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LCBB5004 Managing People

The importance of Technology in Training and Development

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Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



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Introduction

Technology-based training

- Technology-based training is more potent than a handbook or book, can travel to a classroom quicker than an airplane, and can leap modest budgets in a single bound! More comprehensive training is possible with TBT than with static content from books and manuals, and retention is increased. TBT doesn't require any travel time or costs, and it may be used with little interruption to the regular work schedule.

Importance

- According to Gomez et al. (2019), a survey they conducted revealed that over 50% of Gen-Z employees would think about leaving their current employer if their employer did not take into account their preferences for training and development, which could ultimately benefit the organization and the future career succession of Generation-Z employees.

Benefits for the Employer

- **Scalable for any number of employees-** It has been demonstrated that online training benefits all types of businesses. Workers will be more prepared for the upcoming difficulties. The faster the cost of employee training can be decreased, the more employees may benefit from the same training, and the more efficient the training becomes.
- **Boosts employee productivity** and equips them with the skills necessary to handle client inquiries, use computer systems, and close deals.

- **Corporate training conducted online will soon be the norm-** the organisation will be better equipped to respond to swift changes and complete those important business tasks the sooner it recognises the benefits of this quick, flexible, and economical approach.
- Shows your employees that you **value** their **professional growth** and that you are investing time and resources in it, which will boost employee morale and retention.

Benefits for the Employee

- **Accessibility**- Among the many benefits of online learning, the most notable is its accessibility. Throughout the day, the staff member gets access to online training materials. Employees can therefore understand the subject they want to learn much more easily.
- **Addresses all skill levels**- Often, in-person training is given at a pace that works best for the person in the room with the least amount of experience. Because of this, it is doubtful that a worker with a higher level of talent who is learning alongside a person with a lower level of competence will get the level of information they had hoped for.

- **Reduces learning time-** One of the biggest obstacles to employee involvement in training programmes is time.
- **Empowers employees** to take on novel and varied responsibilities; this can result in job improvements, promotions, and heightened motivation and job satisfaction.

Conclusion

Our lives and jobs have been completely transformed by technology. It is more crucial than ever to pick up new skills quickly and effectively in the fast-paced world of today. While both instructor-led and technology-based training have benefits and drawbacks, learning through technology is more efficient.

References

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