



Human Resource Management Practices in Botswana's Mining Sector: An African Perspective from 2004 to 2004

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Abstract

This study examines human resource management (HRM) practices in Botswana's mining sector from to , focusing on the country's unique context within African development. Qualitative research methods were employed through a review of existing literature, semi-structured interviews with key informants from major mining companies, and analysis of company reports. Key themes emerged regarding leadership effectiveness and the proportion of employee training programmes focused on technical skills rather than managerial competencies. The findings suggest that while leadership styles vary, a significant emphasis is placed on technical skill development over management capabilities. This highlights an area for potential improvement in HRM practices to enhance overall organisational performance. Recommendations include integrating more comprehensive training programmes covering both technical and managerial skills, along with strategies to improve retention of experienced employees who possess valuable industry knowledge. Human Resource Management, Mining Sector, Botswana, Leadership Styles, Employee Training

Keywords: *Africanization, Cross-cultural Management, Employee Engagement, HRM Policies, Institutional Effectiveness, Managerial Practices, Organisational Culture*

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