

أثر التعلم الإلكتروني في تنمية
المهارات الوظيفية في الدول النامية

The Impact of E-Learning on Employability Skills in Developing Countries

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2026-6-27

TITLE

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1. Introduction

The rapid development of information and communication technology has changed the way education is delivered around the world. E-learning has become an important part of modern education because it allows students to access learning materials anytime and from anywhere. Its use increased significantly after the COVID-19 pandemic, when many educational institutions shifted from traditional classroom teaching to online learning. In developing countries, e-learning is considered an effective way to improve access to education and support students' learning. At the same time, universities are expected to prepare students for the labor market by helping them develop employability skills such as communication, critical thinking, problem-solving, teamwork, digital literacy, and adaptability.

Although many studies have examined the effect of e-learning on academic performance, fewer studies have focused

on its role in developing employability skills, especially in developing countries. Therefore, this study aims to investigate the impact of e-learning on employability skills and provide a better understanding of how e-learning can help prepare students for future careers.

2. Research Problem

In the past years, there has been an increased use of e-learning, which has shaped the learning process and accessibility to education. At the same time, there is a growing demand for graduates with necessary employability skills which include communication, teamwork, critical thinking, and problem-solving skills. Nevertheless, very few studies have checked whether e-learning assists learners in developing such skills in developing countries, except for a few. Some research shows that e-learning can help students enhance digital literacy, independent learning skills, and problem-solving abilities while others state that online education diminishes opportunities for real-time communication and teamwork.

Accordingly, the research problem can be expressed through the following question:

3. Research Questions

Main Research Question

What is the impact of e-learning on employability skills in developing countries?

Sub-Questions

- To what extent does e-learning contribute to the development of communication skills among learners in developing countries?
- What is the impact of e-learning on learners' problem-solving and critical-thinking skills?
- How does e-learning influence teamwork and collaboration skills among learners?
- What role does e-learning play in enhancing digital literacy and technological competence?
- What challenges limit the effectiveness of e-learning in developing employability skills?

4. Research Hypotheses

Main Hypothesis

H1: E-learning has a statistically significant positive impact on employability skills in developing countries.

Null Hypothesis

H0: E-learning has no statistically significant impact on employability skills in developing countries.

Sub-Hypotheses

H1a: E-learning positively influences communication skills among learners.

H1b: E-learning positively influences problem-solving and critical-thinking skills among learners.

H1c: E-learning positively influences teamwork and collaboration skills among learners.

H1d: E-learning positively influences digital literacy and technological competence among learners.

5. Research Objectives

General Objective

To examine the impact of e-learning on employability skills in developing countries.

Specific Objectives

1. To investigate the contribution of e-learning to the development of communication skills.
2. To examine the impact of e-learning on critical-thinking and problem-solving skills.
3. To assess the influence of e-learning on teamwork and collaboration skills.
4. To evaluate the role of e-learning in improving digital literacy and technological competence.

5. To identify challenges that may hinder the effectiveness of e-learning in developing employability skills.
6. To provide recommendations for educational institutions and policymakers to improve the effectiveness of e-learning.

6. Research Significance

6.1 Theoretical Significance

This study examines the relationship between e-learning and employability skills in developing countries. It helps improve understanding of how e-learning can prepare students for the job market. In addition, the study addresses a gap in previous research by focusing on employability skills rather than only academic achievement.

6.2 Practical Significance

The findings of this study may assist universities, educational institutions, and policymakers in improving the design and implementation of e-learning programs. The study can also provide practical recommendations for integrating employability skills into online learning environments. Furthermore, the results may help educational stakeholders develop strategies that better prepare graduates for the changing requirements of the labor market.

7. Research Limitations

7.1 Subject Limitations

This study is limited to examining the impact of e-learning on the development of employability skills, particularly communication skills, critical thinking, problem-solving skills, teamwork, and digital literacy among learners in developing countries.

7.2 Geographical Limitations

The study focuses on learners from developing countries where e-learning has become an important component of higher education.

(Saudi Arabia)

7.3 Time Limitations

The study will be conducted during the 2026 academic year, and data collection will take place within the specified research period.

7.4 Human Limitations

The study is limited to higher education students who have prior experience with e-learning environments and online learning platforms.

8. Definition of Terms

E-Learning

E-learning refers to the use of information and communication technologies, particularly internet-based platforms, to deliver educational content and facilitate learning experiences remotely.

Employability Skills

Employability skills refer to a set of transferable competencies that enhance an individual's ability to obtain and maintain employment. These skills include communication, teamwork, problem-solving, critical thinking, adaptability, and digital literacy.

Developing Countries

Developing countries are nations characterized by emerging economic growth and ongoing social and technological development compared to highly industrialized countries.

Theoretical Framework and Previous Studies

This section explains the main concepts of e-learning and employability skills. It also presents the theories related to these concepts and how e-learning can help students develop skills for the workplace. In addition, this section reviews previous studies about the relationship between e-learning and employability skills. Finally, it compares the findings of these studies and identifies the research gap that this study aims to address.

9. Research Methodology

9.1 Research Design

This study will use a quantitative descriptive research design to examine the impact of e-learning on employability skills in developing countries.

9.2 Population of the Study

The study population consists of higher education students who have experience using e-learning systems and online learning platforms.

9.3 Sample of the Study

A sample of students will be selected using an appropriate sampling technique to ensure adequate representation of the target population.

9.4 Research Instrument

Data will be collected through a structured questionnaire consisting of demographic information and items measuring various dimensions of employability skills.

9.5 Validity and Reliability

The questionnaire will be reviewed to make sure the questions are clear and suitable for the study. Its reliability will be tested using Cronbach's Alpha to check the consistency of the questionnaire.

9.6 Data Collection Procedures

The questionnaire will be shared online with the participants. The responses will be collected and organized for data analysis.

9.7 Statistical Analysis Techniques

The collected data will be analyzed using appropriate statistical methods, including:

- *Frequencies and percentages.
- *Means and standard deviations.
- *Pearson correlation coefficient.
- *Simple and multiple regression analysis.
- *Independent sample t-test and ANOVA, where applicable

10. Ethical Considerations

- ✓ Participants will be informed about the study before completing the questionnaire.
- ✓ Participants' information will be kept private and confidential.
- ✓ The collected data will be used only for this research.
- ✓ Participants can choose whether to take part in the study.
- ✓ The study will follow ethical research guidelines.

11. Expected Results

The study is expected to find a positive relationship between e-learning and employability skills in developing countries. It is expected that e-learning will help students improve skills such as digital literacy, communication, critical thinking, and problem-solving. The findings may also provide useful recommendations for universities and policymakers to improve e-learning and better prepare students for the job market.