

Online Learning, Talent and Performance Management Survey – 2018



Survey conducted by XpertLearning in November 2017

Executive Summary

Once again It was an honor to host the leading HR and Talent development leaders from the best organisations in our region. The participation of our annual survey once again was tremendous. The clear topic winner this year was “Digital Transformation”. We spoke about the death of the L&D manager as we know it, and the need for us all to ensure we were up to speed with the ever-changing world of technology. It’s not always a natural thing for many HR and Training professionals but we must embrace the change and learn ourselves to become more agile and knowledgeable.

Overview of Survey

The survey consisted a total of 14 questions, 1 of which were posed around demographics and 13 questions are seen as part of the research in this report.

Demographics & Survey Results

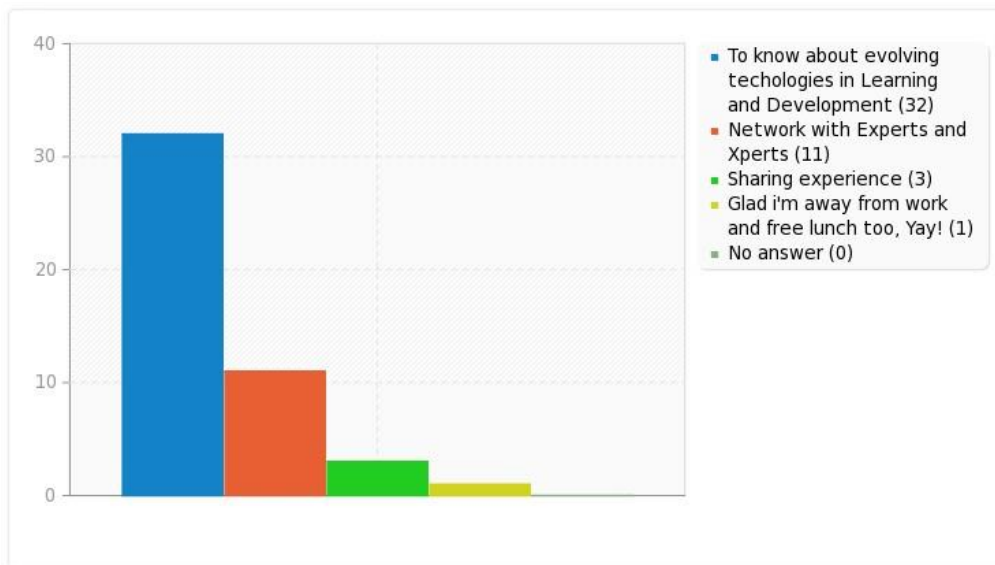
The survey was completed by representatives of 75 large companies within different industries in the UAE. All participants were either Training and Learning Development Specialists or senior HR professionals. More than 70% of the participants stated that some form of Online-Learning was being used within their organisations.

Observations and Highlights

- Around 47% of the organisations surveyed said their L&D budget for 2017 were the same as the previous year, while 11% said it significantly increased.
- Over 55% said online learning had played a significant role in their L&D strategy as 34% said this to be on 50-50 basis.
- 70% agreed that eLearning will exist in the next 5 years.
- Around 72% participants had expressed that video based learning was either important or extremely important as a learning modality.
- Only approximately 8% had deployed social networking for learning with 6% of those unable to correlate any success from this.

