The Role of Work Attitude in Mediating the Influence of Corporate Culture and Management Support on the Work Productivity of PLN Employees

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Abstract

This research investigates the role of work attitude as a mediator in the relationship between corporate culture, management support, and employee work productivity. Corporate culture and management support are key factors influencing employee productivity. However, there has been no research that thoroughly explores how work attitude mediates the influence of both on work productivity. The population that researchers use is employees of PT PLN (Persero) East Bali Customer Service Implementation Unit (UP3). With as many as 119 employees, the sample was determined with the census method; therefore, the whole population made the sample study. Next, data was collected through distributing questionnaires via Google Forms. The existing data collected was furthermore analyzed with SEM-PLS. The study results find That corporate culture positively affects employee work productivity. Management support has a positive role in the work productivity of PT PLN East Bali employees. Work attitude has a positive role in the work productivity of PT PLN East Bali employees. Corporate culture has a positive effect on the work attitude of PT PLN East Bali employees. Management supports a positive role in the work attitude of PT PLN East Bali employees. Work attitude can mediate the influence of corporate culture on the work productivity of PT PLN East Bali employees. Work attitude can mediate the influence of management support on the work productivity of PT PLN East Bali employees. Expected study: This Can be theoretical and practical in developing human resource management literature and guiding practitioners to increase the effectiveness of management strategies in a competitive work environment.

Keywords: *Work Attitude, Corporate Culture, Management Support, Productivity.*

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A. INTRODUCTION

Employees are one of the essential assets in a company and organization. Therefore, management of employees as a human resource asset is an important activity to carry out. The aim of management towards employees is in the company's interests so that the company can maintain its existence and sustainability. Nowadays, the increasingly competitive industrial world and the broader needs of society mean that companies must try to maintain their employees' work productivity (Abdelwahed & Doghan, 2023). An increasingly competitive work environment also requires employees to increase efforts to actively produce maximum work productivity (Ndidi et al., 2022).

Productivity Work is called the quantity of possible work completed by an employee during the period of a specified time (Feng et al., 2022). Good work productivity is demonstrated by the employee's ability to complete work according to

target in the most efficient time possible. Work productivity shows that employees are responsible for their work, so companies, as employee management, must strive for programs that can increase work productivity. Every organization wants its employees to have good work productivity, especially companies that provide services to the community. PT. PLN is one of the companies that requires maximum employee work productivity.

PT. PLN (Persero) is one part branch of the PLN unit that owns the job and functions from the distribution of electricity. In business, electricity is positioned as an interface to customers. For an organization offering service to the public or the audience, of course, results Work from employee Can reviewed from like What organization serve the public like delivered service-related facility electricity in frame needs Work or activity life daily. PT PLN, part of the state-owned company, has decent performance and enjoyable aspects. Quoted from bali.tribunnews.com, at the moment, repairing the economy after the Covid-19 pandemic, PT PLN (Persero) is capable of producing good performance in the third quarter of 2021 through the acquisition of a surplus of as much as Rp. 212.8 Trillium or experience increases by 4% compared to a period similar to 2020, namely worth Rp. 204.7 trillion (Princess, 2021). Since 2021, PT. PLN has tried to improve its performance for the better.

Performance of PT. A good PLN must be reflected in even the most minor working areas, including Bali Province. PT PLN divides its work area in Bali into East, North, West, and South Bali Customer Service Implementation Units (UP3). However, the current conditions show a problem with PT PLN services, especially UP3 East Bali. UP3 East Bali oversees the Customer Service Unit (ULP) areas of Bangli, Gianyar, Karangasem, and Klungkung. PT PLN UP3 East Bali has recently been in the media spotlight due to the case experienced by this branch. This happened because, on July 3, 2023, a total of 2 Diesel Power Plant (PLTD) belonging to PT PLN (Persero) in Nusa Penida, East Bali, experienced interference from the seven existing PLTD units, creating limitations. Current electricity supply. This condition occurred because of the increase in electricity demand after the COVID-19 pandemic, which only amounted to 7.2 MW, increasing to 10.7 MW.

The disruption to the PLTD unit due to a lack of electricity supply in the Klungkung ULP area in East Bali indicates that customers have increased electricity needs. However, PLN is experiencing problems meeting these needs. The obstacle experienced in meeting electricity needs is the lack of alertness of employees in making repairs to the PLTD units owned in East Bali. By the definition of work productivity that has been explained, productivity can be seen from how quickly a worker does his work; it can be indicated that the work productivity of PT PLN East Bali employees is still not optimal. Consumer needs are, of course, one of the Company's work priorities. Hence, this condition requires the Company and the Company's employees to produce better work productivity to meet customer needs.

