

# Five Advantages of Using a Learning Management System

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The world of employment is in a constant state of change.

Ever-improving technology, new laws and regulations, increased job requirements, and a changing workforce are all factors that create an environment where employers must efficiently and effectively deliver and manage learning experiences for their employees. These experiences must be easily accessible and easily tracked. **A Learning Management System (LMS) is an excellent vehicle for training, evaluating, and tracking results.**

## Defining a Learning Management System

A Learning Management System (LMS) is “an information system that administers instructor-led and e-learning courses and keeps track of student progress. Used internally by large enterprises for their employees, an LMS can be used to monitor the effectiveness of the organization's education and training. It is also beneficial in ensuring state-and federal-mandated courses are delivered in a timely manner.”<sup>1</sup>

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<sup>1</sup> "Definition of: LMS." [Encyclopedia. PCMag.com. 3 Jul 2007](http://www.pcmag.com/encyclopedia_term/0,2542,t=LMS&i=46205,00.asp)  
<[http://www.pcmag.com/encyclopedia\\_term/0,2542,t=LMS&i=46205,00.asp](http://www.pcmag.com/encyclopedia_term/0,2542,t=LMS&i=46205,00.asp)>.

## The Advantages of an LMS

Following is a list of five primary advantages for employers of an LMS.

### *Advantage One: Centralized Learning Environment to Ensure Consistency*

By its nature, an LMS makes all types of training content, developmental content, and performance content available to individuals 24/7 from any location with web access. Multiple users can access the LMS at any given point in time.



The LMS ensures consistency in delivery and evaluation since each user sees the exact same material in the exact same manner and can be evaluated through common pre-testing and/or post-testing methods.

An LMS allows users to easily design and deploy customized training modules. This feature is especially important when new equipment is introduced, existing equipment is updated, or standard operating procedures are significantly modified. This feature also applies to updates to guidelines and procedures. Employees can no longer say, “no one told me that...” or “no one ever trained me on that...”.

#### ***Advantage Two: Tracking and Reporting for Enhanced Performance***

The LMS allows organizational users to view a required learning path, track progress against the learning path, review records of success, and register for additional courses. Employers can offer these courses through various media including instructor-led training, web-based training, or webinars.

Management can access the same records of success and can also analyze the records data to determine areas of success and areas for needed improvement.

#### ***Advantage Three: Immediate Capabilities Evaluation***

The LMS allows users to be evaluated prior to taking a course, while participating in the course, and upon course completion. Employers can evaluate retention by periodically administering scheduled assessments via the LMS. They can review the records of results to determine success levels and actual time taken to complete each course and its components.

#### ***Advantage Four: Continuous Product and Service Proficiency for Employees who Interact with Customers and Clients***

The LMS provides a central point for organizations to change product descriptions, specifications, requirements, forms, and to allow easy uploading of new product or service information. Users will access

the same training courses and the same evaluation materials. Users set predetermined course completion dates and monitor the number of participants completing the course at any given point in time. An LMS also allows employers to administer updates and evaluations online and assess knowledge levels and abilities.

#### ***Advantage Five: Regulatory and Legal Compliance***

Most organizations are required to meet some level of legal and regulatory requirements. The medical field and the pharmaceutical industry are two examples of industries with very stringent regulatory requirements. Some legal and regulatory requirements are met by one time events while others require periodic review or recertification.

Businesses in general may be required to meet training standards set by corporate or regulatory agencies such as OSHA and the EEOC. An LMS ensures the timely and consistent delivery of standardized course offerings such as HIPPA, Sexual Harassment, Lockout/Tagout, etc. The LMS, through its tracking mechanism, ensures that the results of those who have taken required courses can be viewed in real-time. Organizations can easily identify areas of non-conformance and take corrective actions to reduce the risk of non-compliance with requirements.

### **Learning Management Systems Provide Advantages to Organizations**

An LMS is a comprehensive system that streamlines an organization’s needs for both its clients and its employee.

Organizations using an LMS have a central place to store course material online for access by specified users. These organizations can track and analyze learning results overtime, and are able to administer learning evaluations online. An LMS also ensures that organizations are capable of rapid deployment of updates and additions and have access to learning compliance data for regulatory and legal purposes.