

ABSTRACT

Based on the findings and observations of the researchers did the Civil Sub-Division of General and Department of Population and Civil Registration Bandung, the main problem in this research is the effectiveness of the employee is not optimal. Presumably due to the low one Bureaucratic behavior by employees, resulting in low employee effectiveness.

The method used is an explanatory survey method, this method not only to explain or describe the empirical facts encountered in the field but also will explain the analysis of the influence of either partially or simultaneously between variables that are the focus of research ''.

The findings of this study indicate that there is a positive influence on the behavior of the effectiveness pegawai.perilaku bureaucratic red tape has a strong enough influence that 67.4% to improve the effectiveness of employees in the Department of Population and Civil Registration Bandung.

Obstacles encountered in bureaucratic behavior to employee effectiveness in general and employment subsection Department of Population and Civil Registration Bandung is lacking leadership oversight of what has been experienced by employees in kaitanya with values, so that the leadership did not know the extent of the ability of and experience of employees on the job.

Attempts to overcome that head further enhance oversight of employee to be aware of the capabilities and experience of the employees. So that the work charged to employees can be tailored to the ability and experience of the employees in the achievement of employee effectiveness.