

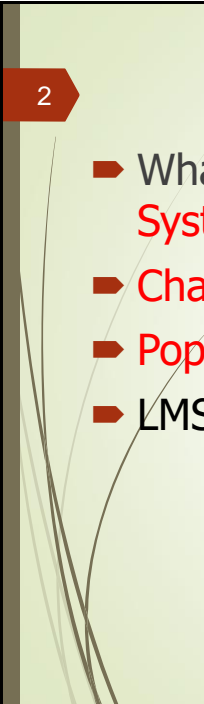


TCSL-70130 Lecture 11: Learning Management Systems

學習管理系統

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Lecture Topics

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- What is Learning Management System(LMS)?
- Characteristics of LMS
- Popular LMSs
- LMS use cases

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3 What is a Learning Management System(LMS)?

- A **learning management system(LMS)** is a software/hardware platform for the creation, administration, documentation, tracking, reporting, automation and delivery of educational courses or training programs.
- LMSs help teachers **delivery material/assignments** to students, **track** student **progress**, and management **record-keeping**.
- Most LMSs focus on **online learning**.

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4 What is a LMS?

- In addition to online form, can support several **hybrid forms** such as **blended learning** and **flipped classrooms**.
- Two main purposes of LMS are to make courses and learning activities:
 - More **accessible**
 - **Easier** to **manage**
- LMSs are designed to **identify training and learning gaps**, utilizing analytical data and reporting.

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LMS Users

An LMS is used by:

- The **instructor** or **manager** who creates & delivers content, monitors learner participation and performance.
- The **administrator**, who organizes and maintains the system.
- The **learner** or **end-user**, who benefits from the system by using its interactive features to fulfill the learning objectives.

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Characteristics of LMSs

- **Managing** users, courses, roles, instructors, and generating **reports**.
- Maintain **course calendar**
- **Messaging** and **notifications** to users
- Online **assessment** and **tracking** of students' **attendance/progress**
- User **feedback**
- **Certification** and **display** of students' **scores** and **transcripts**
- Learning **analytics**

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7 Functions of LMS

- **Course Management:** create/maintain courses, course calendar
- **Competency Management:** track and manage learners' skills and knowledge, gap analyses, recommending prescriptive learning solutions
- **Instructor-led Course Management:** course delivery, conducting assessment, feedback
- **Tracking and Reporting:** progress tracking, custom summaries, detail reports
- **Administration:** enrollment, registration, ...

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8 Benefits of LMS

- **Easy to use** and **customize** to suit the learning or training workflow.
- **Easy, anytime, anywhere** and **immediate access** to learning content.
- Easy and fair **student evaluation**.
- Handle any **learning/training lag time** from new students/employees.
- Provide **on-time delivery** of **new content**.
- Allow on-demand **content re-use**.
- Promote **collaborative learning**.
- **Reduce delivery costs** while **reaching more learners**
- Give organization **more value** for **investment**

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Disadvantages of LMS

- Implementing LMS **requires** a well-built technology **infrastructure**.
- **Teachers** and **students training/adaptation** required
- Initial **investment** and managing **personnel** required
- Potential **security/privacy threats**
- **System/vendor lock-in**

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Corporate LMS Integration

Corporate LMSs should integrate easily with the following systems:

- Talent management
- Workforce management
- Compliance platform
- Human resource information system (HRIS)
- Enterprise resource planning (ERP)
- Customer relationship management (CRM)
- Payment processor

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New Features of LMS

Support Mobile Learning

- Mobile learning is to deliver learning content on **mobile devices**.
- Support responsive design.
- Mobile learning tends to be **heavily interactive** and delivered in **short segments**.
- Support **social engagement**, learner communication through **discussion boards**.

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New Features of LMS

Support Blended Learning

- In addition to eLearning online, many **skill learning** need hands on experience **offline**.
- LMS should support **blended learning** where **offline learning events** can be tracked, recorded and assessed along with online ones.
- Should allow eLearning and offline learning be **combined** in a learning path.

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New Features of LMS

E-Commerce

- For organizations to offer **paid courses**, an LMS must include **e-Commerce functionality**.
- **Tracking** and **reporting** of e-Commerce related activities.
- Offer **payment gateways**
- Proper **notification** services
- Support **marketing** initiatives

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More Desirable Features

- Integrated **virtual classroom** in LMS
- **Customisable** and **multi-lingual**
- **Diverse** content **options** for diverse learning styles
- **Personalized** learning paths
- **Communication management** in LMS
- **SCORM**(Shareable Content Object Reference Model) compatibility
- **Data storage** in LMS
- **Technical support** in LMS

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LMS Global Market

► The LMS market size is expected to grow from **\$9.2 billion** in 2018 to **\$22.4 billion** by 2023, at a Compound Annual Growth Rate (CAGR) of 19.6%

