



Human Resource Management Practices in Botswana's Mining Sector: A Comparative Study

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Abstract

Botswana's mining sector is a significant contributor to its economy, with human resource management (HRM) practices playing a crucial role in attracting and retaining skilled labour. A comparative study approach was employed, analysing publicly available data from five major mining companies. Qualitative content analysis of annual reports and internal documents was conducted to identify common themes and practices. Recruitment strategies varied significantly among companies, with some focusing heavily on local recruitment while others relied more on expatriate workers. Training programmes were predominantly in-house, with a preference for industry-specific skills training over general management courses. While there are notable differences in HRM practices across Botswana's mining sector, the study highlights consistent themes such as the importance of tailored local recruitment strategies and comprehensive in-house training programmes. Mining companies should consider developing more inclusive local recruitment policies to enhance workforce diversity and stability. Additionally, fostering partnerships with educational institutions can help bridge skill gaps effectively. Botswana Mining Sector, Human Resource Management, Comparative Study

Keywords: *Sub-Saharan, multinational, comparative, qualitative, transformational, gender, diversity*

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