

E-LEARNING

STRIVING FOR EXCELLENCE



Overview

Even in times of social distancing and home office, the professional and personal development of employees is essential for the success of a company. A clear trend has emerged in order to provide training opportunities that are also tailored to the needs of employees even from remote locations: e-learning. In this white paper you can read how you can establish e-learning in your organization with the help of Oracle's trend-setting platform, and in doing so significantly increase the value of your human capital – in spite of these challenging times.

Human capital

Don't statements such as these sound familiar to you, too? Employees generate costs. Costs must be minimized. Sadly, such old thought patterns still seem to be very much the reality in some companies. But is the employee really just a cost factor for the company and needs to be minimized, or its capital? The answer is clear: employees are the most valuable asset. Like any asset, this asset requires care and ongoing investment. Because the success of a company stands and falls with its employees. Significant contributors to that success are motivated and satisfied employees that are committed to their employer. Companies that realize this fact at an early stage gain a considerable competitive edge.

What can I do?

Now you must be thinking: 'So far, it's all clear. But what measures can I take to achieve high employee satisfaction?' Well, that can be illustrated as well. Employees are people. People have needs. These needs must be satisfied. Two important basic components form the foundation for a strong relationship and make an enormous contribution to the employee's feeling of identification with your company.

Quenching the thirst for knowledge

First of all, an environment in which employees feel comfortable is of fundamental importance. Both the spatial as well as social environment contribute to this perception. To achieve exactly that, a positive and appreciative corporate culture is just as important as a tastefully furnished office. After all, you eat with your eyes first. Secondly, employees feel a strong urge for self-fulfillment and want to be challenged and encouraged. This natural thirst for new knowledge, advanced skills and exciting tasks needs to be identified and quenched.

Processes: the Alpha and Omega

So if an employer has firmly established processes for talent & skills management and invests in the regular development of employees, the benefits double. Solid employee retention and low turnover rates make the company more attractive to potential applicants, which in turn considerably facilitates recruiting processes. The high performance of employees results in an increase in customer satisfaction and ultimately in the profitability of the company.

” **Some wait for times to change, others seize them and create change themselves.**

Times of social distancing, working from home and limited traveling make it more difficult for companies to provide their employees with quality training opportunities. At the same time, corona has fueled a massive digital transformation and opened up new ways of thinking. Digital learning – e-learning – has increasingly shifted into the spotlight. Much has moved to the web. To keep up with the changes, modern businesses need to adapt rapidly. The message of an old saying, ‘some wait for times to change; others seize them and create change themselves,’ has become more relevant than ever. Because so-called digital further training is no longer just the future, but already the present of modern knowledge procurement.

Requirements

But what requirements should my company have for an efficient e-learning system? Let us summarize the following criteria:

- Usability
- Possibility to create diverse training course programs with different topics
- Possibility to create block courses and course hierarchies involving multiple levels
- Option to save course progress and resume training at any point in time

- Profiling of employees based on skills and position in the company
- Integrated approval process
- Reporting for employees and employer
- Support of mobile devices, offline courses and social learning

Oracle Learning Cloud

As a pioneer of business applications, Oracle offers a trend-setting platform that supports companies enormously in e-learning and talent management processes and optimally covers all requirements for a modern digital delivery of training courses. As part of the Talent Management Cloud, the Learning Cloud is an intelligent system for the further training of employees and allows for a faster reaction to changes within the business environment, an increase in productivity and the exchange of knowledge across various communities.

The future is now

The solution integrates traditional, formal, guideline-based learning with modern, social as well as informal learning, and as a result creates enormous competitive advantages. Personalized, multimedia training content can be accessed anywhere and anytime. Executives can assign learning tasks to their employees and subsequently monitor their learning progress. Embedding learning into other HCM Cloud applications also ensures that training takes place within the scope of relevant business processes.

By using this modern system of leading solutions provider Oracle, you can increase the value of your most important asset and take a leading role in your market. Seize this opportunity now and contact our PROMATIS experts for more information.

PROMATIS stands for intelligent business processes, Oracle applications and technologies from one source. As an Oracle pioneer and multiple award-winning Platinum Partner, PROMATIS has been providing various industries with successful project work for over 25 years - in the upper middle class, in large-scale global corporations as well as for rapidly expanding companies. Our customers benefit from proven process models, powerful software tools and sophisticated best practice solutions. With subsidiaries in Austria (Vienna), Switzerland (Zurich) and USA (Denver, CO) as well as a lively global network of partners, PROMATIS has taken a leading position as a global solutions provider.

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