

Linda Roze- 2219027

**Managing People
(LCBB5004)**

Lecturer: Dr. Mushfiqur Rahman



UWTSD
London

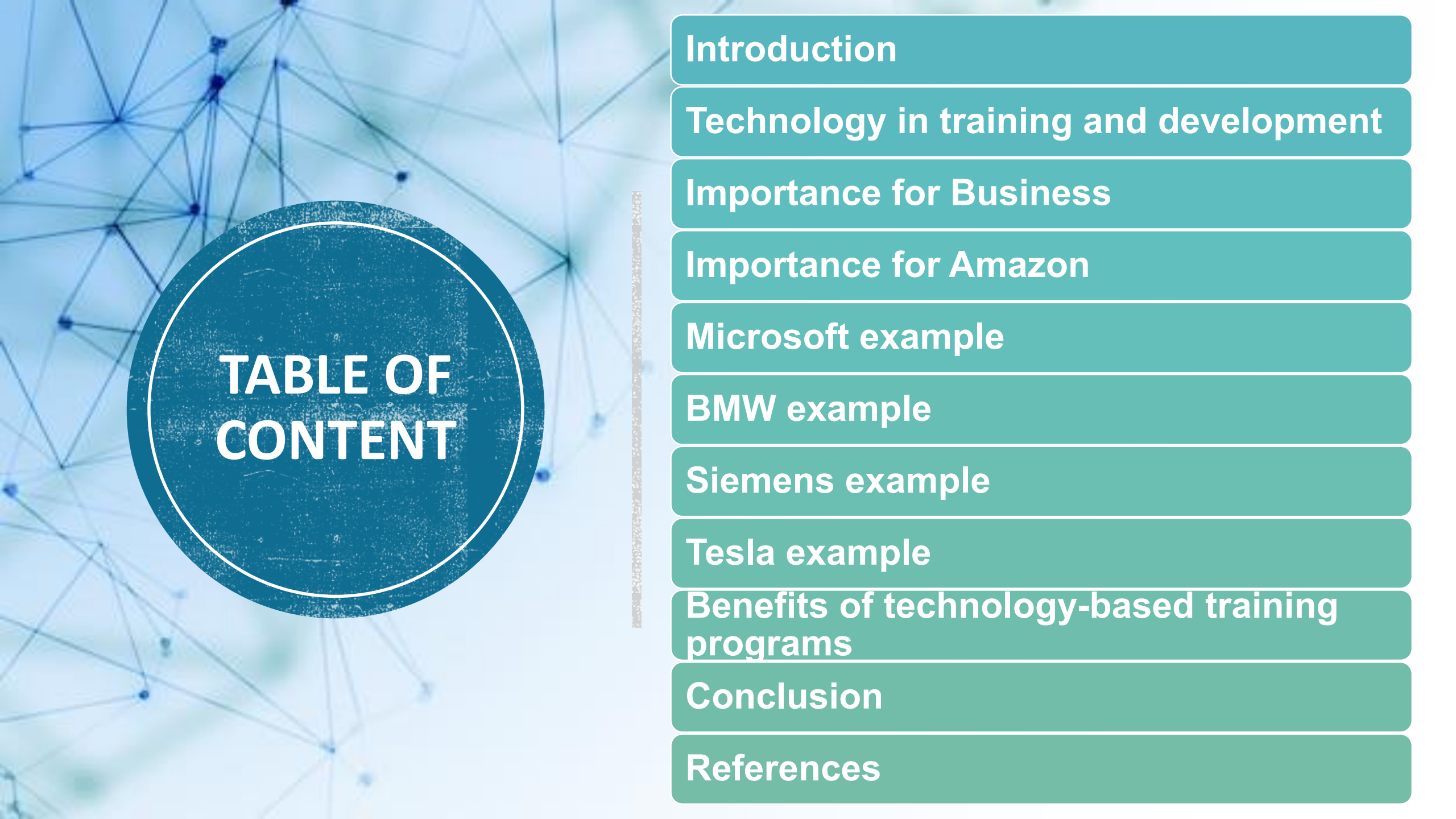


TABLE OF CONTENT

Introduction

Technology in training and development

Importance for Business

Importance for Amazon

Microsoft example

BMW example

Siemens example

Tesla example

Benefits of technology-based training programs

Conclusion

References

INTRODUCTION



Innovative
tools



Transform the
learning
experience



Revolutionized
training and
development



Enhanced
effectiveness



Applying new
skills





TECHNOLOGY IN TRAINING AND DEVELOPMENT

- Online courses
 - E-learning
 - Analytics
 - Mobile apps
- Online collaborative platforms
 - Virtual Training

(Liu, 2023)



IMPORTANCE FOR **BUSINESS**

- Organizational growth
- Overall efficiency and productivity
- Cost-effectiveness
- Employee engagement
- Global collaboration

(Liu, 2023)



