

## Enabling Talent Management through Data Analysis



DMSA helps your organisation to identify performance and retention enablers to manage talent effectively



### About DMSA . . .

Formed in 1996, DMSA is a niche-specialist research company that combines state-of-the-art statistical analysis with business analysis to help organisations generate business intelligence.

DMSA has two divisions: The Survey division which conducts customer-focused research and organisational surveys; and the Data Analytics division which works with extracting intelligence from large databases.

### The DMSA Team

We have a unique blend of specialists: statisticians, business strategists and organisational psychologists who work together to deliver an effective business solution

### Why DMSA?

- **Highly experienced**  
DMSA has over 18 years' experience in conducting surveys
- **Highly qualified**  
Members of staff include accredited academics
- **Unique blend of staff**  
Statisticians, industry specialists and business analysts work together
- **Web-enabled**  
Surveys are conducted online
- **Excellent track record**  
Long-standing relationships with clients

**Successful Talent Management** serves two stakeholders: the employee and the organisation.

### Organisations need to know:

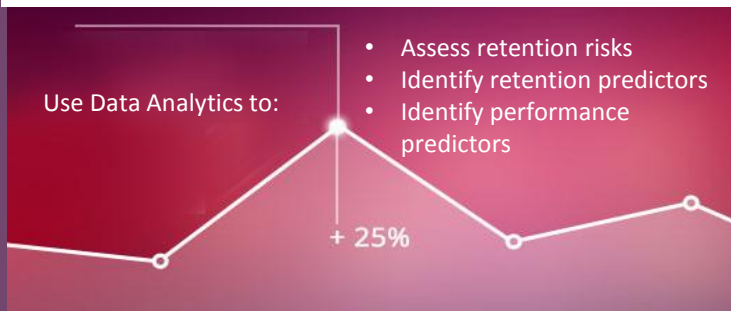
- Are we recruiting right people and are right people staying?
- Do we have sufficient people resources present and future?
- What is cost and benefit of each employee?
- What is the risk of attrition of employees?
- Are we developing leaders for the future?

### For employees:

- Is it worthwhile for me to stay in this organisation?
- Are there career and growth opportunities for me?
- Do I enjoy the work that I do?
- Do I fit in?

**The DMSA Talent Management survey suite provides answers to all these questions and delivers:**

- A holistic picture of how . . .
  - New employees experience joining the organisation
  - Current employees see their future at the organisation
  - Ex-employees perceive the organisation
- A review of the effectiveness of the Employee Value Proposition
- A comprehensive risk assessment highlighting performance and retention predictors
- A view of enablers / disablers that support / undermine optimal performance.

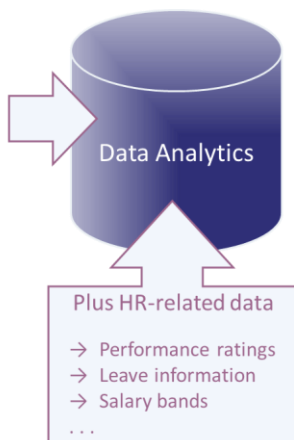


### Surveys

**A On-boarding**  
→ 2 weeks  
→ 6 months

**B Engagement**  
→ Job Satisfaction  
→ Skills development  
→ Career development  
→ Cultural fit  
→ Recognition and reward

**C Exit**



### The DMSA Talent Management Suite will:

- Test employee perceptions through surveys at critical points in the work life cycle (entrance, working, exit)
- Feed the survey results into a data repository and combine with additional HR data (e.g. performance ratings, leave stats, salary bands)
- Use advanced data analytics to identify retention and performance predictors

### Actionable output

- Survey findings will be used recommend actions to enhance Employee Engagement
- Data analytics findings will be used to recommend actions to support Talent Management

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