

Introduction

- Learning and Development (**L&D**) is one of the main responsibilities of any organization's HR department.
- **Implementing L&D** initiatives, that take into account development at all levels of the company, is usually the responsibility of the HR manager.

Introduction

- However, in larger organizations, the development plan for employees may be managed by a designated L&D position or department.
- Some companies even choose to involve the COO or Operations Manager.

Introduction

- **L&D** tends to focus on *up skilling* or *reskilling* employees so that they can take on new roles in the organization or better perform their duties.
- **Training** can also teach employees new leadership skills that prepare them for potential promotions within the company.

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- This helps organizations acquire, nurture, maximize, and retain talent.
- It also increases employee satisfaction, enhances the employee experience, and decreases turnover.

The Role of **HRIS** in **L & D**

- This is to discuss how technology has changed the learning environment. That is, the technology influence on training delivery, support, and administration.
- The use of technology for learning requires collaboration among the areas of training, information technology, and top management.

The Role of **HRIS** in **L & D**

- Modern technologies have made it possible to reduce the costs associated with delivering training to employees, to increase the effectiveness of the learning environment, and
- to help training contribute to business / organizational goals.

The Role of **HRIS** in **L & D**

- We could explore emerging multimedia training techniques (computer based training, CD-ROM, interactive video, and the internet).
- Also, E- Learning, a comprehensive training strategy that involves several multi-media training techniques.
- Technology allows **digital collaboration** to occur.

The Role of **HRIS** in **L & D**

- **Digital collaboration** is the use of technology to enhance and extend employees' ability to work together regardless of their geographical proximity.
- It includes electronic messaging systems, electronic meeting systems, online communities of learning etc.

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- This may be organized by subject where
 - employees can access interactive discussion areas and
 - share training content / web links, and document handling system with collaboration technologies that allow interpersonal interaction.

E- Learning or online learning

- This refers to instructions and delivery of training by computer online through the internet or the web.
- E – Learning can includes web based training, distance learning, and virtual classrooms.
- E –Learning can include task-based support, simulation-based training, distance learning, and learning portals.

Characteristics of E-Learning

There are three important characteristics of E-Learning:

- i. It involves electronic networks that enable information and instruction to be delivered, shared, and updated instantly;
- ii. It is delivered to the trainee using computers with internet technology; and
- iii. It focuses on solutions that go beyond traditional training by including the delivery of information and tools that improve performance.

Multimedia training

- This combines audio-visual training methods with computer-based training.
- These programs integrate text, graphics, animation, audio, and video.
- Because Mt is computer-based, the trainee can interact with the content.
- Interactive video, internet, or intranets may be used to deliver training.

Computer-based training (CBT)

- CBT is an interactive training experience in which the computer provides the learning stimulus, the trainee must respond, and the computer analyses the responses and provides feedback to the trainee.
- CBT includes interactive video, CD-ROM, and other systems when they are computer-driven.

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- The most common CBT programs consist of software on a floppy disk that runs on a personal computer.
- These technologies allow greater use of video and audio.
- CBT can also involve simulations.

- After completing the simulation, trainees can access a program websites that includes a newsletter and tips for project management.
- Employees who have completed the simulation are demonstrating increased confidence in their ability to manage a project and to handle priorities, and they address team issues more quickly.

Benefits of Technology in L & D

- **The use of Technologies in L & D has several benefits:**
 - i. Employees can gain control over when and where they receive training;
 - ii. Employee can access knowledge and expert systems on an as-needed basis;

Benefits of Technology in L & D

- iii. Employees can choose the types of media (print, sound, video) they want to use in a training program;
- iv. Course enrolment, testing, and training records can be handled electronically, reducing the paperwork and time needed for administrative activities;

Benefits of Technology in L & D

- v. Employees accomplishment during the training can be monitored;
- vi. Traditional training methods such as classroom instruction and behaviour modelling can be delivered to trainees rather than requiring them to come to a central training location.

Conclusion

- **There is no “one size fits all” strategy** when it comes to learning and development.
- What works well for one company, may not be as effective for another.
- The strategy you implement will depend on the training requirements of your industry and the roles within your company.
- It will also depend on the size of your business.

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- For example, in larger companies, L&D is usually highly structured and training is often provided in more formal settings. In contrast, smaller companies with limited budgets are less likely to have a dedicated L&D department.
- This means that training is often informal and unstructured.

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- However, regardless of your industry and company size, there are a number of best practices you should take into account when you design and implement your L&D strategy.