

## Discussion 14

Analyze your present competency, based on this chapter (Chapter 13).

Bring the following into view in your analysis: 1) comparison with yourself before taking this course, and 2) your vision and immediate aim.

After studying this module, it further enhances my knowledge and broadens my understanding on the applications of Instructional Design (ID) towards e-Learning in assuring the quality of e-Learning components. It can also be anticipated that this allow for the creation and provision of a more effective e-learning environment.

Today we live in a world of information and a society focused on innovation, technology, entrepreneurship and services. Therefore, some of the questions which I asked myself after completing this unit were as follows:

- Are we producing graduates that can adapt to the changing needs of society and industry today?
- Are we teaching our students what they need to learn to be able to be productive citizens and members of society?
- What kind of curriculum or mode of learning is needed to make our graduates globally competitive?

I believed that creating new modes of learning outside of the classroom, where students can enhance their creativity and critical thinking skills and the use of technology through eLearning, are some of the steps needed to move forward in creating a new learning environment for our students. Each student has different learning needs that need to be met. Whether in arts, technology, business, services or manufacturing, we need to understand how methods for learning are changing and how we can develop and create programs in our public schools that can address global and societal demand.

It is also worth noting that the answer on how to increase attractiveness of learning in e-Learning environment is the function referred to as “motivation design” in ID. According to the ID model proposed by John Keller, his ARCS Model of Motivational Design provides a model for selecting instructional strategies that connect to instructional goals, while generating interest and motivation on the part of the learner. By attending to the four variables that influence motivation – attention, relevance, confidence and satisfaction – I will try and create a program that’s aligned to a learner’s needs and keeps them focused and engaged.

This unit also encourages me to work towards my vision and aim after completing my program on how I could contribute to my organization in carrying out effective and efficient delivery of services. I would like to research on of e-learning and adult learning. I therefore would like to look at the current training method that exists in my organization and research on how e-learning could be introduced as part of the teaching method in my organization. All training that is conducted under the Fiji public service is done using face to face methods. Furthermore, because of the changes in technology and taking into account that the trainees are adults, online educational environment is increasingly being used by adults and I feel that

it would be most appropriate to introduce blended mode of learning in the working environment. One of the models that best explained adult learning is Knowles' learning theory of andragogy, "the art and science of helping adults learn" (Clanton, 1999), (Suzuki, 2004, p.11-13). According to Knowles' the term was introduced as a learning theory that is designed to address the particular needs of adults, and it is based on the idea that there are differences in learning characteristics between children and adults. (Suzuki, 2004, p.11-13).