



Paper Title– “Gamification – Let’s make Learning fun”.

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Abstract: Gamification aims at bringing together elements of design and principles of gaming into non-gaming applications. In India, over the next two decades, the overall economy is expected to boom giving ample of job opportunities. But over the period of time with automation, the skill-sets required to handle work proficiently will keep on changing. To efficiently adapt to these changing processes, employees would have to be properly trained. Gamification provides us the platform for re-skilling them. Many companies in India have already introduced the gamified approach for training and motivating their employees. However, Indians might find it difficult to relate ‘play’ with ‘work’, as Indians have preconception instilled since childhood that ‘play’ & ‘work’ cannot go on simultaneously. Gamification can prove to be a major game-changer for the employers as well as employees. Technology would be instrumental in bringing gamification to its true potential in India.

Key words: Gamification, Training, Motivating, Skilling, CROSS-IZ

I-INTRODUCTION

Gamification aims at bringing together elements of design and principles of gaming into non-gaming applications. In India, over the next two decades, the overall economy is expected to boom giving ample of job opportunities. But over the period of time with automation, the skill-sets required to handle work proficiently will keep on changing. To efficiently adapt to these changing processes, employees would have to be properly trained. Gamification provides us the platform for re-skilling them.

Learning should not be monotonous for the participants and it should not solely mean committal to memory. Learning should have a pull factor, so that the participants are attracted towards it and feel motivated to do self-learning. Usually participants try to learn and grasp ideas through repetition or cramming. Facilitators need to make the most of the technologies available today and try innovating the process; to boost the performance of trainees.

Many companies in India have already introduced the gamified approach for training and motivating their employees. However, Indians might find it difficult to relate ‘play’ with ‘work’, as Indians have preconception instilled since childhood that ‘play’ & ‘work’ cannot go on simultaneously. Gamification can prove to be a major game-changer for the employers as well as employees. Technology would be instrumental in bringing gamification to its true potential in India.

II-LITERATURE REVIEW

A game may be a sort of play where participants follow the outlined rules. (Houghton et al., 2013) discusses instructional games because of the utilization of games to support teaching and learning.

Games can be used as a support tool to enhance class-room teaching ways to boost the learning experience of the learners. Games can also improve different skills like following rules & regulations, adaptation, interaction, crucial thinking skills, creativity and teamwork.

(Yue, & Zin, 2009) discussed that games like chess should not be considered as educational games although it improves logic skills, reasoning, and other characters important for Training, but these cannot be considered educational; as they do not deliver any requisite content.

Games that have some content based on the training programme can be considered as educational games (Michel, 2016).

Role of Gamification in enhancing Learning (Boyle, 2011) states that games play a vibrant role in building participants’ self-confidence. As a tool for enhancing learning, games are productive as they make dull and monotonous sessions lively.

III- GAMIFICATION OF TRAINING

Gamification has been used and applied for imparting practical training to the participants at various forums. Gamification basically emphasis on refining critical thinking skills of the participants; while letting them to develop Out-of-the-Box thinking. Initially games were developed for improving the mathematical abilities in Kids.

3.1 Advantages of Gamification

Keeps participants engaged

The major advantage of using gamification for Training is that it encourages participants to be involved in Training and it also keeps then engaged by letting them do some activity.

Help Participants remember

The Gamification also helps the participants remember because of their active participation in the activity. Learning does not mean just memorising certain things without understanding their utility. Gamification helps in understanding the concept fully and then implementing them in real-life situations.

Aids Visual and computer literacy

Visual and Computer literacy is vital to everyone, as we are living in a world that is ruled by innovation and disruptions. While playing games, participants gain Mobile / Computer manoeuvring skills; which prepare them for future.

Improves Rule following and problem-solving skills

Games in Gamification are based on certain set of rules and regulations; It encourages participants to abide by rules and be ethical while trying to win the Game. While playing games, participants acquire lots of problem-solving skills which is critical to their functioning in real-world. Participants are encouraged to think out-of-box while playing the game and they carry this trait of thinking innovatively into their real life.

Gamification has Wider Reach

Gamification has wide reach and learning can be imparted to the participants at their own convenience, at their own location without the limitations of traditional brick and mortar classes.

Helps Developing other skills

Gamification is also useful in developing other necessary skills like decision making, critical thinking, problem solving, sportsmanship and collaboration with peers. This helps participants to become more flexible and adapt to any work-place situation.

3.2 Disadvantages of Gamification

- Providing a platform for participants to play games becomes a challenge; when facilitator is not able to control them in class-room environment.
- Games can be addictive and tend to isolate participants from real-life interactions.

- Using mobiles and computers for playing games can cause eye strain and other physical problems.
- The technology required for gamification is still in nascent stage and is quite expensive.
- Additional training is required for facilitators; so that they can sharpen their skills and use technology for gamification.

