Readiness to Adopt M-Learning Solutions as the Training Platform Among Corporate Companies in Sri Lanka

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Employees in corporate companies are frequent travelers and have insufficient time to participate in regular physical training. Thus, looking for a revolutionary technology era where they can learn at anytime, anywhere. The mobile technologies and mobile devices are attached to employees' daily lifestyles. Hence, the best solution is the use of mobile learning as the training platform to enhance employee skills and knowledge. This paper examines the readiness to adopt M-Learning solutions as the training platform for corporate companies in Sri Lanka concerning the factors Perceived Ease of Use, Perceived Usefulness, Personal Innovativeness, Performance Expectancy, Social influence, Self-Management of Learning. The factors were based on Technology Acceptance Model, Unified Theory of Acceptance and Use of Technology and several other factors from the literature. The report discusses the problem statement, objectives and literature review. Specific attention was made to Sri Lankan context in explaining the current practices. Then factors were analysed based on data collected from 132 participants from 30 corporate companies using a survey questionnaire. Data were analysed using Cronbach's Analysis, Pearson's Correlation Coefficient and ANOVA. Based on the results, critical success factors were identified and the framework was developed. Finally, the recommendations were given, and the future research was discussed. The Perceived Ease of Use, Performance Expectancy and Self-Management of Learning were found as the critical factors which influence improving usage of mobile learning. The educational institutions and software development companies should focus on these factors before adopting the learning method and developing educational frameworks. Researchers can focus on M-learning targeting other professions and industries.

Keywords: *Conceptual Framework, M-learning, Technology Acceptance Model, Training Platform, Unified Theory of Acceptance and Use of Technology*

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