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## A COMPARATIVE ANALYSIS OF E-LEARNING AND TRADITIONAL TRAINING METHODS IN ENHANCING EMPLOYEE DEVELOPMENT IN MODERN ORGANIZATIONS

**Khaydarova Mekhriniso Rabbimkul kizi**

*IJDP TSUE and UPI*

*mehrinisohaydarova579@gmail.com*

**Dr. Askolani, SE.,MM**

*Universitas Pendidikan Indonesia*

*[askolani@upi.edu](mailto:askolani@upi.edu)*

**Khaydarova Khushriyabonu Rustam kizi**

*IJDP TSUE and UPI*

*[xushriyabonuxaydarova@gmail.com](mailto:xushriyabonuxaydarova@gmail.com)*

**Shamshidinova Ra'no Voxid qizi**

*IJDP TSUE and UPI*

*shamsiddinvarano75@gmail.com*

**Shokirov Muhammadsoli Tulkin ugli**

*IJDP TSUE and UPI*

*shokirovdodoxon2107@gmail.com*

**Abstract:** *This study examines the comparative effectiveness of E-learning versus traditional face-to-face training methods in the context of modern corporate employee development. Companies are under more and more pressure to make sure that their workers are always learning new things and getting better at what they do. This is because technology is changing quickly and there are more and more businesses competing around the world. Digital transformation has changed a lot about how businesses train their workers. More and more people are choosing e-learning over traditional classroom learning. The study employs a comparative analytical framework focused on five primary criteria: cost, flexibility, learning efficacy, motivation, and scalability. The study integrates theoretical concepts from the literature with empirical validation via structured comparisons and comprehensive interviews with employees. The results show that E-learning is better than other kinds of learning when it comes to cost, ease of access, scalability, and keeping learners interested. This is because it is sent electronically, has multimedia, and lets students learn at their own pace. On the other hand, traditional training still has some advantages in situations where people need to interact with each other, get quick feedback, and practice on their own. The interview results show that workers like how flexible and easy digital learning is, but they also know how important it is to connect with others in person for collaborative and experiential learning. The research indicates that E-learning is a superior long-term and scalable training solution for contemporary enterprises. But the best way to teach people is to use a blended learning model that combines the best parts of both digital and traditional methods. Companies can get the most out of their learning with this kind of hybrid architecture, which is also cost-effective and adaptable in situations where business changes*

quickly.

**Keywords:** *E-learning, traditional training, employee development, digital learning, corporate training, blended learning, learning management systems, organizational learning, training effectiveness, digital transformation.*

## INTRODUCTION

In today's world of fast-paced technological change and competition around the world, businesses are realizing more and more how important it is to keep their employees learning and growing. Human capital has become one of the most important sources of competitive advantage. Companies work hard to make sure that their employees have the most up-to-date knowledge, advanced skills, and professional competencies that are in line with the needs of the business as they change. Because of this, training and development programs have gone from being occasional activities to being very important for the growth and survival of organizations. Digitalization has had a big effect on all parts of running a business, including training for employees. E-learning has become a popular alternative to or addition to traditional classroom instruction because it uses technology to help students learn. It makes learning opportunities more flexible, cheaper, and bigger, so that staff members can get to instructional materials no matter when or where they are. The ability to change the speed of learning and add multimedia resources makes learning more interesting and helps meet each person's professional development needs. People in charge of making decisions in organizations are still not sure if e-learning can be as effective as traditional, in-person instruction. Traditional training is still very popular because it has a lot of interactive parts, gives instructors quick feedback, and encourages social learning. These attributes are fundamental in the creation of communicative abilities, pedagogy, and leadership skills. To argue with any reliability on which of the two learning approaches is more beneficial to certain learning objectives and job-relevant proficiencies implies a direct evaluation. Moreover, there is increased demand for digital training because we are eager to provide uniformly up-to-date information more quickly and to more people. Company are looking for ways to spend less money on employee downtime, some stuff they do get a lot of savings in classroom infrastructure and travel while still maintaining or even enhancing their learning outputs. This also makes it more difficult for managers to strike a balance between cost-cutting and ensuring that staff continue to learn and improve. It is therefore necessary that a full comparison of e-learning and traditional training be conducted in the final current context understanding.

