Learning Management System developed only by Azure PaaS

études

A Typical Japanese Company's Internal Training Methods

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《Example》

Company "A"
Employee: 30,000 (as group) 10,000 (as one company)
Offices: Japan Head office / 10 regional headquarters / oversea headquarters / 60 branch offices / 30 branches stores / 200 sales offices

How they train their employees
(Face to face group training? E-learning ?)
- New employee training
- Senior employee training
- Promotion training
- Executive training
- Project staff training
- Training by subject
- Specialized training
- Employee ability improvement program

★ Current Issue ★

Issues
- Training method is not standardized or systematized as a company.
- Not enough assessments are done after the training is completed
- Training contents doesn't reflect the actual work or career for the employees

These causes employees to be…

1. Skill inequality
2. Low motivation
3. Dispersed proficiency level

Please let me hear!

Result

In this method, employee with skills in the first place may grow but others won't grow as the skilled ones can do.
If there is a standardized training system for this company, also enables to standardize the skills for employees!!

The Ideal Training Method : Blended Learning

《"*etudes*" enables Blended Learning》

Face to face group training + e-learning
Contents: Systematize the training method for each department
(more detail in the next section)
Training Time: 2-3 hours per month for each employee
Participants: All employees
Content Type: Group Training Video streaming + Existing materials
Course attendance tracking: Yes
Proficiency test: Yes
Commentary: Yes

effect

Employee can learn the training contents online, and check the result through groupwork and role play.

Feedback from Reporting manager
↓
Employee can understand and master what they learned

Result

Employee can check anytime anywhere they want using mobile their preferred tool!! Learn the knowledge via E-learning And master the knowledge through the groupwork. Run this cycle and make the training useful for there business!!
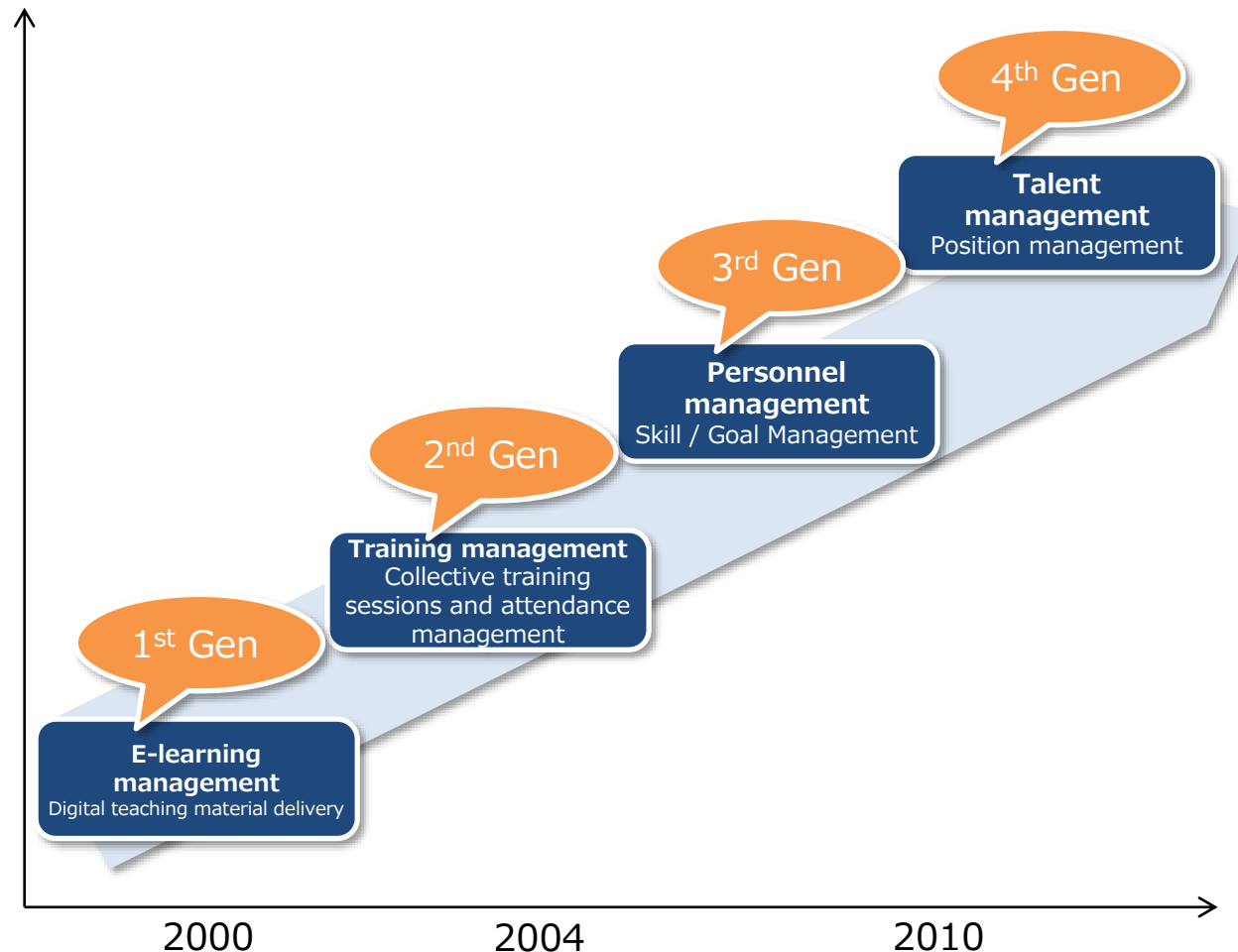
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The future of Next Generation LMS

