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Technology in Learning & Development

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Managing People

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Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives

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Introduction

Now in the twenty-first century with the rapidly advancing growth, embracing innovative technologies has become compulsory for organisations who strive for up-skill and reskill their workforce performance.

- L&D is all about creating environment for individuals to learn and grow (CIPD, 2023).
- “Technology is the use of scientific knowledge for practical purpose or application” (Ford, 2023).
- Implementing technologies in L&D programs is essential now in this days. Using tools such as e-learning, online resources and meetings, applications for example are vital in organisations to succeed (CIPD,2023).

Importance of technologies in Learning and Development

- Access to Information
- Personalised Learning
- Collaboration and Communication
- Interactive learning
- Global learning opportunities
- Skill Development
-

(Selwyn, 2011)

Analyse the benefits of technology-based training programmes for employees

1. Benefits of technology-based training for employees at Tesla:

Global collaboration and knowledge sharing between employees across different locations and part of the worlds. Virtual classroom, exchange ideas, fostering culture of innovation and team work (Tesla ,2023).

2. Benefits of technology-based training for employees at Wagamama:

NoodleNet and Wag's Up application - Interactive learning module that incorporate multimedia elements such as : videos, quizzes and practise of real time stimulation (LearnWorlds (2023).

Analyse the benefits of technology-based training programmes for employees

3.Benefits of technology-based training for employees at NHS:

“Virtual reality simulation can bridge the gap between theory and practice by immersing the learner in realistic ,dynamic, complex settings” (Abdulmohsen, 2010).

3.Benefits of technology-based training for employees at LinkedIn:

Comprehensive online training portal give the opportunity to all subscribers access to range of courses, workshops and employee skill development needs (Bessalel ,2024).

Analyse the benefits of technology-based training programmes for employers

1. Benefits of technology-based training for employers at Tesla

Cost effectiveness:

The company saved millions in training and travel cost.

2. Benefits of technology-based training for employers at Wagamama

Increased efficiency and productivity:

The new training program led increase the employee productivity. The flexibility of online learning give employees more balance training with their work responsibilities more effectively.

Analyse the benefits of technology-based training programmes for employers

3. Benefits of technology-based training for employers at NHS:

Patient care and safety,
Personalised learning
experience and avoid
medical mistakes

4. Benefits of technology-based training for employers at LinkedIn:

Real-time access for data, analytics and feedback give opportunity to identify the trends and measure the impact of the training programs on organisational performance.

Conclusion

Technology-based training programs offer significant benefits for both employers and employees. Employers benefit from cost-effective solutions, improved efficiency, and the ability to tailor training to meet specific needs. Real-time feedback and personalised learning experiences contribute to employee engagement and skill enhancement, ultimately driving organisational success in today's dynamic work environment.

Question & Answer / Any Question



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