

## ***ABSTRACT***

*Good employee relations aim to create a good two-way relationship or communication between the management and its employees. Meanwhile, employee engagement aims to show employees who are in the organization can be fully involved in the organization and have enthusiasm for their work. These two things can make employees feel very valued and cared for, so it positively impacts employee performance. The purpose of this study was to determine and analyze employee relations, employee engagement and employee performance at RSUD Dr. R.M. Djoelham Binjai, North Sumatra, and to examine and analyze the effect of employee relations and employee engagement on employee performance, either partially and simultaneously at RSUD Dr. R.M. Djoelham Binjai, North Sumatra.*

*The research method used is quantitative. Sampling was done with a saturated sample technique amounting to 105 respondents RSUD Dr. R.M. Djoelham Binjai, North Sumatra. The data analysis method uses multiple linear regression analysis with the help of the SPSS version 23 application.*

*The results of the study partially show that employee relations have an effect on employee performance by 25.2% and partially employee engagement affects employee performance by 39.6%. Simultaneous research results show that employee relations and employee engagement significantly affect employee performance by 64.8%.*

***Keywords:*** *Employee Relations, Employee Engagement, Employee Performance.*