

## ABSTRACT

*Human resources in an organization must be managed professionally with the aim that the organization can achieve a balance between the demands and needs in building employee job satisfaction. Employee job satisfaction is one of the important elements that become a benchmark of employee comfort to the work and environment the company. Therefore, this study was conducted to test and analyze the influence of occupational safety and health (K3) and non-physical work environment on employee job satisfaction at PT Haleyora Powerindo Sibolga Nias Branch.*

*This research uses quantitative methods with data analysis techniques used, namely descriptive analysis and multiple linear regression using the help of SPSS software version 25. Primary data was obtained from 80 respondents using nonprobability sampling technique.*

*Based on the results of descriptive analysis research that occupational safety and health (K3) variables, non-physical work environment and overall employee job satisfaction fall into the good category. Multiple linear regression analysis shows that K3 and non-physical work environments both partially and simultaneously have a significant effect on employee job satisfaction.*

**Keywords:** *Occupational Safety and Health (K3), Non-Physical Work Environment, Job Satisfaction*