

MICROLEARNING IN THE MODERN ERA

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Abstract

The fast pace of technology advancement has created need for shift in learning approach from imparting knowledge to ensure learner-cantered strategies towards learning and development. In this context Microlearning has gained demand by the learner, trainers, facilitators, educators and students. Microlearning is a prevalent learning approach that delivers knowledge in short, concise, focused method designed to improve retention, engagement, and adaptability in digital environments. It is widely used in education and corporate training to address time constraints and evolving skill needs. The research paper explores the concept of microlearning in modern era across the industry. With a focus to comprehend on the benefits and effectiveness of microlearning. In the modern era the need has been raised towards agile modules with learner centric strategies. The different sector perspective towards micro learning is mentioned. Through secondary research methodology, researcher has attempted to capture the innovative practice of micro learning in training and development function across the industry. The findings on microlearning approach are highlighted in the paper.

Keywords: Mirco learning, Bits Sized model, Instructional Design, Innovative training methods.

1. Introduction

Micro learning has been popular post Covid though it was in existence since 18th century and the term “Micro-learning” was used in Hector Correa’s book The Economics of Human Resources to describe simple, skill-based learning. Pandemic has been blessing in disguise, though eLearning was prevalent worldwide pre-Covid, nevertheless the importance and practise established during and post covid in our country. Microlearning is one such method used in learning process focussing on learners’ interest towards the process of seeking knowledge, attention span, memorising the content and knowledge delivered. Researchers back then have done lot of work specifically incorporating micro learning in education, micro learning concept in training practices they have also recommended the need for such innovative methods towards self-pace learning. The short, concise piece of knowledge reaching to learner through facilitators / educators or through self-learning mode has been very much effective and on demand. It's never random content fragmentation, but a precise tool for better recall, task

completion, and behavioural change. As articulated by Dr. Karl Kapp, a leading expert in instructional technology and author of “Microlearning: Short and Sweet”.

Micro learning refers to a training approach that delivers content in small, focused units designed for quick consumption and immediate application. Although popularized in the early 2000s, the earliest use of the term microlearning was in 1963 (Correa, 1963). These modules typically include short videos, quizzes, interactive cards, and scenario-based exercises. In India, micro learning is being widely adopted across corporate, academic, and vocational education environments. In recent years with increase in mobile users across the country the one touch solution for everything like payments, learning also has taken a leap. Therefore, in modern era focus is on solutions which are learner centric. Covid’s impact towards remote working, studying sustained also most 2-3 years, and till date some organisations are practising flexible working etc. This led to implementing practising for better learning and training employees whereby Microlearning has largely in use. The lectures were designed and uploaded in the designated sources for learners to reach. The training modules were able on company portals or inhouse ERPS as applicable.

The mobile usage has increased during the years and every house has a basic phone and most with at least one smart phone. The mobile and electronic device manufacturer have been benefited, APPS creation, professionals from Computer Science, Information Technology, Artificial Intelligence (AI) / Machin Learning (ML) etc were on demand for catering to the rapid technology advancement and need of hour thereby shift in learning approach. Micro learning tools like Micro videos, quizzes, gamified learning, interactive simulation microlearning effect are aggressively incorporated in learning and development initiatives.

2. Literature Review

Author	Year	Title	Findings
Lalit Mohan Trivedi, Anuja Sinha, Suraj Mandal, Chandan Kumar Dubey.	2026	The Effectiveness of Microlearning in Skill Development	The study was done in Indian context with mixed method capturing information from students and corporate employees about microlearning towards developing skill.
N. K. L. Silva and N. P. K. Ekanayake	2025	The Role of Microlearning and Andragogy in Enhancing Online Student Engagement	In the article focus is on microlearning and andragogy learning for students who are adult learners.
Renjisha	2025	The Effectiveness of Microlearning and Spaced Repetition in Knowledge Retention Across Different Age Groups: A Comparative Analysis of Cognitive	The aim of study was to find retention with reference to diverse age group categorised and cognitive performance.