The obstacles PT PLN East Bali faced indicate that employee work productivity in dealing with problems still needs improvement. Although the performance of PT. PLN experienced an increase in 2021. However, there is potency down productivity.

Work from employees who can be one threat to the company, so there is urgency from the company for profound factors. Only one can influence the productivity work from the employee. Productivity work compares sizes, quality, and the number of individual workers at various time frames to obtain results or achievements in practical work and efficiency through source-utilized power (Herlina & Casliyawati, 2023). Based on the observations, it was found that the decline in employee work productivity was caused by employees not being able to use their time as well as possible to resolve existing problems, thus causing losses to be borne by consumers. Employees' ability to face and handle problems is also a measure of employee work productivity (Shamsudin & Velmurugan, 2023). Therefore, if a complaint occurs, the handling of the complaint can reflect employee work productivity. The following is data on consumer complaints in September 2023.

Table 1 Complaints PLN ULP Klungkung Consumers September 2023

No	Report Date	Report					Completion
		Total	It is Finished		Not Finished Yet		O'clock
			Qty	%	Qty	%	
1	01/09/2023	2	2	100%	0	0%	0 - 00: 00 : 00
2	02/09/2023	3	3	100%	0	0%	0 - 00: 49: 23
3	03/09/2023	4	4	100%	0	0%	0 - 00: 11 : 10
4	05/09/2023	1	1	100%	0	0%	0 - 00: 00 : 00
5	06/09/2023	3	3	100%	0	0%	0 - 00: 00 : 00
6	07/09/2023	1	1	100%	0	0%	0 - 00: 00 : 00
7	08/09/2023	4	4	100%	0	0%	0 - 00: 00 : 00
8	09/09/2023	5	5	100%	0	0%	0 - 00: 00 : 00
9	11/09/2023	2	2	100%	0	0%	0 - 00: 15 : 28
10	12/09/2023	4	4	100%	0	0%	0 - 00: 21 : 23
11	13/09/2023	4	4	100%	0	0%	0 - 00: 33 : 31
12	14/09/2023	3	3	100%	0	0%	0 - 00: 00 : 00
13	15/09/2023	3	3	100%	0	0%	0 - 00: 26 : 22
14	16/09/2023	3	3	100%	0	0%	0 - 00: 12 : 34
15	17/09/2023	2	2	100%	0	0%	0 - 00: 29 : 49
16	18/09/2023	4	4	100%	0	0%	0 - 00: 14 : 07
17	19/09/2023	2	2	100%	0	0%	0 - 00: 00 : 00
18	20/09/2023	4	4	100%	0	0%	0 - 00: 33 : 27
19	21/09/2023	4	4	100%	0	0%	0 - 00: 59 : 39
20	22/09/2023	1	1	100%	0	0%	0 - 00: 00 : 00
21	23/09/2023	2	2	100%	0	0%	0 - 00: 39 : 26
22	24/09/2023	1	1	100%	0	0%	0 - 00: 00 : 00
23	25/09/2023	3	3	100%	0	0%	0 - 00: 16 : 17
24	26/09/2023	2	2	100%	0	0%	0 - 02: 36 : 22
25	27/09/2023	4	4	100%	0	0%	0 - 00: 00 : 00

No	Report Date	Report					Completion
		Total	It is Finished		Not Finished Yet		O'clock
			Qty	%	Qty	%	
26	28/09/2023	4	4	100%	0	0%	0 - 00: 39 : 52
27	09/29/2023	1	1	100%	0	0%	0 - 00: 43 : 36
28	09/30/2023	7	7	100%	0	0%	0 - 00: 42 : 30
Total		**83**	**83**	**100.00%**	**0**	**0.00%**	**0 - 02: 36 : 22**

Source: PT PLN East Bali (2023)

The explanation in Table 1 is presented. It can be found that in September 2023, there were 83 complaints submitted by consumers to PT PLN Bali Timur ULP Klungkung. of the 83 complaints, all or 100 percent were resolved by employees. However, resolving complaints requires fluctuating time, and several cases require time solutions beyond One Day Work for Can's completion. Based on the results of interviews with Klungkung ULP managers, it should be possible to handle customer complaints completed in range time No until One day work; this is due to efforts to fulfill electricity needs and considering the current condition of society which cannot carry out its activities if there is no electricity supply. If you look closely at the definition of productivity, which has been explained previously, it can be said that there is still a need to evaluate employee work productivity.

