



# Human Resource Management Practices in Botswana's Mining Sector: A Policy Analysis

Motsetse Tsedu<sup>1</sup>, Mwali Mashele<sup>2</sup>, Sephata Goba<sup>2,3</sup>, Ganetsane Mokhotlho<sup>4</sup>

<sup>1</sup> Botswana International University of Science & Technology (BIUST)

<sup>2</sup> Department of Interdisciplinary Studies, Botswana University of Agriculture and Natural Resources (BUAN)

<sup>3</sup> Department of Interdisciplinary Studies, Botswana International University of Science & Technology (BIUST)

<sup>4</sup> Department of Advanced Studies, Botswana International University of Science & Technology (BIUST)

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**Correspondence:** [mtsedu@gmail.com](mailto:mtsedu@gmail.com)

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## Author notes

*Motsetse Tsedu is affiliated with Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.*

*Mwali Mashele is affiliated with Department of Interdisciplinary Studies, Botswana University of Agriculture and Natural Resources (BUAN) and focuses on Business research in Africa.*

*Sephata Goba is affiliated with Department of Interdisciplinary Studies, Botswana University of Agriculture and Natural Resources (BUAN) and focuses on Business research in Africa.*

*Ganetsane Mokhotlho is affiliated with Department of Advanced Studies, Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.*

## Abstract

Botswana's mining sector is a significant contributor to the country's economy, employing thousands of people in various roles including human resource management (HRM). A qualitative approach was employed through a review of existing literature, interviews with industry experts, and an examination of regulatory frameworks governing the sector. The analysis identified a predominantly transactional approach to HRM characterized by high levels of compliance with legal requirements but minimal emphasis on employee engagement and development initiatives. Current HRM practices in Botswana's mining sector are largely focused on meeting legal obligations rather than fostering sustainable human capital growth, which could be improved through targeted interventions. The sector should prioritise the implementation of more comprehensive HRM strategies that include employee engagement programmes and investment in training and development to enhance productivity and retention. Mining Sector, Human Resource Management, Botswana, Policy Analysis

**Keywords:** *Geographic, African, Mining, HRM, Policy, Development, Analysis*

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