

## **ABSTRACT**

*In the face of business competition, attention to human resources should not be overlooked. This is because human resources are an important element of a company. To achieve the goals of the company needed a good human resource management, one of which is to pay attention to employee job satisfaction. Some factors that can affect employee job satisfaction are organizational culture and motivation.*

*This study aims to determine the organizational culture, motivation and job satisfaction of employees at PT. Indosat M2 Department of Provisioning & Maintenance. And to find out how much influence the organizational culture and motivation on employee job satisfaction.*

*The research method used is quantitative method. The type of analysis used is descriptive and using multiple linear regression. The sample used in the study is a sample saturated with a number of 46 people. Data collection was done through questionnaires. The data were analyzed using SPSS 23.0 software*

*Based on the results of data processing, it is known that the employee's assessment of organizational culture is 75.37%, motivation is 75.58% and job satisfaction is 70.65%, it means that organizational culture, motivation and job satisfaction are in high category. The overall results support that organizational culture and motivation have a positive and significant effect on employee work satisfaction of PT. Indosat M2 Department of Provisioning & Maintenance.*

*The results showed that organizational culture and motivation have a positive and significant effect on employee job satisfaction. To improve job satisfaction, the company should provide rewards and appreciations such as "staff of the month", providing equal opportunities regarding career path's employees with openness, as well as paying benefits such as medical check-up and year-end bonuses.*

**Keyword: Organizational Culture, Motivation, Job Satisfaction**