
How Assima Transforms Software Training Needs for Enterprises

Introduction

One of the biggest reasons a company faces the challenge of demotivated employees and a high attrition rate is the lack of an organized training and onboarding program. When people have little to no idea about what they are supposed to do, how they are supposed to approach problems, what kind of solutions would benefit their company, or which steps to take to accomplish a task, they are bound to feel discouraged and frustrated. Findings from [Axonify's State of Workplace Training survey](#) reveal that 92% of employees believe that the lack of formal workplace training negatively impacts their level of engagement on the job.

Even companies are starting to realize the truth in this belief. [Reports](#) say that 68% of businesses consider employee training as more of a strategic investment than an expenditure. Organizations are putting a lot of effort into creating [employee-oriented training programs](#) that are designed to improve their learning experience and job performance. One can only accomplish that with the right tools and technologies.

We can say with certainty that Assima is a forerunner in learning and development technology, that aims to help organizations realize their vision of a satisfied workforce through productive training. Assima training solutions leverage the latest technologies and proven learning theories to craft an excellent experience for both the employee and the employer.

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92/100



Looking for further insights? Get a detailed look into Assima's systems training platform.

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Challenges in Employee Training

Current employee training software is severely handicapped in various areas. Addressing these challenges requires one to upgrade their systems to newer tools and technologies as traditional methods are no longer equipped to deal with the needs of the modern workforce.

Common Obstacles Faced by Companies in Employee Training

Some of the obstacles your [L&D team](#) needs to overcome are discussed below:

Budget Constraints

Often, even though a company has lofty goals for the training of their employees, they do not have the budget to make those goals a reality. They have to settle for software training

platforms and tools that do not reflect the quality of training they wish to provide.

Time Concerns

Another common challenge is time. Trainers are often under pressure to onboard a new employee as quickly as possible. At the same time, training content creators are racing against the clock trying to provide all the necessary materials on time. Both issues affect training quality drastically.

Low Employee Engagement

Despite trying your best to enhance the learning experience, your employees do not show the expected reception to your training system. This may not be anyone's fault but a culmination of several factors like work pressure, preconceived notions, and a disinterest in learning.

Low Quality of Training Materials

If the training materials are not up to the expected standard or do not match the work employees do due to being outdated, it can cause employees not to find any reason to go through the training sessions at all or pay attention to them.

Maintenance of Training Platform

Software training platforms must be regularly maintained and upgraded to ensure optimum performance. Without that, the learning journey will be disrupted and leave employees with below-par experience.

Flaws in Measuring Progress

Progress tracking and training analytics must be followed rigorously to ensure that you can tailor the programs to the requirements of the company and workforce. When you fall behind on that, it is natural that training will be much less effective than expected.

Targeting the Wrong Goals

If you do not assess and address the right goals and objectives for your organization as well as your workforce, your training will be way off target from how you wish to prepare your workers. Naturally, you won't see the results you wish for in the end.

Differences in the Workforce

Most mid to large-sized organizations have a diverse workforce, with people of different ages, regions, roles, etc. Using a one-size-fits-all solution for everyone will not only affect employee satisfaction but also reduce the quality of training you provide.

Gaps in Traditional Training Methods

It's not just institutional roadblocks you have to navigate to ensure that your employees are being trained well. Sometimes, the issue lies in the training methods themselves.

Non-Interactive Materials

Despite having highly advanced digital adoption tools, if they are not used to their full potential, you are not going to get results. Studies show that people are more receptive to interactive learning materials than static lessons. If you are going to stick to text, audio, video, slideshows, and other non-interactive materials, employee engagement is bound to be poor. Nowadays, with [interactive training solutions](#) like [simulations](#), [in-app guidance](#), test training environments, and more, learning does not have to be one-way at all.

Non-Contextual Approach

Imagine learning a skill and not having any idea how it will be applied in the field, if at all. Takes all the motivation out, doesn't it? This is why contextual learning is so important. Knowing why you are learning something and how you will be applying it gives you a sense of purpose for learning it. Tying up real-world scenarios and tasks to the things you are learning also gives you a better sense of the responsibilities you have to take on in the future. But, if your materials do not have that level of context, you will leave your staff ill-prepared for the real job.

Theory-Based Focus

Practical application of knowledge is the best way to enhance retention and recall in learners. If your lessons are all theory with no practical, your employees will forget most of what they learned by the time they need to use that information for work. The [Ebbinghaus forgetting curve](#) teaches that people forget 50% of what they learn within the first hour, 70% within 24 hours, and 75% by the end of the week. This can be curbed greatly by ensuring that learners get to apply what they learned, preferably simultaneously with information consumption. The visual stimulus of cause-and-effect in action greatly promotes retention.

Umbrella Methodology

You cannot every trainee to produce the same results if they are taught the same way. Every individual has different learning preferences and advantages. Only by customizing the content to suit each employee's learning style would you be able to get the maximum out of the training. After all, one size never fits all, especially for a mental exercise like learning. Putting everyone under the same umbrella learning methodology will only yield expected results from the ones whose learning style matches the training procedure and materials while the rest will suffer and underperform. Training must be made equitable, not equal. Customizable training platforms can be used to make that happen.