Azure Power

Why we designed "etudes"

Japanese E-learning system hasn't evolved since 2003. Without any action, overseas E-learning system could take over the Japanese market . From that strong feeling of necessity we started designing "etudes"

Linkage with HR strategy

4th Gen

Talent management
Position management

3rd Gen

Personnel management
Skill / Goal Management

2nd Gen

Training management
Collective training sessions and attendance management

1st Gen

E-learning management
Digital teaching material delivery

2000   2004   2010

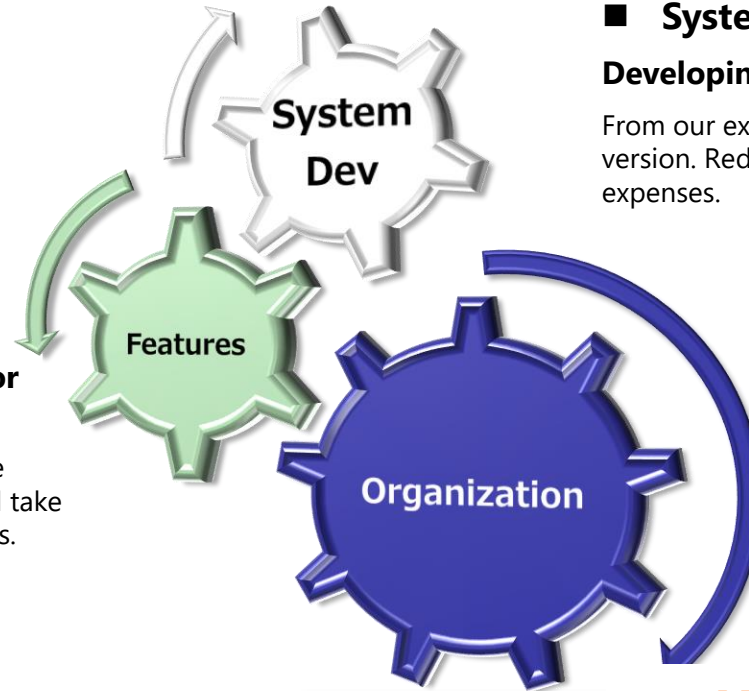|	Vendor	Package	Gen
Overseas	Saba	Saba	4
	SumTotal	SumTotal	4
	SAP	SuccessFactors	4
	Oracle	Taleo	4
	IBM	Kenexa	4
	CornerStone	CornerStone	4
Domestic	Netlearning	Multiverse	2
	Degital Knowledge	Knowledge Deliver	2
	Pro Seeds	Learning Ware	2
	Lightworks	Careership	3
	V-CUBE	iStudy	2
	Fujitsu LEARNING MEDIA	Knowledge Cafe	3
	Hiatchi	[Withdraw]	–
	Fujitsu	[Withdraw]	–
	NEC	[Withdraw]	–

The Strength of "etudes"

Provide solutions with new LMS incorporating human resources development unique to Japanese companies + global trends.

■ System Development

Developing system on a cloud infrastructure (Microsoft Azure)

From our existing features to next generation features, we continuously upgrade version. Reduce operational load and enhance security. Can reduce operating expenses.

■ Features

Necessary feature now, as well as features for the next generation.

In addition to the educational know-how that we have cultivated, developers familiar with enterprise LMS will take advantage of the knowledge and develop new services.

■ Organization

Implementation, operation, content. Experts in each field provide solutions on a one-stop basis.

