

# The Impact of Microlearning on Employee Training and Development in Corporate Settings

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**Abstract:** *This research paper discusses how microlearning influences employee training and development in organizations in terms of the process that enhances engagement, knowledge retention, and overall performance in workplaces. Organizations are always on the lookout for new kinds of training, and microlearning is a great opportunity, given the flexibility and accessibility derived from its use of delivering information in small bits. It adopts a mixed-methods design, including a quantitative survey and qualitative in-depth interviews with 200 employees across different departments from four multinational corporations. The results indicated that 85% of the participants considered microlearning more engaging than the classical methods of learning, while 75% reported that they had better knowledge retention. Qualitative results indicate the accessibility and interactivity of microlearning, though not depth. This study has added to the literature on employee training methodologies and gives actionable recommendations for organizations considering microlearning strategies. It emphasizes the need for adaptation of training approaches to the evolving needs of the workforce and the need for a culture of continuous learning*

**Keywords:** microlearning, employee training, knowledge retention, employee engagement, corporate learning, training effectiveness, continuous learning, and organizational performance