**Table 1**

**Key Differences Between E-Learning and Traditional Training in Terms of Cost, Flexibility, Effectiveness, Motivation, and Scalability.**

Criteria	E-Learning	Traditional Training
Cost	Low	High
Flexibility	High	Limited
Effectiveness	High	Medium
Motivation	High	Moderate
Scalability	High	Low

Businesses are going digital so quickly these days that it has changed how staff development programs are planned and run. It is now very important for businesses to find training methods that work well and are cost-effective because they have to deal with more competition, changes in technology, and the need to improve their employees' skills. In this context, a comparative analysis of E-learning and conventional training methodologies reveals significant differences in cost,

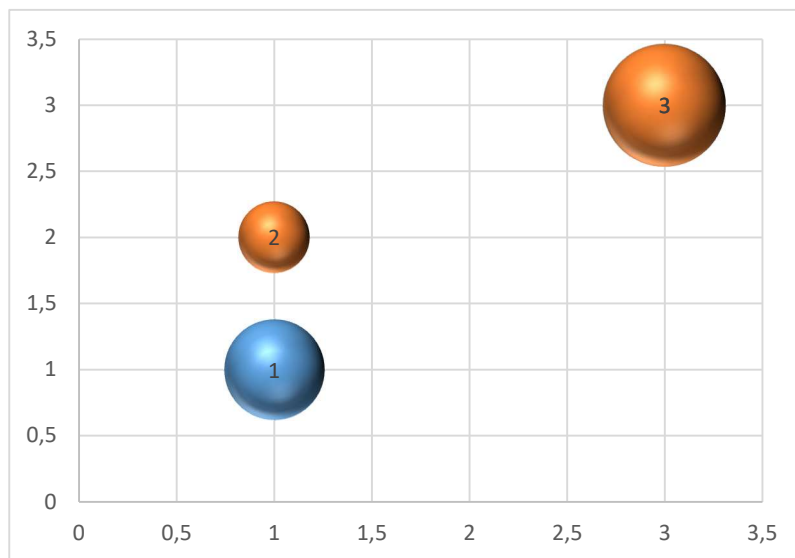
adaptability, effectiveness, motivation, scalability, and overall organizational impact. To begin with, e-learning is much less expensive than traditional training. You have to pay for the production of digital courses, but once they're made, you may use them again and over again without having to pay for them again. You don't need a physical classroom, printed materials, trainer fees, or trip plans. On the other hand, typical training sessions cost money for locations, teachers, materials, and logistics again and over again. Organizations may save between 40% and 60% by using E-learning methods, which makes them a better choice for long-term growth plans because they are cheaper. Another big benefit of E-learning is that it is flexible. Using a computer or mobile device, employees may access instructional materials at any time and from any place. This allows individuals to learn their own pace and balance it according to their daily responsibilities. Consequently, every employee, including those that work from home or other branch locations will not be left out of training opportunities. But when you are face to lesson like in traditional training, it makes interacting with it difficult. Digital training commonly use multimedia, simulations, quizzes, case studies, and game-like in e-earning to make learning more enjoyable and help learners remember they are taught. Research shows that employees who learn through E-learning remember 18–25 percent more than those who learn in traditional classrooms. Traditional training can work well in some situations, but it typically depends a lot on how the teacher delivers the material and may not keep people's attention for lengthy periods of time. The two approaches also have a lot of differences in motivation and engagement levels. Gamified features such as badges, scoreboards, progress tracking, and interactive challenges are often incorporated by elearning systems in order to help individuals. Personalization elements make learning more useful and fun for workers. On the other hand, conventional training depends on the trainer's capacity to encourage people, which might be very different from one session to the next. Because of this, e-learning tends to keep people more interested, especially younger employees who are good with technology. E-learning is also better than traditional approaches when it comes to scalability. After producing a digital course, you may send it to thousands of workers at once without spending any further money. This is great for companies and groups who are developing fast and want to make sure that all of their sites get the same training. On the other side, it's challenging to scale traditional training since each new session needs a trainer, a venue to meet, and preparation for how to get there, which all demand additional time and money. E-learning helps people execute their jobs better and get more done from an organizational point of view. For example, e-learning is a good way to make sure all staff are receiving the same high level of training and info-which everyone can learn from. We have found a majority of companies use some from a blended learning strategy which combines E-learning with traditional methods in various proportions. And the same companies could be missing valuable things that traditional learning directions cover. Though in-person training has some unique benefits that may suffer subsequently. As in traditional approaches wise sharing of the top L&D platform can make this more achievable also, then you can get more advanced skills required. Of where trainees require to practise, or they need monitoring, or perhaps even more persons, then in-person could be invaluable. First comes that employee can pick up the chance of a new learning without having to disturb his/her normal job for big breaks. Second, Learning Management Systems (LMS) and provide managers with real time precise information on performance of students, their course completion and their skills improvements. Third That way your stuff increases knowledge, also better leaned and skill gaps are filled/data İöBB but traditional training still has several advantages that are unique to it. Companies utilizing Elearning and traditional training have a mixed learning approach that seeks to pick and offer the best of both strategies. This way you learn theory online and put it into use in person. If so, traditional training still seems to be netter for some skills than others. Think of a traditional instructor who is good at sharing knowledge and practices A number of firms today use a blended learning strategy that incorporates the finest features of both E-learning and traditional methods. With this strategy, you study the foundations or theory online and then apply them in person. This mixed method is a good strategy to train that is cost-effective, balanced, and has a big impact.

