



Audit • Advisory • Tax

PEOPLE AND BUSINESS SOLUTIONS

EMPLOYEE ENGAGEMENT



WHY BDO PEOPLE AND BUSINESS SOLUTIONS?




BDO IN SOUTH AFRICA PROVIDES AUDIT, ADVISORY AND TAX SERVICES TO A BROAD RANGE OF CLIENTS - FROM LARGE JSE-LISTED COMPANIES TO SMALL AND MEDIUM SIZED ENTITIES, AND INDIVIDUALS.

AS THE SOUTH AFRICAN MEMBER FIRM OF BDO INTERNATIONAL, WHICH HAS OFFICES IN 162 COUNTRIES, WE HAVE BEEN DELIVERING EXCEPTIONAL SERVICE TO OUR CLIENTS SINCE 1963. IN SOUTH AFRICA WE SERVICE CLIENTS COUNTRYWIDE FROM OFFICES IN CAPE TOWN, DURBAN, JOHANNESBURG, PORT ELIZABETH, PRETORIA AND STELLENBOSCH. BECAUSE OF OUR SKILLS AND EXPERIENCE, WE ARE TRUSTED TO DELIVER A QUALITY OF SERVICE THAT IS UNDERPINNED BY A TAILORED APPROACH TO EVERY CLIENT. OUR PEOPLE HAVE THE SKILLS AND EXPERIENCE TO TAKE RESPONSIBILITY FOR THE WORK THEY DO AND ARE AGILE AND QUICK IN RESPONDING TO CLIENT DEMANDS. OUR APPROACH INVOLVES LISTENING TO OUR CLIENTS, UNDERSTANDING THEIR EXPECTATIONS AND DELIVERING THE CALIBRE OF SERVICE ASSOCIATED WITH A LEADING GLOBAL FINANCIAL SERVICES FIRM.

BDO People and Business Solutions aims to lead the optimisation of individual and business performance. Our global platform, professional consultants and leading-edge systems allow us to provide tailored interventions to maximise our clients' competitive advantage and reduce human capital risks. We offer a range of outsourcing, optimisation and advisory solutions which, coupled with our commitment to delivering exceptional service, provides a quality intervention.

Our qualified and experienced psychometrists, industrial psychologists, labour specialists and risk management consultants have extensive industry experience and expertise across a wide range of organisations and therefore understand the people, business, legislative and risk factors which contribute to optimal performance.

OUR SERVICE OFFERING ENCOMPASSES THREE AREAS

-  ▶ Outsourcing Solutions
-  ▶ Organisational Optimisation Solutions
-  ▶ Human Capital Advisory Solutions



EMPLOYEE ENGAGEMENT

Employee engagement has become one of the most popular topics in management, and the past decade has seen an explosion of research and heightened interest in the concept. The reason why engagement achieves so much attention is due to its potential to enhance individual well-being, employee performance, and in turn higher profitability, revenue generation, and organisational growth. Engaged employees are the key to a competitive advantage, and organisations that enhance employee engagement will accomplish something that their competitors will find difficult to replicate. There is a clear link between engagement and the employee experience, and organisations are under pressure to create a compelling employee experience as a success differentiator.

Human capital professionals are increasingly challenged to develop and implement strategies to manage human capital in difficult times, and one of the strategies proposed is embracing employee engagement.

EMPLOYEE ENGAGEMENT MODEL

BDO believes that by managing a range of engagement drivers, organisations can effectively manage the precursors of engagement and directly increase the engagement levels of its employees. Our engagement methodology is based on the principles of Kahn (1990), namely meaningfulness, safety and availability. BDO believes that the majority of engagement drivers fall under one of these three psychological conditions. The underlying theme of BDO's engagement model is the individual's perception of

the organisation, and the characteristics of their job, which effects their work experience and job satisfaction, based on the three psychological conditions, which in turn guides the individual's decision to engage more completely in their work roles.

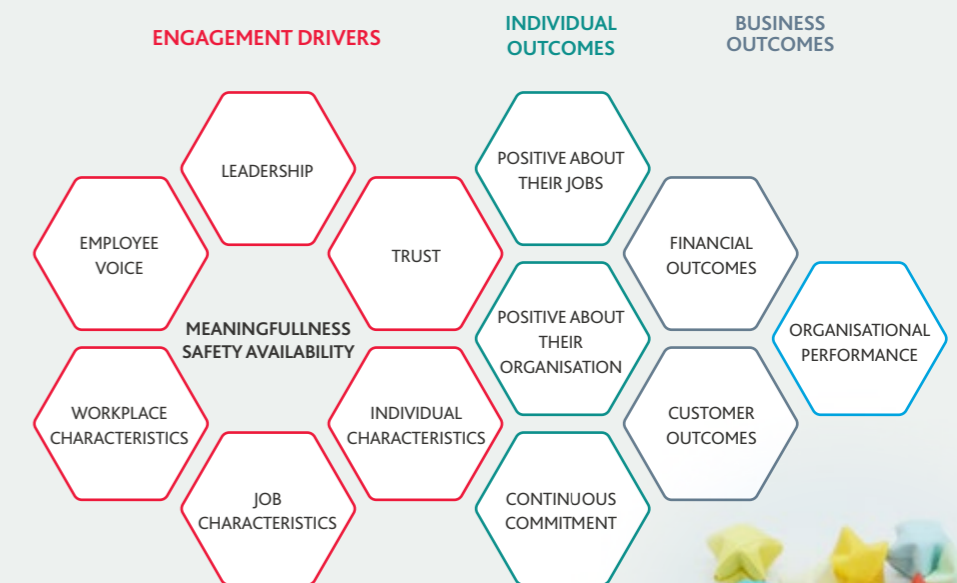
What we offer:

- Engagement surveys
- Engagement workshops
- Building a culture of engagement
- Leadership for engagement training

What we use:

- Methodology grounded in empirical research
- State-of-the-art valid and reliable survey tools

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WE TAKE IT PERSONALLY. FOR FURTHER
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