



Human Resource Management in Botswana's Mining Sector: A Scholarly Perspective from an African Context

Selukwe Mothole¹, Chaka Khumalo^{2,3}, Makgietse Manyane¹

¹ University of Botswana

² Department of Interdisciplinary Studies, University of Botswana

³ Botswana International University of Science & Technology (BIUST)

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Correspondence: smothole@gmail.com

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Author notes

Selukwe Mothole is affiliated with University of Botswana and focuses on Business research in Africa.

Chaka Khumalo is affiliated with Department of Interdisciplinary Studies, University of Botswana and focuses on Business research in Africa.

Makgietse Manyane is affiliated with University of Botswana and focuses on Business research in Africa.

Abstract

Human Resource Management (HRM) practices in the mining sector of Botswana are crucial for ensuring a skilled and motivated workforce to meet the sector's dynamic demands. No empirical data was collected; instead, an extensive literature review informed this commentary. While HRM practices vary significantly across different mining companies, consistent themes emerge around leadership development, health and safety training, and performance management systems. Given the high importance placed on leadership development, it is recommended that all mining firms in Botswana should establish or enhance such programmes to improve overall workforce quality and productivity.

Keywords: *Botswana, Mining Sector, Human Resource Management, Skills Development, Workforce Planning, Organisational Behaviour, Cross-Cultural Management*

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