

ABTRACT

This research was conducted to determine the impact of organizational behaviour and organizational climate on employees' satisfaction at PT. Eagle Indo Pharma. One of the ways companies form their organizational identity is by integrating human behavior. Companies need to build a happy work environment in order to create positive interpretations and perceptions of employees' work. The company's concern for the needs and rights of its employees is necessary with the working situation at the time of this pandemic.

This research uses quantitative methods with descriptive-causal research that uses the principle of positivism. The sampling technique used is probability sampling by taking 83 employees as a sample in this study. The data obtained in this study is by distributing questionnaires through Google Form. The questionnaire contains 33 statement items with a Likert measurement scale.

Based on the test results it was found that there was a positive and significant influence on employee organizational behavior on employee job satisfaction by 42.2%, there was a positive and significant influence on employee organizational climate on employee job satisfaction by 51.5% and there was a positive and significant influence on organizational behavior and climate. organization together on employee job satisfaction by 54.4%. Organizational climate has a greater influence on employee job satisfaction than organizational behavior. Based on the value obtained from the hypothesis test or t test, it can be concluded that the significance of t is $0.000 < 0.05$ and the tcount (X1) $2.036 > t$ table 1.990 and the tcount value (X2) $4.216 > 1.990$. So, it can be interpreted that H_0 is rejected and H_1 , H_2 , and H_3 are accepted. Thus, PT. Eagle Indo Pharma can add or balance the length of work and time off, balance the ability of employees with given production targets, and adjust the salary / wages given to its employees.

Keywords: *Communication, job satisfaction, organizational behaviour, organizational climate.*