

Case 1

A renewable energy company with a global presence is exploring e-learning to provide consistent and scalable training for technical employees. According to Guy (2024), using a Learning Management System (LMS) allows companies to centralize training materials and track employee progress across regions. E-learning offers flexibility that allows employees to complete training at their own pace, making it easier to fit learning into their schedules and increasing accessibility across different time zones (Amatya, 2022).

Organizations can leverage data analytics within an LMS eLearning platform to track the performance and progress of employees during training and development activities (Guy, 2024). Workforce staff often play simulation games, many of which are built using technologies like Unity or Unreal Engine, like urban eLearning simulations (Guy, 2024). Additionally, organizations can enhance training by incorporating gamification and microlearning, which boost engagement and retention, while using data analytics within an LMS to track employee performance and identify areas for improvement.

IT managers play a key role in this implementation. They are responsible for selecting vendors, ensuring system integration with current tools, and maintaining data security to comply with global data protection standards (Omer, 2021). Additionally, they must provide ongoing support and gather user feedback to optimize the platform, creating a seamless training experience for employees worldwide.

Guy, B. (2024, May 31). *The benefits of eLearning for employee training and development*. Urban CGI. <https://www.urbancgi.com/articles/benefits-of-elearning-for-employee-training-and-development/>

Amatya, G. (2022, December 20). *Why You Should Embrace E-learning for Employee Training*. Training. <https://trainingmag.com/why-you-should-embrace-elearning-for-employee-training/>

Omer, A. H., PhD. (2021, May 12). *The role of IT department in eLearning implementation: friend or foe?* eLearning Industry. <https://elearningindustry.com/it-department-in-elearning-implementation>

Case 2

The multinational company in this case would likely utilize several technologies to manage the restructuring effectively. A Human Resource Information System (HRIS) organizes employee data, payroll, recruitment, and performance tracking (Martins, 2023). Additionally, Employee Self-Service (ESS) portals allow employees to access personal information and request leave, reducing the load on HR staff (Gordon, 2024). For training and development, a Learning Management System (LMS) facilitates online courses to help employees upskill (Mintbook, 2024).

The IT team is crucial in ensuring that all technology aligns with the company's new strategy, maintains data accuracy, and supports remote work through tools like Microsoft Teams. They also oversee data security and compliance with privacy regulations such as GDPR, providing training and tech support to help employees adapt to new systems. This collaboration is essential for a smooth restructuring process that keeps employees engaged and operations running efficiently.

Gordon, C. (2024, September 14). *11 Best Employee Self-Service Portal Software in 2024*. Recruiters LineUp. <https://www.recruiterslineup.com/best-employee-self-service-portal-software/>

Martins, A. (2023, October 23). *What is a Human Resources Information System?* Business News Daily. <https://www.businessnewsdaily.com/15889-what-is-a-human-resource-information-system.html>

Mintbook. (2024, October 29). *What is a Learning Management System (LMS)?* Mintbook. <https://mintbook.com/blog/what-is-a-learning-management-system-lms/>