The Government Transformation Program (GTP) has been established in 2009 in an effort to improve performance of public sector organizations, which include improvement in managerial performance. This study views the GTP as the change program initiated by the government to improve performance and service delivery towards the public at large. The present study asserts the significance of inculcating managers’ Perceived Readiness for Change (PRC) in the study of Performance Measurement System (PMS) towards improving public sector performance. So far, however, there has been little discussion on the role of PRC in enhancing the relationship between PMS and managerial performance. The present study explores the pattern (based on the response pattern of respondents on the Person-Item Distribution Map of Rasch Analysis) of managerial performance, PMS and PRC after the implementation of GTP. The present study also investigates the relationship between PMS and PRC on the managerial performance. This study also examines the role of PRC in moderating the relationship between PMS and managerial performance. A mix method approach using the survey with follow-up interviews was employed to achieve the research objectives. The survey for this study was conducted over five ministries directly working with the National Key Results Areas (NKRAs), as the NKRAs are the main indicators of GTP. Rasch Measurement Model and Winsteps®3.72.3, SPSS version 21 and PROCESS analysis were used to analyze the data. Findings suggest that public sector managers can be classified into four groups, in accordance to their ability in performing managerial tasks. The present study indicates that the measurement of managers’ responses towards managerial performance, PMS and PRC can be precisely measured using the Rasch probabilistic model. Analysis of multiple linear regression indicates that all three components of PMS: comprehensive PMS, the extent use of PMS and the attitude towards KPI have positive significant effects on managerial performance. On the other hand, the present study found that two out of five components of PRC: human resource competency and employee participation have significant positive effects on managerial performance. Further analysis to test the moderating effects of PRC indicators on the relationship between PMS and managerial performance revealed that three components of PRC: commitment of senior management, support from immediate managers, and communication of change have significant moderating effects on the relationship between PMS and managerial performance. Findings from interviews also suggested the policy makers to provide adequate information about change, encourage participation during the change process and to improve the leadership skills among senior managers in order to improve managers’ PRC. In addition, the respondents also highlighted the importance of rewards and training in order to improve the managerial performance.

Greasing the logistics services is an eminent factor that could reduce the excessive used of fossil fuel by the logistics industry. In Malaysia, particularly the logistics industry covers all types of transportation mode such as air, land and sea. Besides the positive economic growth, the side effect of logistics activities is a negative externality with a recent issue of the Global Warming is the inevitable growth of Greenhouse gases (GHG). These activities have given an impact to the environment that has caused major catastrophe. This research is to realize the Strategies and Action Plan of Logistics and Trade Facilitation Masterplan (2015-2020) and 11th Malaysia Plan; Towards a First-World Mentality Nation. Since, inconsistencies in the operation of logistics services between the “green” and “logistics”, thus the logistics players focus on the greener the operation of logistics services. The fact is that “greenness” is a cost-saving strategy in which the logistics players could benefit from Internalization the Social Cost. Green Logistics has been implemented over 40 countries and there are many research related to this study. However, this research is a continuation of current research and focuses on the internalization of the social costs using Game Theory. This research has explored the use of analytical tool of Congestion Game by studying the congestions in the road network. The study of Price of Anarchy for understanding the cost involved in congestion and resolving the congestions in the road network. This is through identifying the internal and external costs as well the overall cost function $i: ui(\neg a) = P \sum_{j=1}^{\infty} \epsilon_{ij} c_j (\eta (\neg a))$. This study has suggested that the diversion of vehicles could reduce the congestion in the road network by using other available route to the same destination. For the internalization of the social cost, the most important factor is to identify the strength or weakness of the monetary valuation method to be adopted for implementation. Thus, the study of the decision making analysis of the logistics players used the Extensive Form or Game Tree represented as a vector of probabilities: $p(Sa), p(Sb), p(Sc), \ldots$. This study could gauge the players strategic action for Willingness to Pay and Willingness to Accept for improving the Pareto Efficiency. The finding of this research could be adopted in the policy by incorporating suitable monetary valuation method into the policy for achieving the social optimality. This cost could be converged for the compensation (Kaldor Hicks) theory for the social benefit. Overall, this study explores the use of Congestion Game and Extensive Form or Game Tree as the strategic action of multi players in making the decision for the benefit outcome. This study provides the solution concept to resolve the research problem statement and objectives. Thus, it’s providing the understanding of the beneficial outcome of the players in the logistics sector and achieving the equilibrium for social optimality and sustainability.