**SIT 038: INFORMATION SYSTEM MANAGEMENT ASSIGNMENT**

**GROUP 1**

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**Learning Management System (LMS):**

A learning Management System (LMS) refers to a software application or web-based system used to plan, implement, and assess a specific learning process.

This system can be used by any organization, involved with e-Learning processes, including government agencies, educational institutes, non-government organizations, and business organizations including, small and medium , large enterprises.

Learning Management System can be used for the following reasons:

1. Employee Training - and teaching existing employees new skills
2. Employee orientation since an online course can include all details of employees roles and responsibilities, information about careers, advancement opportunities and benefits.
3. Knowledge retention – This ensures that the available skills, techniques, information, stays with the company.
4. Education – An LMS is a good fit for general education offering. This could be online courses offered by learning institutions, businesses educating their clients, government agencies or non-government organizations helping to educate the general population

An LMS handles the management and delivery of e-learning courses, by aiding in creating e-learning content, organize the courses, delivering the content, enrolling students to courses and monitor and assess their performance e.g attendance, grades etc.

**Characteristics of a Learning Management System**

1. Learning Management Systems Integration – An LMS can integrate with other systems such as talent management systems to supplement information to learner with efficient course completion data.
2. Data tracking – This enhances the ability for learning professionals to track a learners’ journey via stored data all in a single place, to help them better understand their performance.
3. Personalized user experience – A Learning Management System provides content based on a learner’s history within the software as well as their role.
4. Offline learning tracking – A Learning Management System enables capturing assessment results through electronic record creation and personalizing assessment checklists that suit specific capabilities or skills that require evaluation
5. Automated alerts and notifications – By sending auto-alerts to learners about their training deadlines or notifying trainers on a user’s completion rates, an LMS can provide feedback to the right people at the right time. This is also used by trainers and managers to to know how learners engage and complete course materials.
6. Centralized learning materials – An LMS is capable of housing all learning materials in a user-friendly centralized location to allow resource to stay organized and provide consistency thereby increasing learner engagement.
7. Remote – An LMS must be remote or mobile-ready to ensure learners have access to materials at all times, and that companies have the ability to train their talent, no matter their location in the world.

benefits of LMS include:

1. Organizing e-learning resources in one location
2. Provides unlimited access to e-learning materials
3. Easily tracks learner progress and performance
4. Reduced learning and Development costs and time
5. Keeps organization up-to-date with compliance regulations
6. Integrated social learning experiences

Limitations of LMS include:

1. administrative cost and setup time
2. Requires IT and programming knowledge
3. May lack features

Example of Learning Management Systems

1. Blackboard Learn
2. Google classroom
3. Schoology
4. Atutor
5. Open edX
6. Moodle