***ABSTRACT***

***The problems examined in this study about employee Sub Bagian Umum dan Kepegawaian Dinas Kependudukan dan Pencatatan Sipil Kota Bandung effectiveness. It is starting with unoptimal employee’s ability to carry out the work plus. The research have a direction to understand aboy do controlling for increase work effectiveness employee’s and for understanding obstruction’s controlling action for increase work effectiveness amd then its about doing effort to solved the problem’s in control action for increase work effectiveness.***

***Research method which use in this research using descriptive research methods, while, used research techinque literature and observastion include, observation, interview, documentation study and distributing questionnaire using census methode for 10 responden.***

***Ecounter obstalce is about lack commanding for employee’s in office, lack of firm to deviation and lack of awareness of employee’s to maintain work effectiveness. This to do to leader can improved the commando, improve firmness in all sorts of effectiveness action and work deviation and then the last employee must be understand and try to always obey the rules.***

***The advice who can be given, leader of Sub Bagian Umum dan Kepegawaian Dinas Kependudukan dan Pencatatan Sipil Kota Bandung should be increase give a motivation for employee’s. Leader as a role model employee’s should be a good employee’s who obey the role so can be followed by his employee’s and the must build a hamonius relationship between the leader and subordinate and finnaly make up the reward and punishment for employee’s.***