**U R Online Learning Space**



Titan Industries continues to provide online training to support the day to day working requirements of its staff. Online courses can be used as reference tools to help answer your day-to-day on the job questions or as part of your personal development. These learning resources are available 24x7 from any internet connected computer in the office or at home

 **The word SAMVIT is translated as ‘knowledge potency’ or to say the “Power of Knowledge”.**

**Samvit in Sanskrit**

“**Samvit** is a Sanskrit word, which refers to the entire range of knowledge, from information to consciousness, awareness and the highest knowledge leading to Self-realization.”

Adding value to the relative meaning of Samvit we would bring you to a variety of Courses from 3500+ Business, IT or Desktop Courses to create individual or Group Learning paths & Books24x7.

 Here Titan’s in association with our online learning partner Skill Soft a leading provider of e-learning and performance support solutions for global enterprises, government, education and small to medium-sized businesses.

 **Samvit** would enable business organizations to maximize business performance through a combination of comprehensive e-learning content, online information resources, and flexible learning technologies and support services.

**Vision:**

Make Titan a Learning Organization; Help our businesses succeed by providing top class Learning inputs.

**Mission:**

Provide best in class, Online Learning Facilities and thereby help Titan to achieve continual improvement and reach important business goals, through implementation of the learning’s.

**Process:**

Building a learning environment means the entire workforce is willing to see things in different ways, to think differently, and to try new things. In other words, in a learning environment, INNOVATION can exist along side with proven best practices to help our businesses thrive.

The new Learning Initiatives will ensure a rich and stimulating environment for learning In fact, it will be specially designed to heighten the learners’ experience through the use of the latest technology, innovative methods, and interactive exercises.

The Academy will be providing a certificate to participants who complete their training after proper assessment by the faculty. As the employee completes the course the same will reflect in the employee training attended section and also the competency will be captured in the capability of the employee.

**What we intend to Achieve:**

Organizations that value learning and knowledge are much more likely to be flexible and adaptable, and its employees are more willing to embrace change. For example, in our proposed Learning Academy, the use of innovative methods and technologies will be more readily adopted and then will spread more quickly. It also gives employees a great opportunity to step outside the organization to learn and share with people from all types of businesses and fields through interaction with business leaders lectures

**Making Time for Training**

Making time for training can often be one of the biggest challenges in transitioning from learning via instructor-led training courses to e-learning. The following tips should help you make the time to develop your most important asset – you!

**Learning Plan**

Prepare a Learning Plan that has clear training goals and targeted completion dates. These training goals should be developed in conjunction with your manager and should include courses that will enable you to perform your current job even better or will prepare you for future career opportunities.

Once this Learning Plan is developed, you need to make a personal commitment to achieve the defined goals. Remember that you, and only you, own your Professional Development. It should be a priority every day.

**Schedule**

Schedule time for e-learning on your calendar just as you would any instructor-led training course. The benefit with e-learning is that you get to work through the training course at your own pace, not at the pace of an instructor. You can schedule your training time in a variety of increments. SkillSoft courses generally take between 2 – 5 hours to complete, but you could schedule your training time down to the topic level, which could amount to as short as a ten minute training session.

Make sure you don’t mistake the "available anytime" benefit of e-learning for "when I have time." To get the full benefit of your e-learning experience, you need to make the time.

**Distractions**

The workplace is always busy and full of distractions – telephones, visitors, and the ever present In Basket can make it difficult to focus on learning. Some suggestions to help curb unplanned interruptions:

A E-learning Café is set at Titan Premises Facilitate employees with Un-interrupted Learning.

 **Types of Learning Assets**

A learning asset is a resource that is made available through a learning management system or learning portal. A learner’s completion and mastery of many types of learning assets can be tracked. Examples of assets include but are not limited to courses, books, simulations, exams, and mentoring.

Below are the various types of learning assets with which you can work.

 **Courses**

 A course is web-based instructional content delivered to you on your computer. During a course, you practice and are assessed on your mastery of the skills and knowledge learned in the course.

The following types of courses are available:

 Business Skills courses

 IT courses

 Live Learning courses

 Instructor-Led Training (ILT) courses

**Learning Programs**

In my Plan Section you will find the course which has been recommended through PMS for the current year. The participants are expected complete their courses within the due time as assigned. Apart from the recommended course if you would like to take up any other courses for your development you may contact the respective location HR on the same.

You do not need to add a learning program to MY PLAN in order to launch the learning assets after you have enrolled. However, adding the learning program to MY PLAN allows you to easily access it from the MY PLAN shortcut on the navigation panel. It also allows you to set up an associated email reminder to help you complete it on time.

**Evaluations**

 Some learning assets, such as courses and learning programs, can have associated evaluation forms that allow you to provide feedback about your experience. In some cases, courses that you take as part of a credential require that you complete an evaluation in order to receive credit for the course.

