



Human Resource Management Practices in Botswana's Mining Sector: A Mixed Methods Inquiry,

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Abstract

This study examines human resource management (HRM) practices in Botswana's mining sector, a critical component of the country's economy. A mixed-methods approach was employed, combining a survey with in-depth interviews to gather data from both managers and employees across various levels of the sector. Findings indicate that while formal training programmes are widely available, there is a significant gap in on-the-job skill development opportunities for junior staff, suggesting an urgent need for targeted interventions. The study concludes with recommendations aimed at enhancing HRM practices to better align with industry needs and regulatory requirements. Strategic training programmes should be tailored to address specific skill deficiencies identified, while fostering a culture of continuous learning among all levels of the workforce.

Keywords: *Botswana, Multivariate Analysis, Qualitative Inquiry, Quantitative Research, Industrial Relations, Cross-Sectional Study, Sampling Techniques*

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