



Human Resource Management Practices in Botswana's Mining Sector: An African Perspective

Mosadi Mogolelo¹, Mogopodi Malope²

¹ University of Botswana

² Botswana University of Agriculture and Natural Resources (BUAN)

Published: 02 May 2009 | **Received:** 15 February 2009 | **Accepted:** 17 March 2009

Correspondence: mmogolelo@gmail.com

DOI: [10.5281/zenodo.18899195](https://doi.org/10.5281/zenodo.18899195)

Author notes

*Mosadi Mogolelo is affiliated with University of Botswana and focuses on Business research in Africa.
Mogopodi Malope is affiliated with Botswana University of Agriculture and Natural Resources (BUAN) and focuses on
Business research in Africa.*

Abstract

Botswana's mining sector is a significant contributor to the country's economy, employing a substantial workforce and generating considerable revenue. The study utilised a qualitative approach involving interviews with HR managers and a review of relevant literature to analyse existing HRM practices. This commentary underscores the importance of addressing gender disparities and fostering inclusive HRM practices to enhance workforce participation and productivity. Recommendations include implementing targeted diversity programmes, increasing transparency in promotion processes, and conducting regular assessments of HRM policies to ensure they are inclusive and effective.

Keywords: *Africanization, Cultural Diversity, Cross-Cultural Management, Employee Engagement, Global HRM, Inclusive Leadership, Stakeholder Theory*

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