This study aims to find out and test the effect of the independent HR practices variable, as a variable that states causal relationship to the Job Performance dependent variable as a variable that states the effect due to pay attention to the mediating variable Employee Well-being where testing is done at 4-star hotels in Batam.

A survey method was conducted by distributing 265 questionnaires to specified respondent, namely employees who are working at 4-star hotels in Batam. Furthermore, the questionnaires that have been filled out and collected was then tested by using the PLS program.

To support this study, the results of the regression data test using the PLS program identifies that there is a significant relationship to all variables on Job performance. Therefore, it is recommended that the management of 4-star hotels in Batam cam more thoroughly examine the factors above that can affect employee performance.

Keywords: Human resource practices, employee performance, employee well-being, star hotels.