Fig.2 – Employee engagement

IMPORTANCE FOR **AMAZON**

Programs

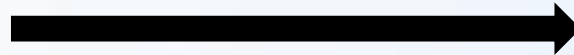
Roles

AWS Training program



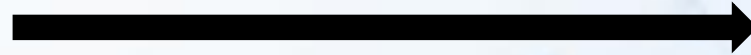
Cloud computing specialists

Machine learning university



Machine operators and line leaders

Technical academy



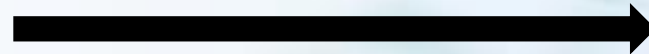
Non-technical employees into
technical roles

Robotics training program



Robotics engineers

Virtual reality program



Workers in fulfillment centers

(Amazon, n.d.) (Forrester Consulting, 2022) (Amazon News, 2023)



MICROSOFT (MACH)



Fig.3 – Microsoft Academy for College Hire

- Onboarding and orientation
- Technical and soft skills training
- Continuous learning
- Networking events and workshops

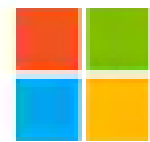
(Bonfiglioli, Moir and Ambrosini, 2006)



BMW AND THE CLOUD COMPUTING

- Using Microsoft Azure
 - Cloud adoption
 - Data analytics
- Security and compliance

(George, 2021)



Microsoft

**BMW
GROUP**

Fig.4 – Microsoft Azure and BMW



SIEMENS – V R TECHNOLOGY

- Equipment and operation
 - Safety procedures
 - Complex processes
- Maintenance and repair

SIEMENS

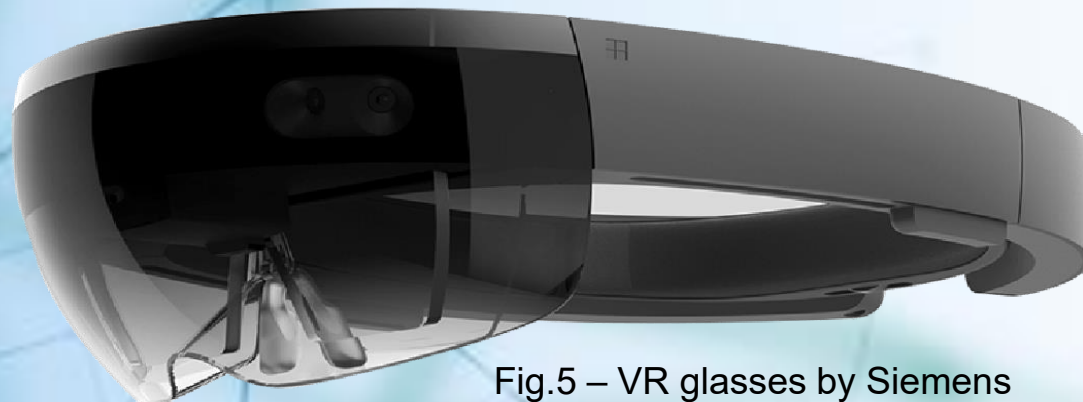


Fig.5 – VR glasses by Siemens

(Hoek, 2023)

TESLA- ROBOTIC TRAINING PROGRAM

- Robot programming
 - programming language
 - program coding
- Collaborative Robotics
 - Troubleshooting
 - Safety protocol simulations

(Tardioli et al., 2022)

(Foran, 2015)

