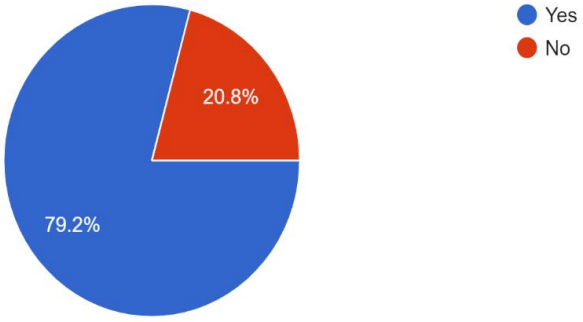
5. If you are working professional are you facing any problem in attending the online classes?

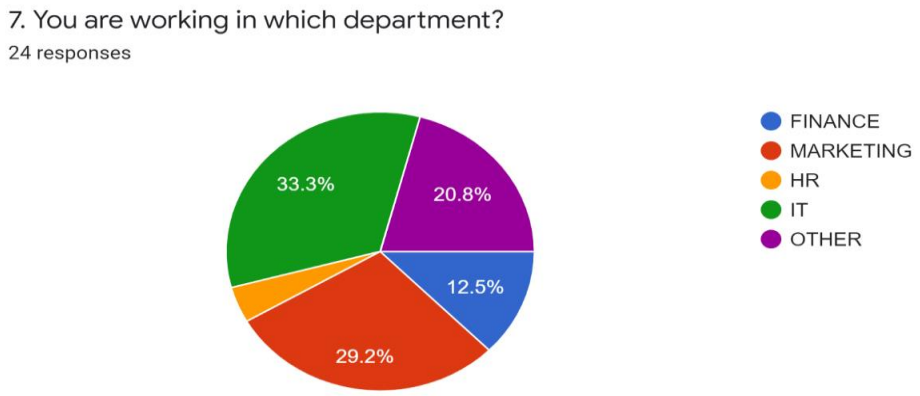
24 responses



6. You have a good internet connection?

24 responses





5. Findings

- Printed materials continue to be a crucial part of the majority of distant education courses.
- Two-way technology-based communication is now a crucial component in the delivery of distance learning.
- The most economical forms of communication include internet videoconferencing, internet chat, and email.
- Synchronous (real-time) communication possibilities should be included in every course.
- The introduction of affordable voice over internet protocol has led to the current resurgence of videoconferencing in distance education application (VOIP).
- Because of their many features and focus on the community, social networking sites are viewed as viable areas for future development.

5.1 Managerial Implications of the Study

According to this survey, the organizational leadership and planning at Creativemine have the most effects on employee engagement. The necessity for the organization to give employees with greater leadership and planning is one of the managerial implications of the results and conversation. The managers are key players in raising employee engagement, and they should be concerned about the wellbeing of their staff by giving them relevant feedback on their ideas and offering advice on how to advance their careers by taking advantage of possibilities offered by the company. In order for them to sustain this effort over the long term, the managers should evaluate their performance levels and offer incentives and bonuses to the higher performers.

5.2 Societal Implications of the Study

The scientific findings generated as a result of the research have often been used to analyze the societal impact of the research. The development of assessing the impact of research is made possible by the expansion of scholarly content in social media and the usage of altmetrics by researchers to monitor their own work.

The capacity or potential for research to have a noticeable or beneficial impact on society is referred to as the social implications of communication research. Communication study enables us to approach the world methodically, drawing conclusions based on facts and data. Study implications help us get beyond the speculative claims of daily communication to specific assertions about the value of research.

5.3 Conclusion

In conclusion, Distance learning is a great technology evaluation to our generation and has added a new level on higher education. It seems as cheaper than traditional class, and students are open to work over their flexible schedule. Distance learning provide a bright future to our education with its positive probability. Though almost all universities and college start to focus on online education, some people find difficulty in distance learning for its lack in guidance and technical support. However, it can be a great blessing to bring success to the whole society with some proper development.

5.4 Future scope of the study

- Online education provides creative ways to collaborate.
- Online education enhances time management abilities.
- More learning can be done online.
- Digital textbooks are being used in online education to speed up research and study.

Gamification can be used in online learning to maximize learning.

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