



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

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Abstract

The mining sector in Botswana is a significant contributor to the country's economy, employing thousands of workers and generating substantial revenue. However, challenges such as skill mismatches and inadequate human resource management practices have hindered optimal performance. No empirical research was conducted for this article; instead, a systematic review of relevant studies and interviews with HR professionals were used to inform the theoretical framework development process. The proposed framework provides a structured approach to enhance HRM practices within Botswana's mining sector by addressing identified gaps and aligning with best international practices. Based on the theoretical insights, specific recommendations are made for policy makers, industry leaders, and academic researchers to improve labour productivity and employee satisfaction in the mining sector.

Keywords: *African geography, labour markets, human capital, organisational theory, qualitative research, performance appraisal, cross-cultural management*

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