		Performance and Memory Consolidation	
Denojean-Mairet et al.	2024	A literature review on the integration of microlearning and social media	The study was to understand integration of social media in micro learning and its effectiveness. Researchers had studied academic database for learners across fields nursing, computing, language learning.
Lopez, Sandeep	2024	Impact of Cognitive Load Theory on Microlearning	Researcher aimed to study the theory of cognitive load theory instruction design.
Ahmed Mostrady Ahmed Mostrady, Eva Sanchez-Lopez, Andres Filipe Gonzalez-Sanchez	2024	Microlearning and its Effectiveness in Modern Education: A Mini Review	The researchers have focussed on education sector and highlighted the advantages of micro learning in teaching learning process. A primary research data would have added value to findings. .
Balasundaram Sathiyaseelan, Jain Mathew, Sreedevi Nair	2024	Microlearning and Learning Performance in Higher Education: A Post-Test Control Group Study	The study was done on first year MBA students throughs primary research
Luminița Giurgiu	June 2017	Microlearning an Evolving Elearning Trend	Microlearning suits just-in-time delivery, reducing cognitive overload compared to lengthy courses and supporting self-directed learning in professional through LMS

4. Methodology

The research is a secondary study and researcher has made an attempt to understand Micro learning methodology. Describe the relevance of micro learning in education, corporate trainings significance in current scenario towards nation building. Leveraging technology, microlearning is built on the basis of bit sized, short, concise learning enabling technology integration for current generation learning style and learning need. It can be delivered online

through e-learning or mobile learning, providing opportunities for self-directed learners to pursue lifelong learning.

- To consider microlearning training methods for effective learning.
- To study the effectiveness of microlearning in Modern Era towards enhancing learning and development.

5. Findings

The approach towards learning has shifted from information seeking behaviour to enriching knowledge in preferred smart digestible chunks of data delivered in short span of time.

Global Perspective: Studies show microlearning improves retention rates by up to 20% compared to traditional methods. Although there are many concepts and versions of microlearning ([Hug, 2005](#)), the common features of microlearning, as per [Buchem and Hamelmann \(2010\)](#), include microcontent, focussing on a single definable idea or topic and short learning time. (i.e. no longer than 15 min).<https://www.emerald.com/jwam/article/13/1/88/250078>.

Indian Context: Research on digital learning adoption in India highlights the success of platforms like NPTEL, SAYAM, COURSERA, UDEMY and Corporate LMS systems. In current scenario micro learning is essential methodology for effective learning across sectors and age group of learners. Therefore, in academics, corporate trainings, short courses, self-paced learning modules micro learning method adds value. Key features of Microlearning