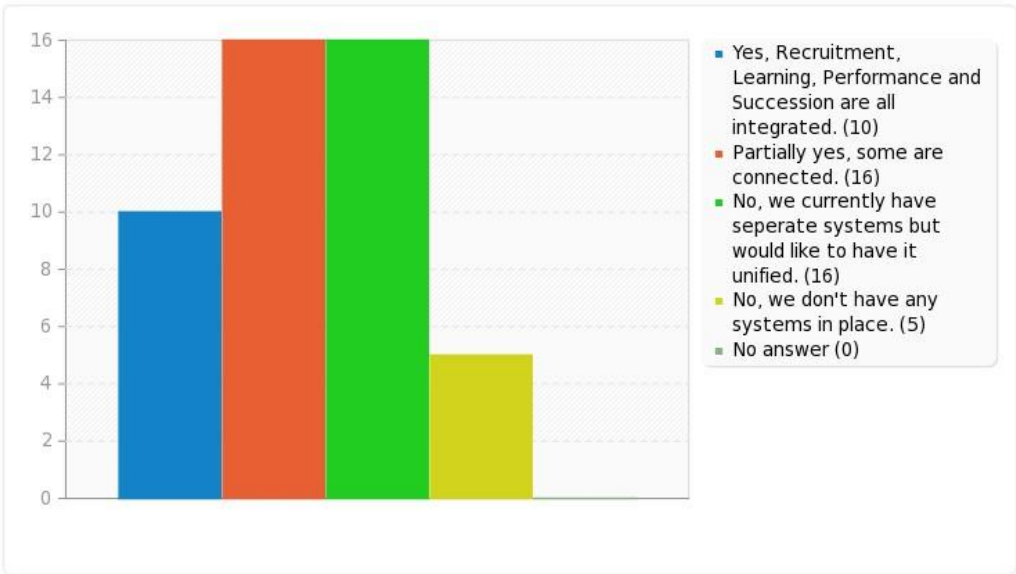
Survey Results 2017/18

Q1: What do you expect from today's event apart from free lunch?



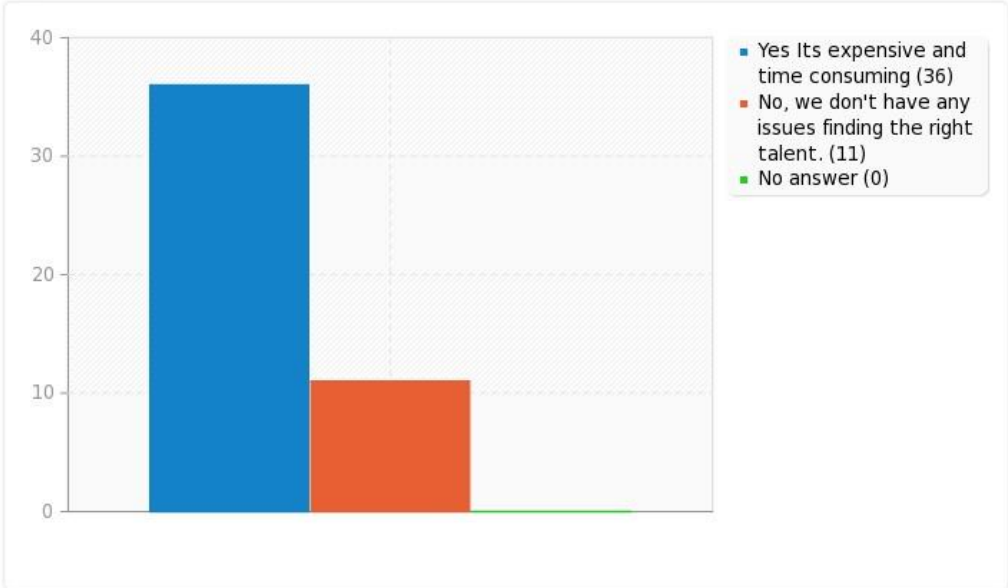
Answer	Percentage
To know about evolving technologies in Learning and Development (A1)	68.09%
Network with Experts and Xperts (A2)	23.40%
Sharing experience (A3)	6.38%
Glad i'm away from work and free lunch too, Yay! (A4)	2.13%
No answer	0.00%

Q2: Are your Human Capital Management systems integrated and unified?



