



Human Resource Management Practices in Botswana's Mining Sector: An African Perspective

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Published: 27 September 2011 | **Received:** 19 June 2011 | **Accepted:** 03 September 2011

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DOI: [10.5281/zenodo.18937071](https://doi.org/10.5281/zenodo.18937071)

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Abstract

The mining sector in Botswana has been a significant contributor to the country's economy for decades. However, research on human resource management (HRM) practices within this sector is limited. A survey was conducted among a sample of mining companies across different regions in Botswana. The data collection tool included both closed-ended questions for quantification and open-ended sections for qualitative insights. The analysis revealed that while most companies adhere to standard HRM practices, there is notable variation in the implementation of certain policies such as performance management systems. The findings suggest that a more tailored approach to HRM could enhance productivity and employee satisfaction within the mining sector of Botswana. Recommendation for policymakers includes encouraging the adoption of flexible HR practices that better align with the dynamic nature of the mining industry in Botswana.

Keywords: *Africanization, Cross-cultural, Empirical, Managerialism, Organisational Behaviour, Quantitative, Socioeconomic*

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