



Creating a Self-Regulated and Collaborative  
Learning Environment: Attitudes of Employees  
Working from Home Towards Social Media  
Benefits on E-Learning Platforms

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## **Topic: Social Media and E-Learning**

### **Creating a Self-Regulated and Collaborative Learning Environment:**

### **Attitudes of Employees Working from Home Towards Social Media Benefits on E-Learning Platforms**

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#### **ABSTRACT**

Employees need to self-regulated and collaborative learning environment when working from home similar to office settings. Therefore, using social media benefits on e-learning platforms creates a self-regulated and collaborative learning environment for employees. To understand the attitudes of employees working from home toward social media benefits on e-learning platforms, the study is designed as quantitative research. The survey about social media benefits on e-learning platforms creating a self-regulated and collaborative learning environment was carried out to understand the attitudes of employees working from home. Participants from different professions participated in the research.

**Keywords:** *social media, e-learning, collaboration*

#### **1. INTRODUCTION**

As we continue digitalization day by day, working from home model is adopted by many institutions and working places. The COVID-19 pandemic accelerated the transition of working from home. Developing digital technologies has eased

these processes. Therefore, working from home is a new experience and it can give rise to some challenges for employees, such as having difficulty balancing home and work life, feeling loneliness, and experiencing problems in communication.

Working from home has brought out some differences, which are demanding the adoption of digital communication software programs for collaboration and removing the necessity of commuting to go to the office for workers who are at home and physically distant from their colleagues (Haliburton & Schmidt, 2020). As many employees start to work from home, they become distant from their colleagues, teammates, collaborative office environment, and brainstorming at the same time. Employees who work from home cannot set a collaborative and social learning environment similar to working from the office. Therefore, employees need to improve themselves when working from home to have benefits when they work from the office. At this point, using social media benefits on e-learning platforms can create a self-regulated and collaborative learning environment.

Social media participates speedily in the trading world. At the same time, trainers search for the potential use of social media tools in the educational field, and social media tools offer learners novel potential in order to become independent in their investigation and work (Liu, 2010). Moreover, the number of e-learning resources available to trainers has increased significantly with the development of the Internet and educational technology (Ruiz, Mintzer, & Leipzig, 2006). Employees who are at home can find a chance to learn more about their work, follow current studies, contribute to their professional development, and gain information in different fields by using social media and e-learning.

The purpose of the study is to test the attitudes of employees who work at home using social media and e-learning towards self-regulated learning and collaborative learning environments. Therefore, in this study, the questions "What are the attitudes of participants towards self-regulated and collaborative learning environments which are provided by social media features benefits on e-learning platforms?"

## **2. BACKGROUND**

### **1. E-Learning**

Thanks to developing digitalization, e-learning has become widespread to carry out educational activities. E-learning is an internet-based learning system that benefits from the Internet technology and can be used to make a design, carry

it out, control support, and increase learning, which will greatly develop the productivity of educational processes (Gunawan, Kalensun, Fajar, & Sfenrianto, 2018). E-learning will be a primary way of learning in the 21st century, with advantages like variety, measurement, flexibility, and so on (Gunawan et al., 2018).

Learning content is offered in several learning systems and settings, but learning content is not offered in living classes (Mathivanan et al., 2021). Technologies and social media are required to ease collaborative interaction in e-learning to ease the generation and organization of ideas, the building of information, and the convergence of intellectuals (Mnkandla & Minnaar, 2017). Educational materials which are on open source platforms are included in e-learning. For instance, through passing easily providers, learners can sign in for free e-learning sites, and platforms such as Udemy and Coursera offer free training materials for learners in order to learn or look over the topics about life abilities or a variety of subjects utilizing video (Susanto et al., 2021). Moreover, self-regulation abilities are important for learners to continue e-learning. Transition to e-learning is not difficult for learners who have self-regulated abilities because learners can follow e-learning processes without the help of instruction thanks to their self-control skills required (Thomas, 2021).

## **2. Social Media and Social Learning**

Social media has increased in popularity among younger and elderly people day by day. Facebook, Twitter, Instagram, LinkedIn, and Snapchat are included as social media platforms. People can create and share their text, photographs, or video content, and can comment on other people's content. Social media is used with different aims, such as communication, entertainment, or following the news. Especially, one of the purposes of using social media is to help educational activities for learners.

Employees who work from home stay lonely at home and cannot find a chance to participate in institutional training programs. Therefore, social media provides learners with the opportunity to learn new information related to their work, follow current studies, or improve employees in different fields by using social media. Delivering documents, utilizing the transfer of technology, and sharing knowledge about related present work positions may provide interaction between employees and employers (Susanto et al., 2021). Benefiting from mobile devices and social media provide learners that the course contents such as audio, video, or textual forms are designed, organized, and shared (Ansari & Khan, 2020). Social media with a particular aim has to be used in e-learning in order to ease collaboration, social learning, and interaction

between learners and instructors in order to improve a safe learning environment while learning deeply (Mnkandla & Minnaar, 2017). Blogs, wikis, online discussion forums, and social networking websites are included in web 2.0-based application programs or social media which contribute to the communication, sharing of knowledge, and socialization online providing inconspicuous and simple information sharing for learners, so benefiting from social media help learners make discussion and upload them to social media platforms which cause information sharing, assessment, giving feedback from instructors and peers (Mondahl & Razmerita, 2014).

