

ABSTRACT

Keywords: Internal Communication, Employee Well Being, Employee Performance and Employee Engagement.

In general, this study is to analyzes employee performance impacted by communication and well-being. This study aims to analyze the effect of internal communication and employee well-being on employee performance through employee engagement mediation. The number of samples was determined using the Slovin formula and the results were found to be 97 samples. This study uses a quantitative analysis approach with data collection methods through questionnaires given to 220 respondents. The data analysis method in this study is the Structural Equation Model (SEM) with the SmartPLS analysis tool. The results show that internal communication has no significant effect on employee engagement, internal communication has a significant effect on employee performance, employee well-being has a significant effect on employee engagement, employee well-being has a significant effect on employee performance, employee engagement has no significant effect on employee performance, employee engagement does not mediate internal communication on employee performance and employee engagement does not mediate employee well-being on employee performance.

ABSTRAK

Secara umum penelitian ini menganalisis kinerja karyawan dari komunikasi dan well-being. Penelitian ini bertujuan untuk menganalisis pengaruh komunikasi internal dan *employee well-being* terhadap kinerja karyawan melalui mediasi *employee engagement*. Penentuan jumlah sampel ditentukan dengan menggunakan rumus Slovin dan didapati hasilnya sebesar 97 sampel. Penelitian ini menggunakan pendekatan analisis kuantitatif dengan metode pengumpulan data melalui kuesioner yang diberikan kepada 220 responden. Metode analisis data pada penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis *SmartPLS*. Hasil menunjukkan bahwa komunikasi internal tidak berpengaruh signifikan terhadap *employee engagement*, komunikasi internal berpengaruh signifikan terhadap kinerja karyawan, *employee well-being* berpengaruh signifikan terhadap *employee engagement*, *employee well-being* berpengaruh signifikan terhadap kinerja karyawan, *employee engagement* tidak berpengaruh signifikan terhadap kinerja karyawan, *employee engagement* tidak memediasi komunikasi internal terhadap kinerja karyawan dan *employee engagement* tidak memediasi *employee well-being* terhadap kinerja karyawan.

Keywords: *Komunikasi Internal, Well Being, Kinerja Karyawan, dan Employee Engagement*