



Human Resource Management in Botswana's Mining Sector: A Contemporary African Perspective

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Published: 08 March 2004 | **Received:** 08 January 2004 | **Accepted:** 20 February 2004

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DOI: [10.5281/zenodo.18802376](https://doi.org/10.5281/zenodo.18802376)

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Abstract

This commentary examines human resource management (HRM) practices in Botswana's mining sector from a contemporary African perspective. No empirical results are presented; instead, this commentary draws on existing literature and case studies to explore these HRM practices in the context of Botswana's mining sector. The commentary underscores the importance of tailored HRM strategies for addressing specific challenges in the mining sector and suggests avenues for future research to enhance these practices. Organizations within the mining industry should consider adopting more inclusive HRM policies, particularly focusing on enhancing skill development programmes and fostering a diverse workforce.

Keywords: *Africanization, Cultural Dimensions, Developmental HRM, Labour Relations, Multiculturalism, Stakeholder Management, Transnational Adaptation*

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