
GOOD-TO-HAVE APPROACH TO A MUST-HAVE APPROACH OF MOBILE LEARNING

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Abstract

The use of mobile phones attracts considerable interest in both the areas of professional teaching and work-based training. Mobile learning is now a key approach to delivering online training. The article traces the evolution of M-Learning to the present day. It discusses the advantages and challenges of M-learning, the importance of mobile learning, and especially how Mobile Apps tune-up to the accomplishment of the needs of the learners as well as learning and development. Also, discourses on Mobile learning for employee training that changes the outlooks of learners on how they want to learn aligns well with the needs of the changing workforce expectations (which includes the Millennials). In short, the Mobile learning for employee training has become completely responsive or a mobile-first approach that features the journey from a Good-to-have approach to a Must-have approach of M-Learning.

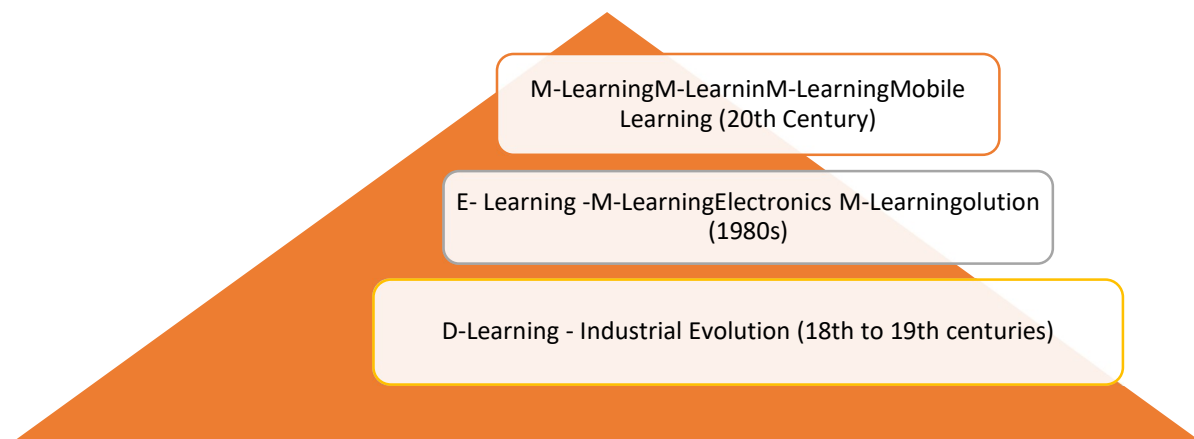
Introduction

Mobile learning is fast becoming a typical factor for online training. It has matured over the past few years and has seen a stable increase in its approval by L&D teams worldwide. With its inherent strengths of anytime, anywhere admittance to learners, it is no wonder that it is now seen as the future of learning. It is "multi-device" learning that is available to the learners on the device of their choice, which includes smartphones, tablets, etc. They also have the elasticity to access the same learning on desktops or laptops. As a vastly learner-centric approach, it can be used to offer both official and Performance Support Training. It can also influence high-leverage immersive methodologies like gamification, videos, interactive videos, and mobile apps for learning to multiply its effect.

Evolution of M-Learning

Alan Kay is the one who gave the idea of m-learning in the year 1970. He entered the Palo Alto Research Centre of Xerox Corporation and set up a team to create "Dynabook," mobile and

personal computer hands. It was targeted at allowing kids to access the digital world. This project ultimately failed because of the absence of technological assistance at that moment. Mitsubishi Electric Corporation developed the first smartphone, IBM Simon, in 1994. It was described as a handheld private communicator. It was from then on, that the so-called "smartphones" were designed by technology firms. The creation of the smartphone provided the platform for mobile learning, and the current of mobile device innovation pushed mobile learning to project and research status.



Benefits of M-Learning?

With mobile phones becoming more omnipresent, it is no wonder they are today's most preferred way of consuming content. Eighty percent of the world's population (6.4 billion people) are smartphone users, according to Ericsson's prediction. Given this trend, mobile phones will also be used widely for practice in the future as a natural development. Organizations are lapping up the main advantages and opportunities of mobile learning:

1. Tractability

At the topmost of the benefits, is the tractability m-Learning offers. This includes:

- Excellence and flexibility of device to access learning “anytime-anywhere”.
- Elasticity of learning with other formats like videos, podcasts, etc.

