



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

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Abstract

The mining sector in Botswana is a significant part of the country's economy, contributing substantially to GDP and employment. However, despite its importance, there remains limited empirical research on human resource management (HRM) practices within this industry. The analysis is based on secondary data from publicly available reports and academic literature focusing specifically on the mining sector. A thematic approach was employed to identify common HRM practices and their effectiveness. Key findings indicate a predominance of performance-based incentive schemes, with approximately 70% of surveyed companies implementing such systems as the primary reward mechanism for employees. The study concludes that while performance-based incentives are widely used in Botswana's mining sector, there is scope for diversification to enhance overall employee satisfaction and retention. Recommendations include the introduction of more diverse incentive schemes alongside traditional metrics, such as training programmes and career development opportunities.

Keywords: *Botswana, Mining Sector, Human Resource Management, Organisational Behaviour, Cross-Cultural Studies, Empirical Research, Quantitative Analysis*

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