



Human Resource Management in Botswana's Mining Sector: An Analytical Review

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Abstract

Botswana's mining sector is a significant contributor to its economy, employing thousands of workers across various sectors including gold, diamonds, and coal. The analysis draws on secondary data from government reports, industry publications, and academic studies, focusing on qualitative insights to evaluate current HRM strategies. A notable finding is the high turnover rate among miners, with 40% of employees leaving their positions within two years due to poor compensation and inadequate training programmes. Current HRM practices in Botswana's mining sector are insufficient to address workforce retention issues, particularly regarding financial incentives and skill development opportunities. Implementing a comprehensive employee benefits package that includes higher wages and enhanced career advancement paths could significantly improve worker satisfaction and reduce turnover rates.

Keywords: *African economics, comparative labour markets, human resource challenges, industrial relations, labour market flexibility, mining sector dynamics, qualitative research methodologies*

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