The purpose of this study seeks to study the effect of the recruitment system, training system and reward system on employee performance with HRMP intervening variables on employees at Batam Hospital.

The aim of the author to be examined is the hospital in Batam City where there are 16 Hospitals in the City of Batam to find out the performance of the Hospital employees on the Human Resource Management System. The research method uses purposive sampling, with the research sample must meet the criteria and main objectives of the study. While this research methodology uses the SEM structural equation modeling method with smart PLS version 3.0 application to analyze the effect of the independent variable Human Resource Management Practice moderating variable human resource management professional on the dependent variable employee performance.

The results of this study indicate that human resource management practices have a significant positive effect on professional human resource management mediation variables, and employee performance directly dependent variables. Human resource management practices also have a significant positive effect indirectly on employee performance through mediating variables of professional human resource management.

**Keywords**: human resource management practice, Human resource management professional , employee performance.