

# Analyzing the Mediating Effect of Organizational Communication on Employee Engagement and its Impact on Organizational Performance

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**Abstract:** *This article examines company culture and employee engagement. Employee engagement, corporate communication, organizational culture, and performance are priorities for employers and researchers. Numerous studies encouraged academics to focus on the topic's biggest issues rather than equivalent findings. By understanding how organizational culture influences worker engagement and performance, our study addresses this gap. This study suggests using corporate communication to foster the best atmosphere for people, firms, and their devotion and experiences. Organizational performance, employee engagement, culture, and communication are briefly discussed. Investigation conceptualization follows. The survey targets full-time executives at 5-star Sabah hotels. This study will analyze all concept elements and employee engagement utilizing survey instrument design, a Likert Scale questionnaire, and qualitative and quantitative methods. Western and Asian environments, cultures, and communication techniques are similar, hence Western research outcomes may be equivalent. Conflicting findings need further research on communication, organizational culture, and employee engagement.*

**Keywords:** Employee Engagement, Organizational Communication