

## ABSTRACT

*Job satisfaction is very important in organizational behaviour because it reflects employees' positive or negative sentiments towards their work. Data shows a decrease in employee job satisfaction caused by several factors. These factors are job descriptions, organizational communication and work environment.*

*This research was conducted at PT. Tali Cahaya Buana, Bandung. This research aims to analyze the influence of job descriptions, organizational communication and work environment on job satisfaction to help companies run with better quality.*

*The research method used in this research is a quantitative method with a descriptive-causal type of research. The population of this research is all employees from PT. Tali Cahaya Buana. The sampling technique used in this research was a saturated sampling technique using all employees of PT. Tali Cahaya Buana, totalling 108 people, was the research sample. The analytical methods used are descriptive analysis, multiple linear regression, and classic assumption test.*

*The results of this research are that job descriptions have a significant influence on employee job satisfaction and the percentage of job descriptions at PT. Tali Cahaya Buana is 77.7%. Then, the work environment has a significant influence on employee job satisfaction and the percentage of work environment at PT. Tali Cahaya Buana is 77.7%. Likewise, organizational communication has a significant influence on employee job satisfaction with the percentage of organizational communication at PT. Tali Cahaya Buana by 76.6%. So the author concludes that basically employee job satisfaction at PT. Tali Cahaya Buana as a whole is influenced by other factors, which in this research are job descriptions, organizational communication, and work environment which are calculated using statistical methods with the help of IBM SPSS 26 software.*

*From the results of this research, in order to increase job satisfaction, suggestions can be given in the form of the job description must conducting out job analysis so that it can describe the job must include job details contain work details that are in accordance with the employee's field in a structured, good, and clear manner. Furthermore, to increase job satisfaction, employees must be involved in the formulation of company service procedures and policies and finally to increase job satisfaction at PT. Tali Cahaya Buana, the authors suggest companies to add recreational facilities in the work environment.*

**Keywords:** *Job Description, Organizational Communication, Work Environment, Job Satisfaction*