



A Framework for Human Resource Management in Botswana's Mining Sector: An Analytical Perspective

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Abstract

This theoretical framework article aims to develop a comprehensive understanding of human resource management practices in Botswana's mining sector. No empirical data or methods are employed as this article focuses on theoretical development and conceptual analysis. The theoretical framework underscores the critical role of tailored HRM strategies for sustainable growth in Botswana's mining sector. Mining companies should integrate community engagement as a core component of their HRM strategy, alongside established management practices.

Keywords: *Sub-Saharan, Bureaucracy, Flexibility, Performance, Organisational Behaviour, Stakeholder, Transformation*

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