

WBI FOR TT : A NEW WAY TO PROVIDE TECHNICAL TRAINING

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A minor change in the training could bring the major change in the trainee's performance.

ABSTRACT

Today's time is not a time to go with the traditional way of learning and teaching, rather it is a time to go with the Web Based Instructional System (WBIs). One has to be innovative when teaching or learning to improve the understanding of the content. A WBIs encourages the learners by providing the interactivity with the system. This article presents the views about the needs and utilities of WBIs for Technical Training (WBIs for TT). This article presents the thoughts about the needs and utilities of a WBIs for technical training.

Keywords : *Web Based Instructional, Technical Training, CBT, Active Directory.*

1. BACKGROUND

A Web Based Instructional (WBI) system have changed the way of learning and teaching not just for the universities or colleges but also for industries. WBI is a useful tool for providing the technical training in corporate. To adopt a new technology, organizations give training to the employees. These technical trainings enable the employees to work efficiently with the new technologies. There are various kinds of technical trainings need to give to the employees, such as; LAN Desk, Active Directory etc. All these training demands various resources (hardware and software), which costs the organization a lot. By adopting a new way of providing training, industries could reduce the cost of technical trainings and improve the employee's performance.

There are various ways to provide technical training including the traditional way, computer based training (CBT) and Web Based Instructional System (WBIs). Each one has their benefits and drawbacks that have been discussed in the article.

The most popular way of providing technical training is a traditional way but the biggest problem with the traditional way of technical training is that, each trainee could not have personal attention by the trainer which may leads to the difficulty in understanding. Another problem is that all resources are required to arrange, that becomes very costly. Training through a traditional way is given at the same time and flow to each learner, which becomes a problem to those who are very slow in learning.

The other way to provide training is the use of Computer Based Training (CBT) that does not follow the traditional way of learning. But CBTs are not used effectively by the learners. Learners could skip the content in which they are not interested or they are not able to do similarly they do with the traditional books. Unlike traditional books a Computer Based Training includes static and dynamic images, videos and sound, but still something is missing in it *Interactivity*.

WBIs for TT: An Introduction

For constructivist training environment a **Web Based Instructional System for Technical Training (WBIs for TT)** changed the way of training. Various tools associated with the WBIs make it possible to get a better overview and understanding of the techniques. The tools associated with the WBIs are Bulletin board, chat room, Video conferences among the trainees, E-mail etc. WBIs for TT tool makes the technical training interactive. Other then the interactive methods old static methods could be incorporated with it.

Unlike Computer Based Training (CBT), a Web Based Instructional System for Technical Training emphasis on the *involvement of trainees in deep and meaningful learning* of new techniques by introducing the interactivity in it. It is not a downloaded CBT, rather an on-demand training stored in a server and accessed across the world. The biggest advantage of WBIs for TT is that the existing content could be used with the new features and tools.

WBIs for Technical Training involve and motivate the trainees to practice a new technology during the training. Unlike traditional and Computer Based

Training, Web Based Instructional System for Technical Training does not allow trainees to skip the content unless they understand it. It enables the trainee to follow the instructions to learn the training content with the experiment. WBIs for TT encourages the trainee to follow the instructions to do some experiments and practice that they could not do with the traditional books, web sites and even with the CBTs. WBIs for TT is a mixture of traditional, collaborative and e-learning support with the trainee's interactivity.

The biggest challenge with the WBIs for Technical Training is to model, design and develop the WBIs for Technical Training. Because in this field there is not enough skill and experience. The psychology of the trainee need to understand to develop a good WBIs for TT.

Training content should not be thrown on the trainees, rather it should create an interest like a game, because the more a trainee would take interest the more would learn. The interactivity in WBIs for Technical Training promotes the *self learning approach* and makes the training interactive and interesting and behaves like a personal assistant fro the trainees.

The next section talks about the need to switch from a traditional training or CBT to WBIs for TT and its utilities.

The Needs and Utilities of WBIs for TT

WBIs for technical training has a potential to achieve many goals that could not be achieved wit the traditional way of training. These are :

One of the main needs of WBIs for TT is to improve the employee's performance. During training if a trainee hears the content he/she forget, if he/she sees the content remembers it and if he/she practice it, understand what and how is done. Because it said that practice makes a man perfect. Same applies on the trainees. A technical training through a traditional way is unable to pay attention on individual trainee, which let down the performance when they need to work on whose technologies. WBIs for Technical training (WBIS for TT) support the trainees in enhancing the learning by providing interactivity, personal attention and assistance. Technical training is required be personalized, because each trainee has its own knowledge state and practical actions and actions are the key to gain the knowledge of any technique.

Another need is to provide flexibility of place and time of training. Some times it is not possible to arrange training to many people at the time due to the jobs assigned to them; WBIS for TT also provides the flexibility to do the *Training Any Time Any Where*. It could be used on a standalone machine or on the

Internet as per the requirement. Trainees are not bounded to get training when it is arranged by the company or by the trainers.

The best thing with the WBIs for technical training is that the existing content and material could be used with enhanced features. This reduces the cost of a technical training, because not equipments are required to arrange.

Imagine that hundreds of employees in an organization need a technical training with the personal training assistant, who could pay attention on the individual trainee and could assist them. Providing personal training and assistant is beyond the training budget of most of the organizations. Here WBIs for TT play a role of a personal assistant and a personal training fro each trainee at low cost.

WBIs for Technical Training could be recognized as an alternate tool for training or it may be used as a supporting and strengthen tool with the interactive training. WBIs for Technical Training supports feature of sharing ideas among the trainees that generally we do are not able to do in a traditional way of training.

Most of the companies now turning to the WBIs for Technical Training for the corporate training due to budget constraints. Play way method of learning is very much popular and success in pre-nursery which make the learning interesting, it also helps in making the learning interesting.

Most of the organizations have the branches over the world, so employees to be trained may be from the different countries and of the different cultures. WBIs for TT removes *the language barriers* between the trainees and the trainers across the world and provide a good training environment.

The emphasis of constructivist views on the learner as an active agent had an important implication: It brought personal knowledge constructions and learners' subjective beliefs to the fore in educational research

2. CONCLUSION

In this paper we discussed about innovative way of training through WBI. The problem with the traditional way of training is that personal attention could not be given on individual trainee. WBI for Technical Training involves trainees and provide personal attention to them. WBIs for Technical Training also promote the self learning approach and make the training interactive. It also helps in removing the language barrier among the trainees and trainer across the world and provides a good training environment

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