

Impact of technology on learning and development

Moodle: Managing People (LCBB5004)

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Importance of Technology on Learning and Development

According to Hook and Jenkins (2019), in their book "Introducing Human Resource Management" provide six importance of Technology on Learning and Development:

Accessibility: Learning is now possible anywhere, at any time, thanks to technology.

Personalization: It makes learning experiences more suited to each learner's requirements and preferences.

Engagement: Interactive components improve student retention and engagement.

Flexibility: Scheduling and pace are both flexible on online platforms.

Data-driven insights: Technology offers useful information that can be used to improve learning outcomes.

Continuous learning: It promotes career advancement and lifetime learning.

Benefits for Employee and Employers 4 different Organisations



Microsoft



Google



IBM



Salesforce

Microsoft Benefits for Employees

According to Microsoft Learn (<https://learn.microsoft.com/>), offers its employees access to a platform called Microsoft Learn, which provides a wide range of courses and resources on topics related to Microsoft products, technologies, and certifications



Access to Cutting-Edge Knowledge.



Flexible Learning



Certification Pathways



Integration with Work Tools

Google Benefits for Employees:

Grow with Google is a learning platform that Google offers free training and resources on technology, digital skills, and job development.
(<https://grow.google/>)

Accessible Learning

Personalized Recommendations

Practical application

Community support

IBM Benefits for Employees:

IBM provides employees with access to courses, certifications, and learning pathways spanning subjects including cloud computing, artificial intelligence, and cybersecurity through a platform for learning called IBM Skills Gateway.

(<https://www.ibm.com/skills/>)

- ▶ Continuous Skills Development
- ▶ Career Mobility
- ▶ Mentorship Opportunities
- ▶ Recognition and Rewards

Salesforce Benefits for Employees:

Salesforce offers a learning stage called Trailhead, which gives intuitive, gamified preparing modules and trails on Salesforce items, innovations, and vocation improvement abilities.

(<https://trailhead.salesforce.com/>)

- ▶ Hands On Learning
- ▶ Career Advancement
- ▶ Community engagement
- ▶ Innovation culture

Microsoft Benefits Employers:
Microsoft uses the Microsoft Learn platform
to provide technology-based training
courses. (<https://learn.microsoft.com/>)

- Cost Efficiency
- Enhanced productivity
- Talent Retention
- Innovation

Google Benefits for Employers

Google offers training programs focused on technology via its Grow with Google platform.
(<https://grow.google/>)

- Agility and adaptability
- Talent acquisition
- Knowledge sharing
- Employee Engagement

IBM Benefits for Employers

IBM provides training programmes centred around technology via its IBM Skills Gateway platform.

(<https://www.ibm.com/skills/>)

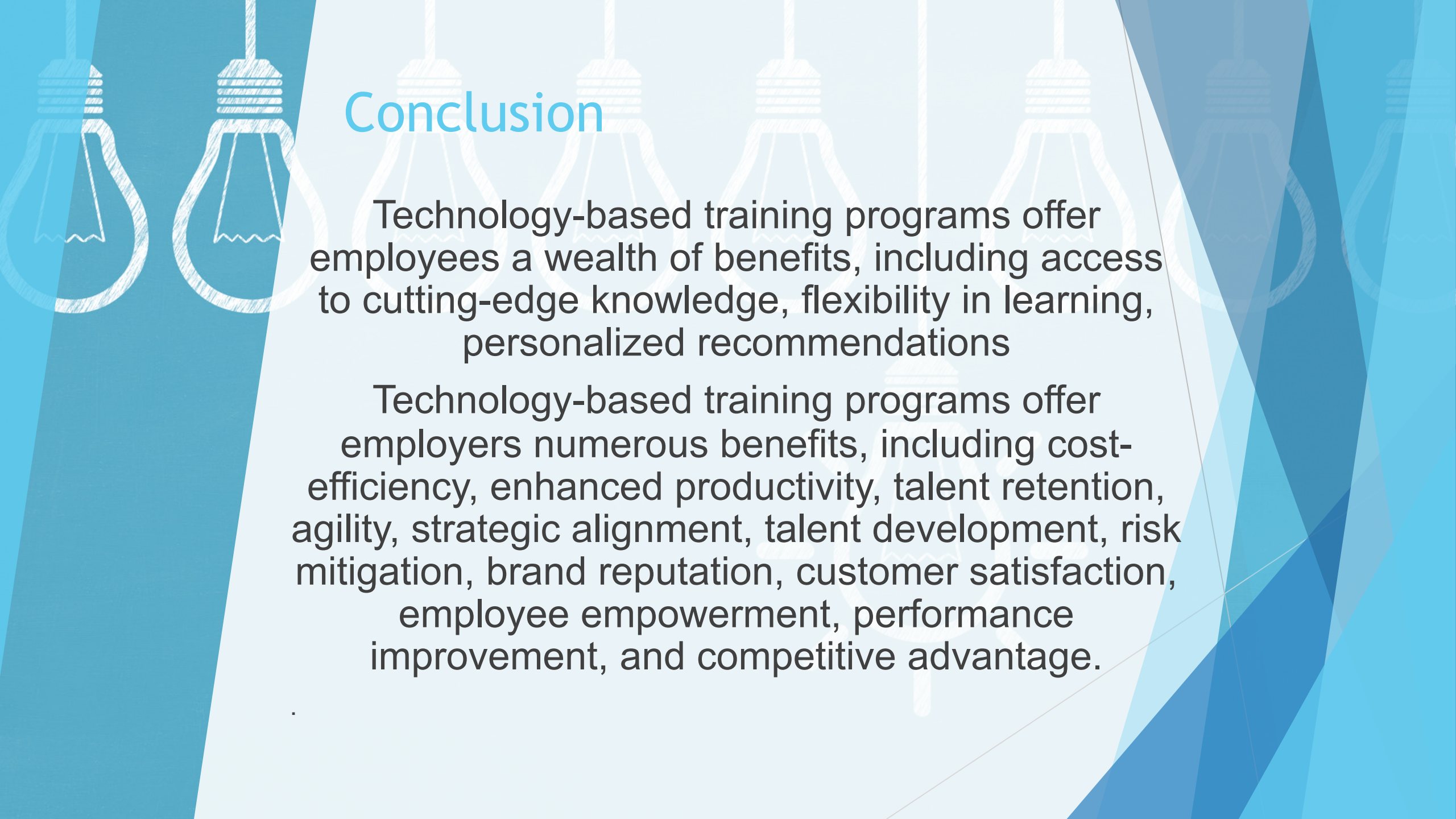
- Strategic Alignment
- Talent Development
- Risk Mitigation
- Brand Reputation

Salesforce Benefits for Employers

Salesforce uses its Trailhead platform to provide technology-based training courses.

(<https://trailhead.salesforce.com/>)

- Customer Satisfaction
- Employee empowerment
- Performance Improvement
- Competitive Advantage

The background features a series of lightbulbs hanging from above, rendered in a light blue, sketchy style. The left side of the image is dominated by a dark blue vertical band. The right side consists of several overlapping, semi-transparent geometric shapes in various shades of blue, creating a modern, abstract look.

Conclusion

Technology-based training programs offer employees a wealth of benefits, including access to cutting-edge knowledge, flexibility in learning, personalized recommendations

Technology-based training programs offer employers numerous benefits, including cost-efficiency, enhanced productivity, talent retention, agility, strategic alignment, talent development, risk mitigation, brand reputation, customer satisfaction, employee empowerment, performance improvement, and competitive advantage.

Reference list

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