



Comparative Human Resource Management Practices in Botswana's Mining Sector

Motombu Mogotsi^{1,2}, Makgopole Mokonyane³

¹ Botswana International University of Science & Technology (BIUST)

² University of Botswana

³ Department of Interdisciplinary Studies, Botswana International University of Science & Technology (BIUST)

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Correspondence: mmogotsi@gmail.com

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Author notes

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

Makgopole Mokonyane is affiliated with Department of Interdisciplinary Studies, Botswana International University of Science & Technology (BIUST) and focuses on Business research in Africa.

Abstract

The mining sector in Botswana has been a significant contributor to the country's economy for decades. Human resource management (HRM) practices within this sector have evolved over time, influenced by global trends and local conditions. The study employed a comparative qualitative approach using secondary data sources such as company reports, government databases, and industry publications. A thematic analysis was conducted to identify patterns in HRM practices among selected mining firms. A notable finding is the consistent emphasis on employee training and development programmes across all companies studied, indicating their importance despite varying levels of investment. While there are similarities in HRM approaches, significant variations exist based on company size, industry segment, and specific sector challenges. These differences impact workforce adaptability and retention strategies. Given the findings, it is recommended that mining companies enhance their training programmes to align with emerging technological demands and ensure equitable resource distribution among employees.

Keywords: Botswana, Mining Sector, Human Resource Management, Cross-Cultural Adaptation, Organisational Theory, Comparative Studies, Developmental Stages

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