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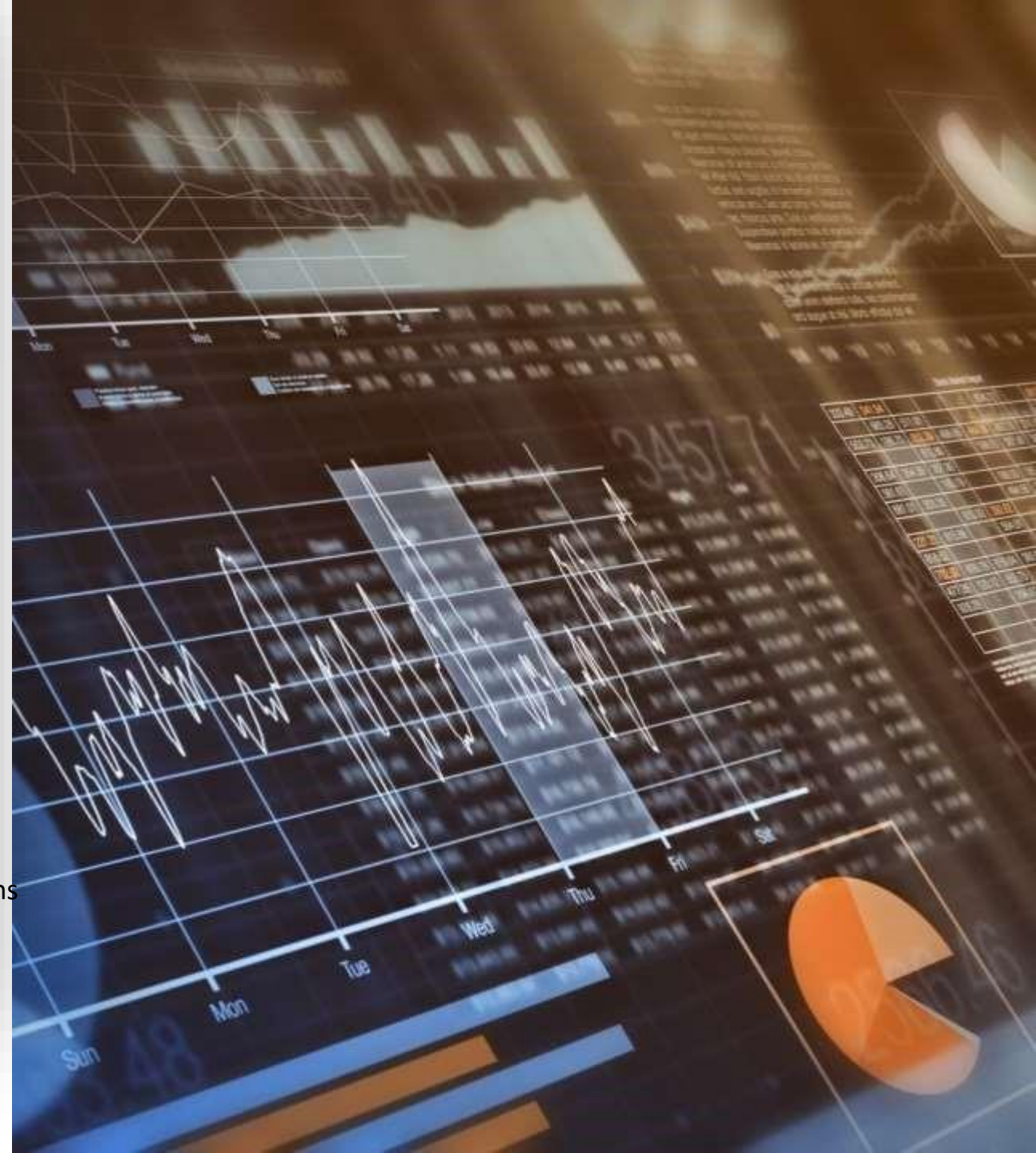
Managing People (LCBB5004)

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Coursework: Individual presentation

Content of the presentation

- What is technology
- Definition
- Importance of technology in learning and development
- Analysis of the benefits of technology- based program for the employees
- Analysis of the benefits of technology- based program for the employers
- Limitations of technologies of technology-based programs for the employees
- Limitations of technologies of technology-based programs for the employers
- Summary of the presentations any future improvements or suggestions





WHAT IS TECHNOLOGY

Introduction



Definition

Technology involves utilizing our understanding of science to create solutions, tools, and methods that enable us to modify and control our surroundings, ultimately enhancing the human experience (Pacey, 2001).



Importance of technology in training and development

Used in Training and Development

Types of



Technologies

Technology plays a crucial role in enhancing training and development by augmenting roles, enabling more complex tasks, and creating new professional development opportunities, thereby transforming the nature of work and requiring continuous reskilling of the workforce to adapt to changing roles and emerging skills demands (CIPD, 2020).

- **Communication:** Technology has revolutionized the way we communicate.
- **Information access:** Technology has given us access to a vast amount of information.
- **Efficiency and productivity:** Technology has made many tasks faster and easier to complete. For example, we can use online banking to pay bills, shop online for groceries, and use productivity tools to manage our time and workload. This has freed up time for us to pursue other interests and spend time with loved ones.
- **Entertainment:** Technology provides us with a variety of entertainment options, such as streaming movies and music, playing video games, and reading ebooks. This can help us relax, de-stress, and have fun.

Analysis of the benefits of technology-based program for the employees



BMW uses VR technology in training and development Examples: Virtual assembly line simulations. Virtual vehicle walkarounds for salespeople. Simulated vehicle maintenance and repair tasks for mechanics.

- Engaging Learning Experience:** VR training can be more engaging and immersive than traditional methods, leading to increased motivation and participation.

