



Impact of a pandemic on training and development

Shifa Abbasi

Research Scholar, Department Commerce, Jawaharlal Nehru College Bhopal, Barkatullah University, Bhopal, Madhya Pradesh, India

Abstract

The study is empirical-based research aimed to highlight prevailing Training and development practices adopted in the pandemic. It is found that Digital training is becoming the new normal due to the impact of corona precautions when social distancing and gathering were prohibited. Digital training eliminates the risk of infection and assists trainers to connect people from the nook and corner of the country without any fear. In addition, Digital content like videos and animations will make learning more joyous and also help trainees to retain their curiosity. Concludingly, Digital training and development is all about adaptation and especially while pandemic duration impacted digital teaching and learning.

Keywords: training and development, digital training, pandemic

1. Introduction

Training is a systematic process to deliver a specific set of information from one person to another for enhancing knowledge, skills, and attitudes. It's a social activity that involves an imparting of specific skills and knowledge for a specific purpose. Management comprehends the training needs, training medium, training content, and training delivery for learning according to the need of the external business environment. Recently coronavirus Pandemic had given the rise in opportunities and also impacted the educational system terribly. Digital learning is undoubtedly going to the next normal for students and employees.

There are two training mediums

1. In-person Training practices.
2. Digital training practices.

The in-person training is face-to-face teaching, mainly

exercised before the coronavirus outbreak but now the scenario has changed and the world is switching on Digital training practices. Thus the coronavirus pandemic will accelerate massive digital transformation and the adoption of modern tools.

Objectives

1. To study the impact of a pandemic on training and development
2. To describe the role of digital training.

Concepts

Training is the systematic development of knowledge, skills, and attitude required by individuals to perform adequately given tasks or jobs. "Development "Growth in terms of performance, skills, and knowledge through the enactment of training"

Table 1: Relationship of Training and Development

Training needs Assessment of new training plans (According to the internal business environment need and external business environment need)	Training	Development
	(Cause)	(impact)

Training need assessment

The assessment of training is a complicated process to comprehend the causes of training and design the training plan according to the predetermined needs. Assessment can be on a personal basis and organizational basis. thus employees' feedbacks make it evident to know what factor is responsible for new training needs.

Digital learning is a form that is accompanied by technology or by a set of instructional practices that makes effective use of technology to connect through mobiles, computers, and laptops with access to the internet.

Pandemic times gave birth to a Digital training program that permits physical distancing and reaps a pool of willing trainees. Meanwhile, Employees utilize their free time to explore online courses for further career development.

Review of literature

Training and development is a social process but the current situation switched the idea of "Distance means nothing" to "Distance is everything". (2020)A boon for accessing the massive online learners.“ In these past months, social distancing has transformed the way we connect, research, and innovate at work - and we need to equip people with the right digital skills to continue working like this”.

Companies dealing in the Software and banking industries had seized the advantage of the pandemic for transforming and reskilling the employees' abilities derived to avail of the advantages of cheap training expenses. The adoption of digital training of "Diesel Laptops" put their in-person courses on pause early during the pandemic and cited an influx of people asking about online training. (Diesel Laptops)"

Digital training facilitates learning at any time and from anywhere. (2020) fleets will use a blend of technological tools as well as virtual methods, which is becoming the new normal. "There has been a huge shift to online training. Meek had anticipated digital training being a more common method in the future and "It's here to stay. Recently, Jeff Car (2020) explained that Modern learning solutions also provide an opportunity to achieve a culture of transparency. In addition, Access to on-demand training that invests in employees' professional and personal development.

Result

Digital Training is plausible because Digital India a campaign was launched in 2015 by the Government of India in order to ensure the Government's services are made available to citizens electronically and aimed to improved online infrastructure by increasing Internet connectivity. therefore this initiative made people more familiar with the technology. Online training to employees who are working from home thus it also promotes work-life balance.

Digital training help to access people from remote areas. online training has pros and cons as not everybody can afford technology while they were struggling for bread and butter in this pandemic.

Conclusion

Human resource management emphasizes on the adaptation of new skills from currently available resources for the mutual interest of employees and employers. Digital training is the most suited and easy way to reach employees for their professional and career development during these times of pandemic.

Digital training is less expensive and time-consuming as compared to in-person training. The Internet has made the world as global-village and provides connectivity to a different part of the world. concludingly digital training is going to become the main source of training people.

Suggestion

1. Digital training should be compulsory in work from home frequent evaluation of performance will prosper the organizational growth.
2. The government should promote digital training by establishing camp training for unemployed youth through mobile.
3. The government should design an integrated Digital platform.

References

1. https://en.m.wikipedia.org/wiki/Digital_India
2. <https://ec.europa.eu/jrc/en/news/upskilling-life-after-pandemic-commission-launches-new-digital-competence-guidelines>
3. <https://www.ttnews.com/articles/demand-virtual-training-accelerates-during-pandemic>
4. <https://trainingmag.com/should-training-initiatives-continue-during-pandemic-absolutely/>