

## Discussion task 7

After reading chapter 6, 'Components of e-Learning' it really motivates me in working towards my research proposal on how introduction of online learning can provide some improvements and new directions in training and development in Fiji's public service.

This is after I related what I learnt in regards to e-Learning and in comparison with the status-quo of the Training Department of my organization, in terms of costs, training method, course syllabus, environment and availability of resources. The Training Department under the Fiji's Public Service Commission is responsible for training & development of all Public Officers.

We also have the Scholarship Unit under our Training Department with the sole responsibility of administering all Fiji Government scholarship awards – both local and overseas.

In terms of training, currently all training within the public service is conducted through face to face mode. Therefore, in conducting my research and hopefully after completion of my programme I would like to propose to my management if e-learning can also be part of the Training method in Fiji's public service. With the introduction of e-Learning, and considering that our participants are adults, it should create a healthy working environment when learning will focus at the enterprise level as well as integrating learning directly into everyone's daily work activities.

One of the biggest challenges facing the public service is the presumption that the introduction of e- Learning and e- Governance will take away the jobs of civil servants and this is always viewed with suspicion by some. These include the trading off of line positions to create new ones with revised job titles and principal accountabilities with major emphasis in carrying out e- Learning & e- Governance concepts. As highlighted by Rosenberg (2002) and Katori (2001) "...is the stance that e-Learning presses for organizational changes as well as changes, in relation to learning, of the way of thinking in the people who constitute the organization." (Suzuki, 2004, p.6-3).

Importantly, for online learning to be enhanced in the Fiji public service, it should first of all have the commitment of the Central Agencies like Public Service Commission and those of all other Chief Executive Officers (CEO's). This relates to the realization that CEO's themselves are convinced that this method of training will contribute positively to the role and output that his/her department would achieve in the context of public service delivery.

Furthermore, the CEO's must ensure that online learning is listed among its top priorities within a department's capacity building training plan. Additionally, each CEO should allocate the required budgetary allocations to support online learning training together with all other related initiatives which also include the provision of line positions in the department's establishment to drive all online learning concepts for the organization.