Several factors impact employee work productivity, namely organizational culture or corporate culture and management support (Cherian et al., 2021a); (Angioha et al., 2020). Corporate culture is all forms of culture or habits owned by an organization. Corporate culture shows the company's condition regarding the ideology it adheres to and the goals it wants to achieve to produce a particular atmosphere that supports employees' creation of a good work ethic. This is to the findings of research carried out by Cherian et al. (2021), Riatmaja et al. (2023), and Al-Bawaia et al. (2019), who describe Whether corporate culture has a positive impact on employee work productivity. Contrary to research conducted by Al-Hawaii et al. (2022), it describes If corporate culture does not positively impact productivity.

Review from findings, observations, and interviews given to PT PLN East Bali employees were obtained If the complaints from employees regarding the organizational culture adopted by the Company emerged. The complaint is a lack of communication between employees and superiors. This condition causes employees to experience difficulties in carrying out their work; for example, when a consumer reports a problem, the information sometimes goes through a long flow until it reaches the department that must resolve the problem. This condition causes employees to feel sanctioned towards the organizational culture being formed.

Other factors are suspected to impact employee work productivity, namely management support. Management support is all the support company management provides to employees to increase their capacity (Ismail et al., 2021). The role of company management in encouraging employees is vital because management is the

control center for all employee activities. Therefore, management must be able to provide support to its employees to continue to develop and remain productive. When company management supports employees, employee work productivity is indicated to be better. This is supported by the findings of research from Zada et al. (2023), Enukoha et al. (2019), and Angioha et al. (2020), who provide instruction On management support provides a positive impact on work productivity. However, the findings of different research by Omoush (2021) describe Whether management support affects productivity.

Based on the results of initial observations and interviews with PT PLN East Bali employees, it was found that employees complained about management policies regarding employee welfare. Complaints were made about compensation, which some employees still felt was inappropriate if employees worked overtime. This condition is undoubtedly an input for management that compensation, namely A form of support from management to employees who have devoted their energy and thoughts to the organization. Suppose management provides welfare support to employees by matching salaries or work benefits. In that case, this will cause employees to be more enthusiastic about work and is indicated to encourage increased work productivity.

Based on the differences in previous research results, the influence of corporation culture and management support on work productivity is still unclear, so to get a more comprehensive influence, this research uses the work attitude variable as a mediator. Work attitude shows whether or not an employee feels satisfied with their work (Herlina & Casliyawati, 2023). Employees who have a good work attitude certainly reflect that they feel comfortable and satisfied with the job they currently have. Psychologically, this attitude can positively impact the growth of joy at work and employee loyalty to the company. Through this attitude, it is hoped that employees will be able to increase their work productivity, which is influenced by organizational culture and management support. Through the work attitude shown by employees, it is hoped that the influence of corporate culture and management support on work productivity can be explained more precisely.

Based on the phenomenon that shows employees' work productivity at PT. PLN (Persero) East Bali is still not optimal, as are the inconsistencies in research results, so this research was published entitled "The Role of Work Attitude in Mediating the Influence of Corporate Culture and Management Support on the Work Productivity of PLN Employees."

B. LITERATURE REVIEW

1. Work Productivity

Productivity from workers, i.e., results in output that can be assessed from aspect quality as well as quantity from goods and services provided over a range of time and reference pecked from the company. Productivity: Work employees can be influenced by some factors, among them psychology and potential physique employees, relations between leaders and members, their motivation, education level,

aspects of discipline in work, and so on. According to Hasibuan's opinion in:340), productivity is compared between outer with input. Productivity Work, i.e., potency from a group of people who produce goods or services over the specified time by what is planned.

2. Work Attitude

Work attitude, namely response, forms a positive statement that can give pleasure or not give rise to pleasure when doing sacrificial tasks, as well as physical and thought in producing goods or services. Work attitude is defined as the actions that employees must carry out and the mandatory duties and functions aligned with what is to be responsibility, which results are delivered in line with Power's given effort. It can be concluded that If attitude Works, i.e., thought or a sense of satisfaction or whether or not, like it or activity, Work through likely response positive as well as internal negative frame get what his wish when Work.

3. Corporate Culture

Corporate culture, i.e., identity or a characteristic of an organization or company good who has orientation profit or not, where culture company Can become a differentiator between organization company One with other. Mangkunegara (2011) gives their opinion on the culture of a company, i.e., a bunch of EDassumption or aspects of beliefs, values, and norms that develop in the scope of the organization for furthermore, become a guide for do Act in demand for each member, as well Can become tool problem-solving bai that's what it becomes a problem from in nor from outside. Armstrong (2010) gives a view of corporate culture, i.e., gathering from values, beliefs, and norms, which have long been believed and held steadfast by all employees in the custody of the organization that is becoming guidelines attitude or solution problem.