The purpose of introducing LMS is to promote "human resource development". We will continue to propose the optimum solution by the hybrid system in order to solve customer's problem forever from introduction to operation after installation.

[E-learning so far]

- PC First
- Every year employees are required to attend content once a year
- Curriculum type learning like school
- Management of completion of given teaching materials
- Old system developed over 5 years ago
- Non-compliance with large scale operation

[Future e-Learning]

- Mobile First
- Learn to extend skills and contribute to improving performance
- Curriculum type + Just in Time type learning
- Micro content, micro learning (video search + content recommendation)
- Present what you should learn for each person

- Visualize and support employee growth
- Large & Global
- Continuous version upgrade (cloud, movie, artificial intelligence etc.) system that can continue to capture the evolution of IT technology

"etudes"

Outline of Next Generation Type LMS

Azure Power

Features

The latest full cloud e-learning which can be used for several people to hundreds of thousands.

- **Easy-to-understand screen**

  - Visual and intuitive to use intuitively
  - Also supports inversion learning and micro learning
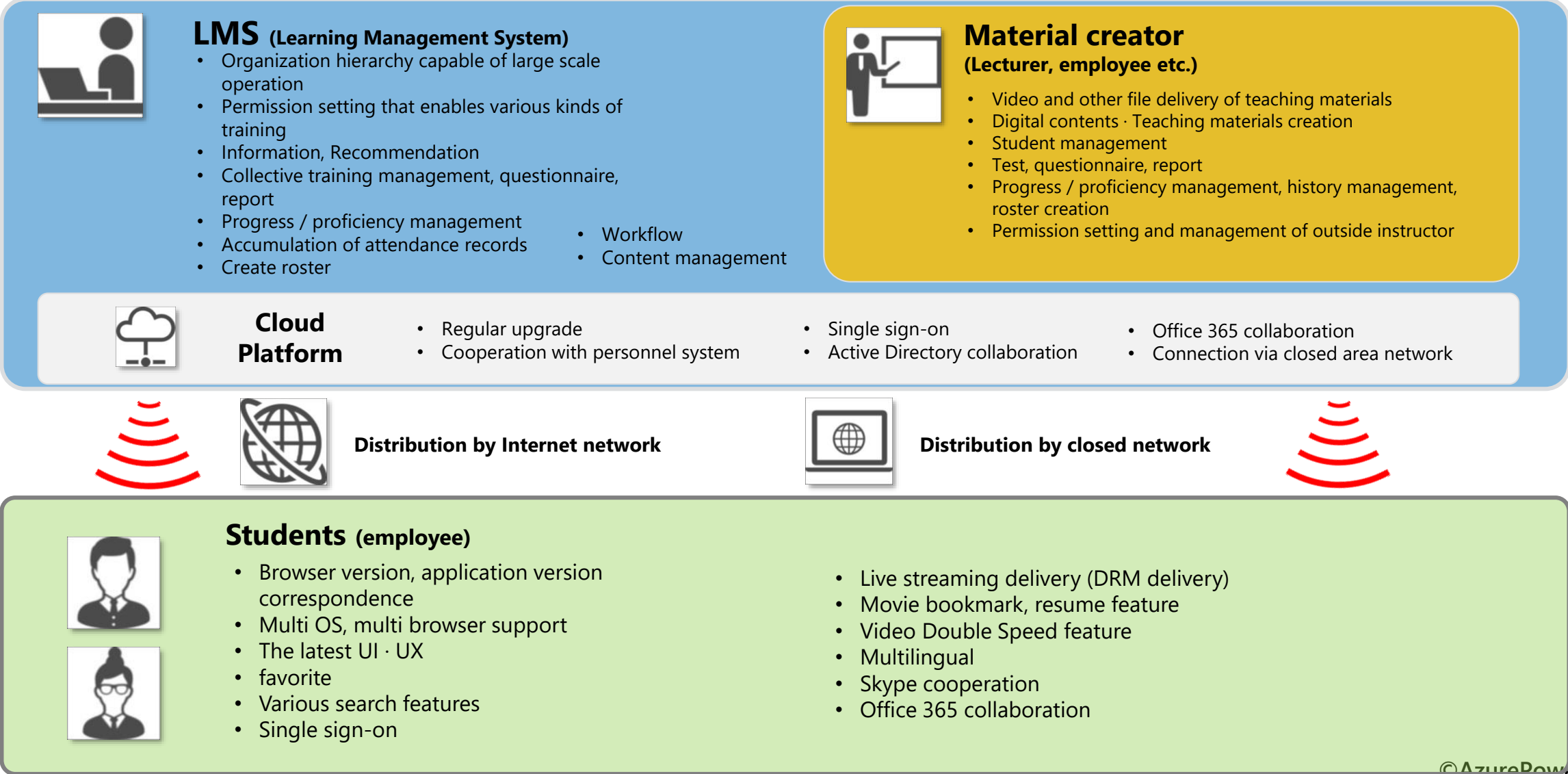
- **Abundant management feature**

