

The Effect of E-Learning System and Instructor Factors on Employee Training Effectiveness-Computer Self-Efficacy as Moderator

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ABSTRACT

This study investigated the effect of e-learning system factor and instructor factor on training effectiveness, particularly, the moderating effect of computer self-efficacy. The study were acquired through the purposive sampling method. Data for this study were collected from four implemented e-learning businesses. Results indicated that e-learning system factor and instructor factor have positive effects on training effectiveness, and computer self-efficacy plays a moderating role in the effect of system functionality on training effectiveness. In details, the higher degree of computer self-efficacy, the stronger relationship between system functionality and training effectiveness, vice versa. However, computer self-efficacy had no significant moderating effect on the relationship between other independent variables and training effectiveness.

Keywords : e-learning、system factor、instructor factor、computer-self efficacy、training effectiveness

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