

## **ABSTRACT**

### **THE INFLUENCE OF EMPLOYMENT PROTECTION AND HUMAN RESOURCE QUALITY ON TURNOVER INTENTION WITH JOB SATISFACTION AS A MEDIATING VARIABLE (A STUDY AT PT. CINTA QURAN FOUNDATION)**

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*This study investigates the nexus between employment protection and human resource quality in shaping turnover intention, with job satisfaction positioned as a mediating construct among employees of PT. Cinta Quran Foundation. Primary data were collected through a structured questionnaire distributed via Google Form to the entire population of 48 Sales Division employees, applying a total sampling technique to ensure representativeness. Empirical findings reveal that employment protection exerts a significant positive influence on both turnover intention and job satisfaction, whereas human resource quality demonstrates no significant effect on turnover intention but a significant negative effect on job satisfaction. Furthermore, job satisfaction does not significantly predict turnover intention, thereby nullifying its mediating role in the examined relationships. These results enrich theoretical discourse in human resource management and provide practical implications for workforce governance within non-formal, religion-based educational institutions.*

**Keywords:** *Employment Protection, Human Resource Quality, Job Satisfaction, Turnover Intention*

## ABSTRAK

# PENGARUH PERLINDUNGAN KETENAGAKERJAAN DAN KUALITAS SDM TERHADAP *TURNOVER INTENTION* DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI (STUDI PADA PT. CINTA QURAN *FOUNDATION*)

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Penelitian ini menganalisis pengaruh perlindungan ketenagakerjaan dan kualitas sumber daya manusia terhadap *turnover intention* dengan kepuasan kerja sebagai variabel mediasi pada karyawan PT. Cinta Quran Foundation. Data primer diperoleh melalui angket *Google Form* yang disebarakan kepada seluruh populasi sebanyak 48 karyawan divisi Sales dengan metode *total sampling*. Hasil penelitian menunjukkan perlindungan ketenagakerjaan berpengaruh signifikan positif terhadap *turnover intention* dan kepuasan kerja, sedangkan kualitas SDM tidak berpengaruh signifikan terhadap *turnover intention* namun berpengaruh signifikan negatif terhadap kepuasan kerja. Kepuasan kerja tidak terbukti berpengaruh signifikan terhadap *turnover intention*, sehingga peran mediasi tidak signifikan. Temuan ini memberikan kontribusi teoritis bagi pengembangan kajian manajemen SDM serta implikasi praktis bagi pengelolaan tenaga kerja di lembaga pendidikan non-formal berbasis keagamaan.

**Kata Kunci:** Perlindungan Ketenagakerjaan, Kualitas SDM, Kepuasan Kerja, *Turnover Intention*