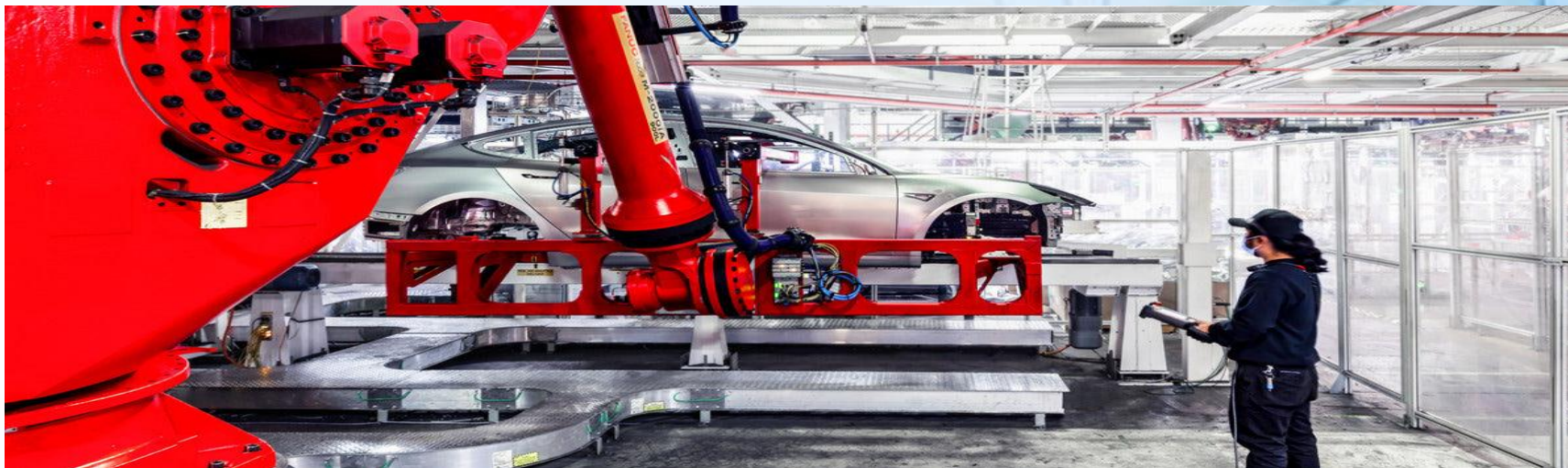


Fig.6 – Collaborative Robotics; Tesla workplace

BENEFITS OF TECHNOLOGY-BASED TRAINING PROGRAMS

1. Accessibility and Flexibility
2. Engagement and Interactivity
3. Adaptability and Updates
4. Simplifying tasks
5. Global Reach

(Santander Universidades, 2023)

(Thach, 2006)

(Liu, 2023)



Fig.7 – Technology-based training programs

- **Embracing the mentioned above technological trends in training and development it's a commitment to fostering a skilled, agile, and forward-thinking workforce prepared for the challenges and opportunities of tomorrow.**





Thank You!

REFERENCES

- Amazon (n.d.). *AWS Training and Certification - Cloud Skills Courses and Programs*. [online] Amazon Web Services, Inc. Available at: <https://aws.amazon.com/training/> [Accessed 5 Nov. 2023].
- Amazon News (2023). *What's It Like To Work With Robots At Amazon? | Amazon News*. [online] [www.youtube.com](https://www.youtube.com/watch?v=895UKSXzs5g). Available at: <https://youtu.be/895UKSXzs5g> [Accessed 21 Nov. 2023].
- Bonfiglioli, E., Moir, L. and Ambrosini, V. (2006), "Developing the wider role of business in society: the experience of Microsoft in developing training and supporting employability", *Corporate Governance*, Vol. 6 No. 4, pp. 401-408. <https://doi.org/10.1108/14720700610689513>



- Foran, R. (2015). *Robotics: From Automations to the Roomba*. [online] Google Books. ABDO. Available at:
https://www.google.co.uk/books/edition/Robotics_From_Automations_to_the_Roomba/7OvPBQAAQBAJ?hl=bg&gbpv=1&dq=tesla+robot+programmes&pg=PA30&printsec=frontcover [Accessed 21 Nov. 2023].
- Forrester Consulting (2022). *Forrester Consulting, 'The Total Economic Impact Of AWS Training And Certification', commissioned by AWS, May 2022*. [online] training.resources.awscloud.com. Available at: <https://training.resources.awscloud.com/workforce-transformation/forrester-ebook-the-total-economic-impact-of-aws-training-and-certification-2022?cta=resources> [Accessed 21 Nov. 2023].
- George, W., Martin (2021). *Handbook of Research on Digital Transformation, Industry Use Cases, and the Impact of Disruptive Technologies*. [online] Google Books, IGI Global, pp.397–399. Available at:
https://www.google.co.uk/books/edition/Handbook_of_Research_on_Digital_Transfor/TOREEA AAQBAJ?hl=bg&gbpv=1&dq=bmw+and+azure+cloud+computing&pg=PA397&printsec=frontcover [Accessed 21 Nov. 2023].



- Hoek, M. (2023). *Tech For Good: Imagine Solving the World's Greatest Challenges*. [online] Google Books. Taylor & Francis. Available at:
https://www.google.co.uk/books/edition/Tech_For_Good/1vbUEAAAQBAJ?hl=bg&gbpv=1&dq=siemens+and+vr+technology&pg=PT210&printsec=frontcover [Accessed 21 Nov. 2023].
- Liu, Y. (2023). *Role of Modern Technology in Employee Training* / Edstellar. [online] www.edstellar.com. Available at: <https://www.edstellar.com/blog/role-of-modern-technology-in-employee-training> [Accessed 9 May 2023].
- Tardioli, D., Matellán, V., Heredia, G., Silva, M.F. and Marques, L. (2022). *ROBOT2022: Fifth Iberian Robotics Conference: Advances in Robotics, Volume 1*. [online] Google Books, Springer Nature, pp.461–463. Available at:
https://www.google.co.uk/books/edition/ROBOT2022_Fifth_Iberian_Robotics_Confere/dPGcEAAAQBAJ?hl=bg&gbpv=0 [Accessed 21 Nov. 2023].
- Thach, E. (2006). *Train the Trainer/Vol 5: Applying Technology to Learning*. [online] Google Books, American Society for Training and Development. Available at:
https://www.google.co.uk/books/edition/Train_the_Trainer_Vol_5/1qgCgHdOZAEC?hl=bg&gbpv=1&dq=benefits+of+technologies+in+training&printsec=frontcover [Accessed 11 Nov. 2023].