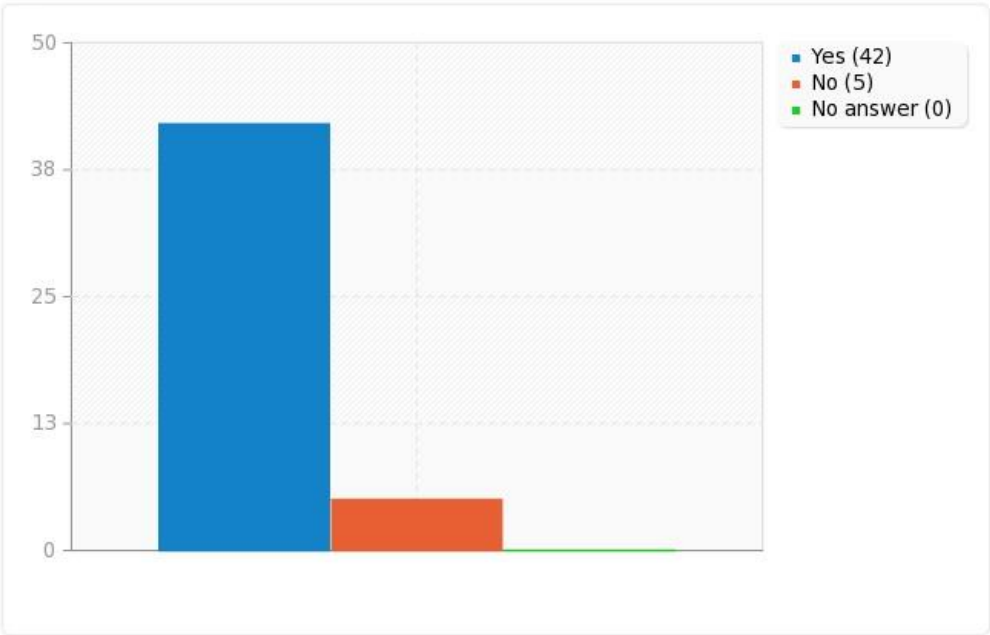
Answer	Percentage
Yes, Recruitment, Learning, Performance and Succession are all integrated.	21.28%
Partially yes, some are connected. (A2)	34.04%
No, we currently have separate systems but would like to have it unified.	34.04%
No, we don't have any systems in place. (A4)	10.64%
No answer	0.00%

Q3: Do you have issues in finding and selecting the right talent?



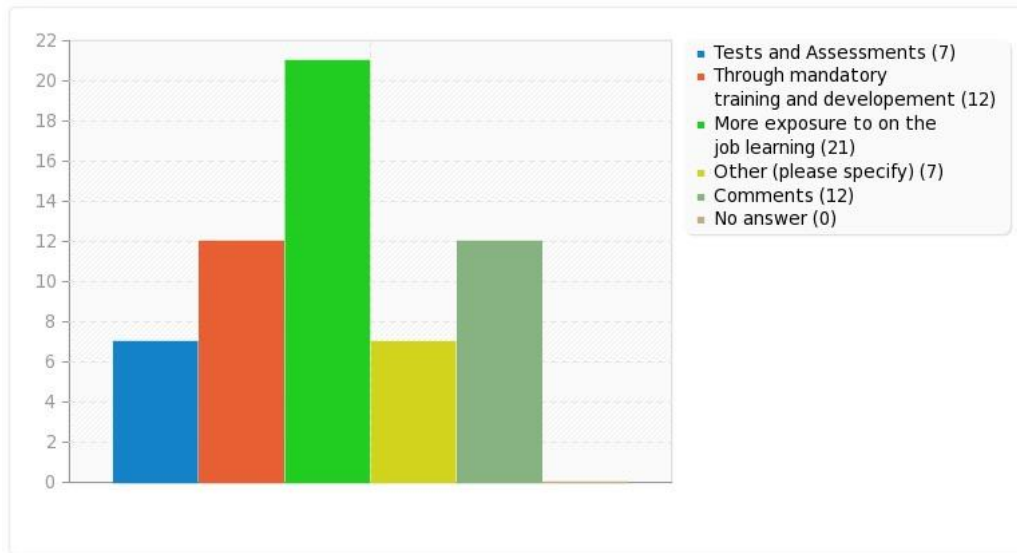
Answer	Percentage
Yes Its expensive and time consuming (A1)	76.60%
No, we don't have any issues finding the right talent. (A2)	23.40%
No answer	0.00%

Q4: Does lack of talent/skills affect your succession plans?



