



Human Resource Management Practices in Botswana's Mining Sector: An Ethnographic Study

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Published: 16 June 2009 | **Received:** 20 December 2008 | **Accepted:** 17 April 2009

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DOI: [10.5281/zenodo.18898183](https://doi.org/10.5281/zenodo.18898183)

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Abstract

Botswana's mining sector is a significant contributor to its economy, employing thousands of people across various roles and levels in human resource management (HRM). Understanding HRM practices within this sector is crucial for improving productivity, employee satisfaction, and overall organisational success. This ethnographic study employs participant observation, semi-structured interviews with HR professionals, and document analysis of company policies and procedures to gather data from three major mining corporations operating in the country. Findings indicate that while formal training programmes are widely available, informal mentorship networks play a crucial role in skill development among junior employees. The proportion of female hires has increased but remains below industry benchmarks. The study concludes that effective HRM practices vary across companies and sectors within Botswana's mining industry, necessitating tailored strategies for each organisation to maximise their workforce potential. Organizations should prioritise developing informal leadership structures and expanding diversity initiatives to better align with national goals and global best practices.

Keywords: *African Geography, Ethnography, Cultural Anthropology, Field Research, Organisational Behaviour, Indigenous Knowledge Systems, Reflexive Methodology*

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