

School Management and Teachers Perspective on Learning Management System

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Abstract: Learning Management System is one of the recent developments that the educational institutions have seen in the present times. This paper reinforces the key factors that develop while deciding whether in an educational environment LMS would be advantageous or not. The co-coordinators of computer, administrators and even classroom educators are being made a request to help decide if their establishment ought to put resources into a Learning Management System. Many people have very less knowledge or awareness about the vast area of LMS. The paper deals with the need, usage and the reflection of the researcher based on the qualitative pilot study that has been recently conducted in the schools of Bangalore. The data was collected by the interview method from the various educators and the technical head of the educational institutes who are solely responsible for the LMS usability in schools and the highlights of the interview are listed. The analysis of the study shows that the use of LMS has facilitated the process of teaching and learning.

Keywords: Learning Management Software (LMS), eLearning, effectiveness, usage, perspective of the stakeholders

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I. INTRODUCTION

LMS stands short for Learning Management System.

Learning, since it is used in delivering educational courses or training programs.

Management, since it is used for organizing, reporting, tracking, documentation and manage records.

System, it is just a fancy word that translates to "software". An LMS is a computer program.

When the constructivist, behaviourist and the cognitivist theories of learning are closely analyzed many principles and ideas seems to be overlapping. The principles of all the three theories can be accommodated by a Learning Management Software. "Behaviourist Learning Theory states that learning is a change in observable behaviour caused by external stimuli in the environment" (Skinner, 1974 as quoted by Ally, 2004). The study materials can be uploaded in LMS and the teachers can also give immediate feedback According to the cognitive learning theorists learning is considered as an internal process and the process of reflection plays an important role and it involves the use of thinking, motivation and memory. A teacher can provide a variety of resources to the students according to the need of the student via LMS (Smissen & Sims, 2002). According the profounders of the constructivist theory learning is not about acquisition but rather it's an active process of construction of knowledge. Constructivist teaching and learning tends to provide freedom and variety. It is more holistic in its approach and offers to be more encouraging and motivating. LMS can be made use of by the constructivist in giving an exposure to the students to the real life problems and situations. LMS allows access to a lot of external resources which are beyond the one's which are found the classroom.

A learning management system (LMS) is a software application. There are various types of learning management software for example Moodle, lyceum, Edmodo, Blackboard, Skillsoft and many more. LMSs are centered around online learning conveyance yet bolster a scope of employments, going about as a stage for completely online courses, and also a few cross breed shapes, for example, mixed learning and flipped classrooms. LMSs can be supplemented by other learning advancements, for example, a preparation administration framework to oversee educator drove preparing or a Learning Record Store to store and track learning information.

Much the same as Word encourages you compose records and Gmail causes you deal with your messages, a LMS is a product program that encourages you prepare, oversee and convey eLearning courses. A LMS is the "motor" that forces eLearning, and in the most well-known frame it comprises of two separate parts:
- A server part that plays out the center usefulness (making, overseeing and conveying courses, verifying clients, serving information and warnings, and so on.)

- A user interface that keeps running inside your program as a web (like Gmail or Facebook), that is utilized by students, educators and administrators.

II. THE USAGE OF LMS

A LMS can be utilized for a wide range of learning exercises (that is the reason why the letter "L" is used as an acronym). But on the other hand it's a precious business instrument, one that has been grasped by ventures and associations of all shapes and sizes.

Here are the absolute most basic utilize cases for a LMS:

Training of the employees

The need to prepare new workers or educate existing representative's new abilities is a consistent, regardless of whether it's an insurance agency, a bike industrial facility, a healing center or an administration association. With a LMS one can eliminate costs and wipe out business interruptions related with conventional learning, by giving your workers a chance to think about the material on the web and at their own particular pace.

With eLearning, organizations not just spend less cash and exertion contrasted with acquiring particular educators to give regular workshops, yet additionally increase better bits of knowledge on their representatives' advance with coordinated checking and detailing devices.

Orientation of the employee

The immeasurably critical assignment of on boarding another contract can be robotized and taken care of effectively by a LMS.