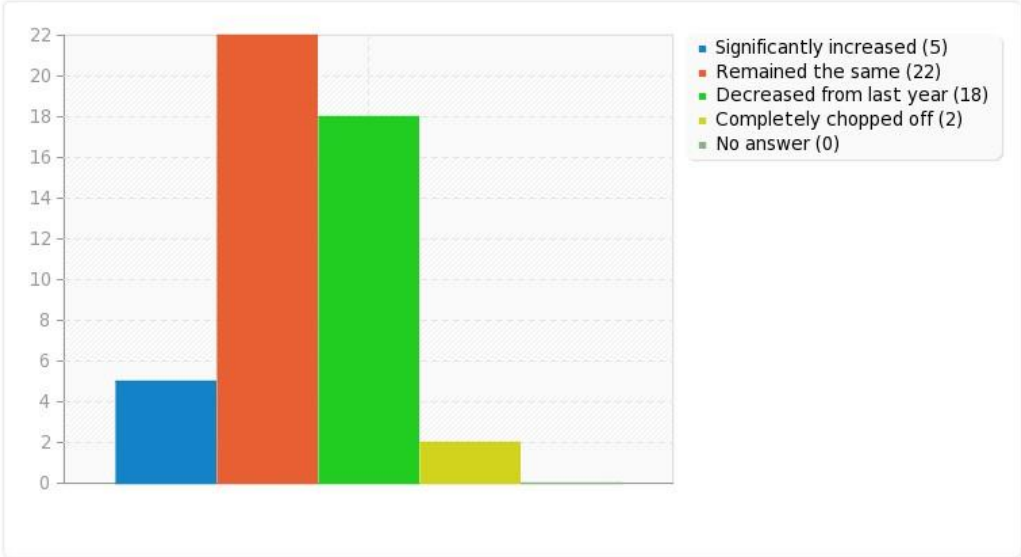
Answer	Percentage
Yes (Y)	89.36%
No (N)	10.64%
No answer	0.00%

Q5: How are you addressing skill gaps?



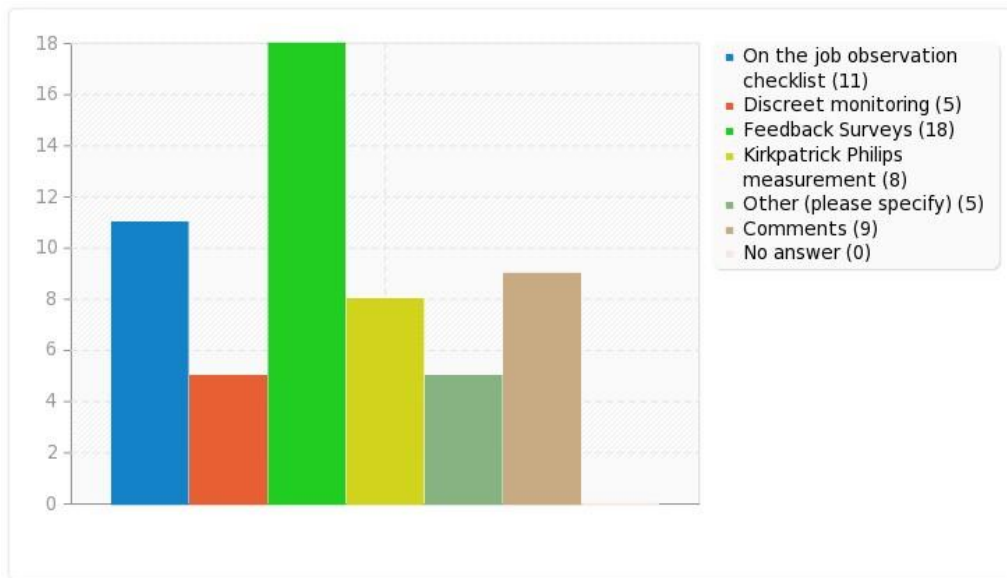
Answer	Percentage
Tests and Assessments (A1)	14.89%
Through mandatory training and development (A2)	25.53%
More exposure to on the job learning (A3)	44.68%
Other (please specify) (A4)	14.89%
Comments	25.53%
No answer	0.00%

Q6: Compared to last year, has your training budgets been?