LEARNING MANAGEMENT SYSTEM MARKET, BY REGION (USD BILLION)

Year	North America	Asia Pacific	Europe	MEA	Latin America
2016	~1.5	~1.0	~0.5	~0.2	~0.2
2017	~1.8	~1.2	~0.6	~0.3	~0.3
2018-e	~2.2	~1.5	~0.8	~0.4	~0.4
2019	~2.5	~1.8	~1.0	~0.5	~0.5
2020	~3.0	~2.2	~1.2	~0.6	~0.6
2021	~3.5	~2.6	~1.4	~0.7	~0.7
2022	~4.2	~3.2	~1.7	~0.8	~0.8
2023-p	~5.0	~3.8	~2.0	~1.0	~1.0

e: estimated; p: projected
Source: MarketsandMarkets Analysis

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LMS Market Share: Big Four

LMS Market Share For US & Canadian Higher Ed Institutions SUMMER 2019 EDITION

LEARNING MANAGEMENT SYSTEM → LEARNING PLATFORM

1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 JULY 2019

Open Source

Canvas (2009)

Sakai (2004)

Moodle (2002)

Blackboard (1997)

WebCT (1999)

ANGEL Learning (2000)

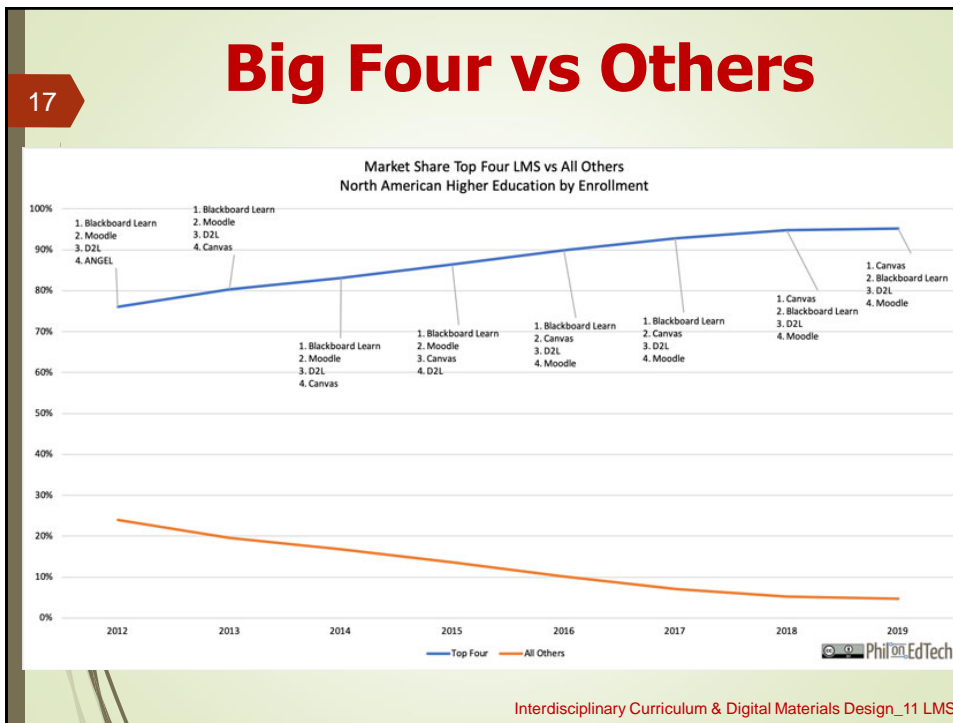
Desire2Learn (2000)

eCollege (1997)

Other providers (e.g., Edvance360, LeapCloud Systems, WebStudy, CampusCrusier)

PhilEdTech

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- ## Open Source LMS - Moodle
- A **free** online LMS
 - Easy **course organization** and **content/session** management
 - Allows for **multiple sessions** and **assignments**
 - **Customizable**
 - Enables **mass enrollment**, learners can work **individually**. Teachers can check **progress**.
 - **Small business friendly**
 - **Mobile friendly** with **Moodle Mobile**
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Moodle (Cons)

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- Require memory and storage upgrade
- Require development knowledge to customize different tools
- Real deployment needs Web server and database system setup
- Interface feels a bit dated
- Hidden cost of HW/SW upgrade and the hiring of administrator(s)/developer(s)

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Moodle Screen

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The screenshot shows a Moodle course page for 'Psychology in Cinema'. The page includes a left-hand navigation menu with options like 'Psych Cine', 'Participants', 'Badges', 'Competencies', 'Grades', and 'Calendar'. The main content area features a 'Welcome to Psychology in Cinema' message, a video player, and a 'COURSE COMPLETION STATUS' section. The completion status shows 'Status: in progress' and 'Activity completion: 5 of 8'. There are also tweets from @IMDb visible on the right side of the page.

