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Managing People

The impact of technology on training and development

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Introduction

Training and development are pivotal elements in enhancing individual and organizational capabilities.



Picture 1

Traditionally, training methods relied heavily on face-to-face interactions, instructor-led sessions, and printed materials.

However, with the rapid evolution of technology, a paradigm shift has occurred, introducing a plethora of digital tools and platforms.



Picture 2

The necessity for workforce training and development can be discerned by examining many significant historical milestones, which serve as indicators of the progression of organisational practises and educational ideologies.



Picture 3

- Apprenticeship Model (Ancient Times): In ancient civilizations, skills were often passed down through apprenticeship models.

- Craft Guilds (Middle Ages): During the Middle Ages, craft guilds emerged, formalizing apprenticeship systems.



Picture 4



Picture 5

- Industrial Revolution (18th-19th centuries): The rise of industrialization led to the need for standardized training to meet the demands of new technologies.

- World War II (1939-1945): The war effort highlighted the importance of quickly and effectively training large numbers of people.
- Human Resource Development (1960s-1970s): The field of Human Resource Development (HRD) emerged, broadening the scope beyond traditional training.
- Computer-Based Training (CBT) (1980s) and E-Learning & the Internet (1990s): The development of computers facilitated the evolution of computer-based training (CBT) programmes, which subsequently, in conjunction with the rapid development of the Internet, gave rise to e-learning platforms.



Picture 6



Picture 7

- Virtual Reality (VR) and Augmented Reality (AR) (Present): The present era sees the integration of immersive technologies like VR and AR into training and development. These technologies offer realistic simulations and hands-on experiences.

Importance of Technology in Training and Development

Point 1: Accessibility and Flexibility

- Technology enables anytime, anywhere learning.
- Examples: Online courses, mobile learning apps.

Point 2: Personalization

- Adaptive learning platforms cater to individual learning styles and paces.
- Example: Khan Academy's adaptive learning modules.

Point 3: Interactivity and Engagement

- Gamification and simulations enhance learner engagement.
- Example: Duolingo's gamified language learning.

Point 4: Risk free in anumite domenii cu ar fii chirurgia

<https://surgicalscience.com/simulators/all-products-gallery/>

<https://www.ossovr.com/>

<https://www.digitalhealth.net/2022/09/guys-st-thomas-surgeons-training-virtual-reality/>

VR

- Gamification and simulations enhance learner engagement.
- Example: Duolingo's gamified language learning.

Benefits for Employees

Point 1: Skill Acquisition and Upskilling

- Employees can acquire new skills relevant to their roles.
- Example: LinkedIn Learning providing a wide range of courses.

Point 2: Time and Cost Efficiency

- Reduced time away from work and cost-effective compared to traditional training methods.
- Example: Coursera's accessible and cost-efficient courses.

Point 3: Real-time Feedback and Performance Tracking

- Technology allows for immediate feedback and progress tracking.
- Example: Udemy's performance analytics for both learners and employers.

Point 4: Social Learning and Collaboration

- Technology facilitates collaborative learning and knowledge-sharing.
- Example: Slack channels or Microsoft Teams for team-based learning.

Benefits for Employers

Point 1: Enhanced Productivity and Performance

- Upskilled employees contribute to improved productivity.
- Example: Google's "20% time" policy encouraging employees to spend time on learning and personal projects.

Point 2: Data-Driven Decision Making

- Technology provides analytics for tracking training effectiveness.
- Example: IBM's Watson Talent Insights for data-driven HR decisions.

Point 3: Global Talent Development

- Technology enables consistent training for a globally dispersed workforce.
- Example: Cisco's use of virtual classrooms for global training initiatives.

Point 4: Talent Retention and Satisfaction

- Investing in employee development through technology promotes loyalty.
- Example: Amazon's Career Choice Program offering education benefits for fulfillment center employees.

Slide 5: Challenges and Considerations

Point 1: Accessibility and Inclusivity

- Ensure that technology-based training is accessible to all employees.
- Example: Microsoft's commitment to inclusive design in their training platforms.

Point 2: Security and Data Privacy

- Address concerns related to data security and privacy.
- Example: GDPR compliance in European organizations.

Technology-Based Training:

1.E-Learning and Online Courses:

1. *Description:* Utilizes digital platforms and the internet for delivering training content, including multimedia elements and interactive assessments.
2. *Advantages:* Accessibility, flexibility, and scalability. Learners can access materials at their own pace and from anywhere with an internet connection.
3. *Limitations:* Requires access to technology, potential for distraction, and may not be suitable for all types of content or learners.

2.Virtual Reality (VR) and Augmented Reality (AR):

1. *Description:* Immersive technologies that simulate real-world environments or enhance the real world with digital information.
2. *Advantages:* Provides realistic simulations, enhances engagement, and allows for hands-on practice in a safe environment.
3. *Limitations:* Initial setup costs, potential discomfort for some users, and technology requirements.

3.Learning Management Systems (LMS):

1. *Description:* Centralized platforms for organizing, delivering, and tracking training content.
2. *Advantages:* Efficient administration, tracking progress, and easy access to a variety of learning materials.
3. *Limitations:* Initial setup and maintenance costs, potential for technical issues, and may lack the personal touch of face-to-face interactions.

Slide 6: Conclusion

Summarize key points.

Emphasize the ongoing evolution of technology in learning and development.

Encourage a culture of continuous learning.

The history of training and development reflects a continual evolution, driven by changes in technology, organizational needs, and educational theories. Today, the field continues to adapt to new technologies and methodologies, aiming to meet the dynamic challenges of the modern workplace.

Introduction

Introduction

Thank you!

Any Questions?

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