If you complete an asset that has an associated evaluation, an evaluation is automatically added to the Evaluations folder in MY PLAN. (Evaluations for learning programs and Live Learning courses are only added after the entire program or course is completed.) After you complete the evaluation, it is then automatically removed from MY PLAN.

If the evaluation is optional, you do not have to complete it, and you can remove it from MY PLAN at any time.

If the evaluation is required, you can only remove it from MY PLAN by completing it. As a reminder, the application will prompt you to complete the required evaluation every time you log in.

You can view the learning assets in MY PLAN in the following ways:

* **By due date:** Groups the assets according to whether or not they have due dates. The assets with due dates are displayed in a flat list, with the asset with the earliest due date listed first. Note that this view can take some time to render if you have a large number of assets in MY PLAN. Also note that this option is not available if your site is not configured to use due dates in MY PLAN.
* **By category:** Groups the assets by type, for example, courses, books, projects, and so on.
* **In a folder structure:** Groups the assets into the following top-level folders:
	+ **Assigned:** Contains the learning assets that have been assigned to you by your manager. This folder is not shown if it is empty, and you cannot modify its contents. The assets are always listed in the order they were assigned.
	+ **Personal:** Contains the learning assets that you have assigned to yourself. This folder is always shown. You can modify the contents of this folder by creating custom subfolders, moving assets into different subfolders, reordering assets, and deleting assets (see [Managing Your Learning Assets](http://titan-samvit.skillport.com/skillportfe/help/en_US/learnerHelp/23382.htm)).
	+ **Evaluations:** Contains evaluations that you can complete for learning assets. After you complete an asset that has an associated evaluation, the evaluation is added to this folder. If the evaluation is not required, you can remove it manually. This folder is not shown if it is empty

 **The Launch of E Learning Portal - 17th August 2011**

 To constantly enrich knowledge apart from bringing you a wide variety of training and development programs.

 Titan has now embarked on a major initiative in the sphere of Learning titled “SAMVIT” – The Power of Knowledge, it’s created to infuse a sense of energy and yearning for Learning in all of us.

**Benefits For L&D team & Employees of Group Companies**

* Employees can ”Learn any time - From anywhere”
* L&D team can choose from 3500+Business, IT or Desktop Courses to Create individual or Group Learning paths
* Softskill Learning Consultants to support on the strategies aligning with business and usage promotion for effective ROI
* Solutions addressing both formal & informal Learning needs of every employee
* Enabling “Blended Learning Programs”
* Effective programs with measure results
* Learning solutions mapping for the reception officer till the CEO according to their experience, time availability, role & responsibility

**Mentoring Support for Mission- Critical Certifications**

* Covering the industry's most popular professional certifications
	+ Over 100 certifications supported
	+ Mentors hold over 1000 certifications and accreditations
	+ A variety of mentoring options :
		- Real time chat
		- Email my mentor
		- Mentored exercises
		- Optional daily email remainders
* Test Preps help learners prepare for certification exams

**Coverage of SAMVIT**

* No. of Employees covered 3000
* The response from across the Company has been very encouraging for the above initiative.

**Current Trend and Usage of SAMVIT**

For Titan SAMVIT – e-Learning space was remarkable Change in the way we perceived the Change from Pen, Paper and instructor Lead Training to a Technology Driven & easy to access and user friendly Learning Source.

**As per the statics published by few of the news papers and Leading online Blogs the usage and trend in e-learning sounds like, while the US and Europe account for the majority of e-Learning programs (more than 70% of the global total), Asia-Pacific countries are steadily catching up: Vietnam has a 44.3% annual growth rate in e-Learning usage and Malaysia’s is growing at 39.4%. Other Asia-Pacific countries experiencing rapid e-Learning growth (between 30-35%) are Thailand, Philippines, India, and China.**

In this context currently in Titan we are standing up with respect to the market trend with about **55 %** of active participation. To in creating high level of engagement by our employee’s active participation and through channelizing the Internal Branding and Communication to Our employees.

**The Challenges we faced were many like,**

Reach out to people, Infrastructure, Accessibility, Breaking the Mindset & perception and Keep the momentum of the Learning etc….These were real challenges as this was one among the first Online employee training & engagement activity for the employees.

As per the internal Feedback received by the Survey Conducted Internally,

**Active Participants**

1. 88% of respondents agree that the SAMVIT- E-LEARNING PLATFORM provides a system or process in place for systematic professional development.
2. 86% agrees that the courses provided are aligned with the business objectives.
3. 78% has agrees that the E-learning has helped in building capabilities in an effective
4. 98%feels that the e-learning course is applicable to different roles in the organisation
5. 65 to 70 % has agrees that the E-learning has helped in building capabilities in an effective
6. 94% has received many professional attributes by attending the courses
7. 100% has received many personal attributes by attending the courses