Excess Focus on Hard Skills

Corporate learning technologies, even though they are advanced, focus a bit too much on hard skills rather than a holistic approach. It is not sufficient for an individual to only learn the skills necessary to get the job done. Soft skills, behavioral skills, leadership and management skills, physical and mental health management, etc. are all essential lessons in the workplace, where a person spends the majority of their waking hours and interacts with the most people. If they are not taught how to balance their life during these crucial hours in an effective and healthy manner, no amount of work-related knowledge will do them or your company any good.

Neglected Maintenance

Your training materials must be regularly maintained and updated, or they will soon go out of date and context. They must be scaled to accommodate the needs of a growing workforce and made more accessible as you diversify the talent you hire. If you neglect this important aspect of L&D, you will see poor results, engagement, performance, and satisfaction no matter how advanced your employee onboarding software is. It will mean that your tools are sharp, but the resources are too bad in quality to create a strong enough foundation for your organization.

Read in detail about the flaws of conventional training methods and how Assima solves them.

[READ NOW](#)

What Assima Offers

Assima's training solutions have been developed with careful research and testing to ensure that we are equipped to handle the requirements of today's aware workforce. We provide a host of tools and technologies that can transform your workplace training to a whole new level. Here's what we offer:

Assima Features for Training

Assima training solutions are developed keeping in mind the necessities of any major corporation, especially software companies. We boast a number of features that can help you create a training system tailored to your business needs, workforce requirements, and any preferences you may have. You can enjoy:

- **Interactive Simulations:**
 - Assima's [4X patented cloning technology](#) allows you to create object-based clones that are true to life and operate exactly like the original software. Entire processes can be cloned in a single-step capture instead of multiple screenshots, and it accurately reflects the application you want to train your users in. These simulations provide a hands-on learning experience in a risk-free environment.
- **Quick and Easy Updates:**
 - Assima's patented technology allows all the objects in a clone to be editable. This allows training material to be updated before changes are made to production systems. Unlike screenshot-based tools that require a system to be available with the changes before a re-capture can be taken, Assima Train saves time not only

in creation but also maintenance of content every time the system is changed.

- **Multilingual Support:**

- You can translate modules in one step – the data, instructions, and, more importantly, the screens. These changes are reflected across all lessons. You won't have to recreate every lesson individually in every language unlike screenshot-based tools, which require you to re-capture every lesson repeatedly for every required language. Assima supports every language used in workplaces across the world to support scalable global training.

- **Data Security and Privacy:**

- Data privacy and security is a significant concern for any company. Assima allows you to anonymize entire lessons in a single step, ensuring that no live data is present in any of the hyper-realistic simulations or document outputs. Moreover, the training system integrates the access and security management policies of your company, so you don't have to update them manually.

- **Just-in-Time Guidance:**

- Besides Assima Train, we also have [Assima In-App Search](#) that provides in-app guidance and information access to learners when working on the live system. They operate as an overlay on the software and ensure that you get just-in-time training while avoiding mistakes. With centralized access to any database on the Assima cloud, users can view updated information without any lag.

- **Analytics and Insights:**

- You can track learner actions and usage in real-time, down to single clicks and input field entries. In-depth analytics are provided through the built-in dashboard. This helps you track the learning progress of every user as well as the success of the training program so that you can customize the lessons according to their strengths and weaknesses and work on the areas of improvement.

<https://assimasolutions.com/wp-content/uploads/2024/01/Product-video-1.mp4>

Key Benefits for Enterprises

When leveraged intelligently, Assima's products can greatly improve the way software companies enforce training among the users. The top benefits of Assima training are:

Enhanced Productivity and Skill Development

Assima training solutions are scientifically designed keeping a very important point in mind – how to make training equally user-oriented and results-driven. By ensuring that learners are taught in the most optimum manner possible, we guarantee [enhanced performance in the field and skill development in a productive, long-lasting way](#).

Cost and Time Efficiency

The one advantage every Assima client swears by is how much [time and money are saved](#) by using our platform. [Technologies like training clients and sandboxes are expensive and time-consuming to maintain and update](#). They also require multiple hands to work on them. Neither do they guarantee results as exemplary as we do.

Improved Onboarding Processes

The working experience of many employees is marred due to the flaws in the onboarding process. Many gaps and mismatches in knowledge crop up, which ultimately make the job much harder for the employee than anticipated. The learning style may also not suit the trainee, which

makes them less receptive and engaged. Our solutions ensure that does not happen.

Key Benefits for Enterprises



How to Start with Assima

Assima's end-to-end services take care of your digitization journey from start to finish. Here's how you can take advantage of any of Assima's training solutions:

- **Step 1:** Get in touch with us through one of the many communication channels, like website form, chatbot, demo booking, etc.
- **Step 2:** Our executives will get in touch with you to assess your needs and demonstrate how Assima can help your software company..
- **Step 3:** After thorough discussions and negotiations regarding your requirements and our offerings, we have decided on what you would like to avail yourself of and what prices should be set.
- **Step 4:** Once the decisions are made and signed, we make preparations accordingly and set you up with your system, along with provisions for onboarding and training.
- **Step 5:** We provide ongoing support to ensure that your experience using our tools and platforms is a smooth and pleasant one.

[We have discussed these steps in greater detail here.](#)

Conclusion

Assima has always held a strong stand on how to modernize training and skill development. With constant innovation and drive, we keep bringing high-value learning platforms to all kinds of organizations, including software companies. Assima training solutions can take you many steps into the future of digital transformation and give you a head start in this fast-paced world.

If you want to delve further into what we have to offer

[CONTACT US TODAY](#)