

## **ABSTRACT**

This study aims to determine the influence of total quality management on employee job satisfaction. Where independent variables namely total quality management, which consists of variable awards and recognition, teamwork variables, and variables affecting organizational culture employee satisfaction as a dependent variable

This research was conducted at PT. Nasmoco Kaligawe Body Repair in the city of Semarang. Data collection methods in this study is to questionnaires filled out by respondents are employees of PT. Nasmoco Kaligawe Body Repair Semarang who work in body repair shop PT. Nasmoco Kaligawe Semarang. The samples were 62 respondents in this study using the census method. The independent variables in this study consisted of awards and recognition, teamwork, and organizational culture, while the dependent variable is employee satisfaction. The analysis used in this research include the analysis of index numbers, test validity, reliability test, the classic assumption test, multiple linear regression analysis and hypothesis testing, including t, F, and coefficient of determination (R<sup>2</sup>).

Results using multiple linear regression analysis showed that the variables have a positive appreciation and recognition of employee job satisfaction PT. Nasmoco Kaligawe Body Repair Semarang. Second, teamwork variable positive effect on job satisfaction of employees of PT. Nasmoco Kaligawe Body Repair Semarang. Third, organizational culture has positive influence on job satisfaction of employees of PT. Nasmoco Kaligawe Body Repair Semarang. Results of analysis using the t test can be known awards and recognition, teamwork, and organizational culture has a significant impact on job satisfaction of employees of PT. Nasmoco Kaligawe Body Repair Semarang. Results of analysis using the coefficient of determination is known that 62.1% variable job satisfaction can be explained by the variation of the variable awards and recognition, teamwork, and cultural organizations, while 37.9% explained by other variables not included in this study.

***Keywords*** : ***Awards and Recognition, Team Building, Organizational Culture, Employee Satisfaction***