

**The Power of Simplicity****Learning Management Systems Keep Your Workforce Current, More Engaged**

Managers and HR teams looking for ways to improve engagement levels may want to look to continuing education and skill-building opportunities to keep workers' minds sharp and inquisitive. Expanding knowledge and skills can also help enhance performance and bring new perspectives.

A [research report](#) from the Society for Human Resource Management (SHRM) found that 55 percent of employees cited the ability to use their skills at work as a top factor in satisfaction. Alternatively, a [2016 Paychex survey of 2,000 employees](#) found that 29 percent would leave a job due to lack of skill development.

Indeed, millennials (those born between 1981-1996) essentially think about jobs as [opportunities to learn and grow](#). Their eagerness for development is possibly the greatest differentiator between them and other generations in the workplace. Gallup found that 87 percent of millennials rate "professional or career growth and development opportunities" as important to them in a job — significantly more than the 69 percent of non-millennials who gave the same response.

Increasingly, organizations are leveraging learning management systems (LMSs) to help keep staffers of all generations involved, challenged, and current in their fields.

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**What is an LMS?**

An LMS is a powerful, versatile, and flexible e-learning application that businesses can use to plan, implement, and assess specific learning processes. LMSs, often web-based, allow instructors to develop and deliver content, monitor students' participation, and assess their performance. LMSs also often offer students interactive features, such as video conferences and discussion forums. Product offerings vary, from the basics of a topic to in-depth training and extensive learning libraries.

An LMS helps organizations manage the entire learning process: registration, course administration, tracking students' progress, keeping educational records, and assessing participants' performance. Because most LMSs are cloud-based, students can take courses anywhere they have online access.

**An LMS can serve many types of industries and learners**

LMSs exist for a wide range of users, including:

- *HR departments* – For staff training, including employees and managers. Courses are usually aimed at developing staff skills or as a requirement for advancement in the company.
- *Professional groups* – Medical organizations, engineering, and the financial services industry are among those using an LMS to meet members' requirements for compliance training, licensing, or continuing education requirements.
- *Entrepreneurs* – Businesspeople seeking “crash courses” in accounting, marketing, internet sales, writing, and other short-term skills can find value in an LMS.
- *Hobbyists and self-learners* – Those wanting to share their skills and knowledge can use an LMS to offer modules on general-purpose subjects, such as customer service or sales.

## LMS advantages

An LMS provides education for today's wired, mobile, fast-paced workplace. It:

- *Provides opportunities for learning when it is most convenient for learners* — eliminates the need to pull learners away from their work for in-person training and lets participants obtain training materials online, when convenient.
- *Breaks the geography barriers that exist with a remote workforce* — because an LMS is cloud-based and mobile-friendly, students can access an LMS on any device.
- *Makes content creation easy with a simple and intuitive platform* — Benefits both developers and trainers.
- *Lowers the cost of training programs* — Makes continuing education accessible to businesses of any size.

Features of the most robust learning management systems may include:

- **Reporting and analytics** – Consolidates students' progress data for a big-picture view of the organizational learning curve.
- **Skills gap analysis** – Pre-course assessment to identify students' learning goals, allowing developers to design content according to participants' knowledge base.
- **Collaborative learning** – Allows group learners to share applications or documents, follow discussion threads, and exchange knowledge and questions.
- **360-degree reviews** – Permits instructors to assess student performance, and students to give teachers feedback or suggestions.

The size, budget, and goals of your organization are factors that can help determine what type of LMS is right for your staff.

Learning opportunities allow employees to increase their value to their company, feel more engaged, and perhaps increase their chances for advancement. If you're ready to provide convenient, cost-effective, and versatile e-learning opportunities to your employees, Paychex has an [LMS that can fit your needs](#). Our human resource experts can also help tailor a system that meets your objectives and budget.