Regardless of the fact that one gets the opportunity to welcome the employees and give them a visit around the workplace, however all the rest they can learn at their own pace (and allude back to it, at whatever point they require).

An on boarding course can incorporate all the stuff no one gives careful consideration to (the message from the CEO, the organization's history, and so on.), and in addition the exceedingly vital itemizing of their part and duties, data about professional success openings and advantages.

It's likewise a decent place to instruct your new contracts of your organization's worker direct code, protection rules, and race/lewd behavior approaches.

Retention of Knowledge

Learning from the employees is one of the most important thing besides training them. A learning maintenance program guarantees that significant skills, information and techniques remain with the organization when your workers leave or resign.

It's likewise a solid match for a LMS platform, as this profitable data need not simply sit in some record administration framework that no one ever checks, yet to have it accessible constantly to prepare new workers or individuals originating from different divisions.

Education

LMS is very essential for any educational program. It could be a school offering on the web lessons, a conventional instructive organization supplementing its classroom based courses, a business teaching its customers, or even an administration office or NGO instructing the overall public. eLearning is setting down deep roots, to the extent that it may be the exceptionally eventual fate of learning.

LMS gives a chance to make eLearning content (lessons), course organization, content delivery (either inside to your business or to a more extensive web crowd), enrolment of the students and then monitoring and assessment of their performances (participation, grades, and so on).

III. NEED

With the increase in the diversity among students and increased usage of internet and constant up gradation of the learning theories and amount of information generated in the field demands from the teachers to make their teaching methods more innovative and transform their classrooms. The teachers need to make shift from the age old traditional models where the students acted as passive listeners to child centric models. In the early times students could complete their schooling only by memorizing the figures and facts but with change and development the flow of knowledge has increased manifold times. It is said that the amount of knowledge generation has speed up to such an extent that by the year 2020, it is estimated that after every 73 days the knowledge will get doubled (Appleberry as quoted by Gillani, 2003). The students need to be equipped with the necessary skills required by them to be responsible and lead a productive life in the society with is constantly under change. In order to make the students more adaptive in "finding, analysing, organising, evaluating, internalising and presenting new information" (Gillani, 2003) – LMS has made outstanding effort to provide remarkable opportunities to the students. "Computers can support knowledge construction, learning-by-doing, by conversing and by reflecting" (Jonassen, 1999) but the complex task of managing the child-centered environment can be handled well by the implementation LMS.

LMS can be made use of by the universities for distance learning courses. Even if the teacher is in favour of face to face classroom learning the LMS can be used extensively to bring about flexibility like offering various activities for self study, extension activities and monitoring the achievement of the students (Collis & Moonen, 2001). With the instigation of flexibility, the students with tend to become more independent. Self motivation and self direction is very much required for the student to excel but the students with the lack of the same if not monitored carefully may flounder.

LMS manages and delivers instructional substance, and normally handles the enrollment of students, online course organization, and following, and evaluation of the work done by the students. The LMS programs are web based in order to facilitate the access of the software by the users. The LMS also helps in identifying the progress towards the training or learning goals. LMSs are frequently utilized by various industries for the purpose of training. A few LMS suppliers incorporate "performance management systems", which includes the whole range of management, analysis, planning, assessment and appraisals.

Learning management system is one of the mostly talked topics in schools ever since eLearning has become the most popular method of facilitating instruction. With students completing instructions inside and outside of the classroom, and in various self-study or self-paced alternatives, educational establishments require an approach to streamline the majority of this data in a single place. A learning management system (LMS) can help by storing all the data in single user friendly software reducing all the complex task of tracking data.

There is an extensive need for LMS all over in different types of organizations. The usage and the need for LMS vary from one organization to another. The need for LMS in the educational institution can be listed as under.

