PART - 1: BASIC ELEMENTS OF INSTRUCTIONAL DESIGN
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TOPIC - 6: WHEN WILL ELEARNING WORK?

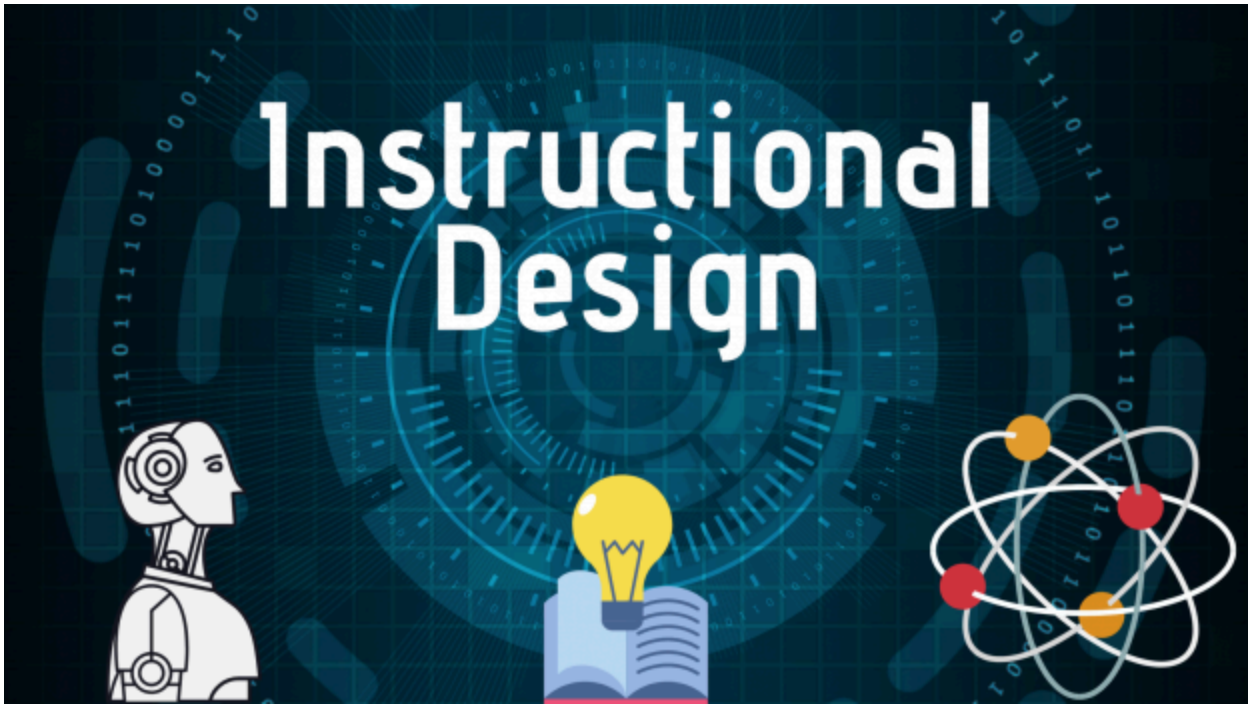
INSTRUCTIONAL DESIGN FOR ELEARNING

At the end of this chapter, you should be able to

- **Define** instructional system design(ISD)
- **Describe** Elearning
- **List** different types of eLearning
- **Differentiate** between CBT, WBT, and ILT
- **Define** blended learning
- **List** the advantages and disadvantages of Elearning

CHAPTER - 1: INSTRUCTIONAL DESIGN FOR ELEARNING

TOPIC - 1: INSTRUCTIONAL SYSTEM DESIGN



- Instructional Systems Design, also known as ISD, is a systematic approach to creating effective courses.
- ISD is both a science and an art—a science because it is based on learning theories, and art because of the creativity involved in the design process.