4. Management Support

Management support is equal to what leader organization can give role or direction, assistance, and support clearly for the performance of employees. Management supports assumed workers when an organization gives an award role to them and is concerned about the extent of employees Already prosperous in Work (Enukoha et al., 2019). According to (Eisenberger et al., 1986), management support, namely a feeling of confidence in an employee at an organization or the place of work, can encourage the perception of employees as big as What organizations give awards from role workers concerned for the employee's prosperity.

Study This utilizes base theory from HR management as theory base or grand theory or the big underlying theory; this theory is relevant to be the theoretical basis for this research because HRM theory is a theory that explains how an organization manages its human resources in order to produce a positive impact on the company's development (Nugraha, et al., 2022). According to HRM theory, work productivity is one crucial aspect that needs to be improved because it can influence organizational

development. It is indicated that several factors play a role in the productivity of employees, among them corporate culture, management support, and the mediating role of work attitude. As for description from framework thinking, for research to be done, that is.

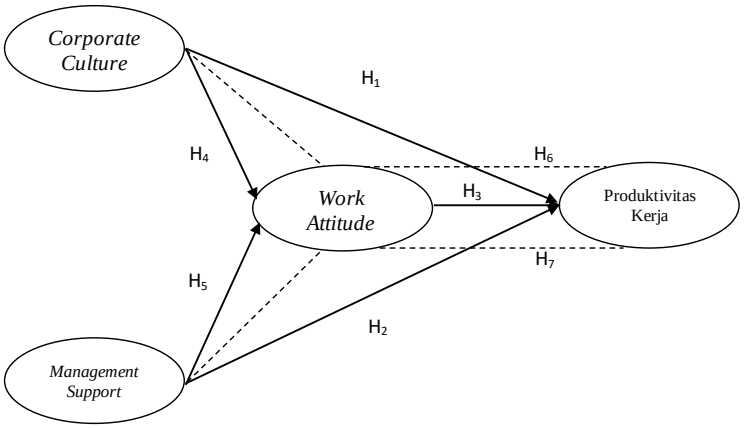


Figure 1 Framework of Thought
Source: Data Processed by Researchers

C. METHODS

In research, this uses quantitative associative. Referring to Sugiyono's (2019) view of associative quantitative research, namely type, what is the aim of the research? That is to understand the relation between two or more variables. Study This uses survey methods and quantitative data chosen as the type of data to be researched. As for research, the population used is the entire employee population of PT PLN (Persero) East Bali Customer Service Implementation Unit (UP3), which numbers 119 people. The overall population was used as a sample for the study. Data is collected through observation, interviews, documentation, literature, and questionnaires.

The Partial Least Squares (PLS) technique is utilized to analyze data. Structural Equation Modeling is a valuable analytical technique for testing and developing a statistical model that tends to cause consequences (Sarwono, 2018:327). Hypothesis testing in SEM-PLS was carried out through calculation calculated t value carried out comparison through t table value (Sarwono, 2018:347).

D. RESULTS AND DISCUSSION

Following the results, data analysis was carried out at PT PLN East Bali with the collected data through a spread questionnaire for 119 respondents. The reliability test describes that if the mark Cronbach Alpha exceeds (> 0.70), then the variable or construct can be called reliable (Ghozali, 2016:47).

Table 2 Reliability Test Instrument

No	Variable	Cronbach's Alpha	Information
1	Productivity Work	0.926	Reliable
2	Corporate Culture	0.952	Reliable
3	Management Support	0.892	Reliable

4	Work Attitude	0.9 03	Reliable

Source: Processed Primary Data, 2023

From the data presentation in the table, if all instruments used for research have a value, Cronbach's Alpha exceeds 0.70. So, it can be determined If the whole variable is Already by condition reliability or Power reliability and can utilized to collect research data.

Partial Least Squares (PLS) Technique utilized for internal engineering data analysis. This technique is used because assumptions in a model developed from SEM-PLS are the fundamentals that describe level-from-strength statistics more kindly and harmoniously for the assumption coefficient pathway and significance statistics (Filho et al., 2020).

