



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

BA BUSINESS MANAGEMENT

MANAGING PEOPLE

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ASSIGNMENT 1

Lecturer: Dr Mushfiqur Rahman

Student: Antoaneta Andreeva-Metodieva
2215257



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INTRODUCTION

As technology has become an integral part of modern work life, businesses are using the advantages of digital tools to enhance their employees' learning and development strategies.

This presentation provides insight into how employees and employers benefit from the implementation of technological tools in career progression, talent retention and achievement of organizational objectives.



IMPORTANCE OF TECHNOLOGY ON LEARNING AND DEVELOPMENT IN THE WORKPLACE

In modern days, the way we learn and develop skills has gone through a revolutionary transformation with the help of technology. Traditional in-class training has become more engaging and interactive. The implementation of gamification and virtual reality simulations has the potential to enhance the enjoyment and enthusiasm associated with the learning process, hence fostering sustained learner engagement and motivation. Nevertheless, acquiring new skills is no longer limited to the classroom.

BENEFITS OF TECHNOLOGY-BASED TRAINING FOR EMPLOYEES

- Convenience – can be accessed at any place, any time
- Flexibility – can be personalized according to learners needs – career requirements and time restrictions
- Increased engagement – interactive and requiring learners' active participation, making the experience more enjoyable
- Improved retention – progress can be monitored in real-time, and learning materials can be reviewed at any time for better retention
- Self-paced training – allowing individuals with busy lifestyles to balance their work-life and learning schedules (Indeed, 2023)

CONTINUED

- E-learning platforms offer access to learning materials at any time and place allowing learners to set their own training pace.
- Virtual and augmented reality simulations allow individuals to experience real-life scenarios of complex tasks in a safe environment.
- Social media platforms provide the opportunity for learners to connect with like-minded communities to exchange and acquire knowledge.
- Embracing the advancement of technology is essential for individuals and businesses to stay competitive in the continuously evolving world (People Solutions SA, 2023).

BENEFITS OF TECHNOLOGY-BASED TRAINING FOR EMPLOYERS

Transitioning from traditional classroom-based training to workplace technologies not only presents opportunities for cost reduction and other functional advantages but also has the capacity to fundamentally transform training efficacy through enhanced learner-centricity and personalisation, as well as more targeted instruction. Organisations that acknowledge and capitalise on this possibility will have an enhanced ability to utilise their workforce to achieve long-term competitive advantage (Werner, 2012).

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- Affordability – eliminates the need for physical space and professionals to deliver the training or travel cost for employees to attend a class
- Scalability – allows learning programmes to be altered according to businesses' needs
- Timeliness - technology-based-training can be accessed immediately and offers the convenience of launching new classes without delay

