

## **ABSTRACT**

*Higher education in Indonesia is said to be quite advanced although in some contexts it still has problems faced. In addition to the problems that lead to the system in higher education, another problem of higher education also lies in output. The role of human resource management, especially educational personnel in educational institutions, greatly contributes to helping improve the quality of education, Based on the phenomenon that occurs, the title of this study is "Affect organizational culture and work environment on job satisfaction which has an impact on the productivity of Pasundan University Bandung education staff. This study aims to determine the influence of organizational culture and work environment on job satisfaction which has an impact on the productivity of education personnel at Pasundan University Bandung. The methods used are descriptive and verifiative methods, the sampling techniques used are probably sampling with a sample of 80 respondents, data collection techniques used field research and literature research. Testing of research instruments using validity tests, reliability tests, normality tests. Data analysis methods used path analysis, method of successive interval (MSI), multiple correlation and coefficient of determination with the help of SPSS 26 software. Hypothesis testing is performed either partially with (Test T) or simultaneously through (Test F). The results of this study show that organizational culture, work environment and job satisfaction are in the category of less good and there are significant and significant influences both partially and simultaneously. The results of data analysis showed the magnitude of the influence of organizational culture and work environment on job satisfaction by 83.3%, and organizational culture had a greater influence than the work environment. Partially, job satisfaction has a positive and significant influence of 66.3% on the productivity of education staff at Pasundan University Bandung.*

**Keywords : Organizational Culture, Work Environment, Job Satisfaction and Productivity**