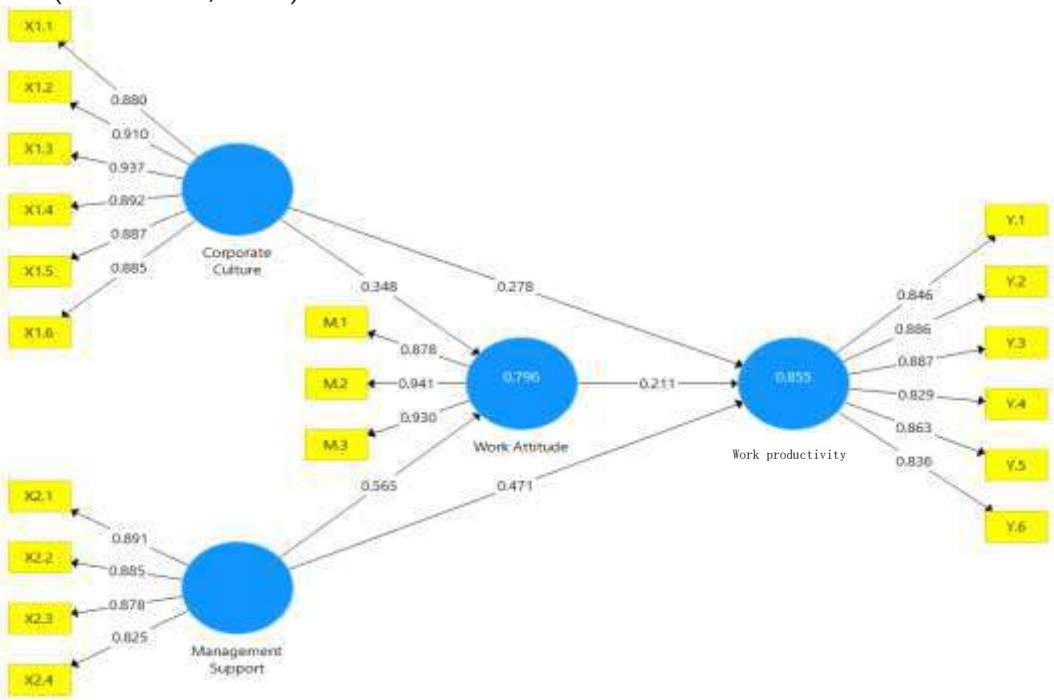


Figure 2 Outer Model

Source: Data first processed, 2023

The tested results data can be reviewed If the whole existing value's convergent validity test value exceeds 0.7. Therefore, it can be decided if the data in the research is valid.

Table 3 Validity Test Results Convergent AVE

	Average Variance Extracted (AVE)
Corporate Culture	0.808
Management Support	0.757
Productivity Work	0.736
Work Attitude	0.841

Source: Primary data processed, 2023

From the data presented in the table, it can be reviewed If the overall average variance extracted (AVE) value is more than 0.5. Therefore, it can give a conclusion on whether the research is valid.

Table 4 shows that all mark outer loading is bigger than mark other cross loading. Therefore, we can state that the data in the study is valid.

Table 4 Comparison AVE Root

	Corporate Culture	Management Support	Productivity Work	Work Attitude
Corporate Culture	0.899			
Management Support	0.903	0.870		
Productivity Work	0.884	0.907	0.858	
Work Attitude	0.858	0.879	0.863	0.917

Source: Primary data processed, 2023

From the data presented in the table, it can be reviewed If the overall discriminant validity value of latent variable correlation for each variable exceeds 0.7. therefore, we Can mention if the data in the research is valid**.**

Table 5 Composite Reliability Coefficient and Cronbach's Alpha Test Results

	Cronbach's Alpha	Composite Reliability
Corporate Culture	0.952	0.962
Management Support	0.893	0.926
Productivity Work	0.928	0.944
Work Attitude	0.905	0.940

Source: Primary data processed, 2023

The data presented in the table can be reviewed if the overall Cronbach's alpha value for each variable exceeds 0.7 and the overall Composite Reliability value is more than 0.6. This Can concluded if the data is used for reliable research.

