ABSTRACT

Habit of employeeis characteristic of a performance or work on the employee. Besides the environmental performance of civil servants, particularly in local governmen to rganizations can also provide a role for a Financial Management. To supervise the running of the government over sight of functional areas, especially regarding the implementation of financial management in order to meet the objectivesof financial management effectiveness that can be accounted for.

The method used in this research is descriptive method and verifikatif. Descriptive method used to determine the variable picture of employee performance, functional oversight, and effectiveness of financial management. To know the effect of employee performance and functional oversight of the effectiveness of financial managemen tused statistical tests. Statistical testing using correlation analysis, multiple regression analysis, coefficient of determination.

The results showed that the simultaneous performance of staff and functional supervision significantly influence the effectiveness of financial managemen tand partial results showed that the variable employee performance and functional supervision significantly influence the effectiveness of financial management. .While the coefficient of determination indicates that together the performance of Employees and functional supervision contributed to the dependent variable (effectiveness of regionalfinancial) of 59.0% while the remaining 41.0% influenced by other factors not included in thevariables examined in this study.

Keywords: EmployeePerformance, Monitoring of Functional, Effectiveness of Regional Financial Management