**Studying Online – Extent to which Online Skills Enhancement leads to Income Enhancement – Moderating role of Graduate’s tenure with the Organisation / Industry**

Introduction.

With recent developments in technology, online learning is becoming more and more popular particularly among working professionals who previously had rather limited opportunities to further enhance their studies while working full/part time. Resultantly, most higher education providers started to offer a wide range of their programs through online platforms allowing participants a greater deal of flexibility to choose an appropriate time for their studies. There is somewhat limited evidence however to suggest as to what extent, skills enhanced through online programs are proving beneficial for graduates in raising their respective levels of income /advancing their career.

Aims.

Our study aims to bridge this gap and provides a very timely insight into future job/growth prospects for online learners in prevailing COVID-19 context, based on robust data collected from recent Australian Graduates.

Methods.

Data were collected from 1045 graduates /alumni of both undergraduate and postgraduate online programs in Australia. Cross tabulations / Moderated Regression Analysis are used to examine the interactive effects of online skills enhancement and Graduate’s Tenure on their respective levels of growth in income from employment.

Results. Our results indicated; while online skills enhancement brought a positive change in overall income of graduates, it had led to a greater appreciation in income for those graduates, who had longer tenure as compared to those who had relatively shorter tenures with their organisations.

Discussion & Implications.

Higher-Ed learners often struggle to decide whether they should enrol into an online program or prefer to stick to their traditional classroom-based learning environment when considering to further enhance their studies. Employers on the other hand are also known to have raised their doubts regarding effectiveness of these online programs in imparting the critical knowledge /enterprise skills that are needed to tackle the challenges posed by a highly unpredictable business landscape of today.

In the current context of Covid-19, study provides very timely insights into the future job market for both learners as well as managers.