Self-regulated learning can be considered as abilities that learners have to be acquainted with specifying goals, what is required to accomplish these goals, and how really achieve these goals (Dabbagh & Kitsantas, 2012). Social media can encourage learners to share and collaborate such as instructor and peer feedback with the property of the blog's comment or collaborative working are with wiki, which engages learners in self-regulation procedures of self-monitoring and aids learners to classify plans required to complete the learners' formal works (Dabbagh & Kitsantas, 2012).

### **3. Learning Experience Platform**

Learning Experience Platform (LXP) is an e-learning platform that offers a variety of educational content to learners. LXPs provide e-learning materials for learners, so learners can find different educational materials required to improve themselves in the needed area or develop their occupational competence. LXPs integrate the features of social media platforms which provide virtual learning mediums (Cockrill, 2021). Learners can create their own content and share them with other learners. Learners can make comments on training materials and give feedback to them. Therefore, learners learn information from each other, which provides a form of social learning environment and increases collaboration among learners.

With the features of simple accession and communication, LXPs assure a contemporary, social, and interactive learning environment (Cockrill, 2021). Moreover, as the developing technology allows, LXPs adopt different technologies such as artificial intelligence. Benefiting from artificial intelligence offers suggestions and guidance for learners' educational process based on activities on the platform. In this way, learners can control their educational processes which provides an increase in learners' self-regulated abilities in the learning environment.

### **3. MATERIALS AND METHODS**

## **Research Design**

Employees who work from home do not set a collaborative and social learning environment similar to working from the office. To understand the attitudes of employees who work from home towards using social media benefits on e-learning platforms in self-regulated and collaborative learning environments, a quantitative research is designed and investigated. A survey will be applied to understand employees' attitudes towards using e-learning platforms.

## **Sample**

The universe of this study is employees who work from home in Turkey. The sample population of this study is employees who work from home. Participants in this study were selected by voluntary response sampling. Participants who want to participate based on their own choices contributed to this study. The number of employees who participated in the study is 35. 9 employees in the 20-29 age range, 10 employees in the 30-39 age range, 12 employees in the 40-49 age range, and 4 employees over the age of 50 participated in the study. The number of woman participants is 8 and the number of men participants is 27. The research will be done regardless of SES differences in employees and gender.

## **Instrument**

A survey will be applied to measure the employees' attitudes and perceptions using e-learning platforms when they work from home in terms of collaborative and self-regulated learning environments. A survey which contains seventeen Likert scale questions was distributed online. The questions reached the final form with the opinions of two educational technology experts.

## **Procedure**

People who have different occupations in companies participated in this research voluntarily. In the finance sector's employee, bankers, computer engineers, information technologies' employees, data processing workers, computer technicians, economist, electronic engineer, instructor, and graphic designer participated in this study. Also, junior developer, financial advisor, architect, engineer, customer representative, customer service manager, teacher, sales manager participated in the study. There are data analyst, business analyst, software developer expert, software engineer and software developers in the study. The questionnaire was distributed online. Before questions, there are informative text and consent form for employees. In this research, different groups' data were collected at the same time. Both employees who work from home and employees who work with the hybrid

model participated in this study. However, the data of employees who work from the office were not included in the study. After data collection, employees who have different occupations' data of attitudes toward the benefits of social media features on e-learning platforms were analyzed and compared.

#### **4. RESULTS AND DISCUSSION**

The aim of the study was to investigate the attitudes of employees working from home toward social media benefits on e-learning platforms. The survey was conducted to investigate employees' attitudes toward using social media benefits on e-learning platforms when working from home. According to the results, 91,2% of employees use e-learning platforms which are used to manage online and in-class training in their institutions. It is observed that 67,6% of participants agree and strongly agree to the e-learning platforms help to follow current studies related to their occupation. Also, 58,8% of participants think that social media allows them to communicate and share information with other users.

The questions related to the effects of social media on collaborative learning environments, more than half of the participants think that social media helps employees for giving feedback, make comments, and share ideas with other users. It is observed that 41,2% of participants agree that social media helps them work collaboratively, 32,4% of participants do not agree with the collaborative learning environment which is provided by social media, and 26,5% of participants are neutral that social media helps them to work collaboratively. More than half of the participants think that e-learning platforms help them to learn while communicating with colleagues. According to the survey results, 61,8% of employees think that using e-learning platforms with social media features allows the exchange of ideas related to their profession, and 58,8% of participants think that using e-learning platforms with social media features creates a collaborative learning environment which colleagues can cooperate with each other.

70,6% of participants think that e-learning platforms allow them to control their learning processes. The questions related to social media allow for planning education processes, 50% of participants agree, 26,5 of participants disagree, and 23,5% of participants are neutral. The questions related to e-learning platforms with social media features, 61,8% of participants think that e-learning platforms help to accomplish educational goals and 64,7% of participants think that e-learning platforms with social media features allow them to determine their educational needs.

