In the study the emphasis is put on web-based trainings (WBT). WBTs are the most common form of e-learning in on-the-job trainings in the private and public sector in Germany, whereas blended-learning scenarios and virtual classrooms are only used by 55% and 41% respectively. In spite of the increasing distribution of e-learning applications in sectors like higher education as well as private and professional further education, virtual teaching and learning scenarios are not widely used in the health and nursing education. Beside this deficit, the existing academic void of the motivational effect of a WBT in general proves the relevance of the research question: Does the use of the WBT have a positive effect on the learning motivation of the learners? The results collectively indicate that the acceptance of the participants during the use of the WBT has the highest positive impact on the learning motivation of the students.