

This study is an attempt and aimed to find the impact of a set of six famous Employee Relations Practices on Employee Performance in the Hospitality Industry of Pakistan. These Employee Relation Practices are Conflict handling, Unions, Discipline, Participative Leadership, Benefits and Training. The changing role of Employee Relation Managers in current corporate cenario, change management and the significant impact of a set of employee relation practices on performance of employees are focused in this research.

Data has been collected through questionnaire sent to 3 star, 4 star and 5 star hotels located in the different regions of Pakistan. The results proved that a set of six famous Employee Relations Practices impact positively and significantly through Motivation on Performance of Employees working in hospitality industry of Pakistan.