- Improved Skill Development:** VR training allows employees to

practice complex skills in a safe environment, promoting better skill development and retention.

- Increased Confidence:** By practising in simulated scenarios, employees can gain confidence in their abilities before performing tasks in the real world (Schenk, 2023).

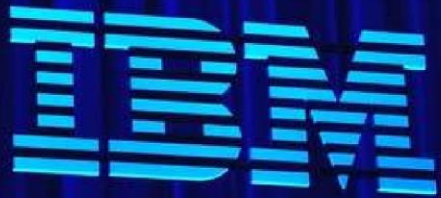


[Amazon Web Services \(AWS\)](#) Learning management with AI

Benefits for employees:

Personalized Learning Experiences

- Career Development:** AWS certifications and skills are highly sought after in the job market, enhancing career prospects and earning potential.



- Increased Knowledge:** Employees gain valuable expertise in cloud computing, making them more adaptable and valuable within the organization.
- Hands-on Learning:** Many AWS training programs include labs and simulations, providing practical experience with cloud services.

Analysis of the benefits of technology- based program for the employees

IBM Cloud, a learning and training platform for everyone.

Flexible Learning Opportunities Increased flexibility and convenience through online courses and mobile learning.

Employees can access training materials anytime, anywhere, allowing them to learn at their own pace.

•**Personalized Learning Path:** The platform uses your role, experience, and interests to recommend relevant learning content. It's like having a personal learning coach guiding you

towards your development goals.

•**Bite-Sized Learning:** No more long, drawn-out training sessions. The platform offers a variety of learning formats, including short videos, interactive exercises, and micro-learning modules that fit easily into your day (Schenk, 2023).



Coca-Cola global e-learning platform

Materials: The platform can provide a diverse range of learning materials, including videos, simulations, and interactive exercises.

•**Continuous Learning:** The platform allows for ongoing learning and development, keeping employees up-to-date with the latest industry trends and Coca-Cola's specific knowledge.

•**Tracking Progress:** Employees can track their learning progress and achievements within the platform, fostering a sense of accomplishment.



Analysis of the benefits of technology-based programs for employers

Improved tracking and reporting of employee progress and performance. Learning management systems provide detailed analytics and insights into training effectiveness.

Reduced Training Costs: The platform offers a scalable and cost-effective way to deliver training to a large workforce, potentially reducing travel and instructor expenses compared to traditional methods. **Enhanced Employee Engagement:** A platform that fosters a culture of continuous learning can lead to a more engaged and motivated workforce, reducing turnover and improving employee satisfaction (Glenis, 2020).



- Upskilled Workforce:** AWS training equips employees with in-demand cloud computing skills, making them more efficient and productive in managing cloud infrastructure. This translates to cost savings and a competitive edge.
- Scalable Training:** AWS offers a variety of training options, from free online resources to instructor-led courses. This allows employers to tailor training programs to specific needs and budget constraints.
- Reduced Training Costs:** Compared to traditional in-person training, AWS training can be more cost-effective due to its online format and flexible scheduling.

Analysis of the benefits of technology-based programs for employers

- Improved Safety:** VR training can be used to simulate potentially dangerous situations,

allowing employees to practice safe procedures without risk of injury.

- Increased Efficiency:** VR training can be quicker and more efficient than traditional training methods, reducing downtime and training costs for BMW.

- Scalability:** VR training programs can be easily scaled to accommodate a large number of employees at different locations.



Standardized Training: A global platform ensures consistent training content and delivery across all regions and subsidiaries, fostering a unified company culture.

- **Accessibility:** Employees can access training modules on-demand, anytime and anywhere, promoting a flexible learning environment.

- **Data-driven insights:** The platform can track employee progress and identify areas where additional training is needed, allowing for targeted interventions.
- **Reduced Costs:** The platform can potentially reduce travel and training material costs associated with traditional in-person training programs(Glenis, 2020).

Limitations of technologies of technologybased programs for the employees

Self-Motivation Required: Self-paced online learning requires strong selfmotivation and time management skills.

Limited Human Interaction: Online training may lack the collaborative learning environment and personalized guidance offered by in-person classes.

Technical Challenges: Some employees may find grasping cloud concepts difficult, requiring additional support or alternative learning methods.



Reduced Stress: VR training can provide a stress-free learning environment where employees can make mistakes without real-world consequences (Filipenco, 2024).

Limitations of technologies of technologybased programs for the employers

- **Implementation Costs:** Setting up an AWS training program may require initial investments in software, hardware, and potentially instructor fees.
- **Time Commitment:** Even with self-paced options, employees need dedicated time to complete training modules, which could impact productivity.
- **Selection and Oversight:** Employers need to carefully select appropriate AWS training programs and monitor progress to ensure effectiveness.
- **Not a Replacement:** While valuable, AWS training may not address all employee development needs. Soft skills training and mentorship programs are still crucial.
- **Security Concerns:** Integrating cloud-based training platforms requires robust security measures to protect sensitive company data.
- **Initial Investment:** VR technology requires an initial investment in hardware, software, and potentially VR development costs.
- **Accessibility Concerns:** Not all employees may have the physical ability or comfort level to use VR headsets.

- **Development Costs:** Developing and maintaining a comprehensive global learning platform can be expensive, requiring ongoing investment in technology and content creation.
- **Internet Connectivity:** Effective platform use relies on reliable internet access, which may not be readily available in all regions where Coca-Cola operates (Filipenco, 2024).

Summary

Technology reshaping the landscape of training and development, offering innovative and effective learning solutions. Embracing technology in training is essential for organizations to stay competitive and empower their workforce for the future (Negi et. al., 2011).



Thank you!



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QUESTIONS???

