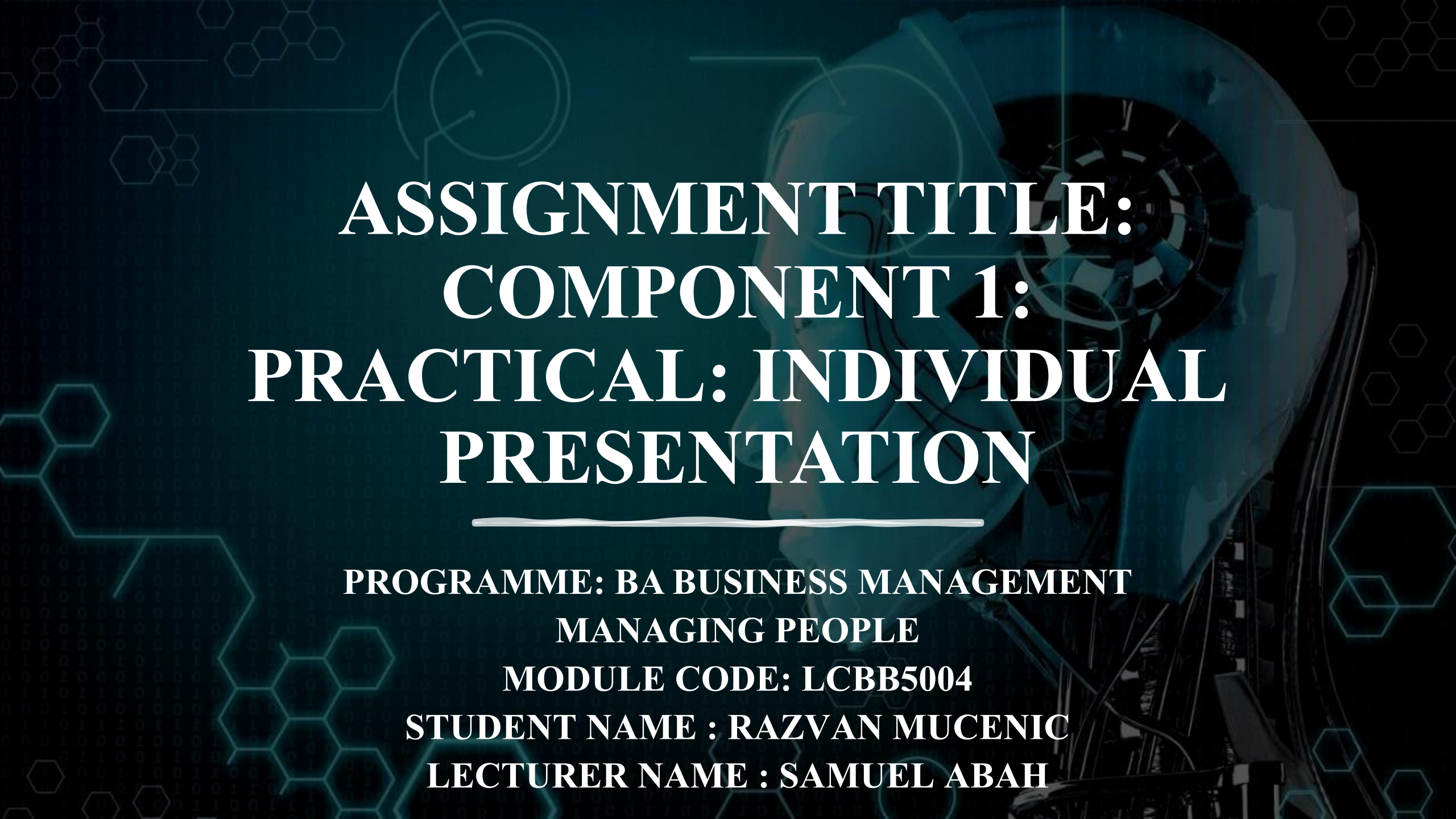




ASSIGNMENT TITLE: COMPONENT 1: PRACTICAL: INDIVIDUAL PRESENTATION

**PROGRAMME: BA BUSINESS MANAGEMENT
MANAGING PEOPLE**

MODULE CODE: LCBB5004

STUDENT NAME : RAZVAN MUCENIC

LECTURER NAME : SAMUEL ABAH

INTRODUCTION

- Technology has revolutionised every sector, supporting business in various dimensions.
- On this note, training and the developmental segment have also been acknowledged through technologies.



