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❖Introduction

- Definition of technology.
- Importance of technology in learning and development.
- Benefits of technology in training and development for employees.
- Examples of technology in training and development for employees.
- Benefits of technology in learning and development for employers.
- Examples of technology in learning and development for employers.
- Recommendations
- Conclusion
- References

❖ Definition of technology

- The process of creating tools, systems and gadgets by using scientific concepts and information that aid in problem solving and increase task efficiency is known as technology. It includes a broad spectrum of discoveries and advancements, including computers, the internet, devices, cell phones, etc.(Wood,2019)

Artificial intelligence , machine learning, cybersecurity and computing power technologies are the latest technologies in the market. (Charles,2023)

❖Importance of technology in learning and development:

- Improve productivity and efficiency.
- Cost effective learning solutions.
- Easy access to information.
- Collaboration and communication.
- Enhanced training programs.

(Glenister,2020)

❖ Advantages of technology in learning and development for employees:

- Technology has revolutionized learning and development for employees in so many ways.

1)Vast amount of information and resources.

2)Interactive platforms make learning engaging and immersive.

3)Help employees to stay updated and grow professionally.

4)Flexible and convenient learning through online courses.

(CIPD,2023)

➢ Examples:

Tesco is the one of the biggest retail company which operates a lots of stores and supermarkets. (Tesco,2023)Technology use by the Tesco for employees in training and development is given below:

- Tesco academy is the online platform in which they have a learning hub where employees can view online courses and wide range of resources. Moreover, it also provide virtual training programs to provide a learning experience.(Tesco,2019)

Amazon company was founded by Jeff Bezos. Amazon is a multinational company that focuses on e-commerce, digital streaming and AI.(Amazon,2023) Amazon uses various technologies for training and development for employees:

- Online courses on amazon web services.
- Virtual reality and argument reality.

(Amazon Web Services, Inc.(n.d.)

Apple: Apple is a big organisation. It was invented by Steve Jobs, Steve Wozniak and Ronald Wayne in 1976. This company is famous for its innovative products like apple computers, phones, laptops, iPad, and air pods etc. (Levy,2023) Technologies used by company for training and development for employees:

- Wide range of courses where employees get certified and enhance knowledge and skills.
- Video conferencing tools, e-learning modules. (Apple,2022)

#**Walmart**: Walmart company was opened by Sam Walton in 1962.It is a multinational retail corporation.(Walmart,2023) Technology in learning and development use by this company for employees is that:

- Own online training platform called Walmart academy.
- Online resources and courses to improve skills and knowledge like customer service, merchandising and leadership. (Lewis,2019)

❖Benefits of technology in learning and development for employers:

- Flexibility
- Cost effectiveness
- Accessibility
- Increase security
- Improve productivity and efficiency

(Scholar.google.co.uk.(n.d.))

➢ Examples of technology in learning and development for employers:

 # Apple:

- Apple have tools like apple business manager which provide resources and management skills for employers.
- Manage devices at work.
- Tools for secure the data like secure boot, apple's iCloud services.

(K,2023)

#Walmart:

- Online training platforms.
- Virtual reality foe immersive training experiences for employers.
- Workforce management system. (Albinus,2022)

#Amazon:

- Communication platforms.
- Management software and analytical tools.
- Online learning platforms.

(aws.amazon.com,2020)

Tesco:

- Similar to above companies, Tesco also use the online training resources and materials for employers to improve the skills.
- Technological tools like scanners. Employers work comfortably because of the technology.

(Global data,2022)

❖Recommendations:

- Clear objectives and goals are important for the organisations to implement the technology.
- Identify the area where the organisation needs technology and make sure there is no issues while using the technology.
- Give training to employee how to use the technology effectively and get feedback from them.

(Stepanov, n.d.)

❖Conclusion:

- Technology is a massive part of today's world. This presentation is about the technology how it helps to get the training and development for employees and employers to improve the skills and gain knowledge about business. Moreover, benefits of technology in training and development programs for employees and employers are discussed above and also provide some examples that support the arguments. In addition to this, recommendations are provided on technology how to implement technology in the organisations for the betterment and productivity.

Any Questions?

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