- To perceive the amount of time a student spends finishing a particular task.
- Manage numerous classes or groups with discrete assignments, scoring, and information following for each. Facilitators can retain all that they require in the LMS and do away with a different grade book.
- In order to bring about variation in the training and not only stick to the age old methods of slides and quizzes. Blended learning methods can be exploited with interacting elements and videos.
- The students and the teachers can interact with the LMS using the online chat forum. This can be helpful in saving time and resources and there is no need for addressing the same question again and again.

The learning management software has become universal software for creating, delivering or administering the courses although there are a wide range of other platforms or digital aids to foster education Such as the virtual or managed learning platforms or systems, computer based learning environment, course management system.

IV. REVIEW OF RELATED LITERATURE

Review of Literature makes the researcher aware of the current knowledge of the area in which he/she is going to conduct his /her research. It serves as a guide to the researcher with respect to some specific purposes. Such as to define, the limits of his problem, add knowledge in a meaningful way, from the positive findings, to understand the research methodology and recommendations of previous researches for further research (Ridley Diana 2008) Abdul Rahim (2013) researched on "Teachers' attitudes towards a learning management system, MC Online: An exploratory study in a Singapore secondary school". The point of this examination is to look at the states of mind towards the utilization of an online learning management system (LMS) by Marshall Cavendish, MC Online among the teachers of the secondary school for educating purposes. An example of 78 teachers in a Singapore auxiliary school was surveyed for the MC Online state of mind utilizing a questionnaire based on Likert scale with four components: affect (liking), perceived usefulness, perceived ease of use, and behavioural intention. The findings demonstrated that sexual orientation and subject space did not have solid association with educators' MC Online states of mind. Be that as it may, there were huge connection between's MC Online confidence level and the educators' MC Online attitude.

Thuseethan, Selvarajah, et al. (2014) researched on "Usability Evaluation of Learning Management Systems in Sri Lankan Universities." Learning Management System offers an incorporated stage for instructive materials, circulation and administration of learning and in addition availability by a scope of clients including educators, students and substance producers particularly for distance learning. The effectiveness of e-Learning frameworks can be achieved through the usability assessment. It is utilized to assess how well innovation and instruments are functioning for clients. There are a few elements contributing as significant reasons why the LMS isn't utilized efficiently and routinely. Learning Management Systems, as significant piece of e-Learning frameworks, can profit by usability research to assess the LMS usability and fulfillment among its handlers. Numerous scholastic organizations overall lean toward utilizing their own redid Learning Management Systems; this is the situation with Moodle, an open source LMS stage composed and worked by the greater part of the colleges in Sri Lanka. This paper gives a diagram of Learning Management Systems utilized as a part of Sri Lankan colleges, and assesses its ease of use utilizing some pre-characterized usability standards. It measures the efficiency by testing the Learning Management Systems.

Sofia Balula Dias and José Alves Diniz researched on “Towards an Enhanced Learning Management System for Blended Learning in Higher Education Incorporating Distinct Learners' Profiles” Learning Management Systems (LMS) can be thought to incorporate community oriented and intuitive learning exercises in a blended education system; this, be that as it may, requires a solid institutional and sociocultural responsibility from all partners. Thus, an empirical study that goes for recognizing students' profiles and uses them as a streamlining input like procedure to the LMS towards compelling mixed (b-) learning was adopted here. The last included 36 college understudies with variation b-learning movement at an open Higher Education Institution. In a synergetic mix of subjective and quantitative confirmations, semi-organized up close and personal meetings were led and approved, and an efficient multivariate substance examination was enunciated. Results uncovered three unmistakable understudies' profiles arranged to intelligent learning condition, Information and Communication Technologies (ICTs) educators' convictions, and understudies' preparation. Under this multifaceted situation, a reevaluating of the LMS inside the b-learning condition could be drawn closer through the improvement of intelligence, encouraging clients' ICT colleague, and fusing further preparing. Robert A. Ellis and Rafael A. Calvo researched on “Minimum Indicators to Assure Quality of LMS-supported Blended Learning” The study portrays a group of institutional pointers that recommend least gauges for the quality affirmation of learning upheld by learning administration frameworks in mixed settings. The indicators are assessed by contrasting seven universities that uses a typical learning administration framework to help understudy learning encounters. “The responses to a qualitative questionnaire provide evidence of how the participating universities approach leadership, policy making, development, and evaluation as they relate to the quality assurance of learning management systems” An examination among the universities uncovers that they have a tendency to have a superior comprehension of specialized as opposed to instructive issues identified with quality affirmation. The universities are required to address the quality of learning that is supported by the learning management systems.

