

Computer-Based Training for Corporate Entities—What CBT can (and can't) do for your Organization?

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Abstract

While it is still its infancy, training on the Internet is already a reality & there seems to be no doubt that firms will soon be relying on the Internet to offer at least some of their training programs through the Internet platform. At present, most Internet training programs are aimed at teaching Internet users how to use the Internet with a heavy focus on awareness building in the Internet domain. However, there is a gradual shift in emphasis from the training being of fundamental nature of trainings that are imparted on more selected disciplines in specialized areas. With the proliferation of advanced technology & management skills, these Computer-Based Training (CBT) & Web-Based Training (WBT) are slowly being materialized in the ranks of better-managed organizations in Bangladesh. In our findings, we find mostly the trainings offered through CBT & WBT as opposed to traditional training results in better corporate performance & in the development of the overall human resource skills in the country.

In this article, we have shown the distinctiveness of CBT & WBT & how these technology driven training programs assist organizations to achieve quantum leaps in their office productivity. Efficiency, motivation & in helping management in promoting the culture of class room guided training & self-paced training.

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Introduction

Business advantages lies in developing core competencies. In today's skills driven corporate, organizational environment, companies are constantly reinventing modalities for achieving success. Traditional trainings have advanced organizations; however, the pace of advancement efficiency envelope have been moved further by new techniques & approaches in Computer Based Training & Web Based Trainings. Organizations, including reputed Universities all over the world have introduced many On-line training courses via Internet. In many ways the courses are likely correspondence courses that lands in users' E-mail boxes one new lesson a day that extent over a few week.

Trainees get to work through each new lesson & some lessons include assignments that send trainees off into the outer reaches of the Internet to practice what they have learned about using the Internet & to retrieve information pertinent to the course. Companies can use the same approach for delivering training programs inexpensively nationally & internationally, but that is not all. As propriety networking software like Lotus, Novell or Microsoft becomes complimentary to the Internet, firms will be able to provide training programs on a more secure basis.

In reviewing the current trends in Bangladesh, we explored some of the multinationals & local corporates in Bangladesh. From a sample of nine (9) large organizations, it was found that mostly all of these organizations have engaged in some form of CBT trainings; however, none of these organizations had any programs on WBT trainings. So, we can infer that CBT as a methodology has been accepted in Bangladesh; however, due to lack of infrastructure & orientation to Internet based trainings, the WBT methodology has not gained currency in Bangladesh. The organizations from which we received infor-