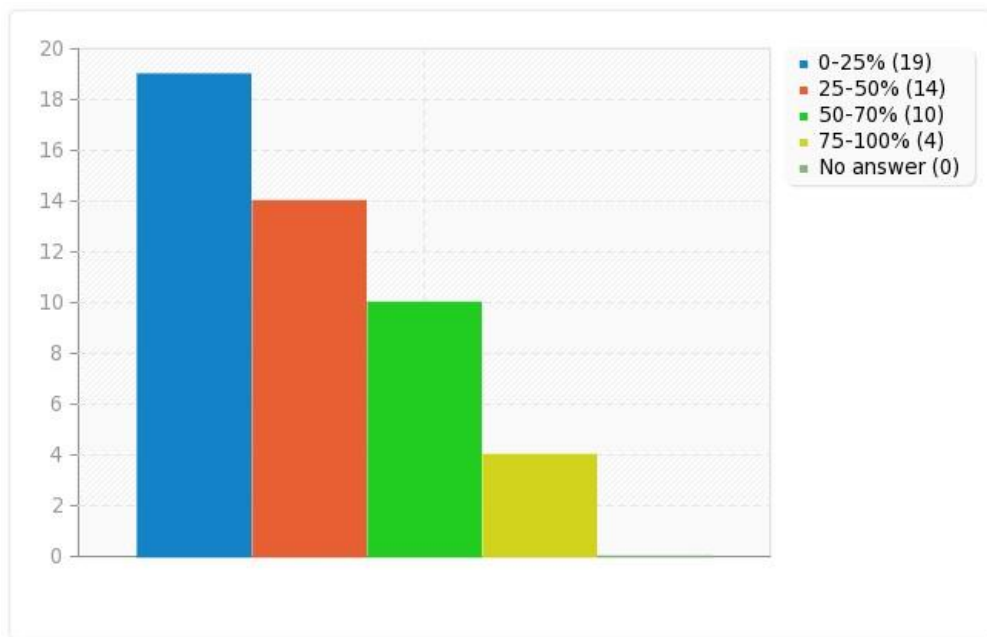
Answer	Percentage
Significantly increased (A1)	10.64%
Remained the same (A2)	46.81%
Decreased from last year (A3)	38.30%
Completely chopped off (A4)	4.26%
No answer	0.00%

Q7: In your organisation, how do you measure the effectiveness of training?



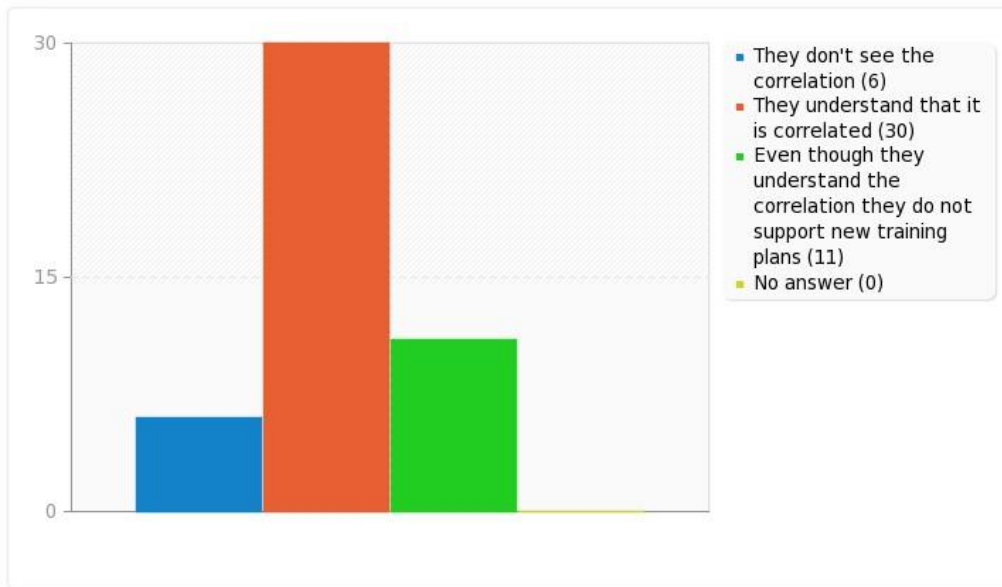
Answer	Percentage
On the job observation checklist (A1)	23.40%
Discreet monitoring (A2)	10.64%
Feedback Surveys (A3)	38.30%
Kirkpatrick Philips measurement (A4)	17.02%
Other (please specify) (A5)	10.64%
Comments	19.15%
No answer	0.00%

Q8: What percentage of training initiatives have you moved from Classroom to Online in the past 2 years?



