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Performance-Management Scheme and Reforms in Malaysia: Challenges in the Civil Service
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Performance-management reforms in Malaysia have resulted in improving efficiency at the bureaucratic and public service delivery systems. Within many policies and frameworks, numerous standards of practice have been introduced since 1970s until the recent Public Service New Scheme in 2012. Numerous attempts have been made by the government in its continual effort to refine the strategies in enhancing public administration in the country. This paper details the various policy standards and administrative devices in transforming better performance among public servants with the various schemes and changes including the challenges involved in implementations. This paper also highlights the results of a recent survey among public administrators on their performance management scheme and their views on the HRM strategies in their agencies.

Keywords: Performance management, Civil service, Malaysia.