IV- OBJECTIVE

To develop a Game for motivating the participants to shed monotonous ways of learning and start self-learning.

V- METHODOLOGY

This paper is based on secondary data collected from various sources viz. books, journals, research papers etc on Gamification of training. A gaming application was also designed and administered along with the regular sessions; so that participants can use the application and share their feedback on overall learning experience.

VI- GAME DESIGNING & IMPLEMENTATION

A game which was essentially an amalgamation of quiz & Crossword was designed for the participants of Internal Role Based Certification Programme. The game was aptly named “CROSS-IZ”.



Figure 1: “CROSS-IZ”

The quiz questions imparting knowledge to the operating functionaries were framed and these questions were placed in two columns named Across (Arrow A) & Down (Arrow D) as shown in Fig. 2 below.

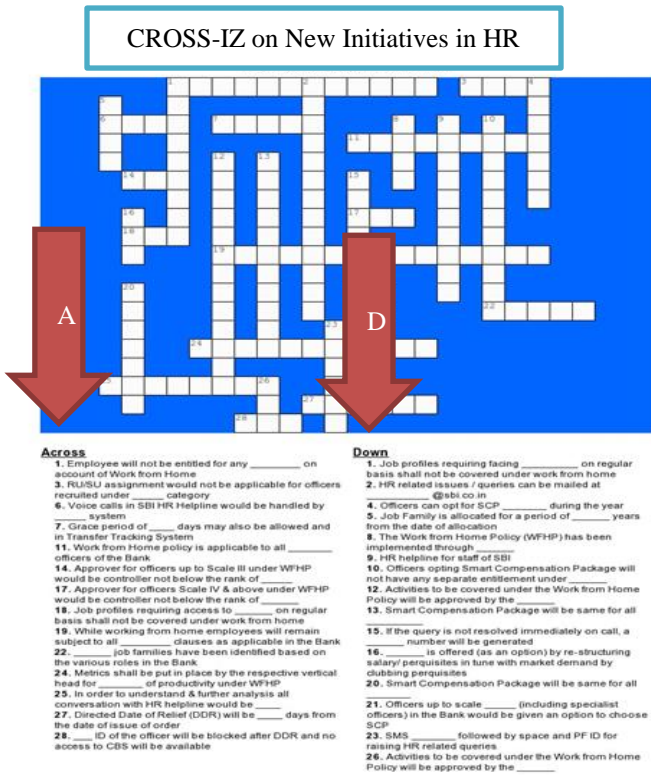


Figure 2: “CROSS-IZ” on New Initiatives in HR

The participants were expected to read the questions and answer them in the Crossword style answer sheet provided to them individually in A4 size paper. Crossword gives them an indication & hint, as to what is the size of the word they are looking for. Thus, it made the whole learning experience more interesting. Guidelines or set of rules for completing the “CROSS-IZ” was orally informed to the participants before the start.

To make the whole exercise competitive, a definite time limit was set for completion of “CROSS-IZ”. The participants completing the “CROSS-IZ” within the specified time were appreciated by awarding them chocolates. If a participant was not able to complete the “CROSS-IZ” within the stipulated time, they were encouraged to go through the Role Manual (Notes) to complete it; thereby encouraging self-learning culture in the organisation. HR Officials undergoing workshop mode of training for Certificate Programme in Human Resources (CP-HR) were administered the game “CROSS-IZ”. The involvement & motivation level of the participants were observed to be on the higher side. They were very keen to complete the “CROSS-IZ” and earn their prize.

VII- MOBILE VERSION OF “CROSS-IZ”

Younger generation employees prefer to do every-thing on their mobiles. With advancement of technology and increase in processing speed, mobile is fast replacing laptops. So, on the feedback received from the younger tech-savvy participants a mobile version of “CROSS-IZ” or “m-CROSS-IZ” was also developed.

