

ABSTRACT

This study aims to determine and analyze the effect of the work environment, communication, work ethic and work stress on job satisfaction in Puskesmas employees in Bumiayu District, Brebes Regency. The type of research used in this research is quantitative. The data used is primary data obtained by distributing questionnaires directly to respondents. The population in this study were 133 employees and a sample of 100 employees was obtained. The sampling technique uses Probability Sampling with the Simple Random Sampling method. Data analysis used multiple linear regression analysis with the help of SPSS v.29. Based on the results of the study, it was shown that the work environment, communication, work ethics and work stress on job satisfaction in Puskesmas employees in Bumiayu Districts, Brebes Regency.

Keywords: *Work environment, communication, work ethics, work stress, job satisfaction.*

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