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Moodle Resources

- Moodle Home: <https://moodle.org/>
- Moodle – Wikipedia: <https://en.wikipedia.org/wiki/Moodle>
- Moodle for Beginners, An introduction to the free moodle cloud: <https://www.youtube.com/watch?v=oJ3qwBaQsOk>

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Open Source LMS - Canvas

- Most **businesses** love **Canvas**
- Offers a **fully customizable tool**, allowing you to set up educational learning tools any way that you like.
- Can set up **workflows** with different courses based on your videos and PowerPoint training.
- Easy to **collaborate** using Canvas
- Analytics with visulation

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23 Canvas (Pros)

- Easy to use and set up
- Lots of documentation
- Set up courses with elaborate collaborative tools
- 99% uptime guarantee
- Lots of tools for students and instructors
- Track progress, get reports, share resources, review grades, and live stream content

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24 Canvas (Cons)

- Some bugs will require developer assistance
- Customer service has been criticized for slow response

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Canvas Screenshot

The screenshot displays the Canvas LMS interface for a course named 'SCI 239: Science'. The navigation menu on the left includes options like Course Home, Announcements, Assignments, Discussions, Grades, People, Pages, Files, Syllabus, Quizzes, Modules, and Collaborations. The main content area shows the 'Science Quiz Chapter 4' page, which is currently in 'Published' status. Below the title, there are tabs for Overview, Moderate, Statistics, and Rubric. The 'Statistics' tab is active, showing a 'Quiz Summary' with the following data:

Stat	Value
Avg Score	80%
High Score	100%
Low Score	28%
Std Deviation	12.00
Avg Time	20:24

Below the summary, there is a histogram showing the distribution of scores, with a normal distribution curve overlaid. The x-axis represents the percentage of correct answers from 0% to 100%.

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Canvas Resources

- Canvas Home:
<https://www.instructure.com/canvas/en-au>
- Canvas Training:
<https://beaver.instructure.com/courses/670>
- Global Canvas Community:
<https://community.canvaslms.com/welcome>

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Open Source LMS - Open edX

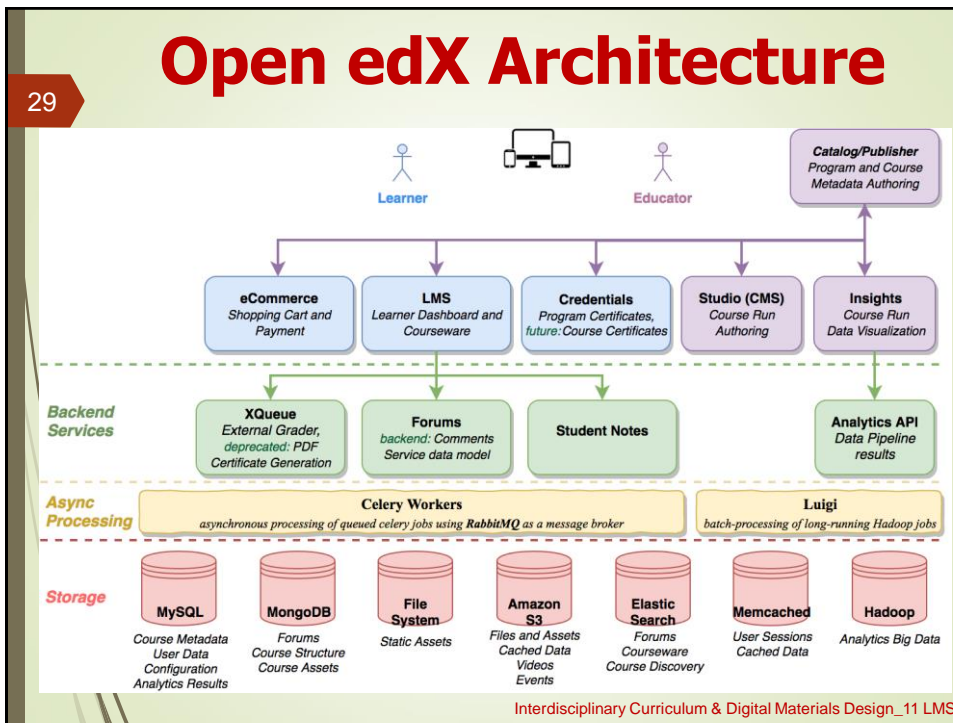
- One of the top e-learning systems with **thousands of courses** and specializations available.
- Well known for its **project management tools** and **live streaming** features.
- There are also certification programs, reporting tools, monitoring tools, and visual learning plugins.
- Can also set up discussion boards, blogs, wikis, and forums.