OVERVIEW OF TECHNOLOGY IN TRAINING AND DEVELOPMENT

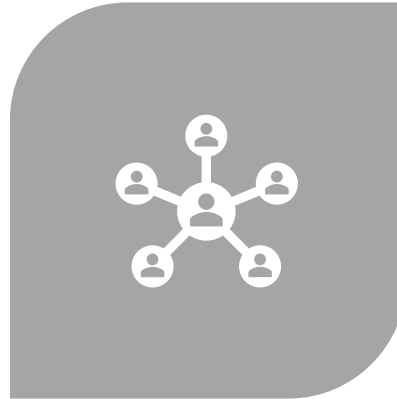


- Technology has played an important part in the organisational training.
- Traditionally, employee training programs would follow printed materials, and instructor-led sessions, which shortfall in addressing the diverse needs (Vahdat, 2022).
- They are accessible and flexible to use, allowing employees to learn at their own convenience, promoting continuous development (Garzón Artacho *et al.* 2020).

IMPORTANCE OF TECHNOLOGY IN TRAINING AND DEVELOPMENT



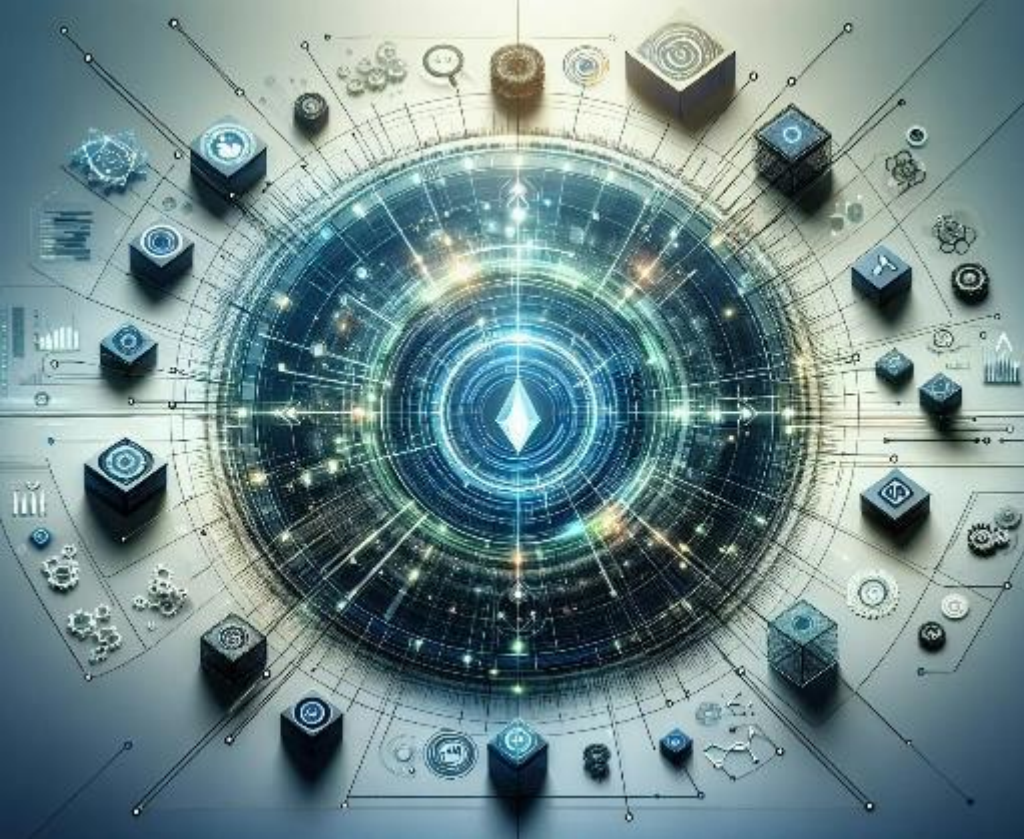
Technology supports organisations with training and addressing diverse needs enabling employees to enhance engagement.



For instance, interactive elements of technology are linked to employees' better retention.



The technology acceptance model (tam) proposes the use of technology perceiving that it will enhance job performance (vanduhe *et al.*2020).



BENEFITS OF TECHNOLOGY FOR EMPLOYEES IN BT GROUP

- It could be asserted that the use of technology helps in offering insights to enhance communication and boost the engagement of employees.
- BT Groups offers AI-based My Campus platforms for its employees (BT plc, 2024).
- This technology-led training program offers personalised training and learning experiences and boosts productivity (BT plc, 2024).
- One of the benefits of technology in training is its ability to personalise training as per the needs of employees.



BENEFITS OF TECHNOLOGY FOR EMPLOYEES IN UNILEVER

- Another benefit of technology is its accessibility to all employees regardless of location.
- For instance, Unilever initiated Degreed, an online learning hub allowing its employees to access training and developmental courses (Unilever PLC, 2024).
- Around 2.4 million times, the online training hubs have been accessed in 2022 (Unilever PLC, 2024).

