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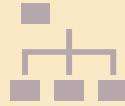
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1.Introduction-The importance of technology in training and development

- Technology displays a decisive part in training and development as it provides innovative tools and resources to enhance learning experiences.
- It enables organizations to deliver training efficiently, track progress, and engage.
- By leveraging technology, training and development programs can be more accessible, personalized, and adaptable (Bakyieva, 2023).



2. Technology in training and development examples



Learning Management Systems

LMS provides online courses, tracking learner progress, complete assessments, receive certifications and generating reports (Fearnley, 2022).



Virtual Classrooms

According to Dimitriadou (2023) Virtual classrooms enable live, interactive training sessions conducted remotely.



AI-Enabled Personalized Learning

Artificial Intelligence algorithms personalizes learning experiences based on individual learner needs.



Performance Support Tools

Performance support tools provide on-the-job guidance and resources to employees when they need them. These tools can mobile apps, job aids and more (Bozkurt, 2023).

3. Perks of technology-based training programs for employees



1. Google's Grow with Google

In the course of time, Zheng (2020), offers a wide range of online courses and certifications to empower employees with in-demand digital skills.

The program covers various topics such as data analysis, digital marketing, coding, and more.

2. International Business Machines

It is a technology company that offers a wide range of hardware, software, and services to help businesses and organizations leverage technology for their success.

It has a global presence, with operations in over 170 countries and a diverse workforce of employees all around the world (IBM, 2024).



3. Microsoft's "LinkedIn Learning"

It is a comprehensive online learning platform that offers a vast library of courses for employees to acquire relevant knowledge from industry specialists and stay current with the tendency.

By participating in this program, employees can acquire new skills and improve their job performance (Paul, 2020).



4. Amazon's "Amazon Technical Academy"

It provides technical training programs to help employees transition into technical roles and pursue career advancement.

Employees can learn various technical skills such as software development, cloud computing, data analysis, and more (Berestova, 2021).

4. Benefits of technology-based training programs for employers



Walmart's VR Training Program

It has implemented a virtual reality (VR) training program to enhance employee engagement and improve the retention of training material.

This program utilizes VR technology to simulate real-life scenarios that employees may encounter while working at Walmart (Resche, 2020).

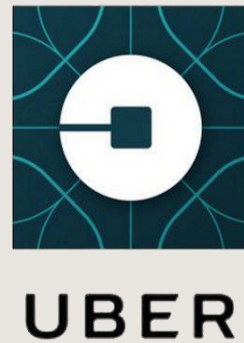


AT&T

AT&T

It is a telecommunications company that has implemented an internal online platform called "**Talent Exchange**" to enhance talent mobility and knowledge sharing among its employees.

This platform serves as a centralized hub where employees can showcase their skills, experiences, and connect with project opportunities (Shibata, 2022).



Salesforce's Trailhead

It is a gamified online learning platform that is designed to train employees on Salesforce technologies.

The platform incorporates game components such as points, badges, and leaderboards to do the learning process more interactive and enjoyable.

Employees earn badges and points as they complete modules and projects (Ezekiel, 2024).

Uber is a well-known technology company that operates a ridesharing platform.

It connects riders with drivers.

Uber University program is an online training platform that provides courses for Uber drivers to enhance employee skills, and promote excellent customer service (Davies, 2022).

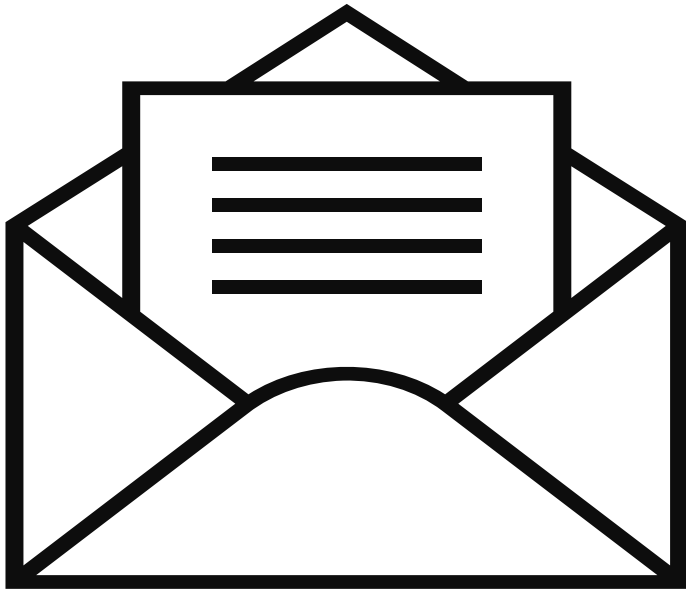
5. Technology Limitations



- Decreased concentration
- Dependency on technology
- Privacy and security concerns
- Social isolation
- Health issues
- Environmental impact

(Stanciulescu, 2022).

6. Conclusion



Technology has undoubtedly revolutionized various aspects of our lives, including education. However, it is important to acknowledge that there are some limitations associated with the use of technology in learning and development.

For instance, the accessibility of information online can make it challenging to differentiate between reliable and unreliable sources, leading to misinformation and a lack of critical analysis.

While technology has its benefits, it is crucial to strike a balance and ensure that it is used thoughtfully and purposefully to mitigate the disadvantages.

Lastly, the overuse of technology can lead to inactive behaviour and reduce in physical activity which is vital for overall health and well-being (Ní Dhuinn, 2022).

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