

LEARNING & DEVELOPMENT WITH TECHNOLOGY

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INTRODUCTION

- This presentation will provide the information about learning & development in an organization as well as the contribution of technology in L & D, impact and benefits of technological training for employees and employers with the examples of several companies.



Meaning of Learning & Development & Technology

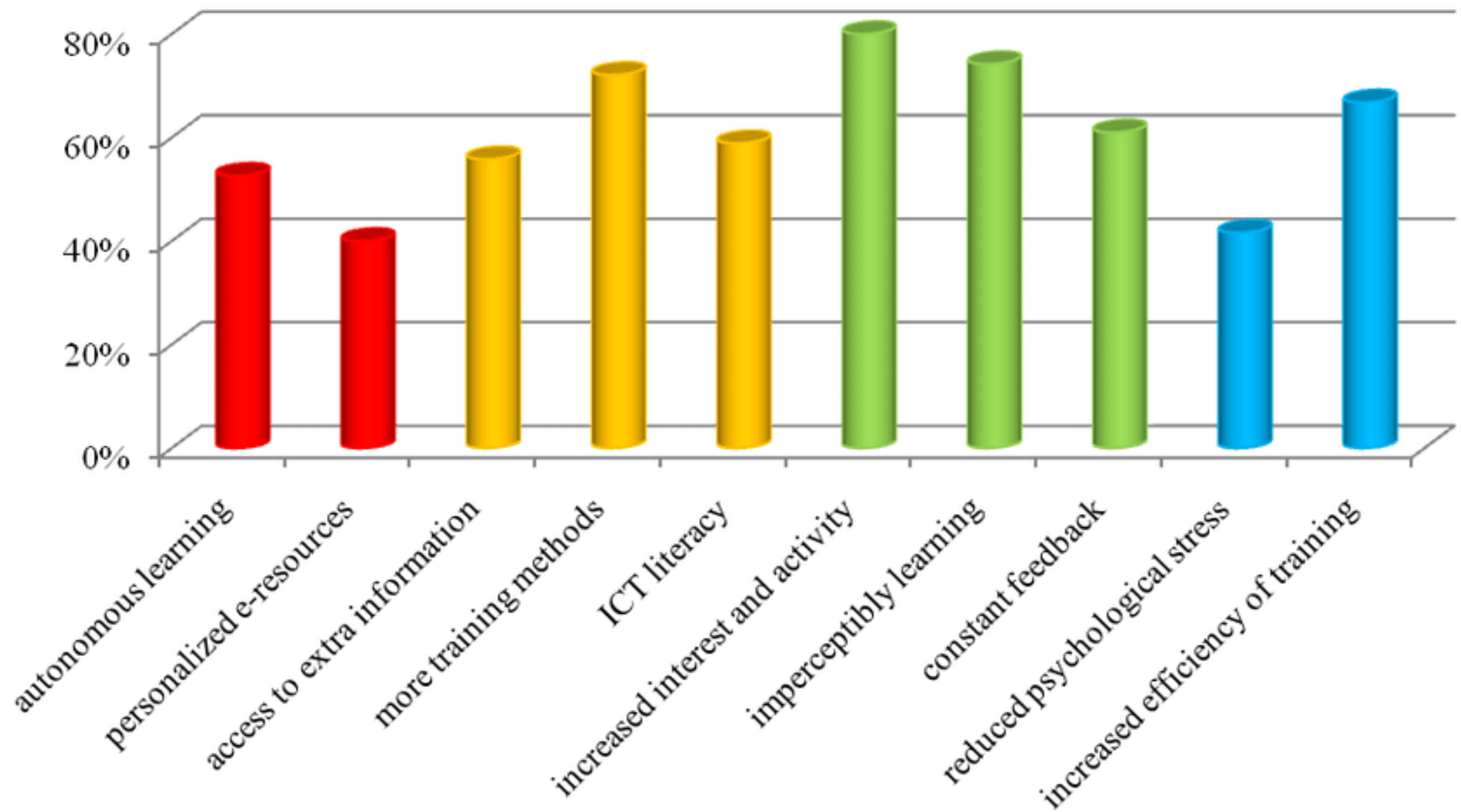
- Learning & Development refers to that process where people gain knowledge, required skills, guidance, training , new experiences under supervision. (Armstrong 2014, p.283)
- Technology means to apply scientific theories , knowledge & assumptions into practical life.

Importance of Technology in Training & Development

1. Latest information
2. Cross - culture
3. Time - saving
4. Cost-Effectiveness
5. Personal teaching paths



- **1. Latest Information:-** Technology is providing most up to date information about every topic from relevant sources. Moreover, a most of the data is accurate so it improves the efficiency and effectiveness.
- **2. Cross-Culture:-** Technology always increase our cross-culture understanding because people can grasp the knowledge regrading other cultures and languages . So, employees have greater exposers & opportunities.



Benefits of
Technology based
Training and
Development
programmes for
employees &
employers with 4
major Companies...





Employees

- **>Fintech-** Lloyds bank is friendly with financial tech. so employees perform better services like, direct debit system.
- **>Fraud Detection-** This bank have great authentication system to prevent from frauds.

Employers

- **>Risk Assessment-** Employers can do risk assessments for employees and understand performance level during training sessions.
- **>Feedback-** Employers take accurate and valuable feedback from employees via google forms and multiple- choice questions. (www.lloydsbank.com)



Employees

- >**High Job Satisfaction-** they learn computers, software skills and customer service etc to it boost morale & satisfaction about job.
- >**Numerical Skill-** Employees numerical skills so they can use till machines, other electronic devices by technology.

Employers

- >**Workplace Safety-** Employers easily provide on-sight training by using technological health & safety equipments.
- >**Interactive training lessons-** Trainers use high tech projectors computers to deliver the training sessions.



Employees

- KFC workers can check their shift patterns, wages details and bonuses in their online employee account so they can check their performance then they can boost it.

Employers

- Well, KFC establish support learning as well as institutionalization of leadership program for managers in a online way. (www.kfc.co.uk)



Employees

>Easy to access- Now, with the help of technology Aviva's employees can easily meet with customer needs because they have an access to reach customers account so just with click they can get the data then work on customers queries.

Employers

- **>Time –Saving-** Managers employers can save their time by using technological gadgets to train and develop people's skills in very less time. (www.aviva.co.uk)

Conclusion

- In conclusion, it is clear that every industry or organisation depends on technology as well as training & development for employees & employers becomes very easy. Moreover, there are so many software and organisations are available now to provide online training.

A word cloud graphic featuring the central text "ANY QUESTIONS?" in large, bold, white capital letters. Surrounding this central text are numerous instances of question words: "WHEN?", "WHERE?", "WHAT?", "HOW?", "WHO?", and "Why?". These words are scattered in various sizes and orientations, creating a dynamic visual effect. The colors used for the surrounding words include light blue, teal, lime green, and pale yellow, all set against a solid black background.

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