In 1980s and 90s, the architects of public sector reforms took another step further by designing the change in government similar to that in the private sector business enterprises. Reforms such as privatisation, decentralisation, accrual accounting, value for money auditing and results based performance measures were among a few of the trends to bring in the efficiency and effectiveness of private sector into government organisations. The civil services in Malaysia, one of the developing economies in South East Asia, was considered as among the top end in performance to support the national development agenda. In 1990s, while continuing the process of privatisation, a series of financial and market led reforms were implemented in the core public services. Financial reform programmes include Modified Budgeting System (MBS), Micro Accounting System (MAS) and Internal Auditing System. Major market led initiatives include Benchmarking, Innovation Award, Client's Charter, MS ISO 9000, TQM and ICT.
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