

# UNIVERSITAS INTERNASIONAL BATAM

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## **ANALYSIS OF HUMAN RESOURCE PRACTICE EFFECT ON EMPLOYEE PERFORMANCE WITH MEDIATION OF EMPLOYEE WELL-BEING IN FOUR-STAR HOTEL IN BATAM CITY**

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### **ABSTRACT**

*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 can more thoroughly examine the factors above that can affect employee performance.*

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