



Challenges in Hybrid Learning Model Globally vs Locally in 2020

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ABSTRACT

In the stage of globalization in 2020, we could be under a rapid technological revolution that might be caused by the pandemic situation. New and improved technologies are continuously emerging and invade both the private and public areas of everyday life. This accelerated innovation-transformation experience has facilitated a rapid change in organizations, business, and the training industries. This new and complex future is very difficult to predict, and it has been perceived as an immediate technological change, requiring training, retraining, and even re-learning. Globalization requires the development of human capital from developing countries. The development of human resources in a country helps to attract foreign investment. Developing countries need rapid training and development of skills that are globally in demand through the business industry. The human development factor can be critically important for a country like Georgia. In the current context, achieving this goal globally is considered through a hybrid learning model. At the same time, remarkably little is known about what countries can do to increase national skills quickly.

The economic literature stresses the importance of investments in the hybrid learning model in education (at all levels), but skills development also takes place outside the formal educational system, particularly in vocational and professional training institutions and within corporations. Experts suggest that improving national skills requires a concerted national effort by involving multiple institutions, policies, and private-public sector collaborations.

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Introduction

Education and technology are the key components of economic development and

stability. Education increases the level of political and civic involvement and attracts international investment. Two main tools are

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used for economic development globally: human capital and the country's territorial resources.

Human capital needs an educated and experienced workforce, while the state needs infrastructure such as enterprises, technologies, buildings, roads, etc. In both cases, education remains a prerequisite for creating and maintaining high-quality products and services.

It should be noted that history has shown that education can be even a greater resource than natural resources. This can be seen when examining Singapore, which is out of natural resources but has a stronger economy than countries with richer natural resources, such as Nigeria, Venezuela, or others. At the scientific level, a study by Smith & Granberg-Rademacker (1999) showed a positive correlation between education and economic advancement.

1. Introduction the Problem

In this paper, we will focus on a hybrid learning model of blended learning that can be found as a learning platform where more than one type of learning is instituted. Blended learning models researchers focus on barriers of its implementation (Sayed & Baker, 2014), assessing effectiveness (Chen & Jones, 2007), and other peculiarities (Fetch, 2006).

The motive for the initial creation of the primary hybrid model could have been the goal of optimizing learning outcomes and reducing learning costs, increase accessibility; noteworthy is that during the pandemic, we acquired more roles and workload.

Despite the urgent need for mixed learning, there are many obstacles in implementing this model as a real-world application.

These obstacles include: a lack of social interaction between the lecturer and the student, technical shortcomings as the need for technological change has occurred faster

than its full provision, and a problem of concentration for at home students.

Also, the hybrid learning model requires administrative assistance and a lot of attention. Besides, the hybrid model depends on the self-motivation of the students. Training course design control, presentations, materials, video recording quality, academic grading system tailored to participants, and maintained also should be considered.

A lack of assessment or a poorly generated program can also contribute to a deterioration in the level of education. (Al-Adwani and Smedli, 2012; Rhema and Milishevsk, 2010). Appropriate equipment infrastructure is required, which should be equipped by a pupil, student, teacher, lecturer, and trainer – (the person involved in all these teaching methods,) and proper bandwidth, servers, software memory, camera, or minimum standards are vital.

The hybrid-learning model makes it possible to train online during a global pandemic. The future may develop in the direction of hybrid learning, which includes the following benefits: unlimited access to materials, videos, while participants can independently and at any time master the training materials they need. The hybrid model is considered to increase access to education because it saves on infrastructure costs and can be implemented anywhere where basic software is available.

As the hybrid model is the subject of greatest interest globally, Georgia aspires to build on a hybrid model 2020-2021, Because of this it is necessary to thoroughly examine all the risks, advantages, obstacles, as well as solutions to the challenges. Possible challenges the hybrid model will face are lack of adequate infrastructure; Learning through technology requires reliable hardware, easy-to-use software, and a high-bandwidth network connection.

To make the system easy and simple for students and teachers, seminars should be

held regularly and at a convenient time for both parties. E-learning involves the processing of large amounts of data between students, tutors, and servers, which requires a high throughput of the database and a large amount of software memory. Maintaining integrity and reliability requires user authentication, ad reliable and secure connections. To avoid these problems, allocating sufficient financial resources is essential.