2. Higher retention and better completion rate

The approach to bite-size or microlearning makes it easier for learners to better initiate, complete, and retain learning.

3. Combined learning

It is a great way to engage peers in sharing learning experiences and being part of specific practice communities.

4. Greater engagement.

The experiences are more immersive, and statistics show that more learners complete m Learning courses than traditional eLearning courses.

5. **Multi-device provision.**

On various devices ranging from PCs, laptops, tablets, and smartphones, the same course is available.

6. **Performance maintenance.**

M Learning is becoming the preferred strategy for providing performance maintenance and support as mobile devices are an inherent component of learners' workflow. While at the job, this promotes simple access to data and improves the likelihood of use and recovery.

7. **Learning track.**

Mobile devices can also update learners on their "learning path" to make "teaching as a continuum" easier. With more individuals based on telephone-based organizers, it saves time for learners to integrate connections in organizers to start/resume classes.

Thus, the mobile learning approach offers numerous benefits to learners and L&D teams by aligning the method learners want to learn, empowering them by providing them control over the pace they want to learn, and offering a higher engagement Quotient.

Challenges of Mobile Learning

Despite the many advantages that mobile learning can bring, some challenges are also faced by companies. This type of training can provide a competitive edge, only if we overcome these challenges. One of the m-learning challenges companies struggle with most is making training realistic and relevant to the real-world application. Because, when learners don't understand how the content relates to their job or their performance, they're unlikely to practice their new skills in the workplace.

1. Risks to Data Security

Every company is on high alert with hacking and phishing becoming popular with mischievous tech geeks. Unfortunately, mobile phones can be tricky to secure as personal devices. And this puts the information of business in danger. As more and more companies rely on BYOD strategies, their exposure to safety threats is increased by mobile links. The danger of future breaches of corporate networks imposes mobile learning on many company owners.

2. Content Issues

For mobile learning, training materials produced for the classroom rarely work well. File sizes and formats that are readily managed by pcs and laptops often lead to mobile device efficiency issues. The task of mobile content creation and adaptation can delay or interrupt mobile learning programs. Maintaining various instruction formats may involve various versions of content, creating confusion for all concerned. In addition, mobile-specific content development will involve a financial investment which is the next challenge on the list.

3. Budget Restraints

As mentioned above it is essential to invest in developing teaching materials appropriate for mobile devices to achieve a good mobile learning approach. Every business may not have enough cash to buy the funds required to migrate outdated training programs. Furthermore, incorporating mobile training into the present business model can lead to unforeseen expenses and a loss of productivity. Despite the price, mobile learning can enhance employee retention and commitment, leading to significant returns on investment by the company.

4. Measuring Learners' Progress

Evaluation, a comparatively fresh approach, is one of the most prevalent mobile training problems businesses face today. Few official measuring systems can be used as a benchmark for evaluating mobile training. But as businesses continue to embrace mobile phones as training instruments, it is bound to come up with the creation of metrics and analytical instruments required to monitor mobile learning programs' achievements.

5. Small Screens

Content intended for bigger screen spaces, such as laptops and desktops, often does not fit well with mobile phones. The content becomes shrunk, squished, and hard to communicate with, often pushing learners to turn away entirely from it. Screwing up eyes to read a set of notes on a 5-inch screen is a most unpleasant experience.

6. Battery Life Restricting Learning Time

Battery life is one of the mobile learning's most ignored but ever-present constraints. How fancy the phone (yes, even iPhone X) doesn't matter-it's going to die, likely in less than 24 hours. So, unless staff who carry a charger or take a completely loaded phone to the job every day can utilize mobile teaching.

7. Disengaged Employees

Disengaged staff is one of the main problems facing L&D teams. This challenge persists, despite the training being well intended and in line with the indications recorded during TNA. Consequently, the anticipated benefits often do not occur.

One of the measures to address this challenge is adopting teaching policies to empower learners. This is where learning mobile apps fit in. They resonate with learners very well, and thus the L&D teams see staff being more involved with the training.