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Open edX Features

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- ## Open edX (Pros)
- 30
- Easy to set up and use, customizable
 - Live stream videos and instruction tools
 - Courses already set up for you
 - Low-cost
 - Use on-premise or in the cloud
 - Organize course schedules, get grades, publish courses and offer course checklists
 - Rich authoring support (multimedia, animation, AR, VR, and more)
 - Intelligent analytics and visualization
 - eCommerce support and certification generation
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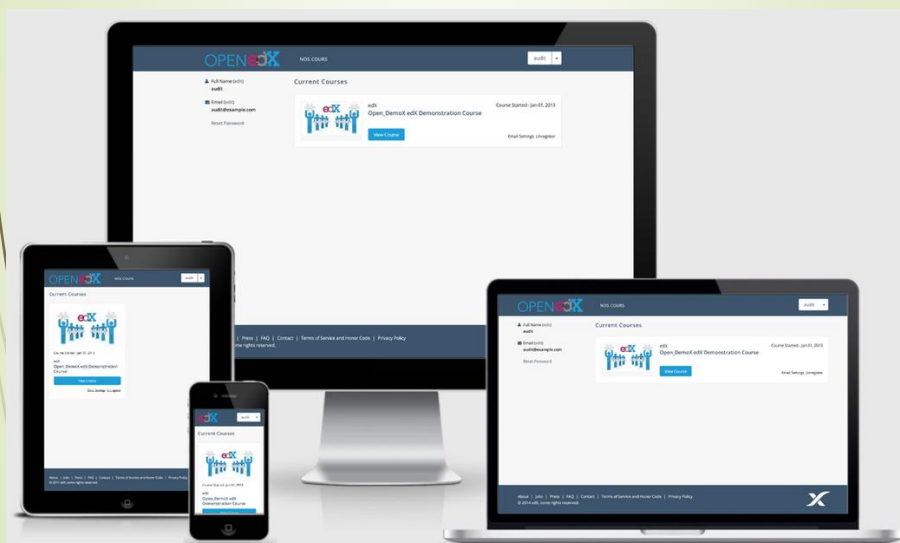
Open edX (Cons)

- Not totally free.
- You'll need credits to use some of the features
- Developer required to work around pay to use features
- Only a few free certificates

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Open edX Screenshot



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Open edX Resources

- Home: <https://open.edx.org/>
- Getting started: <https://opensource.com/article/18/6/getting-started-open-edx>
- Installing, Configuring, and Running the Open edX Platform: <https://edx.readthedocs.io/projects/edx-installing-configuring-and-running/en/latest/>

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Open Source LMS - Chamilo

- A free LMS with over 500,000 users in 25 different countries.
- Allow 3,000 simultaneously connected students.
- Also has cloud compatibility
- It includes a course catalog, skills management, complex configurations, SCORM support, and certificate generation.
- Good for selling e-learning courses.

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Chamilo (Pros)

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- Free, open source software
- Multi-lingual options
- Easy access to setup course content
- Allows for online editing
- Integrations available with existing IT
- Mobile videoconferencing
- Gamification options
- Monitoring and certification generation
- Supports desktop and mobile devices

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Chamilo (Cons)

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- Needs a developer for best implementation and integration
- Developers complain of some cluttered code
- Very memory heavy
- Course tools only allow for simple integrations, so you'll need to set up visual learning tools on your own

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Chamilo Screenshot

Chamilo
E-Learning & Collaboration Software

Homepage My courses Personal agenda Reporting Social network Dashboard Administration John Doe Logout

Password Protected Switch to student view

You may add an introduction to this course here by clicking the edition icon

Authoring

- Course description
- Documents
- Learning path
- Links
- Tests
- Announcements
- Assessments
- Glossary

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Chamilo Resource

- Chamilo Home: <https://chamilo.org/en/>
- Chamilo User Guides: <https://docs.chamilo.org/en/>

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39 Open Source LMS – Totara Learn

- Easy customizable and integration with other IT platforms
- Allow the creation of roadmaps
- Available on the cloud and other forms
- A very technical platform with great flexibility

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40 Totara Learn (Pros)

- Free and open source
- Great standard features
- Evergreen support with new features released all the time
- Simple design and interface
- Build course catalogs, reports, and workflows

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41 Totara Learn (Cons)

- Requires developer for set up to avoid problems with proprietary software
- Poor documentation
- Missing some important settings and training in how to set up basic modules

