

Technology and its Advantages for Organizations

Module: Managing People

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Introduction

- “Technology, the application of scientific knowledge to the practical aims of human life or, as it is sometimes phrased, to the change and manipulation of the human environment.”
(Encyclopaedia Britannica, 2023)
- In the fast-paced world of today, technology is transforming.
- It teaches how employees develop new skills and become proficient in them.
- Technology can support cooperative learning and social learning.
- Technology is transforming the field of training and development
- This is by enabling collaborative, open, engaging, and feasible learning (Banmairuroy *et al.* 2022).



**Importance of
technology in
learning and
development**

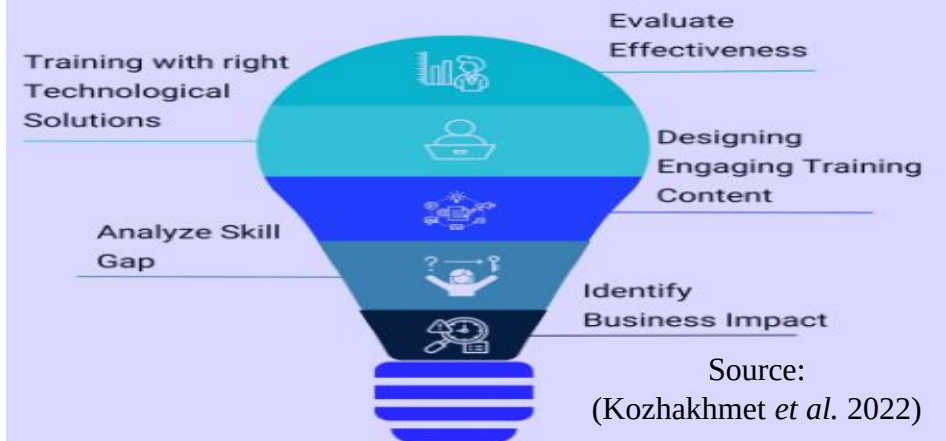
Roles of Technology:

Source: (Shunkov *et al.* 2022)

- A key role that learning and development (L&D) plays, is ensuring that organisations have the tools, resources, culture, and ability to achieve their objectives (Shunkov *et al.* 2022).
- An example of an important role of technology would be the CIPD Learning and Development, it is a framework designed to help managers to create an environment that fosters employees' growth and learning online (Zou and Zhang, 2022).



Systematic approach to Implement Technology in Employee Training and Development



Source:
(Kozhakhmet *et al.* 2022)

Benefits of technology-based training programmes for employees and employers

Technology has significantly impacted learning and development, as well as training programs for both employees and employers for several reasons:

- **Accessibility and flexibility:** can be accessed from anywhere at any time with e-learning platform and online resources, making learning more accessible to a large number of employees (Linkedin, 2023)
- **Personalized learning experiences:** employees can engage with content that is best suited to their needs and aligns with their specific roles and skill levels (Khabibullaevich, 2022)
- **Cost-effectiveness:** reduces the need for physical materials, travel expenses, and instructor fees associated with traditional training methods.



Source: (Sen *et al.* 2022)

Benefits...

- **Enhanced engagement and retention:** technology provides various interactive tools such as videos, simulations, and gamified learning experiences that can make training memorable for employees.
- **Real-time tracking and reporting:** technology allows organizations to track and analyse the progress of employees in training programs in real time.
- **Keeping up with digital transformation:** implementing technology in learning and development demonstrates a commitment to staying current and relevant in a rapidly evolving business environment (Ezugoh *et al.* 2022).



Source: (Sen et al. 2022)

Examples of organizations using technology-based training programs benefiting employees



Source: (Sen et al. 2022)

Amazon

Upskilling programmes encourage employees to pursue new careers by helping them acquire popular skill sets.

Adidas

The computerized learning stage of Adidas' new programmes generates suggested learning modules for each preparation topic an employee selects to work on.

CyberCoders

Their technology-based training programmes can provide a safe and regulated environment for employees to practise and apply new skills (Davronovich and Mansurjonovich, 2023).

Quicken Loans

They provide career development initiatives to help employees advance in their positions.

Examples of organizations using technology-based training programs benefiting employers

- The employers are benefitted by the Pathways Tasks Initiative Improvement programme to cultivate high-potential alumni (Mansurjonovich and Sattorovich, 2023).

Amazon



- The employers are provided with a wealth of avenues for learning and development.

Adidas



- Through their partner selection representative hatchery programme, employers are able to learn some creative methods for the employees.

CyberCoders



- Their employee training programs help employers by enhancing the employee's their critical thinking, decision-making, and customer loyalty skills (Hennessy *et al.* 2023).

Quicken Loans



Recommendations

- Virtual study rooms and web-based learning platforms offer cost-effective solutions that enable associations to allocate resources more effectively (Kozhakhmet *et al.* 2022).
- Incorporating social learning stages, such as information-dividing phases and conversation debates.
- This would also promote worker collaboration by encouraging the exchange of ideas and skills (Hennessy *et al.* 2023).



Source: (Sen *et al.* 2022)

Conclusion

- Programmes for representative training help to improve employees' knowledge
- These are skills so they can adapt to changing business needs.
- Training programmes with a strong technological component provide important data and analysis that may inform policy.



Source: (Shunkov et al. 2022)

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*Thank
you!*

ANY QUESTIONS?