



Decoding millennial's way of Learning

*Millennials are the
experiences generation*

- Julia Hartz

Millennials or the Generation -Y, as we know are confident, ambitious, liberal, achievement-oriented and insanely tech-savvy. This generation has reached its adulthood in the early 21st century, thus becoming the dominant strata of population worldwide and has impressive representation in workforce and higher education.

The world is constantly changing and there has been a paradigm shift in way of acquiring knowledge. Ways of imparting knowledge are no longer confined to using blackboard, chalk, pen or paper. The educators have discovered innovative ways of incorporating it in higher education and corporate learning which, in turn, have manifested in the rapid growth of technology-assisted-teaching methods of learning.

As millennials are characterized as a generation that wants to be challenged all the time to enrich their experiences, build self-confidence and augment leadership quality. They keep looking for opportunities and mediums through which they can refine their existing skill sets to keep up with this dynamic and evolving world.

If we try to decode the millennial's way of learning, we get the answer by looking around ourselves. This generation has witnessed the digital boom and they simply rely on technology for all the solutions. It can't be denied that digital platform has unburdened them from physically demanding tasks and made life simpler, easier and faster. We no longer have to go through the physical task of searching through the library catalogues and then search the desired books from the shelves, leaf through the pages for long hours at a stretch. Everything is in front of us in a jiffy. With the ease of getting requisite information and the penetration of technology in the domain of education, the generation has become hungry for e-learning. Unlike

our predecessor learning and upgrading knowledge is no longer a laborious dedicated effort but can be had at any point of time available at our disposal.

E- learning or online education is favored by Generation -Y because it compliments with the characteristics that they possess. As most of them are self-motivated and have the continuous urge to keep learning they prefer to go digital instead of enrolling oneself in coaching or classes. This saves time and money associated with it. Moreover, the working ambitious millennials prefer to consider on-job learning. Continuous learning and updating of their knowledge have considerable impact on personal and professional growth.

As a millennial myself, I am always looking to stay ahead in the learning curve. Unlike the pre-Gen-Y period, social and business environment is extremely dynamic, emerging technologies have a shorter life getting steadily replaced with newer technologies. It is therefore quite apparent that we need to update our knowledge not only to take advantage of the new technologies but also get used to the great uncertainties at each transition. In a world where the fittest survives, only those who are able to update their knowledge continuously will survive the test of time.

The best part about this type of learning is that it is very focused and offers active learning. Gen- X loves realistic and experiential learning. They yearn for real world scenario-based examples and show greater interest in learning through hands-on experience. The interactive learning through infographics, animations and on -the -spot assessments work well for them. The learnings are focused and preferred size of studying these days; these are not elaborate lessons but bite sized contents that are precise and assures quality learning. This obviously gives individuals to build on inventions

that are already in existence and no one needs to reinvent the wheel due to their ignorance about such inventions elsewhere in the world. One can seriously focus on this area of choice without the need to go through unrelated matter as it is now possible to filter off such matters with great ease.

Over the years e-learning has seen an impressive growth and it is stated that it is the next big thing. It is here to stay since education is widespread, it is without boundaries and is available cheaply. It is not bound within the wall of libraries or museums or personal domains of institutions or individuals. As we are glued to gadgets all the time be it on laptop or mobiles, most of the digital learning platforms have made themselves ubiquitous which means knowledge can be absorbed anytime and all time .One can seriously focus on this area of choice without the need to go through unrelated matter as it is now possible to filter off such matters with great ease.

As a known fact, millennials are the most educated generation and they perceive learning as an indispensable part in their growth and development. The constant change in business demographics has revolutionized the way knowledge is being offered. The shift in acquiring education and knowledge is bound to happen and the next generation may completely shed of the idea of traditional learning and embrace digital learning.



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