*ABSTRACT*

*The effectiveness of employment is a phenomenon or problem that occurred at the Center for Geological Resources. Using a reliable Payroll Application Program is one way to improve employee effectiveness. This study aimed to analyze the three main issues, namely Payroll Application Program, Employees' effectiveness, and whether there is any effect on the Effectiveness of Application Program Payroll Employment Work at the Center for Geological Resources.*

*The method used in this research are qualitative and quantitative methods, to determine the current Payroll application program uses a structured approach (FlowMap), knowing the responses of respondents regarding Payroll Application Program and the effectiveness of employees using the actual score with the ideal score, testing techniques using test datavalidity of the formula product moment analysis and reliability tests with the formula negligent, to prove the truth of the hypothesis test is used correlation, regression, determination and t test, whereas in processing the data using SPSS 14.0 for windows and use Microsoft Office Excel software.*

*The results showed that the influence of Payroll Application Program49,56% of Employees Work Effectiveness, which means indicate that the Payroll Application Program has a strong influence and direction as well as significant increase in Work Effectiveness, while the remaining 50,44% (100% -49,56%) affected by other factors such as educational background and experience, which is not examined in this study. And unidirectional nature means that if the use of the application program the better it will be better the level of effectiveness of Employees*

*Keywords: Payroll, Employee Effectiveness Program Payroll Application*