  - Unified management of e-learning and group training
  - Record how many seconds you saw the video

- **Affordable pricing form available immediately**

  - Low Initial cost free
  - Monthly cost ¥110~ / 1User
  - No version upgrading required

Basic feature

List of basic features. By utilizing the latest IT, we pursue LMS that fits human resource development in Japan.

LMS (Learning Management System)
- Organization hierarchy capable of large scale operation
- Permission setting that enables various kinds of training
- Information, Recommendation
- Collective training management, questionnaire, report
- Progress / proficiency management
- Accumulation of attendance records
- Create roster
- Workflow
- Content management

Material creator
(Lecturer, employee etc.)
- Video and other file delivery of teaching materials
- Digital contents · Teaching materials creation
- Student management
- Test, questionnaire, report
- Progress / proficiency management, history management, roster creation
- Permission setting and management of outside instructor

Cloud Platform
- Regular upgrade
- Cooperation with personnel system
- Single sign-on
- Active Directory collaboration
- Office 365 collaboration
- Connection via closed area network

Distribution by Internet network

Distribution by closed network

Students (employee)
- Browser version, application version correspondence
- Multi OS, multi browser support
- The latest UI · UX
- favorite
- Various search features
- Single sign-on

- Live streaming delivery (DRM delivery)
- Movie bookmark, resume feature
- Video Double Speed feature
- Multilingual
- Skype cooperation
- Office 365 collaboration

■ Live streaming delivery

- Movie full text search feature
- DRM distribution feature
- Live streaming, VOD feature
- Adaptive Streaming feature
- CDN Large Scale Distribution feature

Encode

- HLS
- Smooth Streaming
- DASH

■ Movie full text search feature

- AI makes automatic text conversion of the teacher's words spoken in the video
- Captions can be added to movie files
- You can search keywords in the video

■ Surface Hub (electronic blackboard) compatible
■ Report material "Handwriting feature
■ New learning in HoloLens virtual space

しかし、相手の話す言語を使う必要はありません。
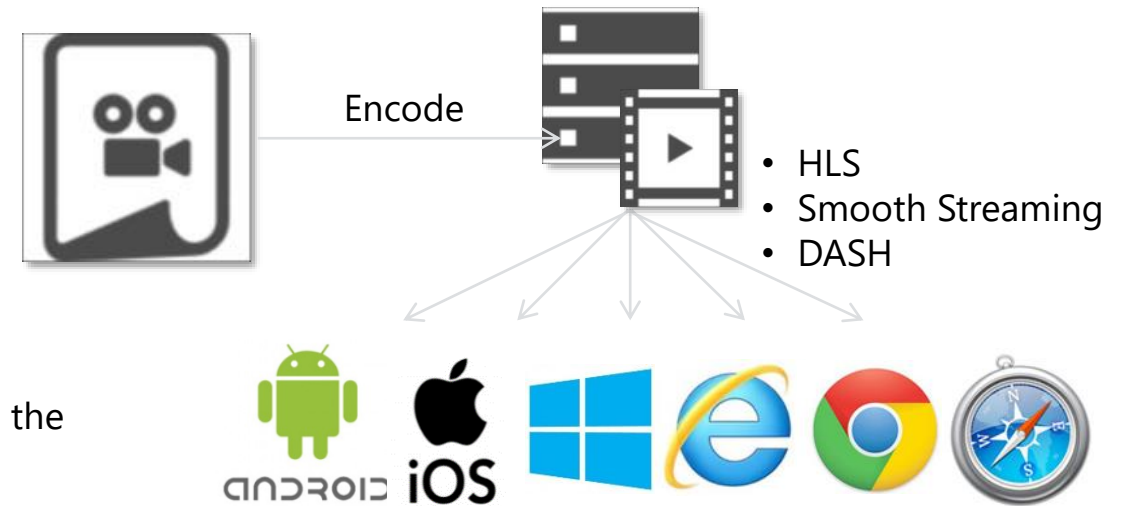
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