A STUDY ON THE IMPACT OF E-LEARNING ON EMPLOYMENT OPPORTUNITIES IN COLLEGE STUDENTS

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Abstract
Even though the term e-learning has been in existence since 1999, it gained popularity during the pandemic and has emerged as a significant tool to deliver, enhance academic aspects, and provide training to ignite the practical knowledge of students. With the demand for technological skill sets and work from home increasing in the organizational structure, students who have already been exposed to e-learning have an added advantage. However, this research is conducted to identify, if this added advantage is sufficient to make students competent in the job market. This research has taken advantage of the primary source to collect data and interpret the results there on. The sample has been selected with the motive of understanding the present concerns of students and particularly with employability. With emerging business scope and needs, education system also needs to be in line-up to avoid the underutilization of human resources. This study also tries to draw conclusion on how students have been affected by e- learning and the possible factors affecting the study mode. The research conducted through students will enable us to discover the satisfaction level of being in the blended study environment. The study enlightens to discover the current situation of the students in relation with e-learning and employability and thus helps us to identify gap between these spheres and increase efficiency.

Introduction
Learning is a process of getting some information, skills, and abilities. As a result, learning is viewed as among the most important pillars of collective transformation. Technology has unquestionably made life easier in recent years. As a result, internet technology has long been regarded as a vital tool in many aspects of our lives, including academic learning. E-learning, often referred to as online learning, has got quite bit of press in recent years, with an estimated 5-7 million students taking at least one course each year. E-learning is one of the fastest in the world industries. Employee performance management encourages employees to take part in corporate planning and hopes that by participating, employees will be encouraged to perform at a high level. E-learning has already grown in popularity and has the potential to radically alter all the sectors.

Objectives
- To study the effectiveness of e-learning among students.
- To study various employment opportunities and e-training programmers offered to students during the pandemic.
- To study the current scenario of students with respect to e-learning and employment.

Literature Review:
Oye David et.al (2002),
They examined to draw together what research has done on e-learning in the workplace to inform future research. The paper shows that the employer can integrate individual learning with organizational needs and provide employees with the knowledge and skills they need. Finally, the paper investigated its benefits and barrier to e-learning.

Norah Jones and John 'O' (2004)
Based on the analysis done on UK, they examined that new development in e-learning and increasingly sophisticated learning technologies are beginning to make a major impact in UK.

Universities need to change to accommodate the impact of technology on learning. The learning attached to this case study could be used to help other universities respond to the change agenda brought about e-learning.

Rimmi Anand, Sharad Saxena (2012)
They examined that e-learning is generally meant for remote learning but can also be used in face-to-face mode.

Zare.M, Sarikhani, R. Salari (2016)
According to this study, they investigate the impact of e-learning on creativity and content knowledge of students at the pay one No or University of Handan. The study used the pre- test/ post test experimental design with a control group. The statistical population of study used was 100 students who was following two separate classes 40 students were selected from the group who placed in experimental group, Result of data analysis using the independent t-test (added by SPSS).

It is concluded that e-learning is effective for knowledge and creativity acquisition among students and greater e-learning opportunities should be provided for wider audience.

Yasmin Ali Ali-Ghezwai, Youner A.A megdadi (2021)
They examined the impact of e-learning in developing employees' performance at Jordanian commercial banks. A descriptive analytical approach was used. That study population covered all Jordanian commercial banks. A comprehensive survey method was used was for the study sample and the data collected from of all employees appointed in all departments. There search used primary data (question naire) SPSS statistical test to achieve the purpose of the study. The result of the study shows that there is a positive statistically significant impact, of e-learning with all in such variables

Research Methodology
This paper is descriptive research-based study. The data collection method is primary data.

Statement of Problem
E-learning is the new learning and people are finding both pros and cons associated with this. E-learning makes the job difficult due to lack of physical interaction in specific professions and also ignorance leads to unemployment.

