

## ONGOING EFFORTS ON BUILDING AN ADAPTIVE ORGANIZATIONAL CULTURE AND NOW-FUTURE LEADERSHIP DURING THE NEW NORMAL ERA AT KPPN YOGYAKARTA THROUGH WORK MOTIVATION

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### **ABSTRACT**

*Achievement of employee is a necessary because achievement of employee can improve performance in the organization. The aims of this study is to determine the direct effect between now-future leadership and organizational culture on achievement of employee and the indirect effect of now-future leadership and organizational culture on achievement of employee through work motivation. This study uses a quantitative approach with data collection methods through a survey of 52 employees of the State Treasury Service Office (KPPN) Yogyakarta – Indonesia and the data were analysed using Partial Least Square (PLS). Research shows that: (a) now-future leadership can improve achievement of employee, (b) organizational culture can improve achievement of employee, and (c) work motivation is afford to mediate the relationship between now-future leadership and organizational culture on achievement of employee. This finding shows that improving achievement of employee can be done through now-future leadership and the application of an appropriate organizational culture. In addition, now-future leaders and organizational culture are also able to increase employee motivation to achieve performance and even exceed predetermined performance targets.*

**KEYWORDS:** *Now-Future Leadership, Organizational Culture, Work Motivation, Achievement of Employee*

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