



*The 1st Multi-Disciplinary International conference University Of Asahan2019  
Thema: The Role of Science in Development in the Era of Industrial Revolution  
4.0 based on Local Wisdom. "In Sabty Garden Hotel-range North Sumatra,  
March 23rd, 2019*

## **PERFORMANCE ANALYSIS OF COMMUNICATION WITH THE SPIRIT OF WORKING AS AN INTERVENING VARIABLE (Case Study Employee Class I Special Immigration Office Medan)**

**<sup>1</sup>Supriadi; <sup>2</sup>Supar Wasesa,**

*<sup>1</sup>Management of Study Program, Islamic University of North Sumatra, Indonesia*

*<sup>2</sup>Management of Study Program, Islamic University of North Sumatra, Indonesia*

*Email: <sup>1</sup>adysupriadi744@yahoo.co.id; <sup>2</sup>suparwasesa@fe.uisu.ac.id*

### **Abstract**

*This study analyzes the communication and morale influence on employee performance. The samples were 110 employees Special Class I Immigration Office Medan by using analytical tools Structural Equation Modeling (SEM) and AMOS-20 (Analysis of Moment Structure). The results showed that communication significant effect on morale. Communication and morale significant effect on performance. Morale partially mediate the mediation effect on performance.*

**Keywords:** *Communication, Morale, Performance*