

INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



www.hrmars.com

The Suitability of Institutional Arrangement and Policy Assessment Indicator in Malaysia's Land Administration System

Salfarina Samsudin

To Link this Article: http://dx.doi.org/10.6007/IJARBSS/v10-i11/8365

DOI:10.6007/IJARBSS/v10-i11/8365

Received: 14 September 2020, Revised: 20 October 2020, Accepted: 11 November 2020

Published Online: 26 November 2020

In-Text Citation: (Samsudin, 2020)

To Cite this Article: Samsudin, S. (2020). The Suitability of Institutional Arrangement and Policy Assessment Indicator in Malaysia's Land Administration System. *International Journal of Academic Research in Business and Social Sciences*, 10(11), 1414-1425.

Copyright: © 2020 The Author(s)

Published by Human Resource Management Academic Research Society (www.hrmars.com)

This article is published under the Creative Commons Attribution (CC BY 4.0) license. Anyone may reproduce, distribute, translate and create derivative works of this article (for both commercial and non-commercial purposes), subject to full attribution to the original publication and authors. The full terms of this license may be seen at: http://creativecommons.org/licences/by/4.0/legalcode

Vol. 10, No. 11, 2020, Pg. 1414 - 1425

http://hrmars.com/index.php/pages/detail/IJARBSS

JOURNAL HOMEPAGE

Full Terms & Conditions of access and use can be found at http://hrmars.com/index.php/pages/detail/publication-ethics



INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



www.hrmars.com

The Suitability of Institutional Arrangement and Policy Assessment Indicator in Malaysia's Land Administration System

Salfarina Samsudin

Department of Real Estate, Faculty of Built Engineering and Surveying, Universiti Teknologi Malaysia, 81310 Johor Bahru, Johor, Malaysia

Abstract

A quality assessment framework that assesses the performance of institutional arrangement of land administration is essentially needed considering the framework is where the legal process and property rights are ensured. Land Governance Assessment Framework (LGAF) by World Bank is developed as a diagnostic instrument to assess country's land administration system at national or sub-national level. This study explored the appropriateness of this assessment framework by interviewing experts from Department of Land and Mines, Department of Surveying and Mapping in Penang Land and Mines Office, and Department of Town Planning and Consumer Association of Penang to determine the suitability based on twelve indicators of institutional arrangement and policy highlighted in LGAF. The result shows that, out of twelve indicators, only eleven indicators are highly suitable to be evaluate by Malaysia's land administration system. Through this study, a formal land administration system can be supported and guided via the scheduled evaluations based on the indicators which will be a beneficial for land authorities.

Keywords: Land Administration, Institutional Arrangement, Policy Assessment, Indicator, Land Governance Assessment Framework

Introduction

Institutional framework of land administration system ensures the legal basis necessary for the process, respecting property rights, and guaranteeing the property's protection (Auzins & Kapostins, 2012). Ali *et al.* (2014) specified that institutional structure is a key determinant of the land administration system efficiency with a clear internal and external flow of information. Besides, land administration system includes land settlement, land survey, land registration, land valuation, land control, infrastructure, and utilities. Williamson & Grant (2000) regarded land administration institution as a rule of the game according to accepted law and regulations. In this case, organizations in land administration are recognized as a key player that guarantees smooth operation of the institutions involved. In most countries, the institutional arrangement of land administration is commonly influenced by the country's background, depending by the type of system, whether it is decentralized, deconcentrated, or centralized (Williamson, 2001).

The institutional arrangement of land administration touches on many issues, i.e. community participation, governance, sustainability, and decision making. Other than that, issues related to the review of the institutional arrangement of land administration include (i) organizational structure, roles, and responsibilities of the institutions providing the core land administration functions, i.e. registration, surveying, and mapping, (ii) decentralization of land administration agencies, (iii) linkages of the core land administration function to other land sector agencies and functions, and (iv) role of the private sector (Burns *et al.*, 2006). Bandeira *et al.* (2010) illustrated that the ineffectiveness of institutional design leads to consequences e.g. thin land formal market, high inability to enforce regulation, and high land tax evasion. Bennett et al. (2008) identified the legal and institutional conflicts arising from poorly designed, weakly administered, and inappropriate institutional arrangement.

