Human Resource Management in Botswana's Mining Sector: An Analytical Study

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Abstract

Botswana's mining sector is a significant contributor to the country's economy, employing thousands of workers across various sectors including gold, diamond, and coal. The study employed a mixed-methods approach combining qualitative interviews with quantitative data from secondary sources to analyse HRM strategies across the sector. Findings indicate that while formal training programmes are prevalent, there is room for enhancing skill development initiatives to better align with industry needs and regulatory requirements. The research underscores the importance of integrating continuous professional development opportunities into existing HRM frameworks to enhance workforce adaptability and productivity. Recommendation for mining companies in Botswana includes developing more targeted training programmes that address specific skill gaps identified through sectoral analysis. Human Resource Management, Mining Sector, Botswana, Skill Development

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

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