TRAINING VS LEARNING

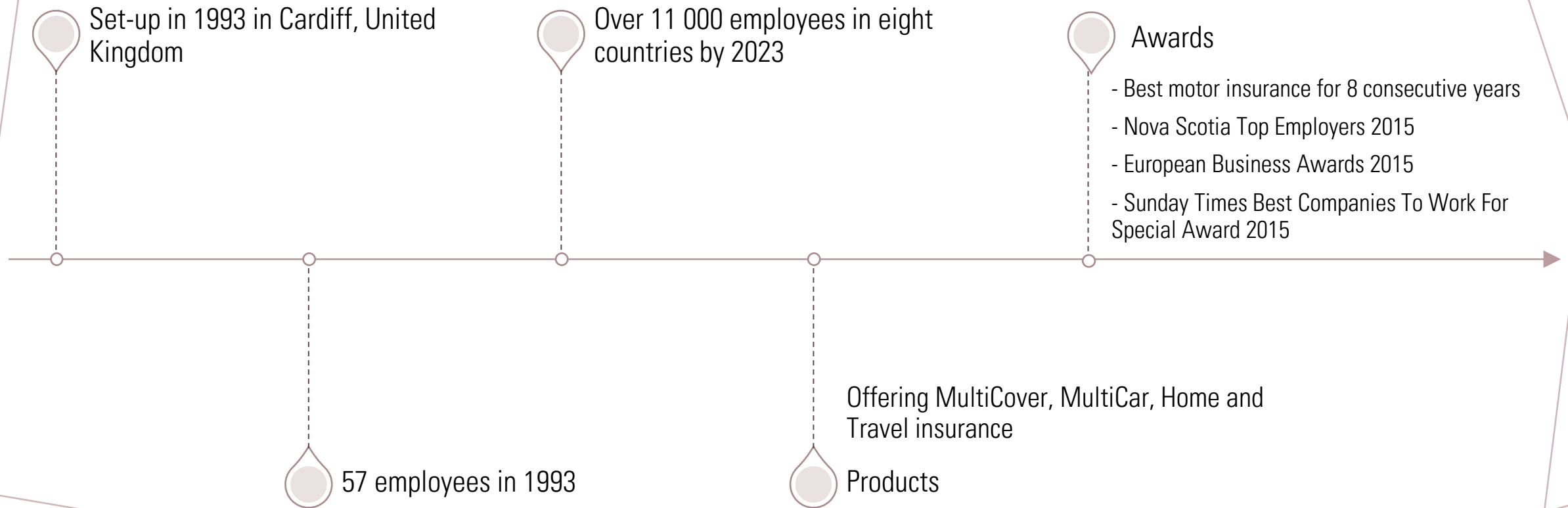
'Learning is the process by which a person constructs new knowledge, skills and capabilities, whereas training is one of several responses an organisation can undertake to promote learning' (Reynolds et al, 2002: 9). Learning is what individuals do; training is what organizations do to individuals.

- Training – the systematic use of formal processes to transfer information and assist individuals in acquiring the skills required to do their jobs successfully.
- Learning - The acquisition and development of information, skills, capacities, behaviours, and attitudes in an individual is referred to as the process of education. This process encompasses the alteration of behaviour through hands-on learning and the utilisation of formal methodologies to facilitate individuals' acquisition of knowledge and skills, whether in professional or non-professional settings (Armstrong, 2014)..



*BACKGROUND AND L&D
PRACTICES*

ABOUT THE COMPANY



ADMIRAL LEARNING AND DEVELOPMENT

“People who like what they do, do it better.” (Admiral, 2023)

- Learning and development – dedicated team providing classroom-based courses, webinars and training to staff
- ILM – Institute of Leadership and Management, accredited qualification provided by Admiral Academy
- Educational sponsorships – part of fully-funded sponsorships to aid employee development
- Developmental coaching – to help employees recognize prospects, establish objectives and contemplate achievements





Photos (Admiral, 2023)

CONTINUED

- Port of calls - opportunities to gain experience, cultivate professional connections, and advance one's career through rotation in other business departments
- Career opportunities – the possibility of shifting between departments available only to employees
- iLearn – an eLearning platform offering various courses and media on personal and work-related subjects
- Buy a book scheme – employees can purchase one book per month at company's expense to support their development

TECHNOLOGY-BASED TRAINING USED BY BUSINESSES



- E-learning platform – Aviva University platform offers flexible learning to employees as well as over 5500 digital learning resources through the company's LinkedIn portal (Aviva, 2023)



- Purpose-built Academy where employees can access a variety of online learning and resources (Tesco, 2023)



- Online learning platform 'Grow' (Bupa, 2023)



- Online Academy offering employees the opportunity to transition into technical roles or increase skill set (Lloyds, 2023)



CONCLUSION

Employee learning and development are important in today's workplaces because they improve engagement, satisfaction, and retention. A well-designed programme may attract top personnel while offering you a competitive advantage. A proactive approach provides people with the skills they need while also positions the organisation to respond to change. Employee development efforts provide a significant return on investment (ROI), resulting in greater productivity, creativity, and operational efficiency. In a competitive corporate climate, a strategic focus on learning empowers individuals, improves organisational capacities, and prepares the firm for long-term success.

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