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42 Totara Learn Screenshot

The screenshot displays the Totara Learn user interface. At the top, there is a navigation bar with links for Home, Dashboard, Record of Learning, Performance, Team, Reports, and Find Learning. A search bar is located in the top right corner. Below the navigation bar, the main content area is titled 'Find learning' and includes a 'Category' dropdown set to 'All'. On the left side, there is a 'FILTERS' section with various options such as ACTIVITY (Chat, Choice, Database, Seminar, Feedback, Forum, Glossary, Label, Page, Quiz, File, SCORM package, URL, Wiki), TYPE OF LEARNING (Blended, E-learning, Seminar), and FORMAT (Demo format, Single activity format, Social format, Topics format). The main area shows a grid of course cards, each with a featured image, a title, and a progress indicator. A 'Menu settings' dropdown is open on the right side, listing various system settings like Learning, Performance, Configuration, Users, Courses and categories, Appearance, Audiences, Programs, 360° Feedback, Permissions, Certifications, Goals, Positions, Seminars, Organisations, Grades, Badges, Learning Plans, Competencies, Content Marketplace, Reports, Security, HR Import, Localisation, Server, Development, Advanced Features, and System Information.

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Commercial LMS

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- The industry market is **much larger** than academic because of the **training needs**.
- Commercial LMS platforms usually provide **more features** than open-source LMS.
- The development of LMS technology is driven more by industry applications than by school education.
- Many vendors now offer different versions of their products for different market sectors.

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Global LMS Market Share

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- Academic has the largest share but takes

Global Learning Management System Market Share, By End-User, 2018

End-User Sector	Market Share (Estimated)
Academic	~35%
BFSI	~10%
IT and Telecom	~10%
Healthcare	11.5%
Retail	~5%
Manufacturing	~5%
Government	~5%
Energy and Utilities	~5%
Transportation	~5%
Others	~10%

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45 Common LMS Features 1

- **Content creation:** Allows instructors to author content and embed files from the web or their own files into lesson materials.
- **Content management:** Allows instructors to share materials between courses and upload materials from web or files.
- **Assessment creation:** Ability to create new questions/assessments - including support for various question types, randomization of MCQs, the ability to import third-party question banks etc..
- **Assessment management:** This can include automatic updating of questions and automatic and manual marking.
- **Learning object repository (LOR):** An online library for sharing, storing, searching, and managing learning objects (e.g. content, specific lessons etc..)

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46 Common LMS Features 2

- **Grading and feedback tools:** This can include the ability to annotate student submissions and create student reports.
- **Course management:** course catalogs, course registration management, calendars, gradebooks, and virtual classrooms.
- **Student and instructor portals:** Individual portals for students/instructors to access course materials.
- **Collaboration tools:** Ability to comment and share on the LMS interface through channels such as live chat, blog articles, and discussion boards/threads.
- **Progress data and analytics:** Ability to track student progress against standards such as Common Core or NGSS, identify gaps in individual learning, and set customized learning objectives.
- **SCORM/AICC/Tin Can Compliant:** Ability for an eLearning software and LMS to interact over a standard protocol.

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Features Aimed at Corporate

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- **Social media support:** Ability to integrate social learning tools and keep track of student engagement.
- **Mobile app:** Allows students and instructors to connect to the LMS interface using a mobile application.
- **Blended learning support:** Ability to record, share, and assess off-line learning events such as seminars, workshops, demonstrations etc...
- **Gamification tools:** Using game-mechanics in order to boost user engagement - including things like badges, trophies, leaderboards, or points.
- **E-commerce support:** Ability to sell educational materials and/or online courses, track purchases, and monitor the performance of marketing initiatives.

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Differences between

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Commercial and Academic LMS

- The primary difference is their focus on specific **user's needs**.
- Also differ in support for the integration, monitoring, and administrative features required by those two groups.
- The fabric is the same, but they look and feel totally different, because they're used **for different purposes**.

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Employee Training vs General Education

- ▶ Training is teaching someone **how** to do something, while education is teaching someone **why** to do something.
- ▶ **Optimization** is the first major distinction between different LMS options.
- ▶ **Educational system** is to produce well-rounded students with deep knowledge and understanding of the subject.
- ▶ Learners are encouraged to be **curious**, to **explore**, and to come up with **new findings**.

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Employee Training vs General Education

- ▶ **Theoretical knowledge** is an **end goal**, the immediate **practical value** of this knowledge is not necessarily the highest priority.
- ▶ In **corporate training**, learning is all about **practical applications**.
- ▶ Training also requires very **dynamic** and **modularized** LMS so that different content can be tailored toward specific groups of employee.

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More Specific Differences 1

- **Frequency of updates:** corporate LMS need to be always up to date.
- **Different course timelines:** corporate LMS need much flexible timelines
- **Certifications vs. grades:** use certifications to measure completion is better than gradebook style
- **Organizational structure:** often need to design training programs based on organizational structure
- **Single sign-on(SSO):** should connect to the same authentication system of the organization

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More Specific Differences 2

- **Integrations:** should integrate with all common enterprise data formats as well as have good importing and exporting capabilities
- **Intranet portal vs. social platform:** corporate LMS often serve as a "learning portal" while academic LMS tend to be more social
- **White and gray labelling:** allow content w/o or with minimal vendor's name and logo.
- **Tech support:** corporate LMS need much more intensive and responsive tech support.

