

Advantages of CALMS (Content Authoring and Learning Management System)

About CALMS:

CALMS (Content Authoring and Learning Management System), is a world class integrated online learning environment that helps students, individuals and institutions in enhancing their knowledge, skills and learning abilities. The experience and the research knowledge of eminent professors, educators and practitioners from top institutions made CALMS stand unique among others.

With the integration of its academic, research and service related features; CALMS helps any institution to become a center of excellence.

CALMS offer its services mainly to the institutions that have training on regular basis and to the individual learners like students (for their regular courses), employees (for refreshing, enhancing and updating with new requirements) and knowledge seekers (to learn new information). Institutions can be government and corporate organizations, universities, colleges and schools.

Below few advantages are discussed in detail along with a case study:

Strategic Advantage

1. **Creating a global workforce** — CALMS is a powerful web-based training instrument for developing a global labour force. CALMS's web-based training can deliver custom, sophisticated instruction to employees all around the planet.
2. **Training without disturbing daily routine** — The use of CALMS's web-based learning management systems allows your organization's training function to keep pace with the market. Web-based training can be used to provide the needed instruction without taking workers away from their daily responsibilities.
3. **Adjusting to employee needs and wants** — Economic and demographic shifts has fuelled the growth of telecommuting, virtual offices, job-sharing, and flexitime. Delivering training via the Internet overcomes the obstacles imposed by the exigencies of a transient workforce.

4. Increasing productivity and profitability — E learning programs and training increase employee knowledge and skill levels. As they become better at their jobs, they sell more products, reduce waste, are more productive and efficient. An educated, well-trained workforce is the main driver to profitability for today's businesses.
5. Analytics and business intelligence — for policy makeup

Tactical Advantages

1. Flexibility to learn anytime, anywhere — Learners can access courses and content from their office, home, or hotel room from any spot around the globe.
2. Reduce travel and related costs — save on hotels; airfare, meals, and other travel expenses associate with traditional onsite training.
3. Tracking, updating, and managing training — CALMS's make it easy to track, update, and manage online learners.
4. Online courses are convenient — The biggest advantage of an online course is that your classroom and instructor (theoretically) are available 24 hours a day, seven days a week. You can get announcements, access notes, review assignments, take practice quizzes, discuss questions, chat with fellow students and study any time you want. You make your own schedule for completing the requirements of the course.
5. Online courses promote life-long learning — Most of the time, most of what we learn in a course is forgotten within a week or two of the end of classes. With online courses one can brush up as and when required.
6. Reusability of the course — Course can be used for trainings as long as you want
7. Just-in-time learning
8. Reduction in time spent on training

Content Authoring Advantages

1. Design, produce, update and manage interactive multimedia training courses
2. Rapid development is made possible
3. Absolutely no programming - easy to use and to update
4. Incorporate sound or video with images and text
5. Easy content reusability and quick course updates
6. Sorting and filtering capabilities to reuse course content

7. Shorter learning curve for the software
8. Making updates easy
9. Reduces the courses development time

Training Delivery Advantages

1. Consistent delivery — Training is delivered uniformly in a consistent framework, which increases understanding and absorption of the material.
2. Interactive content, Graphics, and Animations — Interactive content, graphics, and animations make lessons stand out and help imprint the material on the student's mind.
3. Customized material — Content can be customized to meet the training objectives of a specific program quickly and easily.
4. Self-paced programs — Learners can learn at a pace that works for their individual learning style and life circumstances.
5. Mass training — Mass training is possible across the globe including remote and disadvantaged locations
6. Facilitates easy information transfer

Infrastructure Advantages

1. Leverage existing infrastructure — CALMS's web-based training makes use of already existing infrastructure such as computers, servers, intranets, etc. There is no addition outlay for hardware or capitol assets.
2. Controllable and secure access — can be easily configured to secure and monitor access.
3. Private networks and secure server Installation makes it robust and highly secured

Cost Advantages

1. Affordable cost
2. Lower total ownership cost
3. Higher return on investment
4. Reduces the cost of course development — Cost of course development is reduced by about 60%
5. Reduces the cost of training — Cost of training is reduced by about 68% in case of training 2000 people for one hour, the cost advantage is even greater when large number of learners are trained.

Case Study

In constructing the model to compare the development and delivery costs of Face to Face or Instructor-led Training (ILT) and CALMS, Cognolabs has by necessity included certain factors and excluded others. The factors that it has included are both easily quantifiable and generally understood. The ones excluded from this model, while important, and maybe even the most important depending upon the circumstances, require more research to quantify and enjoy less of a consensus as to their relative importance. The factors included in the model for one hour of ILT for training 2000 learners are:

Factors	ILT	CALMS
Content Development Cost (Recurring Cost)	50,000/-	50,000/-
Content Conversion Cost (One time cost for unlimited number of learners)	Nil	4,00,000/-
Delivery Cost (Travel, Food, Classroom, Instructor and Stationary cost)	30,00,000/-	5,00,000/-
Coordination Cost	40,000/- (4 resources)	10,000/- (1 resources)
Total Cost	30,90,000/-	9,60,000/-

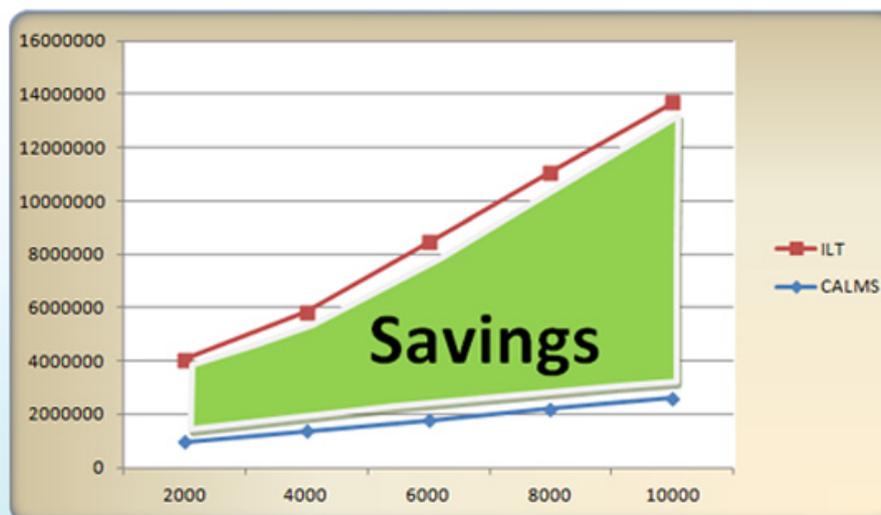


Figure 1

Key findings

The key finding CALMS is less expensive to deliver almost regardless of number of learner. Even with 2000 learners and a class as short as one hour, CALMS is 68 percent less expensive than ILT. When large number of learners and longer programs are modelled, the cost advantage of CALMS online learning is even more pronounced, with savings as high as 76 percent (Figure 1).