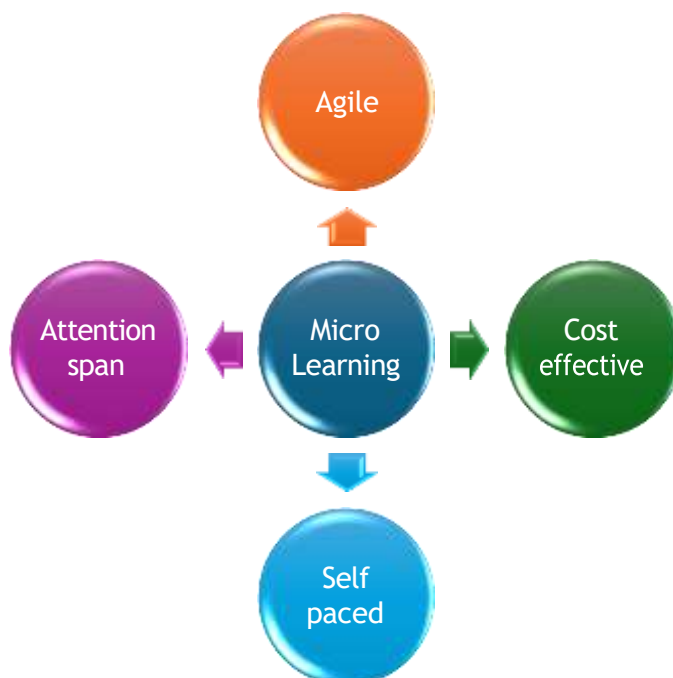


Figure No 1 Showing key features of Micro learning

Academics

According to ancient system schooling is centre for gaining knowledge. In the current eco system education has multiple source – educational institutions, coaching classes, online learning. The knowledge sharing process has gone through enormous change with rapid technology advancement and distance is not an limitation. With lot of information available on open sources students look for only value addition in the classroom from the teacher. Educators need to continuously consider innovative techniques to impart concept with student engagement has a focus area. The New Education Policy (NEP 2020) emphasises on Outcome Based Education (OBE). NEP 2020 recommends different pedagogy for practical understanding of concept and application to the real world. Micro learning has played vital role in fulling this context especially in higher education (HE) where the learners are adults and majority being smart phone users. The durations of any classroom lecture on an average are 50 to 90 minutes thereby to engage students in learning and retaining attention span is a challenge. The teachers need to incorporate multiple micro learning tools like short simulation activity, gamified techniques, quizzes, micro video and followed with discussion. In Indian the average class strength is 60 to 120 students for any course and across level of education at least in higher education. The learning will not be effective if its only through classroom lecture method. At school level interactive smart boards have been installed considering learner centric approach, students' engagement. Effective learning along with immediate assessment enables effective teaching learning process. Different micro learning techniques have added flavour to learning process whether online or offline.

Corporate Training

The focus of corporate training is employee development for employee and organisational growth. The trainings are planned basis the needs – organisational, department or individual. Training modules are designed considering the adult learning concept and learning theories. Therefore, any module designed considers the instructional design concept and innovative practices in them as well. Post covid need for online content as increased drastically. Self-paced learning modules, short videos infographics, interactive quizzes, leader board encourage adult learners. Companies incorporate a strategy towards mandate and generic training, like product knowledge, induction training, policy orientation through self-paced learning approach wherein Microlearning is largely incorporated. It is also observed a role of content development / module design has been evolved within Learning & Development team or Human Resource team as applicable. Online learning / E-learning / mobile learning is preferred; cost effective can be customised considering all category of learners across region. One module created can be multilingual to cater to different countries and language speaking learners. Artificial Intelligence (AI) has imperative contribution in using different types of micro learning tools – quizzes with interaction, leader boards, infographics, short video with interactions, dash board considering learners. Gamified learning ensure engagement and involvement of learners increases participation with 25 to 30%. Knowledge retention, gets

improved on an average by 15 -20%. Startups in India are growing having said irrespective of having HR team they ensure employee continuous learning with different online and micro learning modules. This approach will lead to organisations growing thereby building a sustainable Nation with developed people.

While there are innumerable advantages there are also challenges like investing on required infrastructure, technology, skilled manpower, time to time regular upskilling and reskilling of employees working on such modules and using required tools. Acceptance from authorities in organisation to shift from traditional classroom learning customised self-paced learning on required areas.

6. Recommendations

Our nation to grow and sustainable infra structure development across country rural / urban is essential. The Government initiatives, Schemes, Starts-up Companies, Corporate Social Responsibility initiatives by all companies should focus on enabling learner centric approach across nation. Microlearning concepts whether in education or in corporate employee training needs to be made available and reached out. Some areas of recommendations are listed herewith: -

1. Availability of device with uninterrupted internet for eLearning, mobile learning modules. Affordable smart phone, desktops, laptops. For immediate action to start with rural areas can have dedicated learning/ computer centre with trained professionals to guide and assist in the learning. Else all schools should at least have computer depending the people in the area. Learning centre needs to community outreach initiative else affordable to across the category of people even in urban cities.
2. Skilled professionals with required competency towards module designing, APPs designing, proficient in AI tools, skills with providing continuous support needs to be focussed on.
3. More courses short term, certified courses, degree on instructional design needs to be developed and available.
4. Employee development policies in organisation needs to be revisited and Human Resource team should implement innovative practice to enrich competency of employee and create a culture of learning organisation.

7. Conclusion

Microlearning represents a transformative approach to training and development, education in India's fast-paced industries and academics. With proper integration into national policies and organizational strategies, microlearning can contribute significantly to nation-building by fostering innovation, technology adoption, and sustainable workforce development. Microlearning aligns with India's national priorities of Skill India and Digital India. Organizations should invest in tools, technology, skilled manpower for innovative learning initiatives for employee development and organisation growth. In education micro learning has vital role to play considering the NEP 2020 and government initiative of skills India digital India. However, successful implementation requires addressing infrastructural gaps, cultural resistance, and ensuring inclusivity for diverse learners. Findings of the study highlighted the

importance of Micro learning and list of areas can be focused for nation building through people development in days to come. Investment on technology, skilled people and innovative practice is mandate and government schemes and plans will guide to take the nation at level.

By offering flexibility, cost efficiency, and improved retention, it addresses the unique challenges of all sectors. In upcoming research, plan to do a comprehensive and empirical study with a questionnaire and taking views of all stakeholders, analyzing, validating the focused approach.

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