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Commercial LMS – Blackboard

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- **Blackboard Inc.** offers a family of learning products.
- **Blackboard Learn** is the primary LMS.

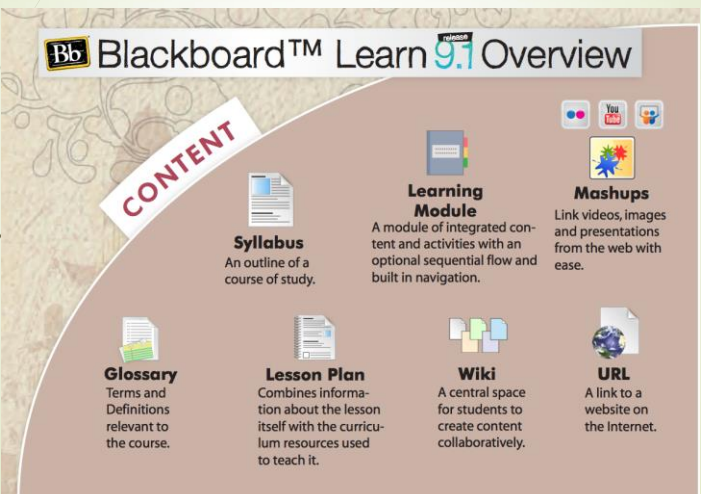


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Blackboard Learn

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- Content management



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Blackboard Learn

Information and Management assistant

MANAGEMENT

- Early Warning System**: Grade, last access and due date rules to identify students at risk and communicate with them.
- Adaptive Release**: Personalise learning paths by releasing content or activities according to date, grade, or group membership criterion.
- My Grades**: Students can view their own marks.
- Groups**: Create groups for students to have a collaborative work space.
- Performance Dashboard**: Provides a report on the activity for all students.
- Course Reports**: Reports of user activity in the course.
- Grade Center**: The area to manage marks and do marking.
- Announcements**: Provide students with information.
- Contacts**: Lecturer information.
- Roster**: A class list.
- Calendar**: Remind students about course deadlines.

Care Pack

INFORMATION

- Tasks**: A list of items students should complete with 3 options to show their progress.
- Survey**: To gather feedback from students.

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Blackboard Learn

Assessment management

ASSESSMENT

- Safe Assign**: To check for originality in assignments.
- Test**: Sets of questions that are graded to measure student performance (17 question types).
- Graded Wiki**: A central space for students to create content collaboratively where students will be graded for their contribution.
- Graded Journal**: Private between lecturer and student for journaling and reflecting.
- Graded Blog**: To discuss themes where a statement is made and comments are stored chronologically which will be assessed.
- Self & Peer Assessment**: Questions and criteria set up by the lecturer for students to first complete and then to assess their peers according to set criteria.
- Graded Discussion Board**: Public area for the course participants to have threaded discussions on themes in the course for marks.
- Assignment**: Group or individual assignments for students to complete.

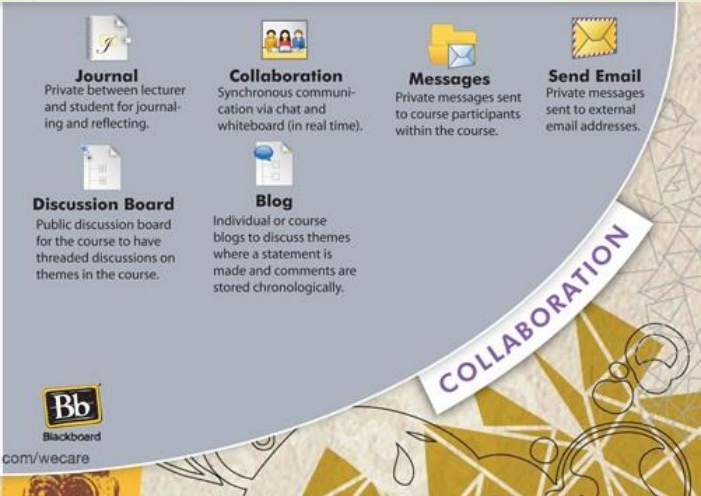
CWivate

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Blackboard Learn

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► Collaboration management



Journal
Private between lecturer and student for journaling and reflecting.

Collaboration
Synchronous communication via chat and whiteboard (in real time).

Messages
Private messages sent to course participants within the course.

Send Email
Private messages sent to external email addresses.

Discussion Board
Public discussion board for the course to have threaded discussions on themes in the course.

