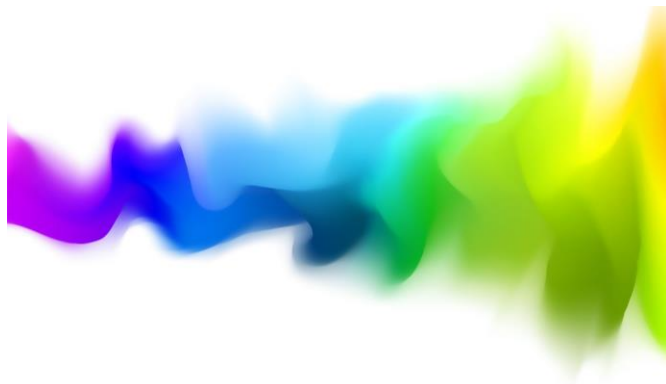




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Introduction:

- + In the digital era, the training and development process is supported by technology.
- + The technological implications in the training process benefit employees and employers.
- + It provides a higher level of flexibility, stability, and efficiency in performance.

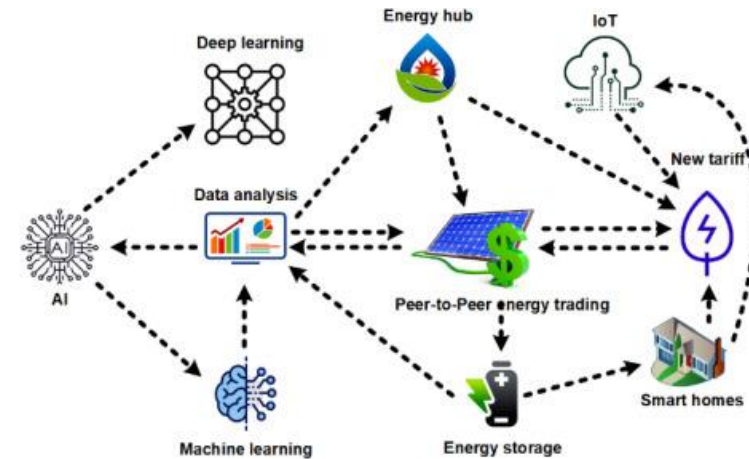
Benefits of technology based on a training program for employees

- Technological implications on the training practice improve the flexibility and stability of the training span (Edstellar, 2023).
- Employees can engage in the training program based on their convenience skills and it can be accessed online mode.
- For example, employees of **Deloitte** have been improving their efficiency by accessing online courses as well as learning modules.
- It is beneficial for enhancing the flexibility and scalability of the tasks within organisations.



Benefits of technology based on a training program for employees

- Technology helps to develop connections between employees and employers, and it helps to create personalised learning experiences (Waybook, 2023).
- Using technological tools helps to effectively learn management and artificial intelligence which helps to reduce knowledge gaps of an individual.
- IMB implicates various AI-based platforms to improve the learning experience of the employees (IBM, 2021).



