Information portal supporting corporate learning habits

Our development belongs to the field of information services. We establish an enhanced, more impact community-centered information system based on existing technologies.

The main advantage of the project is the combination of training technologies, experiences and IT development and these together results in a more efficient utilization. The project targets the development of the editorial system, implementing the experiences gained in real life education and training to help the learning content developers and corporate training specialists.

In the field of **information exchange** our system manages and controls the content delivery process: exactly the user-defined groups should get the desired content. The one-way information broadcasting is backed by an easy to use, yet powerful word processor to make creating and editing online brochures for conferences simple and straightforward.

When providing open training, we plan to develop an engine-supporting automatic or recommendation based process selection. This follows the paradigm of using the best method selected for the given students and training situation, thus providing more efficient training. To accomplish this, the content development and teaching experts of our developer group will establish the guidelines based on their research.

We plan to use similar methods to check the result and efficiency of the training on the side of students. It is also common that we would make the content of the electronic training in a workbook format available.

The "life long learning" for the widest publicity should be based on teacher and student friendly electronic learning, possibilities should motivate entrepreneurs and content developers as well. Important features are personalisation, intelligent workflow management interfaces toward education and information processes and the fact that it contains an additional content development solution, unlike other commercially available products. It supports integrated and sophisticated quality insurance activities as well.

Moreover we plan to introduce new services in the monitoring system. For example, the perception of newsletters or other brochure pages may be deep or shallow. This can be indicated and therefore measured by the elapsed time or a feedback request. The target of the development is to provide monitoring functions in the portal itself serving a wide range of information regarding the strategic goals, thus making the measurement of targets available at user level.

Tailoring the system to organizational needs is closely related to organizational development, requiring innovation and strategic planning to examine and understand the corporate culture. In this field most organizations depend on external specialists in gaining real life experiences to complete the results and experiences of the experiments.

In the electronic training we would like to utilize the available scientific results and our knowledge. We develop at least to methods in this project, providing alternatives based on the results of the learning process. We want to bring back the importance of personal relations and personality itself to open training.

From the technical point of view our design is the following. The application has four main layers. The **first layer** is a relational database. The **second layer** is a portal framework, powering the most important functionality, such as database connectivity, transaction handling, object management, displaying of portal elements, user management and content management. The **third layer** is the communication system and learning content display. Here we provide services, such as chat, discussion forum, e-mail (with integration interface toward major email

systems), calendar, SMS sending. The **fourth layer** is responsible for displaying the published content. Any computer browser software can represent this.

The research should look for the methodology elements fulfilling the needs of a given learning strategy, test and validate the relations between the realized elements, develop a specialized and improved content development paradigm helping to create flexible content items to be combined into a complete suite modules according to learning habits. At the same time the media independence should be granted by a system, which is able to represent the content both in printed and electronic format.

Learning theories, more specifically the open training concepts imply facts and possibilities partially supported by existing computer based training (CBT) designs, however many of them is still to be exploited. Without dependence on the actual concept, current CBT solutions and web based WBT solutions are always based on a single methodology chosen by the developers to meet the needs of a selected target group. This is indicated by the Training Needs Analysis prior to the learning content development process striving to decide the main parameters of the future product. The course is created in a personalisation process based on