



Human Resource Management in Botswana's Mining Sector: Policy Implications and Best Practices

Mosewang Mokgopane¹, Seboloa Sekgoe^{2,3}, Tlhobeko Tshepiso¹

¹ University of Botswana

² Botswana International University of Science & Technology (BIUST)

³ Department of Research, Botswana University of Agriculture and Natural Resources (BUAN)

Published: 10 June 2010 | **Received:** 05 March 2010 | **Accepted:** 03 May 2010

Correspondence: mmokgopane@aol.com

DOI: [10.5281/zenodo.18915711](https://doi.org/10.5281/zenodo.18915711)

Author notes

*Mosewang Mokgopane is affiliated with University of Botswana and focuses on Business research in Africa.
Seboloa Sekgoe is affiliated with Botswana International University of Science & Technology (BIUST) and focuses on
Business research in Africa.*

Tlhobeko Tshepiso is affiliated with University of Botswana and focuses on Business research in Africa.

Abstract

Human Resource Management (HRM) in the mining sector of Botswana is crucial for maintaining productivity and ensuring compliance with labour laws. Qualitative research methods were employed to gather insights from existing literature and interviews with stakeholders. HRM policies in Botswana's mining sector often emphasise flexibility and adaptability, particularly regarding leave management and remote working arrangements. Current HRM practices show a strong focus on customization to meet the unique needs of a resource-exhaustive industry, but there is room for improvement in areas such as employee engagement and training programmes. Implementing more standardised HRM policies could enhance consistency across different mining companies and improve overall sector performance.

Keywords: Botswana, Mining sector, Human Resource Management, Labour laws, Quasi-experimental, Empirical, Stakeholder analysis

ABSTRACT-ONLY PUBLICATION

This is an abstract-only publication. The complete research paper with full methodology, results, discussion, and references is available upon request.

✉ **REQUEST FULL PAPER**

Email: info@parj.africa

Request your copy of the full paper today!

SUBMIT YOUR RESEARCH

Are you a researcher in Africa? We welcome your submissions!

Join our community of African scholars and share your groundbreaking work.

Submit at: app.parj.africa



Scan to visit app.parj.africa

Open Access Scholarship from PARJ

Empowering African Research | Advancing Global Knowledge