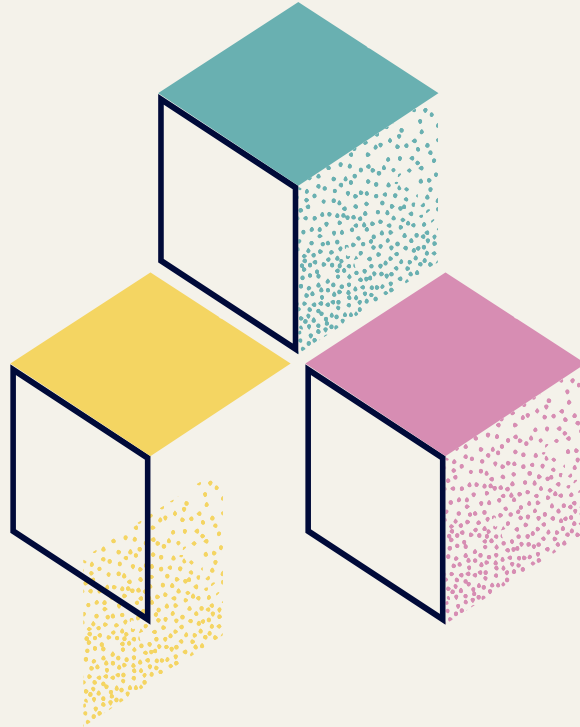




**University
Of
Wales**

Trinity Saint David



LCBB5004 – Managing People

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The Impact of Technology in Training and Development

Content

❖ Importance of Technology in Training and Development

- ❖ Simulation
- ❖ Reinforcement

❖ Benefits of Technology-Based Training Programs for Employees

- ❖ Accessibility and Flexibility
- ❖ Engaging and Interactive Learning
- ❖ Continuous Learning and Development
- ❖ E-Learning: Making Training Accessible and Flexible

❖ Benefits of Technology-Based Training Program for Employers

- ❖ Modernized Company Culture
- ❖ Global Collaboration and Increased Cultural Understanding
- ❖ Time efficiency
- ❖ Measurable Impact
- ❖ **Reference**



Importance of Technology in Training and Development

- Important components of learning
- Organizations must know what individuals know before verifying learning
- Measuring a person's knowledge and skills



Source: <https://elearningindustry.com/leveraging-technology-in-corporate-training-innovative-ideas>

(Kirkpatrick, 2001)



Importance of Technology in Training and Development

Simulation

- Companies must implement new information
- Simulating real-world learning
- Supporting decisions based on values

(Gilpin-Jackson, 2017)



Source: <https://scitechdaily.com/redefining-the-fabric-of-reality-the-growing-evidence-for-a-simulated-universe/>



Importance of Technology in Training and Development

Reinforcement

- Providing opportunities to reinforce Reduce distractions and improve workplace training
- Companies can customize training reinforcement easily with the use of technology
- Staff performance evaluation and feedback

(Grant & Garland, 2001)



Source: <https://www.mlq.ai/reinforcement-learning-agi-this-week-in-ai/>



Benefits of Technology-Based Training Programs for Employees

Accessibility and Flexibility

- Enhanced Accessibility and Flexibility
- Training programs
- Employees at Amazon may get free skill training

(Maletis, 2014)



Source: <https://www.tlnt.com/articles/4-keys-to-a-successful-training-program>



Benefits of Technology-Based Training Programs for Employees

Engaging and Interactive Learning

- Technology-driven teaching
- A simulated project in an Apple Inc.
- Apple Inc. webinar

(Humayoun & Rehman, 2013)



Source: <https://elearningindustry.com/tips-for-creating-engaging-and-interactive-elearning-courses>



Benefits of Technology-Based Training Programs for Employees

Continuous Learning and Development

- Employees collaborate and share ideas
- Microsoft Viva Learning
- Microsoft Learning Teams
- Microsoft is helping its workers learn, grow, and thrive

(Humayoun & Rehman, 2013)



Source: <https://azbigmedia.com/business/benefits-of-continuous-learning-for-personal-and-professional-development/>



Benefits of Technology-Based Training Programs for Employees

E-Learning: Making Training Accessible and Flexible

- Why is e-learning better?
- IBM has successfully used e-learning for staff training
- E-learning helped IBM boost employee productivity

(Grant & Garland, 2001)



Source: <https://elearningindustry.com/top-benefits-of-elearning-education>



Benefits of Technology-Based Training Program for Employers

Modernized Company Culture

- Legal responsibility for work conditions
- Modernized company culture
- Facebook's training and development culture

(Lund et al., 2023)



Source: <https://huntscanlon.com/the-importance-of-culture-on-todays-businesses/>



Benefits of Technology-Based Training Program for Employers

Global Collaboration and Increased Cultural Understanding

- Online education enhances global connection
- Corporate e-learning improve cross-cultural communication
- Google employers demonstrate cultural awareness



Source: <https://culturalawareness.com/making-the-case-for-cross-cultural-training-and-coaching/>



Benefits of Technology-Based Training Program for Employers

Time efficiency

- Employers benefit when workers at Nike use their time management abilities
- Create project schedules and time audit
- Employers can get started right away

(Mitchell et al., 2022)



Source: <https://www.dreamstime.com/time-management-project-efficiency-strategy-goals-business-technology-internet-concept-image117272665>



Benefits of Technology-Based Training Program for Employers

Measurable Impact

- Organizations may analyze training's effect on employers using baseline criteria
- The amount of time an employer takes to finish a course shows their enthusiasm and expertise
- American Express offers a Career &

Development Plan form

(Mitchell et al., 2022)



Source: <https://www.quora.com/How-can-digital-transformation-create-a-more-sustainable-world>



THANK YOU !!!



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