Analysis and Interpretation

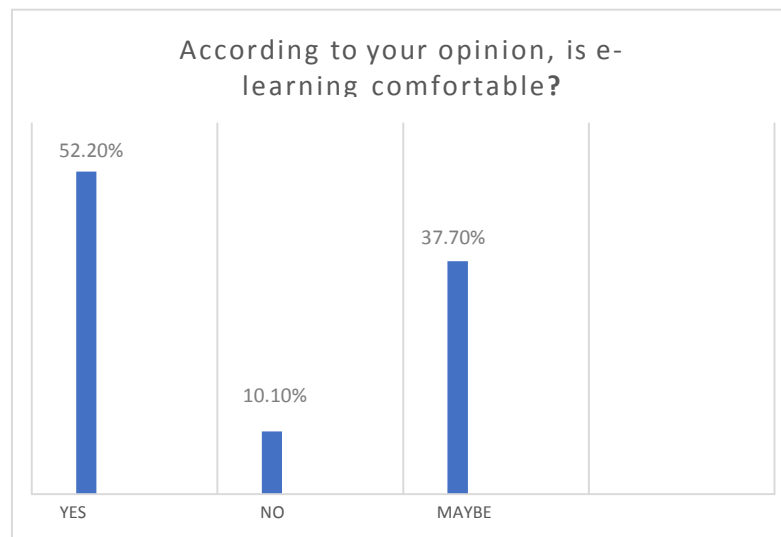**Figure 1: Age of the respondents**
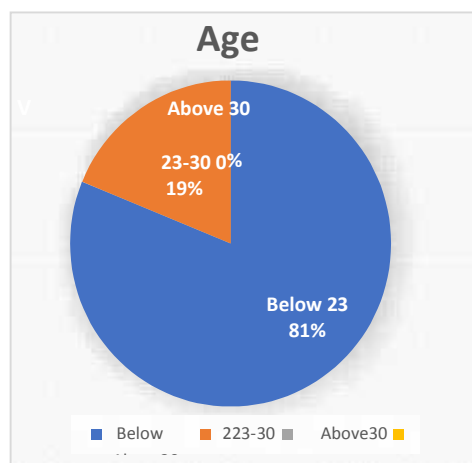
From Figure 1 it can be easily noticed that Majority of the respondents of our study i.e., around 56 of them belonged to the category of age below 23, meaning the young adults who either in search of a job/career and are the apt crowd to conduct this research on. Our next major category of respondents is of the age category 23-30 years, who mostly have completed their education and are working or are in search of a job. It is to be noted that we do not have respondents of age above 30, which indicates that this study is conducted on the right crowd targeting the young adult age group.

Figure 2: E-learning experience

From the above Figure 2, we can notice that around 97% of the population have experienced e-learning model and are not foreign to this concept. This indicates that since majority of the respondents have had e-learning experience the data is much more reliability on the data.

Figure 3.1: Comfort level of e-learning

Figure 3.2: Effectiveness of e-learning
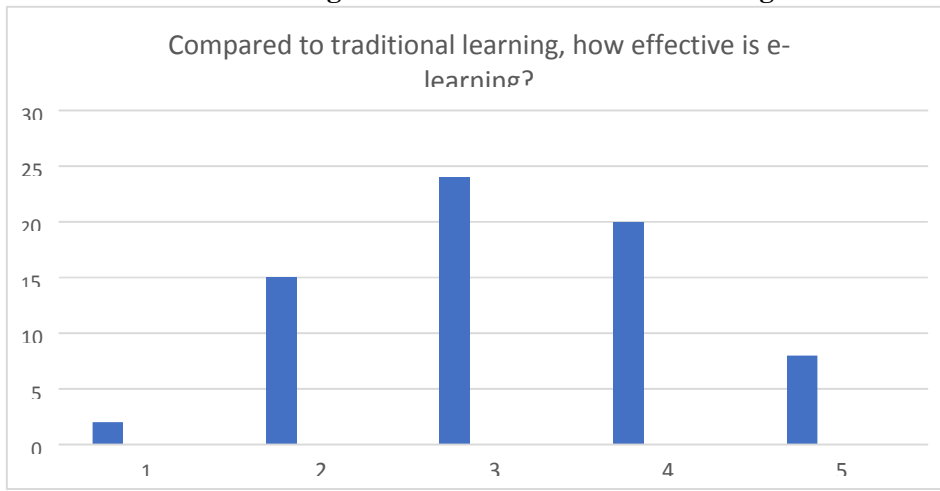
From figure 3.1 it is clearly noticeable that the majority of the respondents was quite comfortable with e-learning and has voted for it, while on the other hand in Figure 3.2, the respondents have claimed that the e-learning is quite effective since the ratings given by the respondents majorly lie between 3-5. In figure 3.1, it is to be noted that the another major chunk of people i.e., were not quite sure and comfortable with e-learning.

