



# Human Resource Management Practices in Botswana's Mining Sector: A Qualitative Exploration

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## Abstract

Human Resource Management (HRM) practices in the mining sector of Botswana have not been extensively studied compared to other industries such as manufacturing and services. Qualitative research methods including semi-structured interviews with managers and employees were employed to gather data from multiple sites across the mining sector in Botswana. Interviews revealed that despite challenges such as high turnover rates, there is a strong emphasis on safety training and community relations initiatives which contribute positively to employee engagement and retention. The findings suggest that while traditional HRM practices are implemented, unique aspects of the mining environment necessitate tailored approaches to address specific issues like physical hazards and cultural differences. Organizations in the sector should consider integrating more holistic HR strategies that include safety training, community engagement programmes, and culturally sensitive management practices to enhance overall performance.

**Keywords:** *African context, qualitative research, organisational culture, indigenous knowledge systems, ethnography, interpretative phenomenological analysis, reflexivity*

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