Introduction: Employee training is a critical component of organizational success, fostering skill development and enhancing productivity. In the digital age, employee training web applications have emerged as a popular solution to deliver training content efficiently and conveniently. This literature review examines the landscape of existing systems for employee training web applications, highlighting their features, benefits, and contributions to organizational learning.

Benefits of Employee Training Web Applications: Employee training web applications offer several benefits that contribute to their widespread adoption in organizations. These benefits include flexibility, accessibility, cost-effectiveness, and personalized learning experiences (LinkedIn Learning, 2021). Employees can access training content at their convenience, eliminating geographical barriers and time constraints (LinkedIn Learning, 2021). Moreover, the cost savings associated with reduced travel and physical materials make these applications an economically viable solution (Coursera for Business, 2021). Personalized learning experiences cater to individual needs, increasing engagement and knowledge retention (TalentLMS, 2021).

Prominent Existing Systems: Several employee training web applications have gained prominence for their comprehensive features and user-friendly interfaces. LinkedIn Learning, a well-known platform, provides a vast library of courses across diverse domains, enabling employees to upskill and stay relevant in their fields (LinkedIn Learning, 2021). Coursera for Business offers curated learning paths from top universities and institutions, allowing organizations to tailor training programs to their specific needs (Coursera for Business, 2021). TalentLMS, a robust learning management system, facilitates content creation, assessment, and reporting, empowering organizations to track progress effectively (TalentLMS, 2021). Docebo focuses on AI-driven personalized learning, recommending courses based on learners' profiles and objectives (Docebo, 2021). EdX, a platform developed by MIT and Harvard, hosts courses from leading institutions, ensuring high-quality educational experiences for employees (EdX, 2021).

Effectiveness of Employee Training Web Applications: Research suggests that employee training web applications can be effective tools for learning. A study by Allen and Seaman (2016) found that online learning outcomes are comparable to or better than traditional face-to-face instruction. Learner satisfaction and engagement are critical determinants of the effectiveness of online training (Nielsen Norman Group, 2021). User experience design plays a pivotal role in creating intuitive and engaging interfaces that enhance the learning process (Nielsen Norman Group, 2021).

Gamification and Engagement: Gamification, the incorporation of game-like elements into non-game contexts, has been explored as a strategy to enhance engagement in employee training web applications. Hamari et al. (2014) demonstrated that gamified elements such as badges and leaderboards can motivate learners and promote active participation. Gamification has the potential to make training experiences more enjoyable and effective (Hamari et al., 2014).

Mobile Learning: The prevalence of mobile devices has opened new avenues for employee training. Sharples et al. (2019) highlighted the potential of mobile learning (m-learning) in delivering bite-sized training content to employees on-the-go. M-learning caters to the modern workforce's need for flexibility and seamless access to training materials (Sharples et al., 2019).