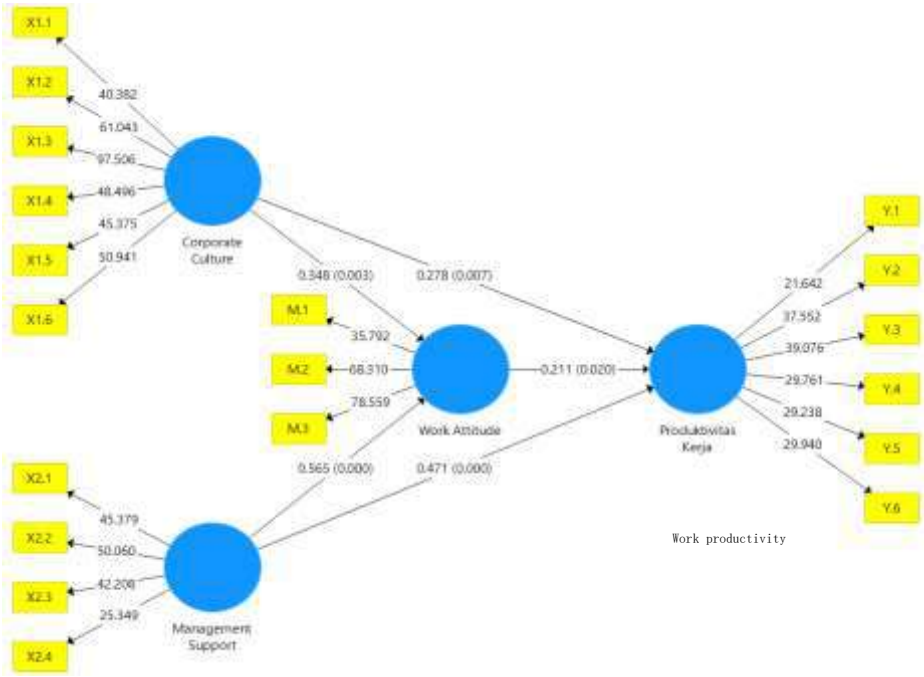


Figure 3 Inner Model

Source: Primary Data Processed, 2023

Table 6 R-square test results

	R Square	R Square Adjusted
Productivity Work	0.855	0.851
Work Attitude	0.796	0.792

Source: Primary data processed, 2023

Reviewed from the analysis of the results presented in the table above obtained If R-square values for corporate culture and management support variables on work productivity worth 0.855 is categorized as a big give description If mark role variable a total of 0.855 x 100% = 85.5%. R-square value for corporate culture and management support variables on work attitude worth 0.796 is categorized as giving a big description If mark role variable a total of 0.796 x 100% = 79.6%.

From the results calculated and analyzed, the Q-square value of 0.971 exceeds 0 and approaches 1; therefore, it can be concluded if the model has a predictive relevance value or can be mentioned if the model is feasible and has value-relevant predictions.

Table 7 Effect Test Results Direct

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Corporate Culture -> Productivity Work	0.278	0.292	0.101	2,759	0.007
Corporate Culture -> Work Attitude	0.348	0.332	0.113	3,080	0.003
Management Support -> Productivity Work	0.471	0.464	0.096	4,897	0,000
Management Support -> Work Attitude	0.565	0.578	0.106	5,314	0,000
Work Attitude -> Productivity Work	0.211	0.203	0.089	2,363	0.020

Source: Primary data processed, 2023

The p-value of the corporate culture variable on the work productivity of PT PLN East Bali employees is 0.007, which is compared to a significance of 0.05 because the p-value is < significant (0.007 < 0.05) with a beta value of 0.278 and a statistical t-value of 2.759 which is compared with the t-table of 1.96. Because of the t-statistic value > t-value (2.759 > 1.96), it can be concluded that corporate culture positively influences the work productivity of PT PLN East Bali employees. So, the hypothesis is accepted.

The p-value of the corporate culture variable on the work attitude of PT PLN East Bali employees is 0.003, which is compared to a significant 0.05 because the p-value is < significant (0.003 < 0.05) with a beta value of 0.348 and a statistical t value of 3.080 which is compared with the t-table of 1.96. Because of the t-statistic value > t-value (3.080 > 1.96), it can be concluded that corporate culture positively influences the work attitude of PT PLN East Bali employees. So, the hypothesis is accepted.

The p-value of the management support variable on the work productivity of PT PLN East Bali employees is 0.000 compared to a significance of 0.05. The p-value is < significant (0.000 < 0.05) with a beta value of 0.471 and a statistical t-value of 4.897, compared with the t-table of 1.96. Because the t-statistic value > t-value (4.897 > 1.96), it can be concluded that management supports a positive influence on the work productivity of PT PLN East Bali employees. So, the hypothesis is accepted.

The p-value of the management support variable on the work attitude of PT PLN East Bali employees is worth 0,000, which, if done comparing values significantly, is worth 0.05. Because the p-value is < significant (0.000 < 0.05), the beta value is 0.565, and the statistical t value is 5.314, which, if done in comparison with a t-table, is worth 1.96. Because of the t-statistic value > t-value (5.314 > 1.96), it can be determined in conclusion If management support positively impacts the work attitude of PT PLN East Bali employees. So, the hypothesis is accepted.