Following the aforementioned issues, it is therefore important to have a quality assessment framework that assesses the performance of institutional arrangement because land administration activities require a more comprehensive understanding of the principles of institutional arrangement (Burns *et al.*, 2006; Mughal, 2019). Next, institutional arrangement in land administration system needs an effective organization to enhance credibility in the society. Inadequate policy implementation can be recognized if assessment on the performance of institutional arrangement of land administration system does not exist. In this case, ongoing studies are conducted to evaluate different methods to measure the success of land administration system. Steudler (2004) determined that the performance of land administration system is currently being evaluated by different organizations to assess the system for many different purposes, e.g. Table 1 illustrates the land governance assessment framework or in short, LGAF, which has been analyzed by World Bank as a diagnostic tool for land administration system in 50 countries (Deininger *et al.*, 2011). This study explored and analyzed the appropriateness of LGAF to evaluate the suitability of institutional arrangement and policy indicator in Malaysia's land administration system.

Table 1. List of Countries Categorized by Continent

Continents	Countries		
Africa	Benin	 Malawi 	
	Burkina Faso	Mali	
	Burundi	 Mauritania 	
	Cameroon	 Mozambique 	
	Cape Verde	 Namibia 	
	Dem. Republic of the Congo	Nigeria	
	Egypt	 Rwanda 	
	Ethiopia	 Senegal 	
	The Gambia	Sienna Leone	
	Ghana	 South Africa 	
	Guinea	 South Sudan 	
	• Kenya	Sudan	
	• Lesotho	 Tanzania 	
	• Liberia	Uganda	
	 Madagascar 	Zambia	
Central	Azerbaijan	Moldova	
Europe	• Croatia	 Romania 	

INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS AND SOCIAL SCIENCES

Vol. 10, No. 11, 2020, E-ISSN: 2222-6990 © 2020 HRMARS

	Georgia	Ukraine
Latin	Brazil	Honduras
America	 Colombia 	Peru
	 Guatemala 	
Asia	 Cambodia 	 Myanmar
	• India	 Philippines
	 Indonesia 	 Timor-Leste
	 Kyrgyz Republic 	Vietnam
	• Laos	
Middle East	 Afghanistan 	Dubai

Source: (Deininger et al., 2011)

Institutional Arrangement and Policy Assessment

Assessment is needed in any case where changes are considered, and an assessment portfolio has the greatest benefit to the organizations by giving necessary feedbacks into policy planning, programming, and budgetary process (Spilsbury *et al.*, 2014). Assessment also reflects whether an organization is systematic or not (Eo, 2010). Baizerman (2012) argued that the purpose of an assessment is to improve organizational practices. Cousins *et al.* (2014) believed that assessment is a systematic inquiry used in the formulation of judgment about merit, value or significance, and in support of decision making. It is also closely related with the terms utilization, impact, and influence (Daigneault, 2014).

Eo (2010) concluded that an assessment provides evidence-based information that are credible and enables the findings into decision making process. Spilsbury *et al.* (2014) specified that the findings in an assessment play an important role to secure organizational financial resources. Ingraham (2013) discovered that assessment helps to discover how a program is running, what the program is trying to do, and if the outcomes are similar to the stated goals and objectives. Likewise, assessment provides evidence of effective performance in achieving important outcomes and benefits (Spilsbury *et al.*, 2014). Assessment also determines the relevance, efficiency, effectiveness, impact, and sustainability of the interventions and contributions of the involved partners (Eo, 2010). Jabot *et al.* (2011) specified that assessment is an exercise that drives towards positive values by effects.

Findings from assessment are used to improve program, organizational structure, and process on an ongoing basis (McCoy et al., 2014). Program assessment is also a good way of repair to prevent and control situations which enhance opportunity and possibility. Assessments of activities are usually undertaken to review the logic and to determine the progress towards results (Spilsbury et al., 2014). In short, assessment is vital as it helps to improve a particular system by learning from situations that abstain the attainment of goals.

In discussing the governance approach to land administration, Table 2 shows that Deininger *et al.* (2011) have determined five thematic areas that have to be considered to achieve a successful governance. In this case, they found a specific role for public institutions in the land sector for them to increase good governance. Furthermore, understanding the roles and responsibilities of land governance institutions may contribute to the legal frameworks, policies, and practices regarding land and land use.