Dr. David Merill - Renowned researcher and missionary

- According to a renowned researcher and missionary, M. David Merrill:
  - **Instructional design** is the process of creating learning experiences that make the **acquisition of skill more appealing, effective, and efficient**.
  - Instructional designers are interested in knowing **how people learn and retain information.**
  - **Skilled instructional designers focus** on creating learning solutions that bring value to the organization by managing a project's time and cost.

Curriculum design Vs Instructional design

CURRICULUM DESIGN	INSTRUCTIONAL DESIGN
Practiced at Academic	Practiced at Workplace
Concentrates on ‘Why’	Concentrates on ‘How’

TOPIC - 2: E-LEARNING



- **E-learning** is a form of learning conducted via
  - Internet
  - Intranet
  - CD-ROM

- **Successful eLearning courses** are:
    - **I**nteractive
    - **D**ynamic
    - **E**nergetic
    - **A**ppealing to learners:
        - Auditory
        - Visual
        - Tactile senses
- E-Learning can be **synchronous or asynchronous.**

Synchronous eLearning



- **Synchronous** eLearning is done in real-time with a live instructor

- In synchronous e-learning, learners can take courses from **anywhere in the world** as long as they have **internet access**
- Some of the **tools assigned** with synchronous learning are
    - Instant messaging
    - Application sharing
    - Polling

Asynchronous eLearning



- Synchronous e-learning is recorded and made available to the learners who are unable to attend synchronous training sessions is referred to as **Asynchronous eLearning**
- Asynchronous eLearning is **self-paced**
- It allows learners to go through courses as quickly or as slowly as they desire at their convenience
- Some of the **tools assigned** with asynchronous learning are:
    - Forums

    - Blogs
    - Webcasts

- So, when you as an ID, need to decide on the delivery method for your course you need to consider the:
    - Learners
    - Content
    - Purpose of the course
    - Available budget

TOPIC - 3: COMPUTER-BASED TRAINING Vs WEB-BASED TRAINING Vs INSTRUCTOR-LED TRAINING

- **Computer-Based Training (CBT)** and **Web-Based Training (WBT)** are among the most popular eLearning delivery methods.
- **Computer-Based Training (CBT)** :



- Form of education in which learners take training courses on the computer.
- CBT courses are typically packaged into a CD or DVD format and are intended for **asynchronous delivery**.

