

Managing People

LCBB5004

Task 1

Individual Presentation

The impact of technology on learning and development

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The Ultimate Lighting Solution

Overview

- Importance of technology
- KSR LIGHTING company
- Benefits for employees
- Benefits for employers
- Conclusion
- References

Introduction



- Understand the importance of technology in training and development



- Identify and design training and development solutions that meet KSR Lighting's needs.



- Assess the benefits of technology in training and development for employees and employers.

The importance of technology in training & development

- The business environment is changing due to continuous technological innovations.
- Often, implementing new technology at work fails because of employee resistance, lack of digital and technical skills, and inadequate training.
- There is a growing trend towards remote and hybrid working place.
- E-learning platforms, VR simulations, and educational apps have revolutionised the training landscape, giving learners the tools to succeed.

(Molino, Cortese and Ghislieri, 2020)

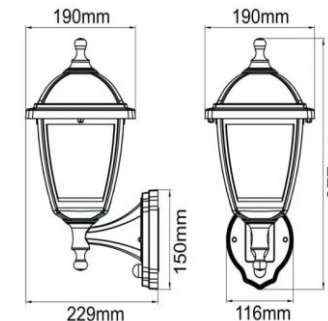
KSR LIGHTING

Employee performance influence the bottom line of the company (Rodrigues and Walters, 2017).

Effective training programs must consider employees' needs and learning styles (Armstrong, 2014).

The organisation should provide employees with access to the latest learning and development tools.

Investing in training and development is essential for any company that wants to remain competitive in today's market.



(KSR Lighting, 2023)

Benefits for employees

- Enhanced employee's accessibility and flexibility.
- Learning Paths that are tailored to employee's needs.
- Encourage colleagues to collaboration and communication through chats and forums.
- Training and development are provided in a risk-free environment.

(CIPD, 2017)



Benefits for employees

- The **Adidas Group** has invested in digital learning and development opportunities such as LinkedIn Learning, Udemy, Circus Street, and Arizona State University. As a result of informal learning, employees can network and connect to shared interests and company goals (Adidas, 2023).
- At **Leonardo Hotels** employees are offered ongoing job-related training programs (Leonardo Hotels, 2023).
- In **Shell's Learning Academy**, the company's L&D department offers online and face to face training courses for employees and other learners (Shell, 2023).
- The **Red Bull** organisation offer a graduate program, after 18 months learners are invited to stay (Red Bull, 2023).

Benefits for employers

- Allows employers to evaluate the skills of their employees and track their progress.
- Cost effectiveness for online training .
- An increase in employee productivity and improved alignment with the company's goals.
- Consistency in online training courses that deliver the same content to all employees.



(SHRM and TalentLMS, 2022)

Benefits for employers

- Globally, more than 90% of **PayPal's** employees have completed Conscious Inclusion Training online, a program designed to create an inclusive and diverse workforce (Calif, 2020).
- The company **Aviva** uses an e-learning platform called Aviva Development Zone to assess and train its employees (Aviva, 2019).
- **Amazon** offers training and development programs for its employee and future ones: Career Skills, Career Choice, A2Tech (Amazon, 2023).
- An Apple Device Support course from **Apple Inc.** introduces employees to skills, tools, and knowledge their organization requires.

Conclusion

- The role of technology in training and development is crucial for employees and employers.
- As we continue to develop our self in this globalised environment, it is important to implement technology in our training and learning programs.



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