V. PILOT STUDY DATA

The researcher conducted a pilot survey in the schools of Bangalore to find out more about the usage of the learning management software in the school. The qualitative data was collected by the interview method. The researcher had a one to one conversation with the teachers and the management of the school and the highlights of the interview have been listed below. Some of the teachers and the technical heads were questioned regarding the usage, the benefits and the drawbacks or limits of using the LMS in school. The highlights of the conversation have been discussed below. The number of teachers who were interviewed was 25 and the number of management staff who were interviewed was 25. Therefore a total sample of 50 was taken into consideration by the simple random sampling.

Teachers perspective of using LMS

According to the teachers the LMS saves a lot of time. The teachers can enter the marks obtained by each student during the continuous and formative assessment, cumulative attendance during each term and all the other required details in the LMS and the detailed report card will be generated online. The personal detail (Biodata), health or medical record of each student is available in the LMS. The teachers can access it whenever required. LMS has also facilitated the online discussion forums and the students can interact with the teachers as well as with the other students and discuss the required topics. During classroom conversation or discussion some students are physically present but mentally absent or may be a few handful of students takes over the discussion and the others are just passive listeners. With the introduction of the LMS each and every student gets a chance to put across their view point. The teachers can also post questions and the topics for discussion in the online forums. Teachers can share study materials with the students by uploading them in the LMS and at the same time the students can also upload their assignments through the LMS. This makes the assessment or the grading procedure easy for the teachers. With the introduction of the LMS it has made the students an active participator in the discussion process. Some of the drawbacks pointed out by the teachers are- they can access the software only from school using the school's intranet and cannot access it online from home for entering data according to their pace. A lot of cross checking is required while entering the scores in the LMS. Once the scores are entered, saved, published and the report cards are issued, the change of marks in case of any discrepancy is very difficult. The change to be done in any kind of entered data and reissue of the report cards is a nightmare.

Management's perspective of using LMS

According the technical heads, who handles or takes care of the functionalities of the software, the software has reduced the amount of paper works required in the school. Since all the data are entered online the amount of paper work has reduced to a large extent and because of this their work pressure has also reduced. Paper work involves a lot of attention and cautiousness on the part of the school incase if a paper goes missing it

might create a lot of trouble. With the introduction of LMS the information are easily accessible, with just few clicks whatever information required is readily available and there is no need to flip pages after pages to look for information. All the information can be updated from time to time; all the data can be well managed in a very organized way. Some of the software also have mobile application and can be accessed from anywhere. The parents can access the marks card, attendance and the other details of their wards. The school as well as the parents can get the fee due details. The LMS is also equipped with the transport tracking facility with inbuilt GPS. The stakeholders can track the location of the bus. The LMS is always under research and development. Update is happening from time to time as per the client's requirements. Parents, children and management can be well connected through LMS. The drawback that has been pointed out by the heads is that, LMS requires internet to function in a smooth way. A well set up network is required for its proper functioning. Network plays an important role. Another alarming issue that has been pointed out is the security of the software. If the software is not properly maintained there are chances of hacking. It should be take care of at all times.

VI. CONCLUSION

LMS can be accessed anytime and from anywhere according to the convenience of the user with internet access. LMS facilitates learning and motivates the learner by providing meaningful learning and encouraging interaction. It facilitates individual learning; a person can learn at his own pace and also cater to the individual differences and provide feedback. Educators can get to materials whenever. Materials can be refreshed and students can see the updates promptly. Teachers are not confined to the printed note and textbooks that cannot be easily modified according to the needs of the students. The teachers can deliver several videos and presentations through LMS to making learning more interactive.

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