***ABSTRACT***

***The problems studied in this research is evel of employee effectiveness Bidang Administrasi Kesejahteraan Rakyat Sekretariat Daerah Kabupaten Garut marked with delay level employee, employees who leave the office during working hours but not for office use only for private purposes, in the preparation and structuring of data archives or job is still not well-organized, as well as other violations that result in failure to achieve effectiveness. This study aims to find out is there any influence on the effectiveness of employee controling and to identify any obstacles to the effectiveness of the implementation of controling and efforts to overcome obstacles to the implementation of effective controling of the employee.***

***This study aims at finding out if the effect of supervision on employee effectiveness and to identify any obstacles to the effectiveness of the implementation of the monitoring and efforts to overcome barriers in the implementation of monitoring of the effectiveness of the employment. Methods This study used a descriptive method of analysis, while the research technique used was the literature research and field studies that include non pertisipan observation, interview and questionnaire by using techniques accidental distributed to 20 respondents. Obstacles faced include: Lack of taking corrective actions taken by management in this case the actions of management to provide warning and guidance directly to the error and to sanction employees who alleged irregularities due to lack of leadership and lack of firmness and courage motivation given by the leadership to employees. Attempts to cope include: Bidang Administrasi Kesejahteraan Rakyat Sekretariat Daerah Kabupaten Garut seeks to uphold the effectiveness of the work and be assertive to dare to take corrective action either make referrals, reprimand or disciplinary punishment to employees and employee motivation to develop a system so that employees have high work ethic.***

***The conclusion that can be drawn based on criteria such as the interpretation of the coefficient of determination indicates that there is a moderate influence controling on the effectiveness of supervision of work of employees, and it can be said there is a positive influence. Thus, conceptual hypotheses regarding controling of the effectiveness of employee tested. The suggestions from researchers such leaders should be actively and directly controling the behavior, morals, attitudes, morale and work performance of subordinates and be firm against the violation of their employees and leaders must provide the structuring and preparation of important archives.***