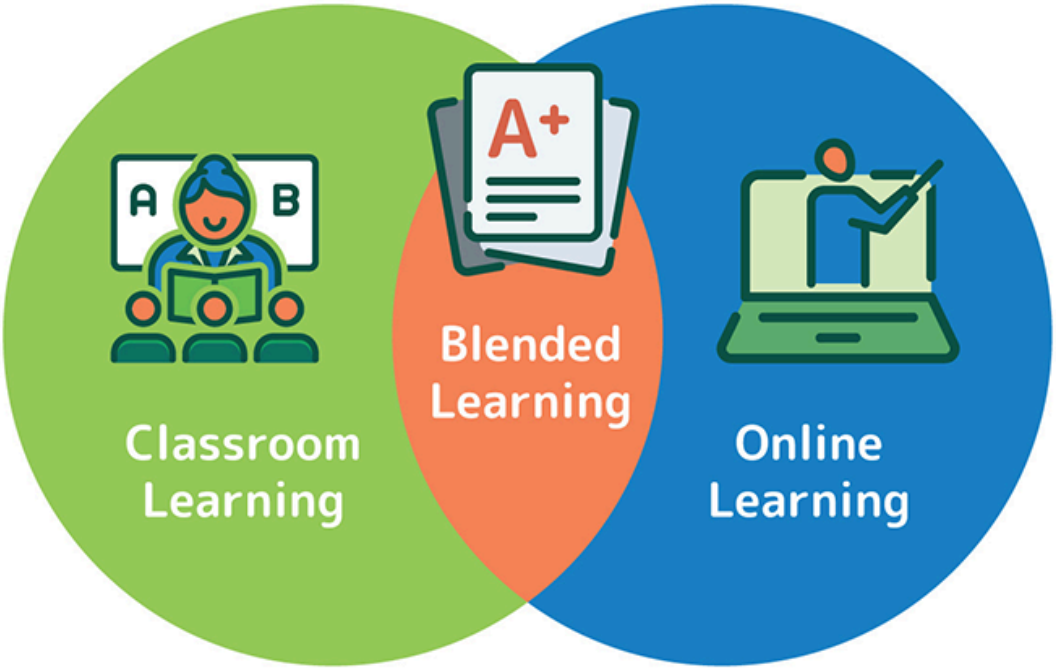
- **Web-Based Training (WBT):**



- WBT courses, on the other hand, operate on the internet and are intended for both synchronous and asynchronous delivery.
- WBT is also helpful because learners from different locations can share their thoughts and knowledge about a topic being presented in the course.

- People with jobs that require them to go to other places will find WBT more useful and more convenient as they won't need to bring their PCs with them.

- **Blended training:**



  - This is nothing but the **mixture of classroom training and E-learning**
  - **Blended training(also known as Hybrid learning)** combines adaptive online learning with hands-on training
  - Integrating theory and practice into a balanced program that optimizes the effectiveness of the training.

- **Advantages and disadvantages of Elearning:**

    - When **stakeholders** identify the need for a training course, they often wonder whether they should choose eLearning over traditional learning.
    - As an instructional designer, you should be aware of the advantages and disadvantages that eLearning provides and share them with your clients.

    - Some of the **advantages** of eLearning include:
        - Access course at **any time**
        - Take course **anywhere**
        - Learn at **any pace**
        - Go back and **review course materials** as needed

    - Some of the **disadvantages** of eLearning include:
        - Low retention levels by learners with limited motivation
        - Lack of immediate assistance when ambiguous information is presented
        - Low computer literacy may prevent learners from fully benefiting from the learning experience

- **When will eLearning work?**
    - These are the questions below that will help you to determine whether eLearning is the appropriate solution for the content and the **requirements that the stakeholder** provides
        - What type of skills does the training address?
        - What are the goals of the training?
        - What is the motivation level of your training audience?
        - What is the learner's level of computer literacy?
        - Which generation do most learners come from?
        - What is the geographic location of your learners?
        - How many learners will the training course target?
        - What is the budget for the training?

Test your knowledge…

1. **Instructional Systems Design (ISD) is a term describing a:**
    a. A systematic approach to creating effective courses
    b. Method for designing computer-based training
    c. A systematic approach to implementing an LMS
    d. Method for identifying new and innovative instructional design methodologies

2. **ISD is both a science and an art because_____**
    a. It is a part of both science and arts academics
    b. Only science and arts students can become ID
    c. Science since it is based on learning theories, and art because of the creativity involved in the design process
    d. None of the above

3. **Instructional designers are interested in knowing____**
    a. When people learn
    b. Why people learn
    c. How people learn and retain information
    d. Instructional designers are not interested in knowing any of the above-mentioned

4. Instructional design is mainly practiced at?

a. Academics
b. Workplace
c. School
d. All of the above

5. E-learning is a form of learning conducted via____?

a. Internet
b. Intranet
c. CD-ROM
d. All of the above

6. E-learning can be _____

a. Synchronous
b. Asynchronous
c. Both Synchronous and Asynchronous
d. None of the above

7. _____eLearning is done in real-time with a live instructor

a. Synchronous
b. Asynchronous
c. Both Synchronous and Asynchronous
d. None of the above

8. WBT can be _____

a. Synchronous
b. Asynchronous
c. Both synchronous and asynchronous
d. None of the above

9. Blended learning is also known as_____

a. Web-based learning
b. Hybrid learning
c. Synchronous learning

d. Asynchronous learning

10. Blended learning is a combination of_____

a. Asynchronous and Synchronous learning
b. CBT and WBT
c. Classroom training and Online learning
d. All of the above
