



“ONLINE EDUCATION-A BOON FOR WORKLIFE BALANCE”

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ABSTRACT

In today's contemporary world scenario, our professional life one must need to gain more education and knowledge to do a particular given task. A particular degree is very much necessary for higher level job posts. A certificate is required to get a task to perform and also to upgrade our knowledge, skills, in order to continue our journey in professional life. If we are a working employee for a full time, then really it's a great wonder that how we are going to manage the "Time" in travelling and sincerely attend the classes effectively. Especially if we are working late night or having our personal family commitment. In today's challenging life one must keep on updating their knowledge, skills through the help of some certification courses. Because without the certification courses one cannot able to go for reputed top positions by doing the challenging task in the world.

As today there is a drastic development in the field of information and technology which surprise all personal and professional activities. Today's knowledge and skills for doing a particular task or a job has very less life span because of the improvement in the science and technology. In present context everything was becoming outdated very easily in a very short span of time. So to survive in the present competitive world one must keep on upgrading their skills and knowledge throughout their life.

Keywords: online education, work life balance, challenging days, science and technology.

1. INTRODUCTION:

Performing of a full time job with our personal and professional desires, really our life will be into a challenging position. Present conditions like COVID-19, working full time in tier 1 cities made most of us to opt for online. Today's online education or training programmes either for students or for employees of organizations are

designed in such a way that, they must feel comfort in reaching their goals easily. Present online training or educations are customized in a way that the path of the candidate must be clear and fill confident in reaching their destiny with more speed and accuracy. Current online training/education programmes have made the listeners understand and complete their courses with the mixture of audio, video, live interactions etc.

2. OBJECTIVES:

- a) To understand the meaning of online education.
- b) To analyze the factors responsible for the increase in online education.
- c) To know why online education is becoming popular.
- d) To evaluate the present scenario of online education.

3. RESEARCH METHODOLOGY:

The study aims at analyzing today's working employees working condition and competitive world. This research focuses on how online education benefits the working employees in balancing their both personal life and professional life. Data collected from secondary sources like websites of online education institutions and corporate company's employees.

4. Meaning of ONLINE EDUCATION:

Online learning means one who learns from remotely. It is also be called as distance education, E-learning, internet learning, digital learning etc. It helps the learner not to attend the class physically but mentally it prepares in accessing to the programme being from where ever place, from which ever place he is interested through the help of internet.

5. Factors responsible for the increase in ONLINE EDUCATION:

- a) Online education was very poor or low in earlier days.
- b) Started learning from different places and trainers.
- c) Development in science and technology
- d) Advancement in cell phones.
- e) Contents can be easily accessible.
- f) Available at anytime and anywhere.
- g) More expert and knowledge trainers.
- h) Programmes designed in customized way.
- i) Recognition to online education.
- j) Quality in online service education.
- k) More advertisements of E-learning programme.

- l) Covid-19 pandemic conditions.
- m) Changes in government rules in education sector.

6. Reasons for popular of ONLINE EDUCATION:

- a) **Online courses can be easily measured:** when an organization having more than 50-100 employees' workers, then the online learning education/programme makes it more easy and effective in learning. Training and development for teams to educate their employee for taking of new challenges and work effectively in the work places. Along with this, in offline learning or teaching the employees physically will be more time consumption and expensive. From a research study it shows that 40 to 60% less employee's time will be consumed by online education than the offline education.
- b) **Employee loyalty will be increasing:** When the employees will be given with an accredited online education, they feel that it helps them increasing personal life and professional life and starts thinking feeling of loyalty to the company. They feel that the organization have provided valuable knowledge which their competitiveness will get increases. Around 18% boosting can be found in employee engagement by the online education.
- c) **Flexibility through online learning:** It makes employees to feel accessible to any part of the world for enhancing their knowledge for any courses, for any place and any number of times. Online education helps employees to look after personal work and professional work in a simultaneous time increasing their skills and knowledge.
- d) **Safe learning places through online education:** Everyone wants to enhance their skills and knowledge and want to be competitive in today's world. But for this there are so many problems especially with going and attending to the classes where it is held. Conditions like women it still be problem to going and attending he programmes far away from their workplace and coming late night to their houses. Conditions like covid-19 pandemic conditions which made human beings not be crowded and not to travel and need to maintain distance. In the above causes we can see it is safe. IBM study found online education enhances 5times more material in a short period of time.
- e) **Improve remembering nature:** Usually in the natural learning a employee can remember around 75% of the programme. But with the online education the employees can visit the websites repeatedly until they became perfect with less cost, minimum time spending etc. Along with this research institute of America said up to 25% to 60% online education boosted the retention rates in the organization.
- f) **Easy feedback:** Today in online education, some of the programmes gives the immediate feedback to the employees those who attends the programme. It helps the employees in conducting some small tests

or continuous respond of employees to the screen shows how much % that candidate attended classes. What important portion that he missed. All this can be give through feedback immediately.

- g) **Reduces harmful impact on the environment:** By using of offline education it found that employees spend more on the travelling, attending the classes. With this travelling emission can be prevented and usage of electricity and other sort of expenses. According to Britain Open University study states that online education comes less than 90%of energy as compare with offline education. Thus online education is good compare with offline education.
- h) **Helps in tackling Business needs:** In some organizations some employees will be very good at selling but they might not be having a proper knowledge. In this type of employees, the employees can gain that required knowledge and can get useful tricks to overcome the problems in the organizations. According to Deloittee, organizations realize the value for personalized learning design approach.
- i) **Available in wide range formats:** The more advantage is that the online education, now a day's available to the employees in different languages they like, different time duration like short videos and long videos, videos or power point presentation, through stories and animated etc which helps employees to increase their productivity and became competitive in the world.
- j) **Save costs and increases productivity:** Some of the online education programme providing education through paperless which in turn saves trees which uses for manufacturing of papers etc and through instant learning they can inculcate any knowledge anywhere. According to IBM study every dollar invested in online education leads to 30 dollars increase in productivity. Along with this 22% faster in production and productivity have found.

7. Present Scenario/status of online learning (facts):

- a) In 2021 the e-learning market size was around 210.1 billion and it is to be 848.12 billion in 2030.
- b) In 2021 remote learners around 17.3 million in US with coursera and in India it was 13.6million learners.

- c) Online learning education revenue market may reach around 4.73 billion dollars in 2023.
- d) India ranks 2nd in online education with 9.8 million learners. US ranks top with 14 million learners.
- e) As of 2020, online learning grew by 38 billion dollars from 2017 to 2022 and 6 billion dollars upward trajectory found.
- f) Online courses and MOOC Courses

Course Name	Learners	Course
Coursera	45 million	3800
Edx	24 million	2640
Future learn	10 million	800
Swayam	10 million	1000

Conclusion:

Online programmes emerged as a new tool for learners with great easily available anytime, anywhere, any number of times with different modes, method, varieties feasible for learners in their level. In this context online education and training programmes made a great mile stones in achievement in balancing of life with their personal and professional life.

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