

The Immersive Learning - Role of Augmented Reality and Virtual Reality in Employee Training

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Abstract: *Virtual Reality (VR) and Augmented Reality (AR) [2] are two immersive techniques that vary greatly. AR enhances the real world with digital overlays, while VR fully produces synthetic environments. VR completely immerses users, usually for games and simulation, while AR enhances the actual environment with useful information for navigation, education and business duties. Both technologies are developing, in which VR is emphasizing realism and merging smoothly into daily devices. These technologies will be co-existence in the future, enriching human connections with both digital and physical worlds. The fields of enriched reality (AR) and virtual reality (VR) are bringing revolution in HR training. These innovations provide realistic simulation of real-world conditions in an immersive, interactive learning environment. When using AR, digital information is charged on the real world, while VR immerses the audience into a computer-borne environment. Both strategies promote employee learning by overcoming regional borders and providing safe, pleasant practice of difficult jobs. Issues of initial investment and integration are difficult. In this paper the efforts have been made through literature of review and the survey of employees, VR and AR adoption and employee training. A survey was conducted using Google forms and their personal point of view on the AR VR training, collecting reactions from employees in various industries to understand their experiences, challenges and perception of AR/VR-based training. The collected data provides insight into the effectiveness of these technologies in skill development, employee engagement and organizational efficiency, and the number of employees who have an idea about the AR VR training. The findings will help organizations identify the potential benefits and obstacles in implementing AR/VR to the workforce.*

Keywords: Virtual Reality

