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Impact of Technology on Training & Development

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- Training & Development
- Analysing Training & Development
- Importance of Technology in Training & Development
- Amazon, Microsoft, NHS, SpaceNK
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Introduction

- Aspects of training and development have been linked to ancient civilizations where articles appeared in journals marketed to enslavers. (Bell, et al., 2017)
- In 1918 an article on training was published in the Journal of Applied Psychology. (Bell, et al., 2017)
- The 60s and 70s brought cross-cultural training, focus on the development of the individual employee, and use of organization development literature to frame training programs. (Bell, et al., 2017)
- In the 80s research revealed the importance of training and development-positive culture was first conducted. (Burke & Day, 1986)





Analysing Training & Development

Training

- Immediate Education
- Short-term
- Specific
- Reactive
- Learn New Skills

(Indeed Editorial Team, 2023)

Development

- Ongoing Education
- Long-term
- All-around
- Proactive
- Develop Existing Skills

(Forbes Human Resources Council, 2021)



Importance of Technology in T&D



Makes training more effective by providing personalized learning experiences. (Batti, 2021)



Technology can facilitate social learning and collaboration. (Purdue University, n.d.)



Technology supports increased learning through flexibility. (Glenister, 2020)



Artificial Intelligence algorithms help analyse learner's progress. (Liu, 2023)



VR and AR simulations can provide a safe and controlled environment for learners to practice and apply new skills. (People Solutions SA, 2023)



Amazon



Internal Info Board

- Employers - Allows the company to instantly share information with employees.
- Employees - Keeps employees in the loop and up to date on current important information.

Online Meetings

- Employers - Instant communication across the globe that allows for precise execution of operations.
- Employees - Synchronisation with the important decisions made by the management.

Digital Certification

- Employers - Highly qualified employees who will be more productive and be able to generate more.
- Employees - Transferable skills.

AI/AR/VR/Robotics

- Employers - Reduces costs, risks and damages.
- Employees - Allows employees to requalify for better positions with higher pay.



Microsoft

Microsoft Teams

- Employers - Easy communication between different departments across different locations and businesses.
- Employees - Communication between different specialists allows for a smoother workflow.

Microsoft Viva

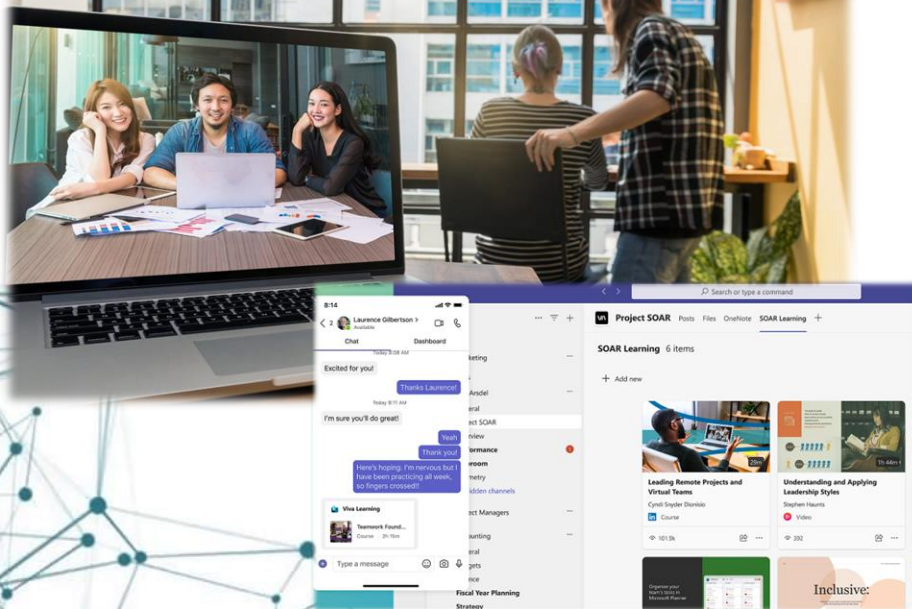
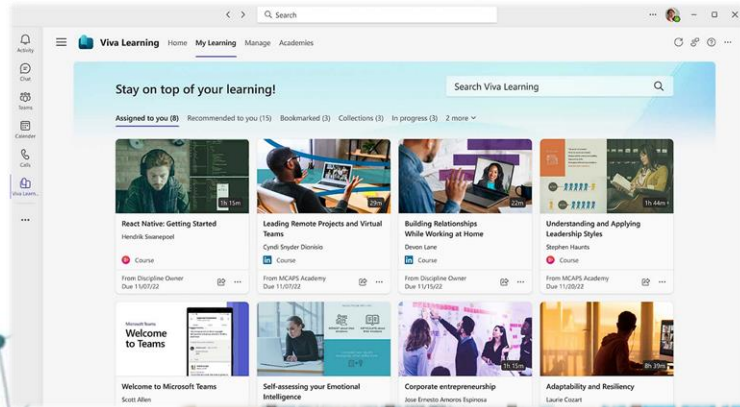
- Employer - Monitor easily the progress of each task and the performance of employees.
- Employees - Easy to track work and tasks.

LinkedIn/Microsoft Certification

- Employer - Create niche experts who will become central figures in new projects.
- Employees - Advance through the ranks with better pay and new challenges.

AR/VR

- Employer - Promote the use of new tech and expand the market reach.
- Employees - Better mastering new skills or see things from different perspectives that can lead to improvement.





NHS



Online Degrees

- Employer - Fill positions with candidates that are high in demand but can't be found on the job market.
- Employees - Gain higher qualification which considers time and employment.



Tech Demonstrations

- Employer - Reduce costs incurred by mishandling equipment by staff.
- Employees - Gain firsthand experience with technology that can better save or improve the lives of the patients.



Virtual Meetings

- Employer - Allows for easier staff distribution depending on the importance of each patient or issue.
- Employees - Rapid exchange of information allows for more effective treatment of patients.

AR/VR

- Employer - Reduce the margin for error when staff gains experience in a safe environment.
- Employees - Reduces stress and costs when gaining experience in a safe environment devoid of real-life consequences.



SpaceNK

Instagram

Log In Sign Up

SPACENK

spacenk

Follow

Message

7,556 posts

470K followers

1,430 following

Space NK

@spacenk

Welcome to #SpaceNK 🖤 Shop The Black Friday Event with Up To 25% off 🖤
👉 like2buy/spacenk + 1



Stores



Tatcha



Events



K18 Hair



Stella Beauty



Natori



New In

POSTS

REELS

TAGGED



Internal Info Board

- Employer- Bring training programs directly to employees.
- Employees- Find new job positions before they are posted externally.

Zoom Meetings

- Employer - Identify new opportunities by allowing employees to give feedback.
- Employees - Promote your skills and abilities so that the management has a better picture of potential employees that can be promoted.

Private Instagram Page

- Employer - Keeping employees up to date information in the retail industry leads to higher sales.
- Employees - Keep up to date with current products and trends.

Online Quizzes

- Employer - Allows to track the progress and knowledge of employees.
- Employees - Bonuses associated with performance.



Conclusion

“The future belongs to those, who prepare for it today.” – Malcolm X





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