Spss Analysis
Chi-Square test
H0 - There is no significant difference in the comfort level of e-learning.
 H1 - There is a significant difference in the comfort level of e-learning.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
According to your opinion, is e-learning comfortable? * Compared to traditional learning, how effective is e-learning?	69	100.0%	0	0.0%	69	100.0%

According to your opinion, is e-learning comfortable? * Compared to traditional learning, how effective is e-learning? Cross tabulation

Count

		Compared to traditional learning, how effective is e-learning?					Total
		1	2	3	4	5	
According to your opinion, is e-learning comfortable?	1	1	2	14	14	5	36
	2	1	3	1	1	1	7
	3	0	10	9	5	2	26
Total		2	15	24	20	8	69

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.167[a]	8	.028
Likelihood Ratio	17.683	8	.024
Linear-by-Linear Association	5.449	1	.020
N of Valid Cases	69		

a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is.20.

Interpretation
Under chi-square test, the null hypothesis is accepted if the test variable greater than 0.05 and is rejected if the test variable is less than .05. Thus, we reject null hypothesis (h0) and accept alternative hypothesis (h1) and to conclude, there is a significant difference in the comfort level of e-learning.

Ttest
H0 – There is no significant difference in the experience level of e-learning.
H1 – There is significant difference in the experience level of e-learning.

T-test

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Have you ever experienced e-learning?	69	1.03	.169	.020

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-Tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Have you ever experienced e-learning?	50.578	68	.000	1.029	.99	1.07

Test variable: Accept H0 > 0.05, reject <0.05

Interpretation
As per test variable, we accept h0 if it is greater than 0.05 and reject it if it is less than 0.05. We reject h0 and accept h1 and conclude that there is significant difference in the experience level of e-learning.

Findings and Suggestions
   Findings
   - Most of the people are still not comfortable with the way of e-learning and because of that, it is difficult for them to learn and get training for employment opportunities.
   - More than 75% of the respondents have faced technical issues and glitches while learning through

online.
- More respondents have agreed that e-learning is beneficial for their job trainings and provided them with employment opportunities.
- The level of respondents who is satisfied with the employment opportunities through e-learning is unbiased.

Suggestions
- People must get used with e-learning as it is still necessary in the current scenario especially during the pandemic.
- If there are any technical glitches faced by the students, make sure that the courses offered through online does not require a high-speed connection and check if the applications for training are up-to-date and try to send a feedback form after each training programmers so that the students can tell their opinion on how the classes were and soon.

Conclusion
Without effective ongoing training, the capacity of any organization to total effectively is beneath risk. In a perfect world, a blend of classroom and online learning is recognized as the best course for worker improvement. But these are not perfect times, and the undeniable truth is that e-learning can prepare distant more prominent numbers of workers with abilities and information they require than the classroom alone. The accentuation of this inquire about was on understanding the conclusion user's viewpoint of e-learning, with the objective of picking up valuable bits of knowledge into the reality of how it is being utilized.

Reference
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