

## ABSTRACT

*The company's success in achieving its goals cannot be separated from the role of human resources. To be able to achieve company goals, it also requires good human resource management in the company, by paying attention to employee job satisfaction. Factors that influence employee job satisfaction include organizational culture and work motivation. The purpose of this research is to determine and analyze the effect of organizational culture and work motivation on employee job satisfaction at the Telkom Pension Fund.*

*The research method used is a quantitative method with descriptive and causal analysis methods, analysis techniques using linear multiple regression, the sample used is a saturated sample with a number of respondents as many as 75 people.*

*From the results of descriptive analysis shows that organizational culture, work motivation and employee job satisfaction are in the good category. The results of the results partially and simultaneously showed that organizational culture and work motivation affected employee job satisfaction at the Telkom Pension Fund.*

**Keywords:** *Organizational Culture, Work Motivation, Employee Job Satisfaction, Human Resources*