

The presented dissertation thesis deals with the topic of e-learning, specifically aiming at employee training in small and medium sized enterprises as seen from the andragogical point of view. Its main focus is to identify the factors influencing the effectiveness of e-learning meant for employees in small and medium sized enterprises and then to formulate recommendations how to make e-learning an effective tool in adult education.

The theoretical part focuses on defining some basic terms relating to the relevant problems. Terms as e-learning, its forms, advantages and disadvantages are defined here. Special attention is paid to the theoretical background of e-learning and here the term of e-learning effectiveness is clarified as well. The theoretical part also contains definitions of such terms as small and medium sized enterprises, the characteristics of the existing situation and the attitude of small and medium sized enterprises to employee training and the description of how the method of e-learning is applied in small and medium-sized enterprises.

The empirical part represents the research core of the dissertation thesis. This part contains the Delphi inquiry based - research, descriptive case studies and an exploratory case study. The Delphi inquiry - based research aims at identifying the factors that are vital from the point of view of their influence on e-learning effectiveness. In this part examples of successful applications of e-learning in employee training are described by means of the descriptive case studies and they are then followed by identifying the factors influencing these successful applications. The exploratory case study describes a solution focusing on providing and implementing e-learning courses for the employees of small and medium sized enterprises. It also indicates which factors influence the successfulness of the chosen solution.

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