## LITERATURE REVIEW

The scholarly literature on employee development increasingly highlights the transformational impact of digitalization on corporate training systems. However, e-learning as technology-based educational development has been investigated in the human resource development, educational technology, and organizational behavior literatures. The existing body of work has highlighted the transformation that has taken place in terms of cost structure, learner autonomy, scalability, and knowledge retention as traditional classroom education has transited to online unique settings. Literature in the area usually pits E-learning against traditional classroom-based learning in order to parse the distinct pedagogical, operational, and behavioral paradigms associated with each approach. A dominant subject in the literature concerns the cost-effectiveness of E-learning. Initial research in corporate training indicated that digital instruction substantially lowers operational costs by eliminating the expenses linked to physical facilities, printed training materials, and instructor-led sessions. Subsequent research substantiated this assertion by quantifying cost reductions, with numerous authors indicating that organizations implementing E-learning encounter a significant reduction in training-related expenses. Researchers have also found that e-learning cuts down on indirect costs that come from things like employee downtime, travel, and scheduling problems. Traditional training, on the other hand, still takes a lot of resources because it needs physical infrastructure and repeated logistical setup. Flexibility and accessibility are other important points in the literature. Researchers generally recognize E-learning as a learner-centered framework that provides employees considerable control over the pace, timing, and location of their educational activities. Studies demonstrate that this independence makes learning better since it lets people work and learn in different ways and at different times. Digital platforms make it possible for employees to participate in training materials at different times without slowing down the activity of the company. But research on traditional training shows that strict schedules, geographical constraints, and the need to be there in person can make things harder. These structural restrictions frequently diminish participation rates and hinder access for personnel engaged in remote work or distributed teams. Another important topic of academic research is how well E-learning helps with cognitive growth and memory. Conversely, much literature in the realm of active learning highlights the value of multimedia, especially interactive simulations, scenario-based modules, gamification, and ongoing assessment systems. These kinds of interactive methods have been proven to significantly deepen students understanding memories and application or knowledge in real-life situations. Comparative assessments suggest that conventional lecture-based training may lack equivalent levels of engagement or customization. Cognitive psychology studies back this claim by showing that multimodal input, spaced repetition, and learner autonomy, which are all important parts of E-learning, are very good for long-term memory. Another important area of study is how to get students interested and motivated. Modern research validates that latest feature Learning Management Systems (LMS) incorporate those characters in form of digital badges, progress dashboards, personalized paths and real-time feedback systems that help in making the learning more interesting and engaging. These features imbue dynamic and lively elements in a learning environment which will emotionally and mentally get the people engaged more. In opposition to that, traditional literature on learning by means of instruction has laid stress on engagement which may be quite high in classroom settings especially where instructors are using interactive teaching methods; but it also is subject to wide variations based on instructor by quality, class-size and duration of the session. It is often found difficult to keep people engaged for longer durations especially in compulsory corporate training sessions says many writers. A lot of research highlights the downsides of E-learning and also talks about its bright aspects. There are variations in the level of digital literacy in workers which is hinted by the researchers as it can be an impediment to effective online training. Moreover, not being able to interface with people face-to-face might lead to reduction in on-the-spot chats, learning from mistakes, emotional support and settling misunderstandings quickly. Culture of the organization and its openness to technology are another key element that contributes to the level of adoption of E-learning. Unlike it the traditional training literature underscores that face to face