Table 2. Five Thematic Areas in LGAF

Thomastic Area		
Thematic Area	Explanation	
Legal and	Indicators related to the legal and institutional framework are	
institutional	designed to help policy makers assess:	
framework	The extent to which the range of existing land rights is legally	
	recognized.	
	The level of documentation and enforcement and the cost of	
	enforcing or gradually upgrading these rights.	
	Whether the regulation and management of land involve	
	institutions with clear mandates and policy process that is	
	transparent and equitable.	
Land use	The purposes of assessing this category are:	
planning,	Land use restrictions are justified on the basis of the public	
management,	interest.	
and taxation	Necessary exemptions are granted promptly and transparently.	
	 The process for land use planning is efficient. 	
	Taxes on land and real estate are transparently determined and	
	efficiently collected.	
Management of	A focus on public land management aims to help assess the extent to	
public land	which:	
paidire iarra	Public landholdings are justified and transparently inventoried	
	and managed;	
	 Expropriation procedures are applied in the public interest 	
	through clear, transparent, and fair process involving the	
	compensation of all those who lose rights.	
	The transfer or devolution of state land is transparent and	
	monitored.	
Public provision	Indicators related to this category assess:	
of land	 Whether land information systems provide sufficient, relevant, 	
information	· · ·	
IIIIOIIIIatioii	and up- to-date data on land ownership to the general public.	
	 Whether land administration services are accessible, affordable, and sustainable. 	
Dispute	This fifth set of indicators can be used to assess:	
resolution and		
conflict	Whether a country has affordable, clearly defined, transparent, and unbiased machanisms for the resolution of land disputes.	
	and unbiased mechanisms for the resolution of land disputes.	
management	 Whether these mechanisms function effectively in practice. 	

Source: (Deininger et al., 2011)

The LGAF process is guided by a framework of land governance indicators in the five thematic areas listed above divided into nine focus areas; each is divided into three to four dimensions (Table 3) in which rankings are assigned by expert panels based on prerecorded answers (on a scale from A to D) drawn upon global experiences. Through a consensual and participatory assessment by local experts of this core set of indicators, the LGAF serves to map out key information on land governance and define actionable paths for policy interventions; all in a contextualized and country-driven manner.

Table 3. List of Focus Areas and Indicators

Focus Area	Indicators	
Land Rights	Indicator 1: Recognition of a continuum of rights	
Recognition	Indicator 2: Respect for and enforcement of rights	
Rights to Forest and	Indicator 1: Rights to forest and common lands	
Common Lands &	Indicator 2: Effectiveness and equity of rural land use regulations	
Rural Land Use		
Regulations		
Urban Land Use,	Indicator 1: Restrictions on rights	
Planning, and	Indicator 2: Transparency of land use restrictions	
Development	Indicator 3: Efficiency in the urban land use planning process	
	Indicator 4: Speed and predictability of enforcement of restricted	
	land uses	
	Indicator 5: Tenure regularization schemes in urban areas	
Public Land	Indicator 1: Identification of public land and clear management	
Management	Indicator 2: Justification and time-efficiency of acquisition processes	
	Indicator 3: Transparency and fairness of acquisition procedures	
Transfer of Large	Indicator 1: Transfer of public land to private use follows a clear,	
Tracts of Land to	competitive process and payments are collected	
Investors	Indicator 2: Private investment strategy	
	Indicator 3: Policy implementation is effective, consistent and	
	transparent	
	Indicator 4: Contracts involving public land are public and accessible	
Public Provision of	Indicator 1: Mechanisms for recognition of rights	
Land Information:	Indicator 2: Completeness of the land registry	
Registry and Cadastre	Indicator 3: Reliability of registry information	
	Indicator 4: Cost-effectiveness and sustainability of land	
	administration services	
	Indicator 5: Fees are determined transparently	
Land Valuation and	Indicator 1: Transparency of valuations	
Taxation	Indicator 2: Collection efficiency	
Dispute Resolution	Indicator 1: Assignment of responsibility	
	Indicator 2: The share of land affected by pending conflicts is low	
	and decreasing	
Institutional	Indicator 1: Clarity of mandates and practice	
Arrangements and	Indicator 2: Equity and non-discrimination in the decision-making	
Policies	process	

