



African Nexus: A Theoretical Framework for Human Resource Management in Botswana's Mining Sector

Makgala Tlhobeko¹, Sani Moleve², Sealat Motsetse¹, Khama Mokopaga^{1,3}

¹ Botswana International University of Science & Technology (BIUST)

² University of Botswana

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

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Correspondence: mtlhobeko@yahoo.com

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Author notes

Makgala Tlhobeko is affiliated with Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.

Sani Moleve is affiliated with University of Botswana and focuses on Business research in Africa.

Sealat Motsetse is affiliated with Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.

Khama Mokopaga is affiliated with Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.

Abstract

The mining sector in Botswana is a significant contributor to the country's economy, employing thousands of people and generating substantial revenue. Despite this importance, there has been limited research on human resource management (HRM) practices within the sector. A comprehensive review of secondary data from academic journals, industry reports, and government publications was conducted. Qualitative analysis was employed to understand the nuances of HRM in mining contexts. The theoretical framework underscores the critical need for enhanced skill alignment and more robust HRM policies to improve workforce productivity and retention in Botswana's mining sector. Recommendations include implementing targeted training programmes, establishing clearer career progression paths, and fostering a culture of continuous learning and development within the industry.

Keywords: *Sub-Saharan, Bureaucracy, Institutionalism, Flexicurity, Incentives, Stratification, Transition*

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