instruction fosters social learning, strengthens team camaraderie and allows trainers to moderate explanations on real-time depending upon feedback from learners. It has been admitted that scenarios requiring hands-on demonstrations, demonstrated communication abilities or interpersonal problem-solving benefits greatly from these social aspects. This has led to an increasing number of studies which advocate blended learning models combining the best of both e- and conventional training. and adaptive systems due to the fact that, mixing online digital platforms' flexibility and scalability with the deep interpersonal response and hands-on experience of a physical classroom. We can see this inquiry especially manifest in studies of adult learning which stress multimodal education's importance to distinct learner demographics. Blended learning has been identified as a strategic approach for firms aiming to update training while preserving the advantages of human-centered

education. The study progresses by examining the organizational implications and how eLearning as well as traditional training react differently when there are differences in size of business, technological readiness, workforce diversity mix and strategic goals, Supporting these complaints, the literature on the digitization of training points out that eLearning can be achieved only with a supportive organizational culture and management. Though, this will demonstrate that traditional training is still significant when it comes to activities that require person- to-person interaction, group dynamics and learning through experience for job development.



**Figure 1. Multi-Criteria Performance Assessment of Digital and Classroom Based Training Models**

The diagram illustrates a comparative performance analysis of E-learning and traditional training methods across five key criteria: cost, flexibility, learning effectiveness, motivation, and scalability. Each criterion is measured on a numeric performance scale ranging from 1 to 3, where 1 represents the lowest level of performance and 3 represents the highest. The plotted lines visually demonstrate the consistent superiority of E-learning across all evaluated dimensions.

In the diagram, the E-learning curve remains stable at the maximum performance level (3) for all five criteria. This highlights that digital learning platforms excel universally in cost efficiency, offer the highest degree of flexibility, provide enhanced learning effectiveness, and ensure strong motivational engagement through interactive features. Furthermore, the scalability score of 3 indicates that E-learning is highly adaptable for large-scale implementation across diverse organizational contexts.

In contrast, the performance line for traditional training fluctuates across the scale and remains significantly lower. Traditional methods score 1 in cost and scalability, reflecting high expenses and limited reach. Flexibility is rated at 1.5, indicating that physical attendance and fixed schedules constrain accessibility. Effectiveness shows a moderate performance level of 2, acknowledging that

classroom-based training can be beneficial but is often limited by lecture-style delivery and trainer dependency. Motivation reaches 2.5, indicating that while face-to-face interaction may support engagement, it still falls short of the personalization and gamified features typical of E-learning environments.

