



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

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**Published:** 26 June 2000 | **Received:** 17 January 2000 | **Accepted:** 10 May 2000

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**DOI:** [10.5281/zenodo.18723888](https://doi.org/10.5281/zenodo.18723888)

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## Abstract

The mining sector in Botswana plays a pivotal role in the country's economy, contributing significantly to employment and revenue generation. The research employs a comparative case study approach, reviewing secondary data from publicly available reports and conducting interviews with HR managers and employees in selected mining firms. Findings indicate that while all companies implement formal training programmes (85% of companies), only half offer flexible work schedules or remote working opportunities, highlighting the need for increased flexibility to enhance employee satisfaction and retention. The study concludes that despite some standardised HRM practices across the sector, there is room for improvement in areas such as job security and work-life balance. Recommendations include exploring more flexible work arrangements and enhancing training programmes to better align with current industry needs. Human Resource Management, Mining Sector, Botswana, Comparative Study

**Keywords:** *Botswana, Comparative Study, Human Resource Management, Labour Relations, Organisational Behaviour, Industrial Psychology, Institutional Theory*

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