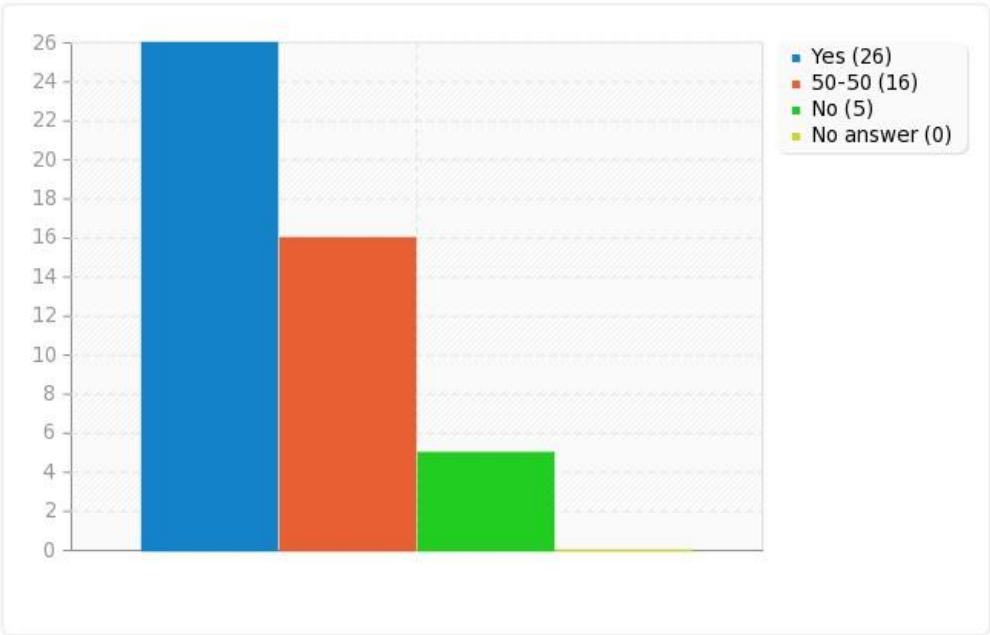
Answer	Percentage
0-25% (A1)	40.43%
25-50% (A2)	29.79%
50-70% (A3)	21.28%
75-100% (A4)	8.51%
No answer	0.00%

Q9: Do line managers in your organisation understand the correlation between effective learning and improved business performance?



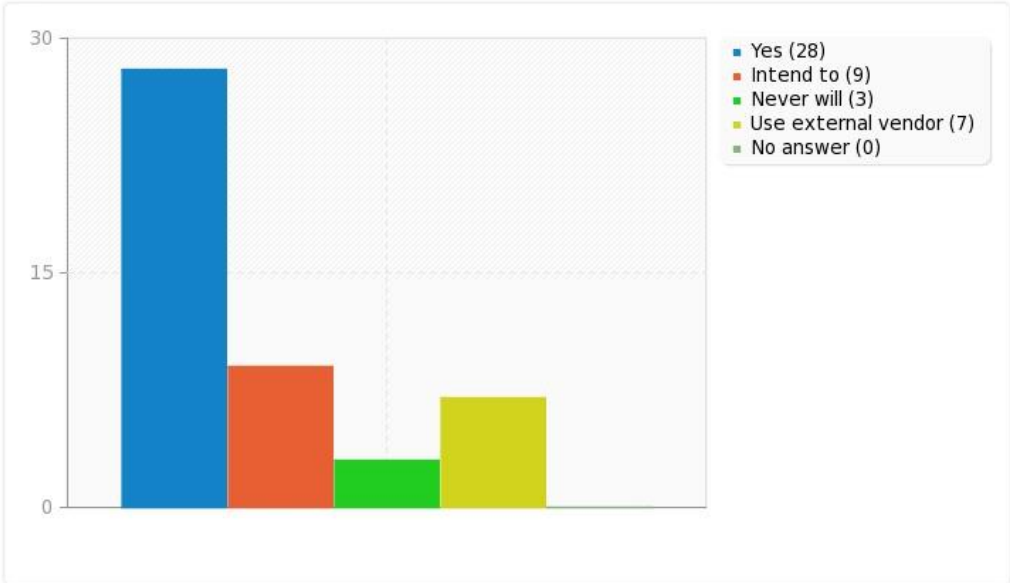
Answer	Percentage
They don't see the correlation (A1)	12.77%
They understand that it is correlated (A2)	63.83%
Even though they understand the correlation they do not support new	23.40%
No answer	0.00%