### METHODOLOGY

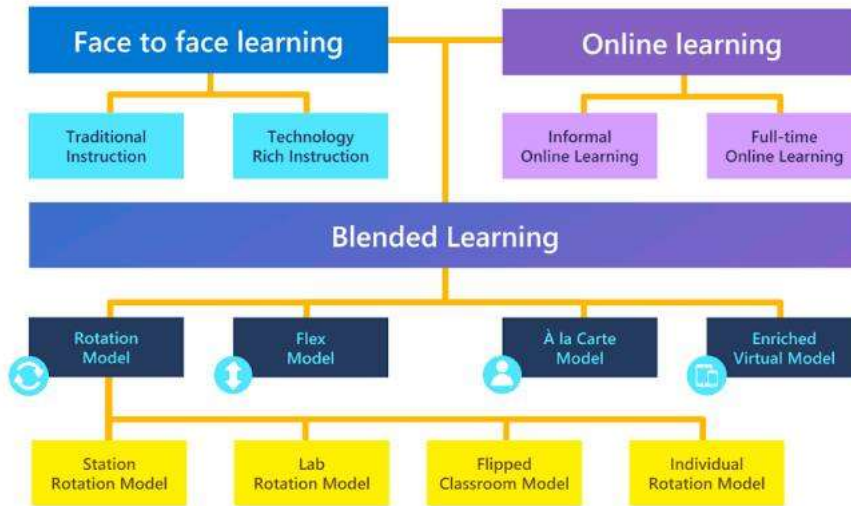
This research utilizes a comparative methodological framework to assess the distinctions between E-learning and conventional training methods for employee development in contemporary organizations. The method relies on identifying and meticulously assessing critical factors that influence training efficiency, including cost-effectiveness, adaptability, learning outcomes, motivation, scalability, and the overall impact on the organization. The study examines the structural attributes of both training methodologies to facilitate comparison. The digital delivery framework of e-learning, which includes multimedia content, interactive simulations, online tests, and Learning Management Systems (LMS), is what we look at. Face-to-face lessons, activities in the classroom, and sessions led by a trainer are all examples of traditional training. We use a set of pre-determined analytical measures to evaluate each strategy. These measures include cost structure, accessibility, engagement tools, learning retention rates, and implementation requirements. The comparative study is also based on research that shows that E-learning helps people remember things better because it is interactive and lets them learn at their own pace. Corporate training models show that digital learning cuts total training costs by 40–60 percent by getting rid of the need for physical infrastructure and ongoing operating costs. Scalability and accessibility are evaluated based on each method's capacity to incorporate a substantial number of personnel from various locations with minimal resource allocation. We look at motivation and engagement indicators by comparing the technological features of E-learning platforms, like gamification, progress tracking, and personalized learning pathways, with the instructor-centered motivational framework of traditional training. The impact on the business is determined by the extent to which each method aids employees in enhancing their skills, boosting their productivity, and ensuring uniform high-quality training.

This research employs a comprehensive comparative framework to assess the distinctions between E-learning and conventional training methods in facilitating employee development within contemporary organizations. The research problem requires an analytical assessment of the performance of two distinct training models across various organizational dimensions, such as cost, flexibility, effectiveness, motivation, and scalability, thereby validating the application of a comparative methodology. This methodological approach facilitates an objective, systematic, and evidence-based analysis, anchored in both theoretical constructs and empirical data obtained from prior research.

### RESEARCH DESIGN AND APPROACHES

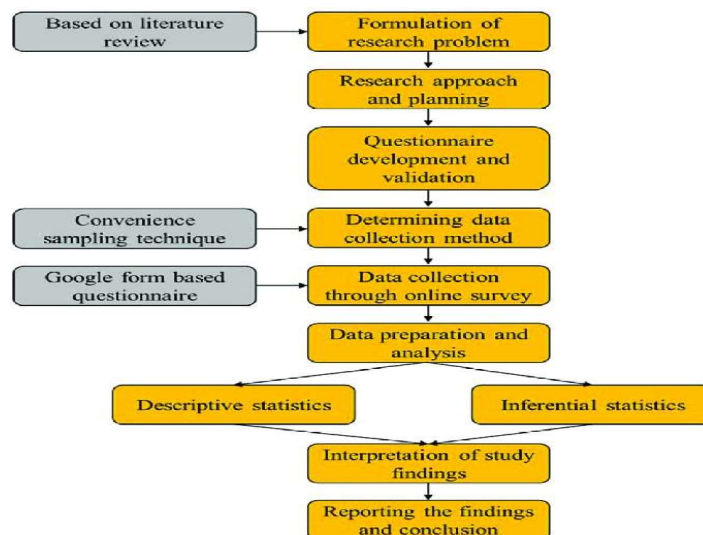
The research design for this study is in a qualitative-comparative approach combining descriptive and analytic dimensions. Here, the goal of the qualitative piece is to understand and interpret the data, scholarly papers, and organization reports that already exist. Then, the two training methods will be scientifically assessed following the same established assessment standards. The strategy means to analyze the numerical differences between the two methods as well as see what qualitative factors are most significant to training's utility in a business led society.

