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Peran *Work Gratitude* dalam Memediasi Hubungan Orientasi *Anchor Virtue* terhadap *Organizational Psychological Ownership* : Studi pada Organisasi Bisnis yang Menginternalisasi Nilai Spiritual

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Abstract

Employee retention is a strategic challenge for business organizations, including the coal mining industry in Indonesia. One relevant psychological factor in supporting retention is Organizational Psychological Ownership (OPO), which is the sense of ownership employees feel toward the organization. This study aims to empirically examine the role of Work Gratitude as a mediator in the relationship between Orientation toward Anchor Virtues and Organizational Psychological Ownership among employees of business organizations that internalize spiritual values. This study uses a quantitative approach with a survey method involving 182 employees of PT X who meet the criteria of a minimum tenure of six months. Data were analyzed using Jamovi version 2.6 with the jAMM module. The results indicate that Work Gratitude significantly plays a role in partially mediating the relationship between Anchor Virtues Orientation and Organizational Psychological Ownership.

Keywords: Organizational Psychological Ownership, Anchor Virtues Orientation, Work Gratitude, Spiritual Values, Coal Mining Industry.

Abstrak

Retensi karyawan merupakan tantangan strategis bagi organisasi bisnis, mencakup industri pertambangan batu bara di Indonesia. Salah satu faktor psikologis yang relevan dalam mendukung retensi adalah *Organizational Psychological Ownership* (OPO), yaitu rasa memiliki karyawan terhadap organisasi. Penelitian ini bertujuan untuk menguji secara empiris peran *Work Gratitude* sebagai mediator dalam hubungan antara Orientasi terhadap *Anchor Virtues* dan *Organizational Psychological Ownership* pada karyawan organisasi bisnis yang menginternalisasi nilai spiritual. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei terhadap 182 karyawan PT X yang memenuhi kriteria masa kerja minimal enam bulan. Data dianalisis menggunakan Jamovi versi 2.6 dengan modul jAMM. Hasil penelitian menunjukkan bahwa *Work Gratitude* secara signifikan mampu berperan