Blog
Individual or course blogs to discuss themes where a statement is made and comments are stored chronologically.

Blackboard
com/wecare

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Blackboard Troubles

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- Blackboard has been criticized as feature-rich but **expensive** and **not user-friendly**.
- Blackboard Inc has had several **legal issues**.
- There are **reliability** and **security glitches** reported in different use cases.
- In spring 2020, during coronavirus pandemic, Fairfax County Public Schools, one of the largest school system in USA with 189 thousand students, abandoned *Blackboard Learn 24/7* after weeks of unsuccessful attempts to use it.

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Commercial LMS – TalentLMS

- TalentLMS is a SaaS eLearning platform.
- Positioned as an **employee training tool** for **small to medium enterprises** that place emphasis on **usability** and **workflow** over feature breadth.
- Offers tools for **content creation** and **re-purposing**, **test building**, **assignment management**, **reporting**, **internal messaging** & **discussions**, **surveys**, and others.
- It can also be used to **sell courses online**.

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TalentLMS Features

- Support standard document types
- Support re-purposing content from services like Youtube and Wikipedia
- Reporting
- Tests and Surveys
- Certifications
- Gamification
- Sub-portals
- Discussions
- Branding
- PayPal, Stripe integration
- Support SCORM and TinCan APIs
- Support multiple languages, including English, German, Spanish, French and Greek
- REST API
- Mobile App

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TalentLMS Integration

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TalentLMS as a SaaS

▶ TalentLMS is a online cloud service accessible through PC, tablets, and smartphones among other devices.

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TalentLMS Tracking

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➤ TalentLMS is good at tracking learner progress with **Learner Dashboard**

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TalentLMS Course Creator

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TalentLMS Admin Tool

➤ The Admin Dashboard

The screenshot shows the TalentLMS Admin Dashboard. At the top, it says 'talentlms' and 'JANE SMITH | ADMINISTRATOR'. Below this is a 'Home' section with several menu items: USERS (Add user), CATEGORIES (Add category), BRANCHES (Add branch), USER TYPES (Add user type), and REPORTS (Users, Courses, Branches, Groups, Scorm, Tests, Surveys, Assignments, Infographics, Timeline, Custom). On the right, there are more menu items: COURSES (Add course, Marketplace), GROUPS (Add group), EVENTS ENGINE (Add notification, Add automation), IMPORT - EXPORT (Import, Export), and ACCOUNT & SETTINGS (Users, Themes, Certifications, Gamification, E-commerce, Domain, Subscription). A line graph on the right shows 'Logins' (blue) and 'Course completions' (green) over a 24-hour period. The graph shows a peak in logins around 9:00 and course completions around 15:00.

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TalentLMS Gamification

➤ The **gamification** feature is interesting.

The screenshot shows the 'Home / Account & Settings' page in TalentLMS, specifically the 'Gamification' tab. It lists various badges under two categories: 'ACTIVITY BADGES' and 'LEARNING BADGES'. Each badge has an icon, a name, and a count of users or courses. The 'ACTIVITY BADGES' include: Activity Newbie (4 logins), Activity Grower (8 logins), Activity Adventurer (16 logins), Activity Explorer (32 logins), Activity Star (64 logins), Activity Superstar (128 logins), Activity Master (256 logins), and Activity Grandmaster (512 logins). The 'LEARNING BADGES' include: Learning Newbie (1 completed course), Learning Grower (2 completed courses), Learning Adventurer (4 completed courses), Learning Explorer (8 completed courses), Learning Star (16 completed courses), Learning Superstar (32 completed courses), Learning Master (64 completed courses), and Learning Grandmaster (128 completed courses). A 'Back to Gamification settings' button is at the bottom right.

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Commercial LMS - Docebo

- Docebo is an AI-powered SaaS.
- Offers a **learning portal** for companies and their employees, partners and customers.
- Compatible with **SCORM** as well as **Tin Can**.
- Primary users are **small/medium companies**.
- In October 2018, Docebo released their **learning-specific artificial intelligence algorithms** into the learning platform.
- Used by 10,000+ companies in the world

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Docebo Review

- Docebo has been receiving good review among LMS.



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Docebo AI 1

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- **AI-Powered Deep Search:** deeply analyzes learning content, understanding and categorizing keywords to exponentially improve **learning content discoverability**.
- **Auto-Tagging:** AI analyzes all learning content, identifying keywords and **creating tags automatically**, making it **easier to uncover content** that is **relevant to learner** interests and their professional development.
- **Invite-To-Watch:** elevates **social learning** by **automatically** generating a list of **learners** who have **engaged with similar content**, allowing users to **easily share content** with those who will value it most.

