

## CHAPTER- 8

### FURTHER WORK AND CONCLUSIONS

*"We have a hunger of the mind which asks for knowledge of all around us, and the more we gain, the more is our desire; the more we see, the more we are capable of seeing"*

**Maria Michell**

#### **Further Work**

The developments in e learning in the Government Sector in India are rather recent and still at a nascent stage. Large scale projects of this type take time to show empirical results. Hence, it has not been possible conclusively prove that this is a successful training model in the Indian context. However, it may delay matters too much if the Railways were to wait for a proven success to implement e learning. An attempt has been made in this work to establish that Computer based training/ e learning methods can be considered for adoption by the Railways to empower its employees and as a tool for human development. This is a necessary tool for the future if the Indian Railways are to keep up with fast paced technological developments that are taking place in the world. Developments on the world stage indicate that CBT methods are increasingly relevant in the context of a globalised world. The study also brings out the inherent advantages of these training methods. There ia a need to disseminate

this knowledge to the policy maker/ other decision makers associated with training so that they are also familiarized with the possibilities of blended learning

A complete Blended learning solution for the Railways is a relatively large subject to be managed in a dissertation with the current resources and time available. In order to design and develop a system, which is really economical and workable, there should be a group of people from different departments and domain knowledge experts working as a team. The end users would also need to be involved. Some e learning modules with applications across many target groups may need to be developed and deployed. One self contained unit such as a workshop or Production unit could also be taken as a pilot for implementation of modules covering a broad range of subjects. Based on the feedback received the e learning modules could be considered for further development/modification and implementation.

## **CONCLUSIONS**

The world is moving towards a knowledge based society. Computer based learning is no longer a concept which has to remain confined to nations and organizations with plentiful resources and educated manpower. As this work brings out, these learning tools are increasingly being seen as a solution for tackling the problems of resource crunch and geographical spread and to provide an equal platform for development of the citizens. These aspects are considered to be relevant to the Indian Railways. The main objectives of this study were to

survey and describe the important developments concerning e learning. The results of this work do provide the concept, which can be processed further.

The basic objective of this work which was to explore the applicability of e learning on the Indian Railways was met reasonably well. The foundation for further development and implementation of the computer supported learning and training has been attempted. The overall significance of this work is estimated to be relatively high because of the benefit that could accrue to the Railways if the suggestions made are further developed and implemented.