



# Human Resource Management Practices in Botswana's Mining Sector: A Qualitative Exploration

Mokgopong Tshepoane<sup>1,2</sup>, Sindiso Molewa<sup>3</sup>

<sup>1</sup> Department of Research, Botswana International University of Science & Technology (BIUST)

<sup>2</sup> Department of Interdisciplinary Studies, Botswana University of Agriculture and Natural Resources (BUAN)

<sup>3</sup> Department of Research, Botswana University of Agriculture and Natural Resources (BUAN)

**Published:** 01 March 2005 | **Received:** 10 January 2005 | **Accepted:** 13 February 2005

**Correspondence:** [mtshepoane@yahoo.com](mailto:mtshepoane@yahoo.com)

**DOI:** [10.5281/zenodo.18820067](https://doi.org/10.5281/zenodo.18820067)

## Author notes

*Mokgopong Tshepoane is affiliated with Department of Research, Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.*

*Sindiso Molewa is affiliated with Department of Research, Botswana University of Agriculture and Natural Resources (BUAN) and focuses on Business research in Africa.*

## Abstract

This study examines human resource management (HRM) practices within Botswana's mining sector, a critical component of the country's economy. Qualitative methods were employed through semi-structured interviews with key stakeholders including managers from top mining firms, union representatives, and government officials. Data analysis involved thematic coding to identify recurring themes and patterns in HRM strategies. A significant finding is the prevalence of performance-based pay systems among surveyed companies, which often incorporate incentives such as bonuses linked to production metrics or safety records. The study concludes that while traditional HRM practices are widely used, there is a growing trend towards more flexible and innovative approaches aimed at improving worker satisfaction and productivity. Recommendations include encouraging further research into the long-term impacts of these emerging HRM strategies and advocating for better integration of local communities in mining operations to enhance social cohesion.

**Keywords:** *African, Qualitative, Anthropology, Ethnography, Institutional, Contextual, Leadership*

## 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](mailto: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](http://app.parj.africa)



Scan to visit [app.parj.africa](http://app.parj.africa)

**Open Access Scholarship from PARJ**

Empowering African Research | Advancing Global Knowledge