

Chapter V

The Importance of Training Needs Analysis in Authoring Technology Enhanced Learning for Companies

Emma O'Brien, University of Limerick, Ireland
Timothy Hall, University of Limerick, Ireland
Kevin Johnson, University of Limerick, Ireland

Inside Chapter

This chapter looks at the potential to exploit existing technology enhanced learning (TEL) authoring tools to provide customised learning solutions that address both businesses' needs and employees learning requirements. It examines the feasibility of integrating training needs analysis into existing authoring tools to automate customisation. The chapter outlines a framework for such using best practices in the technology enhanced learning field such as sound instructional design theo-

ries, standard compliant metadata sets, and LO granularity while exploiting well established TEL authoring models. The chapter also highlights how this framework was implemented in practice in the form of an electronic tool that ties closely with existing learning content management systems.

Introduction

This chapter examines the potential of existing technology to enable the effortless tailoring of technology enhanced learning (TEL) courses. A framework for such by combing training needs analysis (TNA) and instructional design theories with existing TEL authoring models is outlined. Figure 1 illustrates how these areas contribute to the outcome.

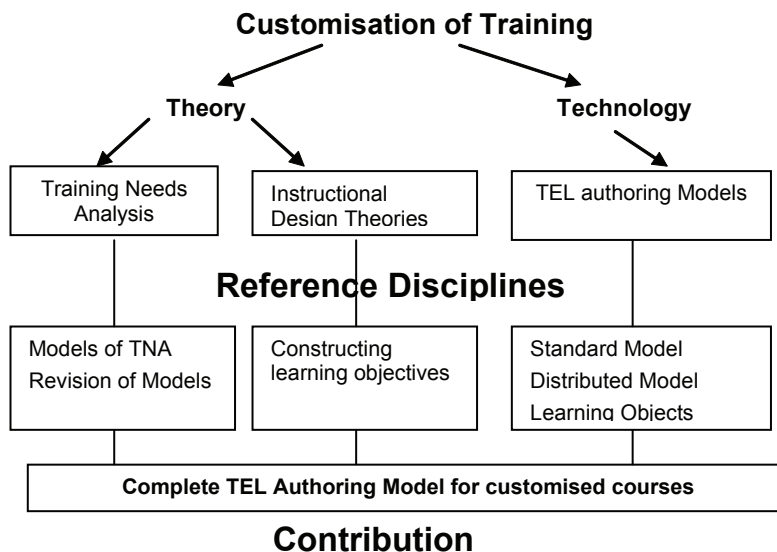
The outcome is an integrated authoring solution that overcomes the limitations associated with existing TEL authoring models.

Traditional Authoring Models and Existing Problems examines existing TEL authoring models and their limitations.

The Requirement for Training Needs Analysis explores why training needs analysis is necessary to ensure training in organisations meets their real needs.

Integrating TNA into TEL Authoring outlines a model of incorporating training needs analysis into existing e-learning authoring models.

Figure 1. Chapter overview



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