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Docebo AI 2

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- **Virtual Coach:** interacts with learners through a **conversational UI** that provides **instant answers** to questions, **content recommendations** and **progress reminders** to spur personal growth and establish better learning habits.

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Docebo Home

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Docebo Home

docebo
Search courses, content and more...
Trial status: 317 days left

My Courses and Learning Plans
All of your courses and learning plans in which you're enrolled, including all of your courses in progress and already completed.

FILTERS (3) 16 items

Search within results...

Status

Not started

In progress

Completed

Type

E-Learning

Classroom

Webinar

Learning Plan

Deadline

All deadlines

No deadline

This week

This month

This year

Duration

All durations

Short (< 5 minutes)

Medium (5 - 30 minutes)

Long (> 30 minutes)

Sort by: CHOOSE...

CHOOSE...

IN PROGRESS

ELEARNING

All about Onboarding New Employees

English - Learner

IN PROGRESS

ELEARNING

Requests vs. Requirements

English - Learner

IN PROGRESS

ELEARNING

Hot to Facilitate Performance Discussio...

English - Learner

IN PROGRESS

ELEARNING

Pocket Guide to Learning Technologies

English - Instructor

IN PROGRESS

ELEARNING

Business E-mail Etiquette

English - Learner

IN PROGRESS

ELEARNING

Building a Business Case for Learning Te...

English - Learner

IN PROGRESS

ELEARNING

2017 Guide to Learning Technology

English - Instructor

IN PROGRESS

ELEARNING

ENABLING SALES AT SCALE

English - Learner

NEW

docebo

ELEARNING

Buyers, A Diverse Population

NEW

docebo

ELEARNING

Jobs To Be Done and Buyer Personas

IN PROGRESS

docebo

ELEARNING

How We Uniquely Solve Buyers' problems

NEW

ELEARNING

Business Email Etiquette

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Docebo Dashboard

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Docebo Dashboard

➔
Dashboard
provides visual display of learner progress.

docebo
Search courses, content and more...
Trial status: 317 days left

Course and Students Status

100% ACTIVE

91% NOT YET STARTED

0% UNDER MAINTENANCE

6% IN PROGRESS

3% COMPLETED

Courses with waiting users

No results found.

Top 3 Best Contributors

Barbara Jones	9 contributions
docebo.manzabardo	2 contributions
Laxmya Kulkarni	2 contributions

Top 3 Most Watched Assets

The ROI of Informal Learning	1 views
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Most popular courses

ENABLING SALES AT SCALE	27+ Enrolled
BUYERS, A DIVERSE POPULATION	27+ Enrolled
HOT TO FACILITATE PERFORMANCE DISCUSSIONS	27+ Enrolled

Least Completed Courses

Hot to Facilitate Performance Discussions	0.00%
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Concluding Remarks

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➔ LMS should be considered in all levels of Edu

Learning Management Software

Learning Management Software provides the framework, infrastructure, and tools that facilitate online learning and training.

Learning management software can manage every administrative aspect of the education processes and provides useful services that deliver and host the training content.

Learning management software enables you to offer training programs and education courses and help you organize these courses.

Learning management software is essential for businesses especially in a corporate environment.

In this case teaching management software will be used to deliver employee-training materials and courses, organize records, and provide a central location for all of your company's learning and training content.

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LMS successful in many areas

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- Candidate sourcing
- Applicant tracking
- Onboarding

- Employee performance management
- Succession and top talent management
- Compensation management

- Classroom training
- Virtual learning
- Collaboration

- Employee administration
- Organization management
- Global employee management
- Benefits management
- Payroll and legal reporting

- Strategic workforce planning
- Workforce analytics and measurement

- Time and attendance
- Shift and roster planning
- Maintenance scheduling

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Open Source vs Commercial

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Category	Open Source LMS	Proprietary LMS
Price	Almost all products in the marketplace are freemium	Requires licensing see per user enrolment, renewal of license on annual basis.
Development	Plugins are freely available in the market for customization and branding of LMS.	Additional payment would be asked by vendors to initiate the development as per your requirements
Hardware	Specialised server maintenance personnel assigned for routine check-up.	Hosted on own server or vendor server.
Technical Support	Admin support is available to eradicate any discrepancy.	Tech-support is optional. Availing a tech-support will level-up the cost too.
Scalability	LMS hosted for 50 users can be scale-up to 50000 or more without losing the quality.	More user enrolment increases cost of new user registration and maintenance.
Security	Data security and disaster recovery are possible in Open-Source LMS coz these systems are tested and developed by millions of users around the globe.	Usually, vendors guarantee security and stability of LMS. Possibly, occurrence of in-house data leakage will cost organization.
Integrations	Integrations available for LMS in Open-Source can be opted out.	Since vendors do not disclose codes, so there comes a dependency. Integrations are available but may incur extra cost.

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