Q10: Do you think eLearning has played a significant role in your Learning and Development strategy?



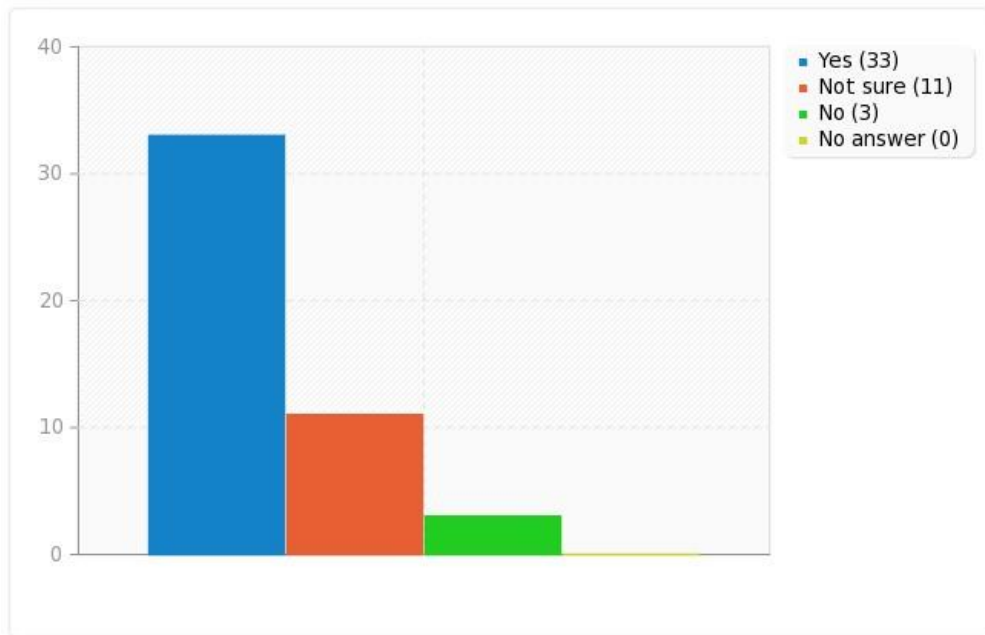
Answer	Percentage
Yes (A1)	55.32%
50-50 (A2)	34.04%
No (A3)	10.64%
No answer	0.00%

Q11: Do you develop your own e-learning courses?