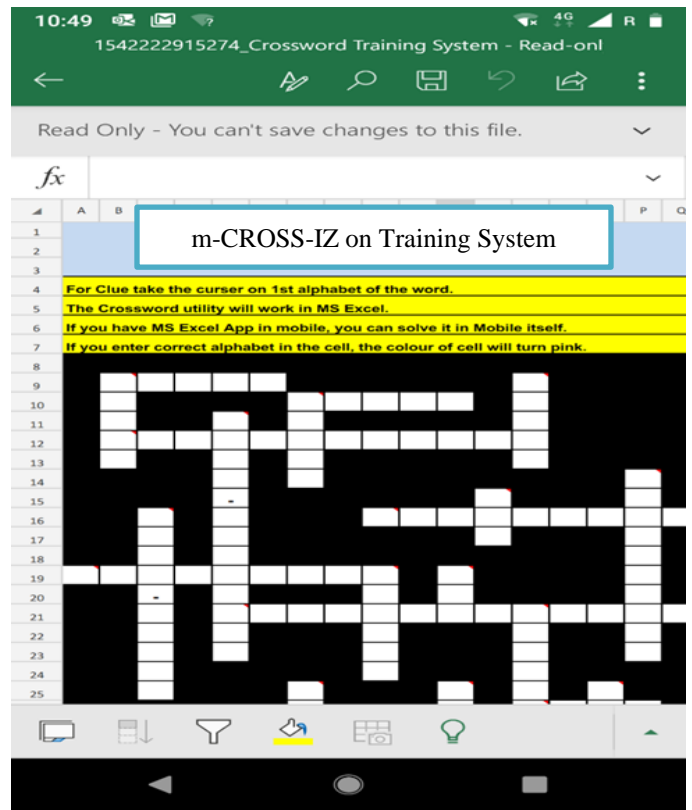


Figure 3: Mobile version of “CROSS-IZ”

MS Excel was used for preparing the mobile version of “CROSS-IZ”. Any learner having a MS Excel Application in the mobile can open the mobile version of “CROSS-IZ” on their mobile. With mobile version of “CROSS-IZ”, knowledge can be imparted to participants beyond the barriers or limitations of brick & mortar class-room. Mobile version of “CROSS-IZ” can be administered to any number of participants.

As shown in Fig. 4, the moment a user touches the relevant cell in the excel sheet; the hints for Across & Down pops-up in the lower portion of the mobile. Based on the clue, the participant can key in their answers in the individual cell. If the answer keyed-in by the participant matches with the correct answer, automatically the background of the cell will change colour (white to pink) indicating the correct answer.

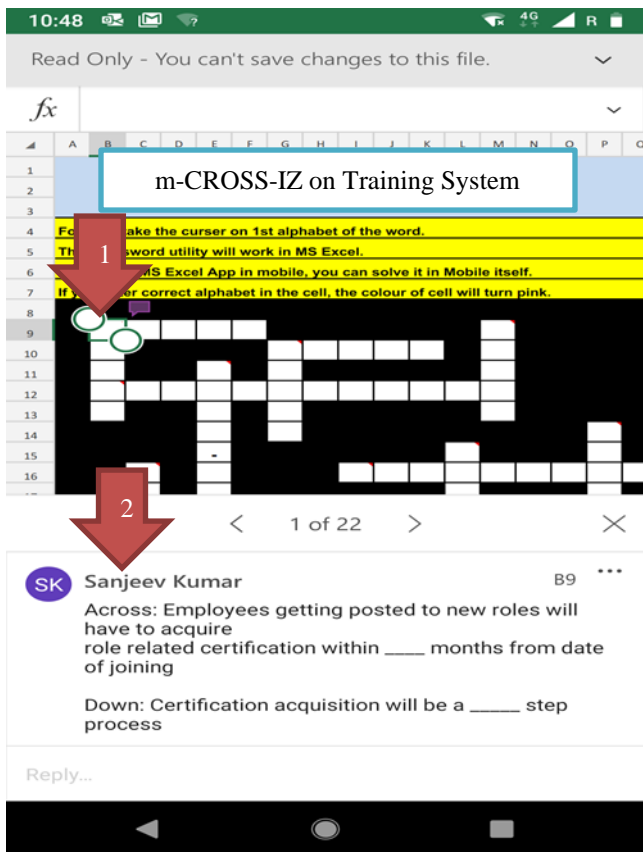


Figure 4: Across & Down hints pops-up (2); the moment user touches the relevant cell (1) in mobile.

VIII- CONCLUSIONS

Facilitators should be encouraged to implement the concept of Gamification in their classroom to make learning fun for the participants. Games encourages and motivates the participants to become part of the learning process. Gamification makes learning interesting breaking away from the boring & monotonous classroom sessions.

Mobile version of Games has a wider reach & knowledge can be imparted to the participants at their own convenience, at their own location without the limitations of traditional brick and mortar classes. Knowledge imparted through games can also help organizations in cutting their training cost substantially and initiating the self-learning culture. Gamification is also useful in developing other necessary skills like time-management, decision-making, critical thinking, problem solving, sportsmanship and collaboration with peers.

Games in Gamification are based on certain set of rules and regulations; thus, it encourages participants to abide by rules and be ethical. While playing games, participants acquire lots of problem-solving skills which is critical to their functioning in real-world. Participants are encouraged to think out-of-box

while playing the game and they carry this trait of thinking innovatively into their real life.

Gamification would help us to efficiently adapt to the rapidly changing processes. Gamification provides us the platform for re-skilling employees. Gamification also requires Indians to change their mindset as they might find it difficult to relate 'play' with 'work', as Indians have preconception instilled since childhood that 'play' & 'work' cannot go on simultaneously.

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