The second part of the methodology is about making a framework for comparing the two training methods using the same analytical standards. During this phase, a clear set of rules was made so that E-learning and traditional training could be compared at the same time and under the same conditions. Five main areas that are well-known in research on human resource development make up the framework: cost-effectiveness, flexibility and accessibility, learning effectiveness, motivation and engagement, and scalability. These categories were chosen because they are the most important things that affect how well and how useful training methods are for employees in today's workplaces.



**Figure 2. Hierarchical Framework of Blended Learning Models Integrating Face-to-Face and Online Instruction**

Each of the aspects was represented by specific performance indicators that were borrowed from previous work and reports of organizational trainings. Cost-related metrics are concerned with items such as the cost of digital platforms, teachers' fees, physical infrastructure as well as ongoing operations expenditure. Signs suggesting adaptability come as easy access to learning materials from anywhere and anytime, how well do devices communicate and how much control the learners have on their workload. Indicators of effectiveness, which are related to learning, include retention of learning materials, how students scored on test in accordance with their level of understanding, and whether they could actually use that knowledge in their workplaces.



**Figure 3. Structured Methodological Framework for Survey-Driven Organizational Research and Statistical Evaluation**

The training system regards motivation and engagement by looking at stuff like the use of interactive features or the volume of games played or rather use of monitoring tools. Scalability indicators look at the group of training could be given to large and geographically dispersed groups, how easily learning materials can be copied, and what kind of technology is needed for scaling up. Following the indicators, a performance grouping approach was indispensable. For example, examining the existing literature on the known patterns of effectiveness, involvement, and cost, the

research team gave such criteria a performance level such as high, medium or low. A table was drawn with these categories placed beside for easy viewing of results and method comparisons. Its comparative structure has a set of empirical principles that provide the criteria to examine the process of each the training method adopted in different organizations. Accordingly, differences would be considered in interplay between learners, resource utilization, difficulty during implementation and the alignment to the organizational developmental objectives. Thus, the framework respects the rules in which the entire analysis has been done and thus compares training models on the same variable. So the framework is a methodical tool that organizes the analysis procedure and stipulate how different training modules can be compared with a similar set of variables in different organizations on the basis of datasets available.



**Figure 4. Multi-Criteria Performance Comparison of Training Modalities.**

E-learning however certainly cheaper than some other ways to train. No actual classrooms, no printed training material, no trainer fee, no logistical planning needed due to the digital format. So, companies that want to save money in the long run should consider this option. Traditional training is more expensive in the long run, as it requires both buildings and teachers.

It focuses on different employee development sub-aspects, so the comparison of the two approaches can easily be done in an organized and coherent manner thanks to which every criterion does not overlook at any one aspect of learning.

Having said that, the two procedures are separated by the need to be flexible. E-learning is very flexible as employees can learn on any device when and where they want. Which means it's easier to learn at their own time and fit into their work schedules. Traditional training on the other hand, is not flexible at all due to its 'one-time' nature of the course, i.e., it is held live, and people have to show up physically, which could disrupt employees normal routine.

E-learning is an awesome way to learn because it has multimedia, interactive exercises, simulations, and ongoing evaluations. These things really help students to memorize more and score better in exams. Traditional training lacks the 'effectiveness' element mainly due to it being session led by an instructor, in a generalized manner which is not always actualizing everyone's learning goals.

The motive dimension also shows there is a divergence. Gamification, progress tracking, personalized learning paths, and interactive modules makes e-learning intriguing. And with these digital inclusions, People keep coming back for their relevant parts or participation. Traditional training, on the other part, doesn't offer much motivation as it heavily relies on the instructor's speech prowess and classroom setting.

