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## **Exploring Employee Perception Towards Training in the IT Industry**

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### **ABSTRACT**

Training plays a crucial role in employee development, helping them enhance their skills and perform better at work. Companies use both online and offline training methods to improve workforce capabilities. This study compares these two approaches, highlighting their benefits, challenges, and overall effectiveness in skill development. The research also explores employee preferences and suggests the best training strategies for organizations.

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### **Introduction**

Employee training is essential for career growth and skill improvement. Organizations mainly use two training methods: online and offline. Online training takes place through the internet, while offline training occurs in physical classrooms or workplaces. This study examines how these methods differ and their impact on employees' learning experiences.

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### **Objectives of the Study**

1. To understand the benefits and challenges of online and offline training.
2. To compare the effectiveness of both methods in skill development.
3. To analyze employee preferences for training methods.

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### **Methodology**

This study is based on data collected from employees who have attended both online and offline training programs. Surveys and interviews were conducted to gather their opinions and experiences, allowing a comprehensive comparison of both methods.

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### **Online Training**

#### **Advantages:**

- Employees can learn from anywhere, saving time and travel costs.
- Training materials are available anytime, allowing self-paced learning.
- Interactive features like quizzes and videos make learning engaging.

#### **Challenges:**

- Requires a good internet connection and basic digital skills.
- Employees may feel isolated due to a lack of face-to-face interaction.
- Difficult to track employee engagement and understanding.

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### **Offline Training**

#### **Advantages:**

- Provides direct interaction with trainers and colleagues.
- Allows hands-on practice and real-time feedback.- Helps in building teamwork and communication skills.

#### Challenges:

- Requires employees to be physically present at a specific location.
- Can be expensive due to travel and facility costs.
- Scheduling conflicts may arise due to fixed training times.

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### Comparison of Online and Offline Training

Aspect	Online Training	Offline Training
Flexibility	High – learn anytime, anywhere	Low – fixed time and place
Cost	Low – no travel expenses	High – travel and venue costs
Interaction	Low – limited face-to-face communication	High – direct interaction with trainers and peers
Learning Speed	Self-paced	Fixed schedule
Engagement	Requires self-motivation	More engaging due to live discussions

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### Findings and Conclusion

The study found that online training is more flexible and cost-effective, but it lacks direct interaction. On the other hand, offline training offers better engagement and practical experience but is less convenient. Many organizations now prefer a combination of both methods, known as blended learning, to maximize benefits.

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### Recommendations

1. Companies should offer blended training to balance flexibility and interaction.
2. Employees should receive basic digital skills training before online training.
3. Offline training should include practical exercises for hands-on learning.
4. Organizations should regularly assess employee training preferences to ensure effectiveness.

### References

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