It is observed that 73,5% of employees believe that they learn better on a platform where users can play an active role and interact with teams through e-learning platforms. Also, more than half of the participants would like to share events instantly with their colleagues, and employees want to recommend their favorite training to their colleagues and teammates on the platform. Moreover, it is observed that 61,8% of participants want to prepare training content based on their professional area and share this e-learning content with their colleagues. At this question, 14,7% of participants give the answer neutral for preparing training content and sharing them with other users. 67,6% of participants like to follow the training they choose instead of compulsory training that they have to complete.

## **5. CONCLUSION**

According to the study, employees use e-learning platforms to follow current courses, learn information, and develop their knowledge related to their job meanwhile they use social media to share ideas and communicate with their teammates. When employees who work from home use e-learning platforms with social media features create a working environment that is collaborative and self-regulated. E-learning platforms with social media features help exchange ideas, collaborative learning environment, and determination of educational needs and goals.

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## Appendix

Sosyal Medya ve E-öğrenme Hakkında Çalışan Anketi

Edurey Eğitim, Danışmanlık, Bilişim, Yazılım A.Ş. olarak "Creating a Self-Regulated and Collaborative Learning Environment: Attitudes of Employees Working from Home Towards Social Media Benefits on E-Learning Platforms" başlıklı bir araştırma yürütüyoruz. Evden çalışanların e-öğrenme platformlarında kullanılan sosyal medya özelliklerinin işbirlikçi öğrenme ve kendi kendini düzenleyen öğrenme ortamı oluşturmadaki tutum ve fikirleri hakkında bilgi sahibi olmak için gerçekleştirdiğimiz araştırmamıza katılımınızı rica ediyoruz.

Forma verdiğiniz yanıtlar gizli tutulacak ve sadece bilimsel araştırma için kullanılacaktır. Formu doldurarak çalışmamıza katkı gösterdiğiniz ve zaman ayırdığınız için şimdiden teşekkür ederiz.

Anket boyunca paylaştığım yanıtların bilimsel makalede kullanılmasına izin veriyorum.

İzin veriyorum

Demografik Bilgiler

Yaşınız nedir?

Mesleğiniz nedir?

Cinsiyetiniz nedir?

Çalışma şekliniz nedir?

Evden çalışma

- Ofisten Çalışma  
 Hibrit Çalışma

Çalışanların Sosyal Medya ve E-öğrenme Hakkında Tutumları ve Fikirleri  
Çalıştığım kurumda online ve sınıf içi eğitimlerin yönetilmesi için kullanılan bir sistem var mı?  
 Evet  
 Hayır

	Kesinlikle katılmıyorum	Katılmıyorum	Nötr	Katılıyorum	Kesinlikle katılıyorum
Sosyal medya, geri bildirimler vermeyi ve yorumlar yapmayı sağlıyor.					
Sosyal medya, meslektaşlarımla iş birliği içerisinde çalışmamı sağlıyor.					
Sosyal medya, diğer kullanıcılarla fikirlerimi paylaşmamı sağlıyor.					
E-öğrenme platformlarını kullanmak mesleğimle ilgili güncel çalışmalarını takip etmeye yardımcı oluyor.					
E-öğrenme platformlarını kullanmak meslektaşlarımla iletişim halinde olarak öğrenmeye olanak tanıyor.					
Sosyal medya özellikleri olan e-öğrenme platformlarını kullanmak mesleğimle ilgili konular da başkalarıyla fikir alışverişinde bulunmamı sağlıyor.					
Sosyal medya özellikleri olan e-öğrenme platformlarını kullanmak meslektaşlarımla birlikte çalışabileceğim iş birlikçi bir öğrenme ortamı hazırlıyor.					
Sosyal medya özellikleri olan e-öğrenme platformları, eğitim süreçlerim ile ilgili hedeflerimi gerçekleştirmeme yardımcı oluyor.					
Sosyal medya özellikleri olan e-öğrenme platformları, eğitim ihtiyaçlarımı belirlememi sağlıyor.					

E-öğrenme platformlarını kullanmak kendi eğitim süreçlerimi kontrol etmemi sağlıyor.					
Tamamlamam gereken zorunlu eğitimler yerine kendi seçtiğim eğitimleri takip etmek hoşuma gidiyor.					
Sistem üzerinden aktif rol alabildiğim ve ekiplerle etkileşime geçebildiğim bir platformda daha iyi öğrenebileceğime inanıyorum.					
Platform üzerinden iş arkadaşlarıma beğendiğim eğitimleri önermek isterim.					
Katılım sağladığım etkinlikleri iş arkadaşlarımla anlık paylaşmak isterim.					
Uzman olduğum konularda eğitim içerikleri hazırlayıp iş arkadaşlarımla paylaşmak isterim.					
Sosyal medya diğer kullanıcılar ile bilgi paylaşmamı ve iletişim kurmamı sağlıyor.					
Sosyal medya, eğitim süreçlerimle ilgili planlamalar yapmamı sağlıyor.					