Mobile Apps for Training Employees

Apps took over our universe; We're "app-ing" our way to most of the stuff we're doing today – hiring a cabin, booking a film ticket, purchasing food, etc. Mobile apps for staff training are expected as the hottest mobile learning trend, offering a high level of commitment and showing better completion rates (as opposed to traditional eLearning methods).

Mobile learning applications are an extremely learner-centered format that empowers learners by providing them control over how they want to learn. Given their capacity to deliver personalized teaching that can be done on the go and even when staff is offline, mobile applications are a preferred format for students and companies to deliver instruction.

Mobile Apps for Learning Line up To What the Learners Want

- In view of the daily distraction problems and the need for multitasking, learners have restricted training time. As a result, they want training in their control; it should be available on the go and preferably customized.
- The teaching format should resonate immersive with the students. It should match the styles and preferences of their teaching.
- In addition, the training delivery should be synchronized with their lifestyle so that they do not need to carve distinct training time slots. Instead, within their day, they can use the accessible slots to learn / practice / explore.

Mobile Apps for Learning Line up To What the L&D Teams Want

Mobile staff training applications align with what L&D teams want to see equally well how they are helping them:

1. Compensate the challenge of disengaged employees.
2. Offer high effectiveness, mainly on application and behavioural change.
3. Counterbalance the Forgetting Curve.

Furthermore, mobile apps can be used across diverse training needs including:

- Formal training
- Instant just-in-time job supports
- Reinforcements
- Practice
- On-going connect

Mobile Apps Not Just to Train but to Empower

Increased implementation of mobile learning leads to greater use of mobile apps for staff training. Mobile apps for employee training are indeed the future of training. Here is a list of how mobile apps can be used to train staff, not only to train but also to empower staff:

1. **Empowers Learners**
This strategy provides them a feeling of control and fosters self-directed learning as well by which they get empowered.
2. **Reachable**
Instead of logging in to the LMS and choosing what they need, learners now can always access data. This can be eaten when they need it or when they choose it.
3. **Elastic**

In addition to the elasticity of any moment anywhere, mobile apps also allow learners to know when to "want" rather than when to be "instructed".

4. Attractive And Aligned to Learners' Preferences

The mobile app format is attractive and aligned with the wide-ranging use of smartphones according to the learners' preferences.

5. Demands To the Multi-Generational Workforce

Mobile apps for learning demand to not just millennia but also to the multi-generational workforce.

6. As A Continuum

Through notifications, learners can stay up to date with recent updates. For both learners and L&D teams, this just-in-time strategy operates well.

7. Immediate, Just-In-Time Support

As just-in-time teaching aids or instant work aids, mobile apps have become the best way to train. This again empowers learners to discover a checklist / ready-to-check or use the tips to fix an issue rapidly

8. Response And Performance Gain

The real-time response or feedback keeps learners united to the requisite learning path and helps them practice and perform better.

Mobile Learning and Employee Training

The use of mobile teaching started almost a decade ago, complementing or supporting traditional eLearning. Mobile learning is slowly moving from mobile-friendly to mobile-first for staff training. Mobile learning for employee training is undergoing a significant shift with the maturing of authoring tools to create engaging and immersive learning experiences optimized for content consumption on mobile devices.

For employee training, mobile learning is used to address varied needs It is used to address the needs of corporate training including:

1. Induction and onboarding.
2. Soft skills training.
3. Professional skills training.
4. Product training
5. Sales training
6. Leadership training
7. Compliance training.

8. Application simulations training.

As the number of consumers of smartphones increases with each passing day, in organisations of all sizes, the mobile learning solution and its experience have moved from a method to a crucial component. Small and medium-sized enterprises also need a feasible solution to provide their staff with an outstanding mobile learning experience.

Conclusion

Mobile learning is a hot new item that will continue to gain popularity based on convenience. The fact is that convenience is everything in today's busy society and will continue to be for generations to come. This is a great way to help people learn better. Mobile learning gives everyone access to corporate training, regardless of moment or place. It enables staff to finish training while traveling, even if they are not connected to the internet. Furthermore, at greater prices, mobile learners are more committed and complete their training courses. Mobile learning promises to increase the effectiveness of corporate training programs, despite its associated challenges. Mobile learning opens so many doors to new technology and will continue to get more complex as the years go on.

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