Design of a performance-oriented workplace e-learning system using ontology.

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Abstract

E-learning is emerging as a popular learning approach utilized by many organizations. Despite the ever increasing practices of e-learning in the workplace, most e-learning applications fail to meet learners' needs or serve organization's quests for success. Significant gaps exist between organizational interests and individual needs when they come to e-learning, which make e-learning applications less goal-effective. To solve this problem, a performance-oriented approach is presented in this study. Key performance indicators (KPIs) are set up to clarify organizational training needs, and help learners establish rational learning objectives. In addition, ontology is used for constructing formal and machine-understandable conceptualization of the performance-oriented learning environment. Using this approach, a KPI-oriented learning ontology and prototype system have been developed and evaluated to demonstrate the effectiveness of the approach.

Research highlights

â–º Learning in the workplace should be aligned with work performance. â–º The KPI model helps align learning with work performance in e-learning applications. â–º The KPI model shows a clear picture to each individual as to what is important and what they need to do and learn. â–º The KPI model helps individuals communicate in relevant work context, making their knowledge sharing and social networking more effective and consistent with the business model.

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Keywords

E-learning system; Workplace; Performance; Ontology

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