Making financial investments in a hybrid learning platform in the future will give us access to education everywhere and long-term economic value. As technological advances expand, internet bandwidth, reliable and affordable hardware, experienced labor force, and support become less relevant.

A further obstacle might be global: a fear of technology and lack of involvement.. One year is not enough for a person to overcome resistance to completely unexpected changes. It takes time for an individual to get acquainted with new technology and recognize it, to reap its enormous benefits. E-learning makes the learning process more dramatic by increasing student engagement and student interests. Relationships between students and their peers, as well as tutors and students, are growing through the use of forums, email, chat, wiki, blogs, video conferencing, YouTube, e-portfolio, and e-polls. It is necessary to provide extensive technology and training in the use of new technology.

Globally, it is essential to provide timely training in the introduction of a hybrid model for teachers, lecturers, tutors, trainers, and those who are involved. It is necessary to promote engagement, which includes encouraging any questions, discussions, and commentary from the student, participant. Wilson (2004) argues that the extracurricular activities of a student determine the learning outcome rather than just the classroom process or strategy, and because of this it is essential

to take care of the motivation of those involved on the platform and maintain a high level of interest in them.

2. Discussion

When introducing a hybrid learning model, one may feel some apathy in society, a less positive attitude towards e-learning, which has its objective reasons. Until 2020, the benefits of E-learning were less relevant, and public or private structures were reluctant to invest in online learning. There are a large number of teachers and lecturers, who prefer to traditionally conduct classes in classrooms, auditoriums and oppose change. It is important to explain in detail the benefits of e-learning at all levels to ensure community support for the hybrid model. This can be done through the media, with the involvement of experts, pilot programs, training, surveys, and various information campaigns.

Through E-learning, time, and paper, energy can be saved in the assessment of pupils, and students. Some programs will immediately give feedback to the participant involved on the platform and such programs are available globally: Google Classroom, Moodle, Adobe Activate, TCExam and iSpring, and others. On the other hand, there may be an increased risk to the confidentiality and security of the assessments, students' disclosure of assignments to each other, and attention to this process as well. Special arrangements are required for midterm and final examinations, which are protected and reliable. Servers are needed to verify the identity of each student and the intervals at the start of the exam. Small pilot experiments are required before large numbers of tests can be performed.

Surveys conducted in Georgia during 2020

On behalf of the Trainers Association at the beginning of the year, I conducted a survey in the training industry. The aim of this

survey was to identify the latest trends and current challenges in the training industry in the country. Also, to determine the expectations and the importance that the participants have towards it before and after the training course.

The study was conducted by using a quantitative method, in the form of filling out an electronic questionnaire, in which 452 people participated. As a result of filtering from them, 386 participants are valid respondents.

Interesting trends were identified based on the questionnaire data processing. It was found that respondents: consider training as an effective method of gaining new practical experiences, as well as a good way to develop or improve existing or new skills. Organizations that actively use this professional development tool and actively take care of their employees' development by offering training, mostly have a high level of loyalty and belonging on the part of employees.

Training participants want to spend more time on the practical component during the training. This practical side is more important in the decision-making process for the participants than the location of the training center and the training centers' name itself. This view is supported by the statement that the majority of respondents agreed that training has a substantially significant impact on the future formation of a participant's personal and professional behavior.

The research also clearly showed that trainers enjoy a high trust and approval index from the training participants, as 241 respondents of the study expressed the opinion that they did not go through the same training several times, although they participated in training on different topics conducted by the same trainer. We might assume that this sympathy is evoked by the trainer's approach when he actively uses practice-based teaching methods and examples, role-plays and situational games, and conducts discussions on topical and real issues. However, the topic of

training is still crucial when selecting training. The decision of those wishing to undergo training is also influenced by the cost of the training course. Today one of the biggest challenges that the Hybrid-Learning model might have is the lack of a practical side to training or learning.

Based on the trends identified in the research, the Trainers' Association recommends that more educators use components and sub-tools during the training process. Also, trainers and training centers, after the training, should take care to share the materials with the participants, as this helps them to strengthen their knowledge even more. It is important that the trainers allow the participants to evaluate the training, which will significantly help them in future improvement and development based on the evaluation and advice received.