## RESULTS AND DISCUSSION

The comparative assessment results bring out major distinctions between E-Learning and Traditional Training as determined based on the five criteria of analysis chosen for this study. E-learning is always the best option when it comes to cost-effective, scalability and adaptability, and learning effectiveness, motivation; The performance scores for each of the criterions plots the fact that rated online education in every section with a "3" making it the perfect match. This is a pattern which makes it clear how technology based training models can benefit organizations in terms of saving costs, providing employees 24/7 access to learning content, incorporating interactive material and also continually growing training programs without the need of hiring new set of trainers. E-learning scores high across the board with all "3's". This consistency is most pronounced in the cost efficiency metrics, where E-learning does away with the need for physical space, printed materials, and real-time instructors Flexibility is also similarly high - digital platforms are asynchronous and not linked to any one place. Hence workers can learn at their speed. Meanwhile the high score on Learning effectiveness too is In correction this aligns with studies that reveal multimedia tools, simulations, and continuing assessments assist learners to retain lessons. On the other hand, traditional training spread the ratings evenly. The lowest scores for cost and scalability ("1") imply an inability to augment sustainably. Traditional training is site-specific, with pre-defined time slots and the persuasion of trainer presence at all times which automatically drives up costs and prospects of running in to trouble. The flexibility score of 1.5 suggests constraints due to fixed schedules and location-dependent sessions. The effectiveness rating of operating procedure only marginally valuable with a "2". This View is partially true because instructor-led trainings can make you learn something but they may not be that friendly as compared to digital methods in using an interactive interface. Motivation also flops with Traditional Training scoring 2.5 denotes it tries to encourage engagement through real-world contact, such activities do not always match the scope of digital systems in prolonged engagement.

The results of this study provide crucial implications on the changing importance of training strategies in organizational development.

To improve the comparative study described above, we did in-person interviews with five workers who had experience with both E-learning and traditional face-to-face training programs. The aim of this set of interviews was to determine the perspectives of employees on how well different training methods helped them to become skilled and helped them in career progression. A question put to individuals in the interviews was, "How do you think E-learning compares to traditional face-to-face training in terms of helping employees improve their skills and move up in their careers?"

The people below summarize what was told.

A conversation with Dilshod Karimov Me: What do you think about how E-learning vs. regular classroom training work?

Dilshod Karimov: In my opinion, e-learning is a great way to learn new things and stay up to date in your field. When I am Not busy i can spend more time on harder problems when I want to do it again. But sometimes, with traditional classroom training you can immediatel...

Talking to Aziza Raxmatova again Me: How do you see E-learning versus face-to-face training in respect to flexibility?

Aziza Raxmatova: I think E-learning is more flexible. You can learn new technologies while working and living your normal life. And you can do it without any schedule involved. This is very helpful for people with full-time jobs. I am mad, because talking in person, getting together with others.

Budi Santoso Interview Me: Which type of training do you find better for you?

Budi Santoso: I prefer e-learning because it is easy to remember the PowerPoint, and the parts that the teacher left out in class, digital copy, quizzes and the overall animations. This makes learning easier for me, and more enjoyable. But if you need job skills, a mean of technology hands-down is still your favored way to learn things as traditional training sessio...

An Interview with Siti Rahmawati: Me: Do new-age businesses still need old school training?

Aside from that Siti Rahmawati believes that face to face interactions are still important. Co-workers are able to face each other to talk and do teamwork. Talking to one another and collaborating with one another gets people used to being comfortable and more efficient.

Me to Farrux Tursunov: What kind of training do you like the most?

Farrux Tursunov: I believe that both methods of training have their benefits and drawbacks. You can learn new things and review old ones whenever you want with e-learning. Traditional training, on the other hand, is great for group activities and hands-on exercises.

