

Topic : Individual Presentation

Name : Akriti Saini

Id : 2224661

Name of the programme : Business Management

Level 5

Module name : Managing People

UWTSD

Date : 04/04/2024

Contents of the presentation

Slide No	Description
3	Introduction
4	Importance of technology in learning and development
5 – 8	Benefits of technology based training for employees
9 – 13	Benefits of technology based training for employers
14	Conclusion
15	Question & Answer
16	Reference

INTRODUCTION

In today's fast-paced workplace environment where skills and knowledge are paramount, technology has emerged as a transformative force in training and development initiatives. From improving accessibility to support personalized information that how organizations gave approach to employee and employers development.

In this I can explore the numerous benefits that technology brings to training and development programs and highlight its role in increasing efficiency, engagement and effectiveness in preparing the workforce to succeed in an increasingly digital world.

Importance of Technology in Learning and development

- It is very cost effective that makes the business less expensive and affordable
- With the help of technology employees get online excess to the business materials from anywhere at any time
- Businesses can swiftly adjust to changes in the business environment with the help of technology (Schenk, 2023).

Benefits of technology-based training for employees



Sainsbury's

- Artificial intelligence (AI) is used in Sainsbury's to obtain valuable knowledge from the data.
- They use Coursera technology for online courses
- They gave high quality superior learning materials (Sainsbury's, 2021).

Benefits of technology-based training for employees



Uber :

- Uber uses Duolingo technology for their employees.
- Offer language learning opportunities
- Communication skills (Todd, 2015)

Benefits of technology-based training for employees



- **Airbus** uses Microsoft mixed reality technology for their employees
- With the help of this technology employees don't want any virtual world because of 3D environment

Benefits of technology-based training for employees



- **Amazon** uses Virtual Reality (VR) for their employees
- Employees may practise their abilities in a safe virtual environment and experience realistic scenarios using VR simulations. This is especially beneficial for jobs that need them to engage with consumers or do hands-on chores. (Neill, 2021).

Benefits of technology-based training for employers



- **Tesla** uses project management software which allows them to track any problem easily
- This gave them a guarantee that every project is finished on schedule or within the allocated budget

Benefits of technology-based training for employers



Google

- Moodle is using Micro-learning and Whisper course technology for their employers
- This technology promote the usage of 'Whisper Courses' that are easily digest and bite-sized lectures

Example of whisper course

Read & Apply

Especially coming from you, a little acknowledgement and appreciation goes a long way in validating the work of your team members. This week, pay extra attention to the contributions each person on your team makes, whether big or small — especially if they have not been recently recognized by you or others. Authenticity is crucial here— only use these experiments when you genuinely appreciate what your team member said or did!

In 1:1s, you might say:

- *"I noticed and appreciate the way you [did X]"*

In a team meeting, try:

- *"That's a really thought provoking point that you brought up because..."*

P.S. Bonus experiment: Not everyone likes to be recognized in the same way. In your 1:1s, ask "how do you prefer to be recognized?" (e.g. privately vs. publicly, over email or in person)



I noticed and appreciate
the way you...

[Please rate] Overall, this Whisper was worth my time.



strongly
disagree



disagree



neutral



agree



strongly
agree



not
applicable

Benefits of technology-based training for employers



- **AT&T** offers mobile learning apps to their employees
- This technology give access to resources and training materials while on the road for staff members
- These digital tools assist employees in applying their training successfully in real-world scenarios by supporting problem-solving learning

Benefits of technology-based training for employers



- **Ford** uses 3D technology
- It is very helpful for the employers to see every side of the car easily
- It is a time saving technology

Conclusion

In conclusion, I can say that technology in training and development is not only a tool for improving the skills of employees, but also a strategic investment that drives organisational growth, ability and competitiveness. By using technology effectively, employees and employers can unlock the full potential of their workplace and succeed in the digital age.

Question & Answer



References

- *Sainsbury's* (2021) Available at: <https://www.about.sainsburys.co.uk/sustainability/plan-for-better/our-stories/2021/apprenticeships-stories> (Accessed: 29 March 2024).
- Todd, M. (2015) *Duolingo partner with uber*. Available at: <https://www.cmu.edu/projectolympus/news/2015/september/duolingo-to-partner-with-uber-on-uberenglish-initiative.html> (Accessed: 28 March 2024).
- *Airbus* (2019) Available at: <https://news.microsoft.com/en-au/features/airbus-reaches-new-heights-with-the-help-of-microsoft-mixed-reality-technology/> (Accessed: 29 March 2024).
- *Amazon* (2023) Available at: <https://www.amazon.science/news-and-features/how-virtual-reality-is-helping-amazon-make-ergonomic-improvements-in-its-warehouses> (Accessed: 30 March 2024).
- *Tesla* (2022) Available at: <https://quiere.io/blog/p/tesla-monitor-employees.html> (Accessed: 27 March 2024).
- *Google* (no year) Available at: <https://www.tituslearning.com/how-google-does-learning-and-development/> (Accessed: 27 March 2024).
- *Ford digital era* (no year) Available at: <https://connectedmanufacturing.wbresearch.com/blog/ford-motor-company-advanced-manufacturing-center-strategy#:~:text=With%20its%20commitment%20to%20cutting,now%2C%20and%20into%20the%20future>. (Accessed: 30 March 2024).
- *Importance of technology* (2023) Available at: <https://www.cipd.org/uk/knowledge/guides/technology-learning-development/> (Accessed: 20 March 2024).