



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Managing People (LCBB5004)

Coursework: Individual presentation

Milena Ilivea
Student ID: 2231625

Table of Contents	Slide number:
Technology in training and development	4
Importance of technology in learning and development. Examples	5
Analysis of the benefits for employer	6,7
Analysis of the benefits for employees	8,9
Limitations	10
Conclusion	11
References	12

TECHNOLOGY



A man in a dark blue polo shirt and light-colored trousers stands in front of a large screen, gesturing towards it with his right hand. The screen displays a world map. In the foreground, the backs of several people are visible as they sit at desks, facing the presenter. The room appears to be a modern classroom or training facility.

Technology in learning and development

Virtual training has become essential for developing employees' skills and knowledge. Through online platforms and interactive tools, employees can engage in professional development from anywhere at any time, enhancing productivity and adaptability CIPD(2017).

Importance of technology in learning and development.

Technology is an important tool that can be used to improve learning and development.

Technology can also be used to personalize learning experiences. For example, adaptive learning platforms can tailor the difficulty of the material to the learner's individual needs. This can help learners to learn more effectively and efficiently (Giannakos et al., 2019).

Examples of technology in learning and development:

AI

Simulation training (VR)

Adaptive Learning Platforms

Video-based learning





Video-based learning



Analysis of the Benefits for the employer

Cost savings on trainer fees, travel expenses, and venue rentals

Consistent delivery of training content across different locations
Scalability to train a large number of employees simultaneously

Bonex is Bulgarian crypto exchange company. BoneX provides services for exchange between Virtual currencies and recognised currencies (Bonex).



Accenture plc is a multinational professional services firm headquartered in Dublin, Ireland, though it has American origins. The company specializes in providing information technology services and consulting solutions.

Tech giant Accenture is shaking things up in employee training with LearnVantage. This brand-new platform uses artificial intelligence to help workers develop essential AI skills.

Help employees [find their strengths](#) and weaknesses. Set better long-term goals and suggest [learning resources](#) to your team members.

Saving money: AI tools can answer basic questions or even do some initial training, freeing up trainers for more advanced topics. This can save companies money on training costs.



Overview of the company

Industry: Logistics - Delivers packages and freight worldwide. Operates in over 220 countries and territories.

They are using VR technology for training their drivers.

SweetRush – a learning and development company. They provide an adaptive learning platform for new team members. This adaptive learning is a combination of VR/AI and can be customized by the needs.



Analysis of the benefits for the employer:

- **Reduced Accidents:** By preparing drivers for real-world situations, VR training can potentially lead to fewer accidents and a safer overall driving force.
- **Enhanced Training:** VR complements traditional training methods like classroom instruction and hands-on driving, providing a more well-rounded learning experience.

Hilton is one of the world's largest hospitality companies



Analysis of the benefit for the employer

- **Efficient:** Adaptive learning tailors training to individual needs, reducing overall training time.
- **Targeted:** Focuses on areas where employees need the most improvement, ensuring they gain the most relevant skills.



Analysis of the Benefits for the Employees

Convenience of learning at their own pace and preferred location
Ability to review and reinforce concepts through video playback
Personalized learning experience tailored to individual needs



Analysis of the Benefits for the Employees

More Skilled Workforce: This means that the employees have a wider range of abilities and knowledge. They're good at what they do and can potentially learn new things quickly.

Adaptability to Change: This benefit refers to how well the employees can handle new situations or challenges. If something unexpected comes up, they can adjust their approach and find a way to move forward.

- **Analysis Benefits for Employees of VR training:**

- **Safer Drivers:** VR training allows new drivers to practice handling potential hazards in a safe, virtual environment, building their skills and confidence before driving on real roads



Analysis of the benefits for the employees:

- **Faster:** Learners progress through material at their own pace, potentially finishing training quicker.
- **Retention:** Adaptive learning reinforces concepts through personalized review, leading to better knowledge retention.

Limitations

For Employers:

- Not everyone learns the same way:** While virtual options can be engaging, some employees might prefer in-person interaction or hands-on practice.
- Tech glitches:** Technical difficulties can disrupt training sessions, frustrating everyone involved.
- Upfront costs:** Setting up new virtual training programs or AI tools can require an initial investment.

For Employees:

- Self-discipline needed:** Virtual learning requires time management and focus. It can be tempting to get sidetracked at home.
- Limited social interaction:** Learning can feel isolating without the in-person connection you get from classroom settings.
- Not suitable for all skills:** Some technical skills or those requiring complex machinery might be better learned through hands-on practice (DERA,2015).



CONCLUSION

- Technology plays a vital role in modern manufacturing training, improving employee skills, performance, and overall industry productivity.
- The manufacturing industry's future hinges on technology-driven training, ensuring a skilled workforce and propelling both individual and organizational growth (Gethe & Hulage, 2020).



Reference list:

About us. Bonex exchange. Available at: <https://bonex.org/about-us>. (Accessed: 09 March 2024).

Accenture Plc: Overview. Available at: <https://www.globaldata.com/company-profile/accenture-plc/> (Accessed: 10 March 2024).

Gethe, R. K., & Hulage, M. S. (2020). The Impact of Technology on Employee Training and Development Process. International Journal of Advances in Social Science and Humanities, [online] Available at: www.ijassh.com [Accessed 11 March 2024].

Giannakos, M.N., Mikalef, P. and Pappas, I.O. (2019) ‘Technology-enhanced organisational learning: A systematic literature review’, *Lecture Notes in Computer Science*, pp. 573–584. doi:10.1007/978-3-030-29374-1_46

Literature Review on the Impact of Digital Technology on Learning and Teaching (2015) *Digital Education Resource Archive (DERA)*. Available at: <https://dera.ioe.ac.uk/> (Accessed: 31 March 2024).

Magtibay, C. (no date) *What is technology*, *Scribd*. Available at: <https://www.scribd.com/document/423146008/What-is-Technology>. (Accessed: 08 March 2024).

The global hospitality company uses the Oculus for Business platform to enhance learning and development. Available at: https://business.oculus.com/case-studies/hilton/?locale=en_GB (Accessed: 11/03/2024).

The Future of Technology and Learning (no date) *CIPD*. Available at: https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/the-future-of-technology-and-learning_2017_tcm18-29348.pdf (Accessed: 08 March 2024).

UPS Invests Millions in Advanced Training for On-the-Road Drivers (2023) Available at: <https://about.ups.com/us/en/newsroom/press-releases/people-led/ups-invests-millions-in-advanced-training-for-on-the-road-driver.html> (Accessed: 10 March 2024).