The p-value of the work attitude variable on the work productivity of PT PLN East Bali employees is worth 0.0 20, which, if done in a significant comparing value, is worth 0.05. Because the p-value is < significant (0.0 2 0 < 0.05), the beta value is 0.211, and the t-statistic value is 2.363, which, if done in comparison with a t-table, is worth 1.96. Because of the t-statistic value > t-value (2.363 > 1.96), it Can determine whether work attitude positively impacts the work productivity of PT PLN East Bali employees. So, the hypothesis is accepted.

Table 8 Effect Test Results Indirect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Corporate Culture -> Work Attitude -> Productivity Work	0.074	0.066	0.036	2,020	0.046
Management Support -> Work Attitude -> Productivity Work	0.119	0.119	0.057	2,109	0.037

Source: Primary data processed, 2023

P-value of the corporate culture variable for work productivity of PT PLN East Bali employees through work attitude of 0.046, compared to a significance of 0.05. The p-value is < significant (0.046 < 0.05) with a beta value of 0.074 and a statistical t value of 2.020, compared with the t-table of 1.96. Because the t-statistic value > t-value (2.020 > 1.96), it can be concluded that work attitude can mediate the connection between corporate culture and the work productivity of PT PLN East Bali employees. So, the hypothesis is accepted.

P-value of the management support variable for work productivity of PT PLN East Bali employees through work attitude of 0.037, compared to a significance of 0.05. The p-value is < significant (0.037 < 0.05) with a beta value of 0.119 and a statistical t value of 2.109, compared with the t-table of 1.96. Because the t-statistic value > t-value (2.109 > 1.96), it can be concluded that work attitude can become a mediator connection

between management support and work productivity of PT PLN East Bali employees. So, the hypothesis is accepted.

Influence Corporate Culture to Productivity Work

The analysis of existing data explained previously shows that corporate culture positively influences productivity. Work employees of PT PLN East Bali. Proof from results, i.e., stated analysis: If magnitude marks p-value variable corporate culture on productivity, work employees of PT PLN East Bali equal to 0.007 compared with a significance of 0.05. Because of the p-value < significant (0.007 < 0.05) with a beta value of 0.278 and statistical t value of 2,759 compared with t- a t-table as big as 1.96. Because the t-statistic value > t-value (2.759 > 1.96). This means it is getting a better corporate culture to increase productivity. Work PT PLN East Bali employees. However, if it gets worse, corporate culture will impact productivity. Work employees who also experience it decline. Findings study This aligned with the conclusion research from Riatmaja et al. (2023) and Al-Bawaia et al. (2019), which shows That corporate culture positively impacts the productivity of Work employees.

Influence Management Support to Productivity Work

Based on the results of the data analysis, management support is influentially positive on productivity—work employees of PT PLN East Bali. Proof from results of the, i.e., stated analysis If magnitude variable p-value corporate culture on the work attitude of PT PLN East Bali employees of 0.003 is compared with the significance of 0.05. Because the p-value < significant (0.003 < 0.05) with a beta value of 0.348 and a statistical t-value equal to 3,080 compared with a t-table as big as 1.96. Because the t-statistic value > t-value (3.080 > 1.96). This means it is getting better management support, and the productivity of PT PLN East Bali employees will increase. Whereas if getting worse management support will impact productivity Work employees who experience it decline. Management support is support from company management towards employees so that employees can get encouragement to progress. HR Management explains that support for employees is essential to implement. This is because the proper support will motivate employees to keep going, develop, and produce maximum productivity.

Influence Work Attitude to Productivity Work

The data analysis results show that work attitude is influential and positively influences productivity. Work employees of PT PLN East Bali. Proof from results the, i.e., stated analysis If magnitude marks p-value variable work attitude on productivity Work employees of PT PLN East Bali worth 0.020 which if done comparison of values significant worth 0.05. Therefore, the mark p-value < significant (0.020 < 0.05), which is a considerable beta value of 0.211, and statistical t-value worth 2,363, which, if done in comparison with the t-table, is worth 1.96. Because the t-statistic value > t-value (2.363 > 1.96). This means that the work attitude is improving, and then the work productivity of PT PLN East Bali employees will increase. Meanwhile, if it gets worse,

work attitude will impact productivity. Work employees who also experience it decline.

