

LCBB5004: Managing people

Component 1:

Individual Presentation



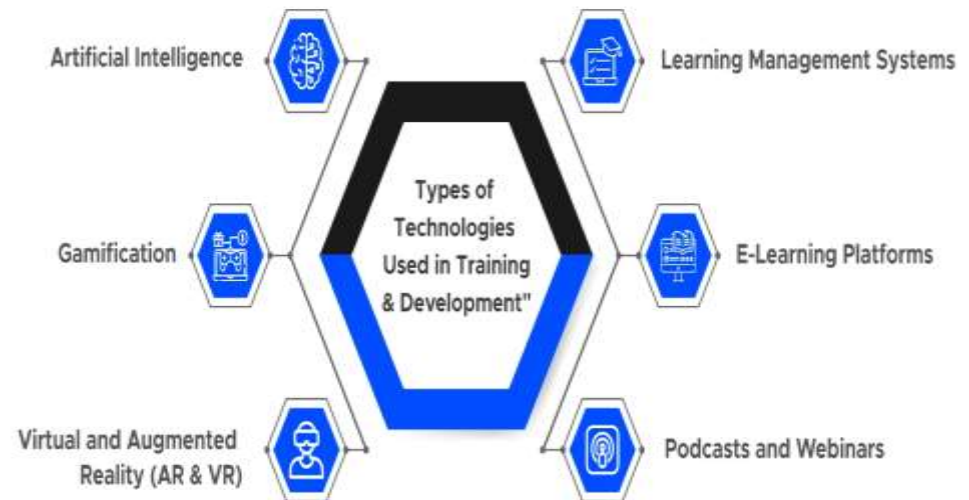
Table of content

- Application of digital technologies in the business organisations.
- Importance of technology in training and development in the organisations.
- Benefits of technology-based training for the employees and employers of the organisations.
- Organisational examples related to the benefits of technology-based training programmes.



Introduction

- Creation of personalised learning paths for the employees.
- Customising the training programmes according to the individual needs.
- Identification of the knowledge gaps (Numonjonov, 2020).
- Accurate analysis of the employee performance data.
- Simulation of real-life scenarios (Heslina and Syahrani, 2021).



Benefits of technology-based training programmes for employees

- Increased performance and productivity level of the employees.
- Enhanced engagement of the employees in their job roles (Nguyen *et al.*, 2023).
- High flexibility of operations.
- Availability of customised training solutions (Jafari-Sadeghi *et al.*, 2021).



Benefits of technology-based training programmes for employees

- Facilitates continuous learning and development of the employees.
- Improved learning experience for the employees (Cetindamar *et al.*, 2021).
- Fast adoption of the new digital technologies in operations.
- Availability of personalised learning paths for the employees (Huang *et al.*, 2022).



Organisational examples of technology-based training programmes benefitting employees

- Future-Fit Plan by Unilever in the UK (Nguyen *et al.*, 2023).
- Level 7 Data Science and AI apprenticeship in Marks and Spencer (M&S) in the UK (Na, 2021).



Organisational examples of technology-based training programmes benefitting employees

- Asda in the UK has implemented technology-based training in improving health and safety of the employees of the organisation (Jalil *et al.*, 2021).
- IKEA has implemented Artificial Intelligence (AI)-based training programme to enhance the digital skills of the employees (Chowdhury *et al.*, 2022).



Benefits of technology-based training programmes for employers

- Increased productivity of the organisation.
- Increased retention rate of the skilled and competent employees (Hajiali, 2021).
- Facilitating continuous learning and development of the employees (Blanchard and Thacker, 2023).



Benefits of technology-based training programmes for employers

- Substantial saving of cost.
- Improved engagement of the employees leading to favourable work environment (Gethe and Hulage, 2020).
- High level of accessibility and scalability.
- Diversifying the skill level of the employees to achieve the organisational objectives (Djastuti, 2020).

Technology's Role in Employee Training and Development



Organisational examples of technology-based training programmes benefitting employers

- Digital learning platforms of Tesco have improved the digital skills of the employees.
- Learning management systems and company-wide training platforms in Ocado (Boller and Fletcher, 2020).
- Self-directed digital learning platform to improve employee engagement in Burberry.
- Oracle HCM and Reflexis training programmes in Morrisons (Altwijri and Aldosemani, 2022).



Conclusion

- Importance of technology in training and development of the employees.
- Benefits of technology-based training for the employees and employers.
- Increased employee engagement, employee retention and organisational productivity.



References

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A 3D paper speech bubble is centered on a solid blue background. The bubble is white with a subtle shadow beneath it, giving it a three-dimensional appearance. Inside the bubble, the words "THANK YOU!" are printed in a bold, blue, sans-serif font. The bubble has a rectangular body and a pointed tail at the bottom center.

THANK YOU!