



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

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Abstract

Botswana's mining sector is a significant contributor to the country's economy, with human resource management (HRM) practices playing a critical role in its success and sustainability. A survey research approach was employed, targeting a diverse sample of mining companies in Botswana. Respondents were selected based on company size and industry representation, ensuring broad coverage of the sector's landscape. The findings indicate that while most companies follow HRM practices such as performance management and training programmes, there is a notable variation in their implementation strategies across different firms. This study highlights the need for more standardised HRM practices within Botswana's mining sector to enhance overall organisational effectiveness and support sustainable development. The findings suggest that implementing tailored yet consistent HRM practices could lead to improved performance and better alignment with industry standards.

Keywords: *Sub-Saharan, Cross-sectional, Organisational Behaviour, Talent Management, Performance Appraisal, Employee Engagement, Globalization*

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