



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

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Abstract

The mining sector in Botswana is a significant contributor to the country's economy, employing thousands of people and generating substantial revenue. However, effective human resource management (HRM) practices are crucial for maximising these benefits. The study employs a qualitative approach involving semi-structured interviews with senior managers from major mining companies in Botswana. Data analysis focuses on themes emerging from these discussions. Senior managers highlighted the critical importance of clear communication channels as a significant HRM practice, noting that effective feedback mechanisms were underutilized despite their potential to improve performance and retention. While there are notable strengths in certain HRM practices, the findings reveal substantial room for improvement, particularly in enhancing employee engagement through better feedback systems. The paper recommends the implementation of structured feedback processes and the establishment of more transparent communication channels among mining companies to foster a more engaged workforce. Human Resource Management, Mining Sector, Botswana

Keywords: Botswana, Human Resource Management, Institutional Theory, Performance Evaluation, Organisational Culture, Compensation Practices, Labour Relations

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