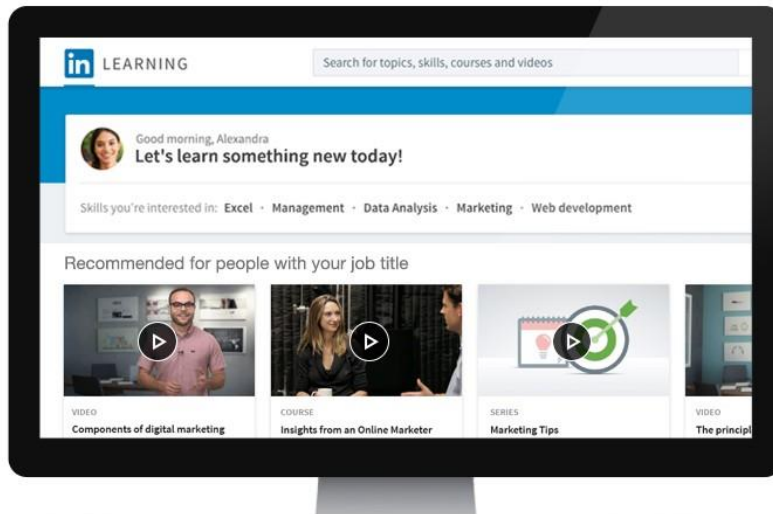


Benefits of technology based on a training program for employees

- Technological implications help the implications of the interactive training program and it develop the engagement of the employees (Osborne and Hammoud, 2017).
- The interaction mainly developed through video chat, audio chat, and online conferences.
- IMB organisations also use various games and stimulating programs to drive the interest of the employees to develop knowledge.



Implementing Technology in Employee Training and Development



Benefits of technology based on a training program for employees

- Technological implications help to improve the quality of learning modules in Training (Jones, 2023).
- In these training programs, students can grab various skills and adapt the lifelong learning abilities.
- For example, LinkedIn also provides LinkedIn learning where employees can improve their skills to boost their knowledge at their convenience (Linkedin, 2024).



Benefits of technology based on a training program for employers

- Technology is beneficial to employers to improve cost-effectiveness by implication of the automatic and time-saving tools in training (Linkedin, 2023).
- Virtual reality and Augmented reality can support employers to allocate resources more efficiently.
- Accenture employers use VR and AR tools to implement the progressive training process of the employees (Accenture, 2023).

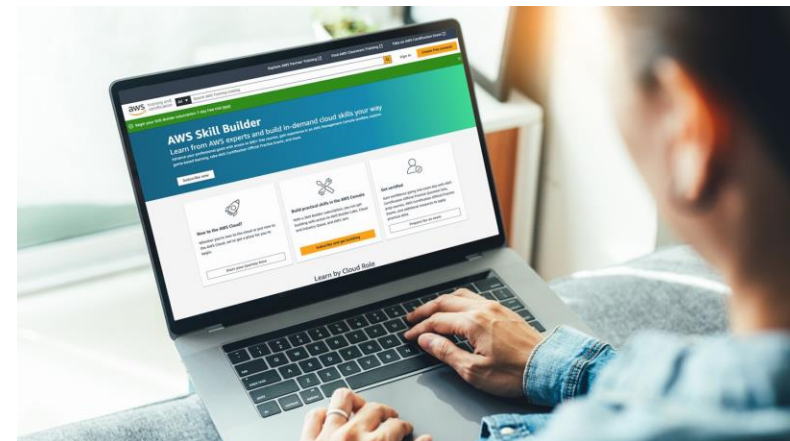
Benefits of technology based on a training program for employers

- Technological tools help to use tracking and performance analysis to upgrade the performance of the training.
- Through technical support, employers can align goals and expectations as per employee demands (Linkedin, 2023).
- For example, Microsoft is using analytics tools for maximum effectiveness by monitoring the growth of the employees.



Benefits of technology based on a training program for employers

- The technology implies increased stability and employers can enhance the training program expansion all over the global market.
- Employers can improve flexibility, and all can participate in training programs from other regions or other parts of the globe.
- Amazon uses global cloud learning to generate employment all across the world (Aboutamazon, 2020).





Benefits of technology based on a training program for employers

- The technology implementation in training programs helps to Higher employee retention rates in the organisation and employers are getting benefitted from it (Amushila and Bussin, 2021).
- PWC takes leverage of the training program which aligns the career goals of the employees and staff to improve job satisfaction with getting support of professional development within organisations (PWC, 2024).

Conclusion:



- Technology-based training programs hence prove to have enormous advantages both to the employees and the employer.
- To the employees, these programs provide increased access, more points for learning tailored to the individual, improved interaction, and ongoing professional education.
- Employers are benefited because this method relieves the employer from the cost of training, it helps the employer to easily monitor employee performance.