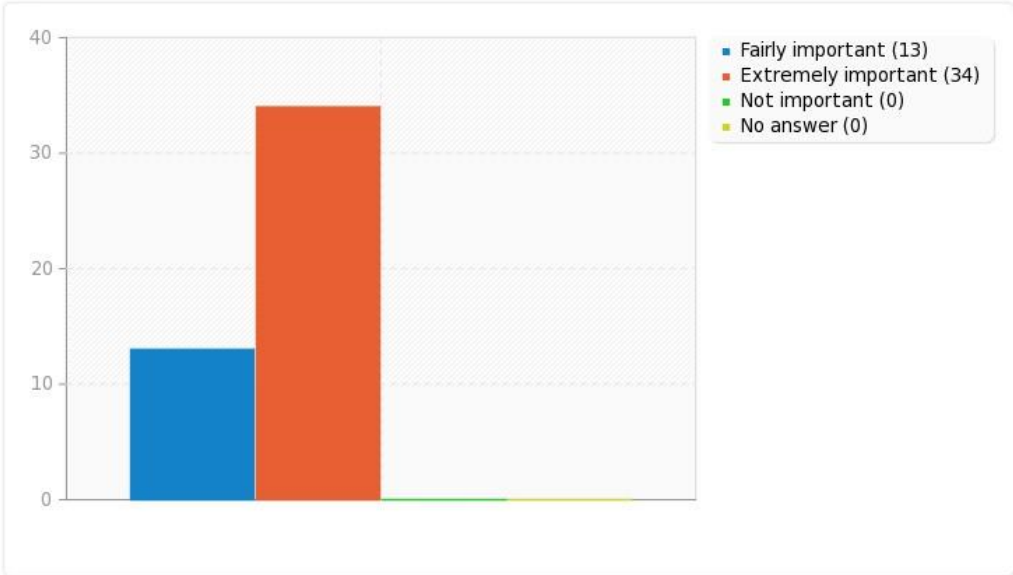
Answer	Percentage
Yes (A1)	59.57%
Intend to (A2)	19.15%
Never will (A3)	6.38%
Use external vendor (A4)	14.89%
No answer	0.00%

Q12: Will the term 'eLearning' exist in the next 5 years?



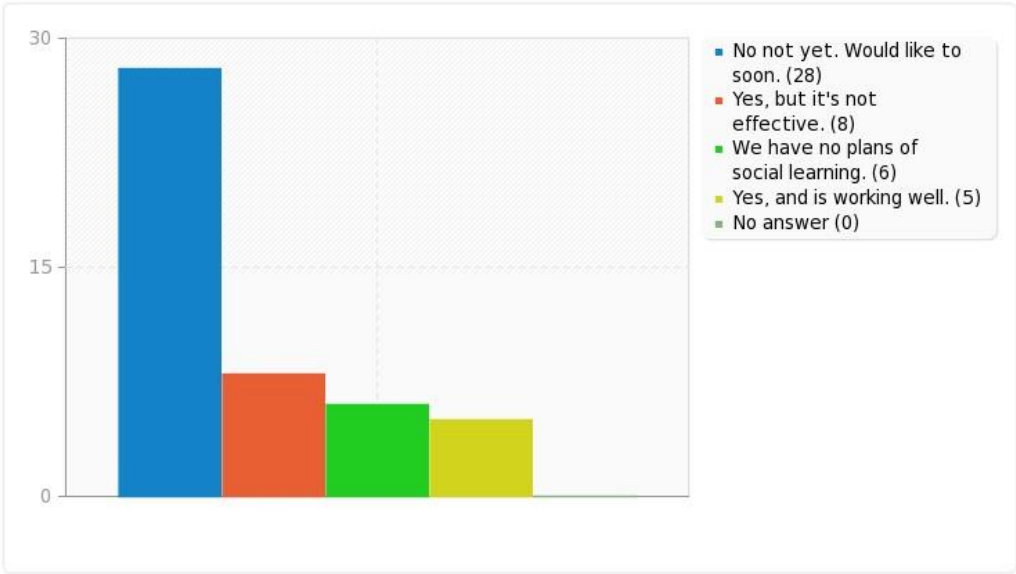
Answer	Percentage
Yes (A1)	70.21%
Not sure (A2)	23.40%
No (A3)	6.38%
No answer	0.00%

Q13: Is video based learning important?



Answer	Percentage
Fairly important (A1)	27.66%
Extremely important (A2)	72.34%
Not important (A3)	0.00%
No answer	0.00%

Q14: Have you deployed collaborated social learning in your organisation?



Answer	Percentage
No not yet. Would like to soon. (A1)	59.57%
Yes, but it's not effective. (A2)	17.02%
We have no plans of social learning. (A3)	12.77%
Yes, and is working well. (A4)	10.64%
No answer	0.00%