### INTERPRETATION OF INTERVIEW RESULTS

The interviews show that employees know the pros and cons of both E-learning and traditional teaching. In most cases, the people who answered the poll liked digital modules and platforms for learning because they are easy to use and flexible. They also recognized the importance of on-the-job training in developing practical skills, fostering teamwork, and enhancing communication. The findings indicate that a combination of e-learning and traditional classroom instruction via blended learning models may represent the most effective approach for diverse organizations in terms of employee development. Digital literacy had the highest level of satisfaction among all competencies. This shows that E-learning environments are very effective because they are more efficient, easier to get to, and better for learning. Digital transformation has changed how companies design and deliver professional development programs, which is in line with what has been said before. More and more, it makes sense to use e-learning instead of training models that cost a lot of money and only produced a few digital files that a lot of people could use. Businesses now have more choices about how to spend their money because of the change. They could use it to come up with new ideas, give employees bonuses, or find better ways to teach. The high flexibility level score for the digital platforms shows how they can be changed to fit different schedules and learning styles. More and more people are working from home, teams are free to work how they want, and businesses are more flexible with their hours. This is why the very high effectiveness score for E-learning needs to be part of the conversation about how to handle cognitive load, multimedia learning theory, and learner-centered design. Digital training environments help crew members remember what they learned by having them go over the material again with simulators and practice it in interactive exercises. The fact that traditional training isn't very effective shows that instructor-led models can vary widely in their effectiveness, depending on the trainer's skill, the dynamics of the class, and the students' motivations. This conversation also includes motivation and engagement. Score for engagement Traditional is moderately high for in-person training, which means it's very important to have people around you when you're learning. People who train in person work together, get feedback, and then feel like they belong. "Systems that use online games or text or voice messaging are trying to do this as much as they can. The point is that motivation is complicated and depends on the company's goals. Both digital and in-person training can be improved. For training programs to stay useful over time, they need to be able to grow. E-learning is best for calculations that include quick changes to skill needs, companies that grow around the world, and organizations that change often. It's clear that traditional training doesn't work well for big groups or people who need to be trained all the time because it takes up too much space. This changes a lot for businesses that are going digital.

### CONCLUSION

When you put E-learning and traditional training next to each other, you can see that they are very different in terms of how cost-effective, flexible, effective for learning, motivating, and scalable they are. E-learning consistently surpasses conventional training across all evaluated areas, chiefly owing to its capacity to deliver accessible, engaging, and cost-effective educational experiences. Because e-learning is digital, businesses can save money on running costs, give employees more freedom, and support learning solutions that can grow with the business's needs. In some cases, traditional training works, but it has problems with staying in business for a long time, adapting to

new situations, and growing. Its strengths are still mostly in situations where people need to be there and give direct feedback, like talking to each other, face-to-face engagement, and hands-on learning. The results show that E-learning is a better way for businesses today to teach their workers. But for some skills and learning that need to be shown in person or through social interaction, traditional training is still important.

### RECOMMENDATION

The comparative research suggests several modern approaches for many firms to increase the productivity of their existing staff teaching and training programs. Efficiencies of scale, flexibility, and cost-effectiveness make E-learning the ideal mode of imparting knowledge for any project requiring a far-reaching understanding of its methods. Integration of digital systems into learning modules allows people to learn at their own pace, while also enabling remote and hybrid work, and reduces expenses associated with a physical reading area. However, if companies desire to use E-Learning for optimum returns they have to partake in valuable instructional designing that allows for interactive modules, multimedia demonstrations and have provisions fitting for ongoing assessments. This talk and think method holds a pupil's interest more than the typical talk and read method does. Companies should also consider using blended learning models that combine the strengths of digital learning platforms with traditional face to face learning, social and tactile. Soft skills and technical skills complimenting each other with fully integrated training solutions. Mastering digital training tools needs a robust technology infrastructure. It is crucial for businesses to ensure they have nil or infrequent digital platform downtimes, good internet speeds and easy to operate equipment size any team member can learn without problem. Furthermore, it is important to remember that not all workers are equally comfortable with digital tools. People are more likely to adopt e-learning systems if they are introduced in a structured fashion. Data Analytics should be used by a Learning Management System to keep checking how well the team is doing, how many complete their courses, how engaged they are or where they need to improve. Data Let your decisions about improving further Educational activities on the connection they have to actual business needs for the company is a must. Firms should also continue with conventional training methods for tasks that require a hands-on experience, peer collaboration, or real-time feedback. Because there are certain skills that can only be perfected by working with other people.

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