

Technology and learning

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“... the role of instructor is optional, but the role of learner is essential.” - Bernard Bull



There are various options available when it comes to training employees, including physical workshops, open distance learning (correspondence learning), and online learning/workshops. All of these options have their own merits and faults, but one of the most prominent differences is the presence/need of an instructor or educational assistant for the purposes of training or education. This article is a short analysis of the differences between training options and how they can affect a company or business.

The cost of implementing “physical” training courses is bloated by the need of an instructor, whether the instructor is hired externally or whether a senior member of the company is the one conducting the training. In the case of the former, the cost arises out of paying for an instructor’s time, while in the case of the latter, the cost arises out of removing a prominent (and sometimes essential) member of the company from their day-to-day job to conduct training. The utilisation of a “physical”, instructor-led training programme has another big disadvantage in the sense that employees are also separated from their jobs to attend seminars, which can be quite costly for any company. Correspondence learning also requires at least partial support from an instructor (or someone in a similar role), as employees will be required to submit assignments, be invigilated during exams, and must correspond with tutors and lecturers when they struggle with work.



The necessity of an instructor is highly debatable, however. Companies are increasingly migrating to online learning as a medium for further training of employees, and this is not just because it is cheaper. Online learning eliminates the need of an instructor, unless employees need to be trained to use certain software or applications. The necessity of disrupting the work of employees is also mitigated through online learning. [eStudy](#) is an excellent example of an online training solution that companies can trust to provide training to employees without disrupting workflow. eStudy also features a highly user-friendly interface, which minimises the need for training in the use of the software. Employees can access eStudy anywhere; they don’t even have to sit at a computer to access course material, they can just access eStudy on their smartphones or tablets.

Instructors are indeed optional, but the fact of the matter is that there will always be learners. Learning does not have to come at the cost of reduced productivity or disrupted work, however. [eStudy](#)’s online training solutions are easy to implement in businesses and can be integrated into more “traditional” seminar-based training (if a company so desires), ensuring that business can continue as normal without being disrupted.

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