



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

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Abstract

Botswana's mining sector is a significant contributor to its economy, employing thousands of workers and generating substantial revenue. However, challenges in human resource management (HRM), including recruitment, training, retention, and performance evaluation, have emerged. The analysis employs a mixed-methods approach combining quantitative data from employee surveys with qualitative insights from in-depth interviews with HR managers and industry experts. Analysis reveals significant disparities in recruitment processes, particularly for skilled labour, with over half of respondents reporting difficulties in sourcing qualified candidates. Training programmes are generally effective but often lack alignment with operational needs. Current HRM practices in Botswana's mining sector face substantial challenges related to talent acquisition and skill development. Recommendations focus on improving recruitment strategies and enhancing training programmes to better meet operational demands. Implement targeted recruitment initiatives focusing on niche markets, collaborate more closely with educational institutions for skills alignment, and integrate performance metrics into HRM policies to enhance accountability and effectiveness.

Keywords: *African geography, labour relations, organisational theory, performance appraisal, workforce diversity, strategic human resources management, cross-cultural HRM*

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