BENEFITS OF TECHNOLOGY FOR EMPLOYEES IN ROLLS ROYCE

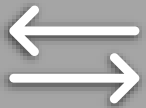
- Rolls Royce has leveraged Virtual Reality simulations in order to train its employees.
- The company initiated IntelligentEngine's vision to train its employees regarding complex protocols and customer service (Rolls-Royce, 2023).
- Technology like Virtual Reality offers immersive experiences leading to more engagement of employees in gaining knowledge and upskilling (Ajayi. and Udeh, 2024).



BENEFITS OF TECHNOLOGY FOR EMPLOYEES IN LLOYDS



Lloyds offers online learning modules for employees to enhance their knowledge (Lloyds Banking, 2024).



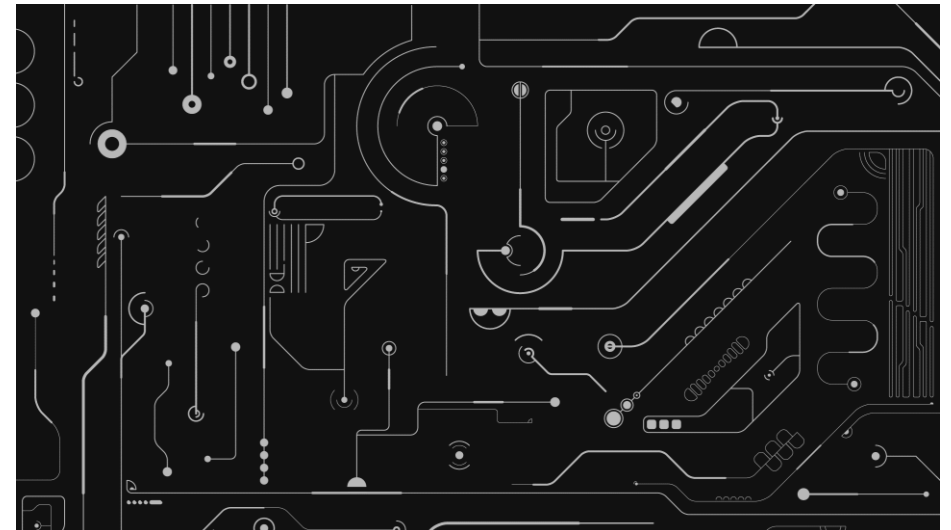
This flexibility allows employees to fit their learnings around their work and upskill in their own space (Lloyds Banking, 2024).



It has been found that technology has been effective in facilitating the career progression and development of employees (Dachner *et al.* 2021).

THE BENEFITS OF TECHNOLOGY-BASED TRAINING PROGRAMMES FOR EMPLOYERS IN TESCO

- Technology has been beneficial for employers in Tesco in its onboarding process (Tesco, 2024).
- Tesco optimises online onboarding technology in order to train and hire new talents.
- This has allowed employers to reduce the time to hire talents and ensures consistent training (Tesco, 2024).
- Online onboarding is cost-effective, reduces hiring costs and easily tracks the overall onboarding process (Mikkonen, 2021).



ANALYSE THE BENEFITS OF TECHNOLOGY- BASED TRAINING PROGRAMMES FOR EMPLOYERS (IBM)



- IBM significantly utilises their AI_driven platform for streamlining their processes of training, thus catering to reduced time spent on the development of their employees (IBM, 2023).
- The utilisation of data analytics tools helps the organisation to monitor the progress of their employees and identify the potential areas of improvement.

ANALYSE THE BENEFITS OF TECHNOLOGY-BASED TRAINING PROGRAMMES FOR EMPLOYERS (BARCLAYS)



- Barclays uses its online platform to ensure that its training materials are accessible to its employees.
- Their virtual training programs help reduce the cost of venues, optimise the allocation of budget, and reduce travel costs (Barclays, 2023).
- Inferring to the tools of data analytics helps in providing insights towards the enhancement of effectiveness within their training process.

ANALYSE THE BENEFITS OF TECHNOLOGY-BASED TRAINING PROGRAMMES FOR EMPLOYERS (VODAFONE)

- The mobile-friendly module for training helps in allowing the employees to learn at their own convenience and pace (Vyond, 2020).
- Their interactive content could help enhance the engagement of employees and foster the retention of knowledge.





CONCLUSION

- TESCO, Unilever, Lloyds, and IBM have exemplified their diverse benefits through the application of a technology-driven training program.
- Revolutionising the development of employees through increasing cost-effectiveness and accessibility.

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THANK YOU

- Thank you for your time!!
- Any Questions??

