



Human Resource Management Practices in Botswana's Mining Sector, 2004 Context

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Abstract

Human Resource Management (HRM) practices in Botswana's mining sector have evolved significantly since the early 2000s, influenced by both local and international business trends. Qualitative research methods were employed, including semi-structured interviews and document analysis of HR policies. Data collection was conducted in across major mining companies operating in Botswana. Interviews revealed a significant emphasis on performance-based pay systems among the sampled companies, with 65% indicating their primary incentive strategy is linked to operational metrics such as production and safety outcomes. The findings underscore the importance of aligning HRM practices with sector-specific challenges and opportunities in Botswana's mining industry. Organizations should consider integrating more holistic performance measures that encompass both financial and non-financial indicators to enhance overall employee satisfaction and retention.

Keywords: *Sub-Saharan, Qualitative, Contextual, Anthropological, Ethnographic, Empirical, Organisational*

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