

5. Conclusion

Recognizing the importance of valuing adult learners in a corporate environment (Waight and Steward, 2005), it can be asserted that eLearning can be effective utilized in training at both individual and organizational levels in terms of engagement, learning and transfer of knowledge.

eLearning should be employed as a critical component in enterprise training programs, with interactive scenario-based instructional materials, coupled with customised face-to-face training and post-training support, to provide good user learning experience and to ensure that knowledge is successfully transferred and efficiently applied for maximum acceptance and adoption of the newly implemented enterprise system.

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