Attitude is A behavior shown because someone has or follows specific organizational values. HR management theory explains that employees with a positive attitude tend to find it easier to perform well. The better the attitude of employees, the increasingly higher productivity from employees who can give.

Influence Corporate Culture to Work Attitude

Based on the results of the data analysis, corporate culture positively impacts the work attitude of PT PLN East Bali employees—proof from results, i.e., stated analysis. If magnitude marks, the p-value variable corporate culture on the work attitude of PT PLN East Bali employees of 0.003 is compared with a significance of 0.05. Because of the p-value < significant (0.003 < 0.05) with a beta value of 0.348 and statistical t value equal to 3,080 compared with the table as big as 1.96. Because the statistic value > t-value (3.080 > 1.96). This means that the corporate culture is getting better, and the work attitude of PT PLN East Bali employees will increase. Meanwhile, if corporate culture worsens, the work attitude of PT PLN East Bali employees will decrease further.

Culture the work an organization has is one of the bridges to creating quality employees. Employees with a good attitude tend to come from an excellent corporate culture. This is by HRM theory, which explains that work culture plays a vital role in creating competent employees with a positive attitude.

Influence Management Support to Work Attitude

Based on the Data analysis results obtained, management supports a positive influence on the work attitude of PT PLN East Bali employees—proof from results, i.e., stated analysis. Suppose magnitude marks p-value variable management support for the work attitude of PT PLN East Bali employees worth 0,000, which, if made, compares values significantly worth 0.05. Therefore, the mark p-value < significant (0.000 < 0.05), which is a considerable beta value of 0.565, and a statistical t-value worth 5,314, which, if done in comparison with the t-t table, is worth 1.96. Because the statistic value > t-value (5.314 > 1.96). This means that the better the management support, the better the work attitude of PT PLN East Bali employees will improve. Meanwhile, if management support worsens, the work attitude of PT PLN East Bali employees will decline further. The support from management given to employees is critical in developing the employees' attitudes. HRM theory explains that the support someone feels will determine how they behave. Employees to whom the Company gives positive support will, of course, devote all their abilities to producing good performance, which can impact their work attitude.

Role Work Attitude in Mediate Influence Corporate Culture to Productivity Work

Based on the Data analysis results obtained, work attitude can mediate the influence of corporate culture on the work productivity of PT PLN East Bali

employees. Proof from results the, i.e., stated analysis If magnitude marks p-value variable corporate culture for productivity Work employees of PT PLN East Bali through work attitude is worth 0.046 which if done comparison with significance worth 0.05. Accepted magnitude p-value < significant (0.046 < 0.05) where beta is 0.074 and t statistic value worth 2,020, which, if done compared with table, is worth 1.96. Due t- statistical value > t-value (2.020 > 1.96), this has meaning If work attitude a k a n giving the influence of corporate culture on productivity Work employees of PT PLN East Bali. Due to inconsistencies in previous research, it can be indicated that the influence of corporate culture and management support on work productivity cannot be fully explained accurately. Therefore, the work attitude for research Is used as a bridge for connecting influence.

Role Work Attitude in Mediate Influence Management Support to Productivity Work

Based on the data analysis, the results obtained show that work attitude can mediate the influence of management support on the work productivity of PT PLN East Bali employees. Proof of these results is the analysis, which states that the p-value of the management support variable for work productivity of PT PLN East Bali employees through work attitude is 0.037, which, if done in comparison, is significantly worth 0.05. Because the p-value is < significant (0.037 < 0.05) where the beta is 0.119 through, the t statistic is 2.109, which is done compared with equivalent t-tables 1.96. Because the t-statistic value > t-value (2.109 > 1.96). This result gives rise to the meaning that work attitude will produce results that impact, influence, and influence management support on the work productivity of PT PLN East Bali employees. The inconsistencies explained previously also cause doubt about the direct influence of management support on work productivity.

E. CONCLUSION

Based on the results of the research analysis and the results of the discussion in the previous chapter, the conclusions of this research are as follows: 1) Corporate culture impacts positively on the work productivity of PT PLN East Bali employees; 2) Management support impacts positively on the work productivity of PT PLN East Bali employees; 3) Work attitude impacts positively on the work productivity of PT PLN East Bali employees; 4) Corporate culture impacts positively on the work attitude of PT PLN East Bali employees; 5) Management support positively impacts the work attitude of PT PLN East Bali employees; 6) Work attitude can mediate the influence of corporate culture on the work productivity of PT PLN East Bali employees; and 7) Work attitude can mediate the influence of management support on the work productivity of PT PLN East Bali employees.

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