

# LearnITy™ TMS

## (Training Management System)

This product is a single point of entry for the entire training and skill management function. A Training Management System (TMS) is a software module that facilitates tracking and management of training events and features automated collection, analysis, and interpretation of training data. A Skill Management System is used to define and manage the organisational skill sets, staff competence in those skills, providing top management with strategic inputs regarding staff development and hiring.

### Features

- ❖ **Exhaustive Skill Management capabilities** – Define skill families and skills, define custom competency models for the skills, combine skills with desired competency levels to define skill profiles, associate skill profiles with job roles.
- ❖ **Create a employee skill inventory** – This repository helps in generating employee skill gap reports, understanding competency distributions in the organisation, understand training requirements, helps locate right candidates for jobs, enables better succession planning, etc.
- ❖ **Support for multiple learning event types** – The product supports management of all types of learning events, i.e., standard instructor-led courses, e-learning courses, seminars, workshops, conferences.
- ❖ **Multiple Training Catalogs** – The product makes it easy to define hierarchical training catalogs with support for multiple catalogs.
- ❖ **Comprehensive resource scheduling**– Support is provided for scheduling any type of resource: instructor, classroom, equipment, etc.
- ❖ **Setup Work groups** – The product enables administrators to setup "Work Groups" that streamline the training scheduling, tracking and update process. The Work Groups can be used to group training requirements by job function, work location, common requirements or other similarities. Training courses are assigned to the Work Groups that require them, enabling training scheduling and

updating to be done for many employees at a time. Training can also be assigned directly to an employee or other stakeholder.

- ❖ **Facilitate employee access to training information**– Each employee may be given



access to a menu that summarises all upcoming requirements and displays his/her training history.

- ❖ **Notify training events**– Automatic email notifications can be sent to employees when a learning event is upcoming.
- ❖ **Track training requirements**– The product tracks all corporate training requirements on a regular basis. Requirements that are pending or overdue can trigger escalating email



notifications to the supervisor or manager responsible, this ensures nothing escapes management attention.

- ❖ **Support multiple ways of student enrollment** – Enrollment of individual students as well of groups of students is supported. Some events may be set up for self-enrollment thus avoiding administrative overheads.

- ❖ **Define and manage training instructors** - The system supports browser-based management of the instructor pool.
- ❖ **Provide rich Training Materials** – Trainers may upload all types of training materials and provide link to other electronic resources such as websites and web-services.
- ❖ **Integrate with Tracked Content Delivery** – CMS comes integration-ready with the LearnITy Content Delivery Engine. Thus students may gain access to SCORM compliant electronic courseware including QTI compliant online assessments from within the “Resources” link of the CMS. The engine will track all student activities and may be used by faculty to produce detailed reports about these activities.
- ❖ **Integrate with Collaboration tools** – TMS comes integration-ready with LearnITy EkSathe, the collaboration server. Thus trainees have access to both synchronous and asynchronous collaboration tools such as *Instant Messenger, Chat, Shared Whiteboard, Threaded Discussion Groups, etc.* using which trainees can collaborate with other trainees who are currently logged-in for the course or have registered for the course. Faculty may also use the *Virtual Classroom* feature of EkSathe to run a synchronous virtual class for registered students.
- ❖ **Internationalisation support** – The tool provides adequate support for international users through the facilities of Java language as well as CSS generation.
- ❖ **Purely web-based** – The product is built from scratch to be purely web-based and generates pure HTML 4 plus JavaScript. No special plug-ins are required for using the CMS.
- ❖ **Platform independence** – Developed using Java and hence works on all server platforms (Windows, Linux, Solaris, etc.)
- ❖ **Highly Scalable and Fault Tolerant** – The CMS is developed using Java Servlets and its architecture is based on the J2EE standard. As a result of these development and deployment choices, LearnITy is well equipped to address issues of scalability and availability. Clustering techniques may be employed for supporting load balancing, multilayer switches, and SANs.

### System Requirements

- ❖ Any Operating System with support for JDK 1.5 (Any flavour of Windows, Linux, Solaris, etc.)
- ❖ Any Servlet API 2.3 compliant servlet engine.
- ❖ Any SQL compliant RDBMS with JDBC 1.4.0 support
- ❖ Any XML:DB compliant native XML database
- ❖ 512 MB of RAM (based on number of concurrent users additional memory may be required)
- ❖ 50 MB Hard Disk; additional disk space requirement will depend on the number of employees to be managed

Employee ID	Employee Name	Plan	Status
1000101	Sanjiv	Java Certification	Success
1000102	Anand	Java Certification	Success
1000103	Arjun	Java Certification	Success
1000104	Chandana	Java Certification	Success
1000105	Prakash	Java Certification	Success
1000106	Prashant	Java Certification	Success
1000107	Prashant	Java Certification	Success
1000108	Prashant	Java Certification	Success
1000109	Prashant	Java Certification	Success
1000110	Prashant	Java Certification	Success

### Licensing

The LearnITy™ TMS is sold as a component of the LearnITy suite that comes in various packages (Lite, Workgroup, Enterprise, etc.)

### Other Products in the LearnITy™ Suite

- ❖ LearnITy™ LMS
- ❖ LearnITy™ Assessor
- ❖ LearnITy™ Course Management System
- ❖ LearnITy™ Digital Knowledge Library
- ❖ LearnITy™ Virtual Classroom



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