In addition, guiding the training process in such a way that you have the opportunity for a high involvement of the participants. Organizations should take great care to find and offer interesting, relevant, and necessary training for their employees, because from the employers' point of view, taking care of their development brings a mutually beneficial, productive, and sustainable result for the employee, the employer, and the organization.

Current Survey during Covid-19

The Trainers' Association, together with Laboratory Z, launched a study on the impact of Covid-19 on the training industry, and before we have the results of the questionnaire, the information from the focus groups where we have interviewed 110 people is as follows: 51% of respondents thought they attended training by watching videos recorded on social networks. Current problems which were identified during distance learning have been several such as lack of interaction, lack of practice, problems related to technical defi-

ciencies, a lack of concentration at home, especially if a participant of training has children; less quality in online learning. The transfer of online learning behavior globally and locally is on the rise, and more blended/hybrid models may be introduced in Georgia as well, but definitely, requires development.

3. Global Researches and Practice

In 2020 no evident deep research has been made regarding a Hybrid Learning Model in Georgia, though we can discuss global practice. The hybrid learning model has the potential to transform student learning experiences in different ways because it consumes both face-to-face and online forms of instruction. Moving away from the traditional classroom, the hybrid learning model allows students to learn from materials through online technologies as well as through in-person instruction (Lopez-Perez *et al.*, 2013, Olapiriyakul & Sher, 2006).

Burgess Powell has published his latest article where he provided information on how the hybrid learning model has become increasingly popular for educational institutions and career development services. Before the Coronavirus pandemic, only over 34% of students enrolled in an online course, according to the National Center for Education Statistics and this number has been rapidly increased due to the pandemic situation, we can assume the same double involvement as well in Georgia.

Experts based, on observations, believe that online learning will continue to be integrated into higher education, especially now that so many organizations are using these models and discerning how to improve them.

Researchers suggest that the hybrid learning model is gaining high interest within institutions of higher education. As higher education shifts toward a teaching method of

applying both online and face-to-face interactions, learning technologies will influence a larger role in the learning experience of students during their time at and away (Olapiriyakul & Scher, 2006). The study has shown that the hybrid learning model meets student needs in terms of how they acquire and interpret information. "The true flexibility afforded to students about when to engage in an online discussion joined with multiple opportunities for engagement it provides, makes for improved learning and reflection" (Sullivan & Freishtat, 2013).

The hybrid learning model maintains a crucial element for meeting different types of student learning needs. Hybrid learning model can provide students with an expansion of both physical and online time, largely afforded by the use of technology.

As a summary of this survey, I want to mention that the training industry has changed in the last decade and requires more tangible changes; Expectations are higher from training participants for training, and the technological revolution in just a few months, has forced the training sector to adapt to new virtual reality. The digital industry has made training both more accessible, and larger, and there has appears to be a number of problems while using digital platforms. Properly selected training is a great time saver for Business Sector.

Conclusion

The world is facing growing challenges through Covid-19. One of the main tasks of the country and the business sector today is to create a learning-development strategy that will be able to stand the conditions of the pandemic and continue the development progress of education in the country.

The global information and communication technology industry offers a discussion of the possibility of hybrid learning that is achievable, and successfully implemented

through global collaboration. The hybrid model requires additional research, the including the involvement of experts, teachers, lecturers, and others involved. Factors affecting the obstacles of a hybrid model are being explored. Infrastructural, technological problems are to be overcome and there is work to be done within attitude of the community that opposes or finds it difficult to take advantage of online learning. If the hybrid model is properly planned and implemented, some traditional teaching methods may even be replaced forever.

Therefore, investigating and a better understanding of the current shift occurring in higher education due to the growing adoption of the hybrid course model, will further reveal the potential risks and benefits to student learning experiences. Research already conducted on this topic reveals that the implementation of the hybrid course model can foster unsatisfactory sentiments with regard to the student learning experience in such a course. Studies have revealed that a few contributing factors to this dissatisfaction are a lack of communication on the part of the instructor and a lack of innovation in the way learning technologies are used to foster a creative and engaging learning experience for students who have already had vast exposure to technology before entering higher education.

The technological revolution in just a few months thrust the field of education in the digital age. On the one hand, the hybrid model has brought great benefits to the world, and, new obstacles to the learning process have emerged, which must be overcome through the constant acquisition and exchange of global experience, to take on a new reality and prepare for change.

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