Source: (Deininger et al., 2011)

In this study, the focus area is on institutional arrangement and policy with two indicators and twelve dimensions. Institutional framework is useful in identifying if the regulation and management of land involve institutions with clear mandates and policy process that are transparent and equitable (Deininger *et al.*, 2011). The two indicators are:

a) Clarity of Institutional Mandates

INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS AND SOCIAL SCIENCES

Vol. 10, No. 11, 2020, E-ISSN: 2222-6990 © 2020 HRMARS

Institutional structure reflects the relationship between the actors in land administration transaction (Hagedorn, 2002). Transaction costs will increase because of unclear or overlapping mandates and functions. It can create a discretion of good governance (Deininger et al., 2011). Moreover, the existence of multiple organizations with each legislation power impacts on land administration cycle (Burns et al., 2006). Based on Hsu et al. (2013), lack of resources and weak legal framework increase the problems of property ownership, poor land management and institution coordination, and imbalance decision making between national policy and local decision. These can lead to the failure of good land administration system (Auzins & Kapostins, 2012). There are five dimensions under this indicator respectively; (i) land policy formulation where the implementation and arbitration are separated to avoid conflict of interest, (ii) responsibilities of the ministries and agencies dealing with land do not overlap (horizontal), (iii) administrative (vertical) overlap is avoided, (iv) land rights and use information are shared by public institutions and key parts are regularly reported and publicly accessible, and (v) overlaps of rights based on tenure typology are minimal and do not cause friction or dispute.

b) Equity and Nondiscrimination in the Decision-Making Process

Special interest groups are backed by some policy framework guiding institutional activities (Deininger *et al.*, 2011). Equity is the success of an adaptation action (Whitehead & Tsikata, 2003). Deere (2003) stated that nondiscrimination against women in land titling happens because women are considered as rural workers rather than the traditional designation "housewife". Seven dimensions listed in this indicator are; (i) land policies and regulations are developed in a participatory manner involving all relevant stakeholders, (ii) land policies address equity and poverty reduction goals (progress towards these is publicly monitored), (iii) land policies address ecological and environmental goals (progress towards these is publicly monitored), (iv) implementation of land policy is costed, matched with benefits, and adequately resourced, (v) regular public reporting indicating progress in policy implementation, (vi) land policies help to improve land use by low-income groups and those experiencing injustice, and (vii) land policies proactively and effectively reduce future disaster risk.

Methodology of Study

This study used primary and secondary data for the analysis. Primary data were collected via interviews consist of experts from Department of Land and Mines, Department of Surveying and Mapping in Penang Land and Mines Office, and Department of Town and Planning of Penang and Consumer Association of Penang, while secondary data were collected from the analysis of the relevant statutes, rules, regulations, books, reviews of previous research works as well as related journals. This study specifically used data analysis, writing method through revision, and reading and listening to recording data collected during interviews. This study also initially analyzed the interviewees' perceptions of the suitability of the indicators and dimensions of institutional arrangement and LGAF policies according to Malaysia context.

Results and Discussion

Based on the interviewees' reviews, discussions, and opinions, all the listed indicators and dimensions are appropriate approach to assess the institutional arrangement of Malaysia's land administration system. Table 4 summarizes the discussions among the interviewees about the indicators and dimensions.

Table 4. Summary of Interviews based on Indicators

	Indicators Appropriateness Suitability to		
	illuicators	Appropriateriess	Evaluate
1	Lond notice	Functions of land notice formulation	
1.	• •	Functions of land policy formulation,	Suitable
	formulation,	implementation, and arbitration are	
	implementation,	separated. Therefore, this indicator is suits to	
	and arbitration	evaluate because there are a few agencies	
	are separated to	playing important roles and responsibilities	
	avoid conflict of	to standardize the land laws such as <i>Majlis</i>	
	interest.	Tanah Negara and Department of Director	
		General of Lands and Mines (JKPTG).	
2.	Responsibilities	No overlap of responsibilities between	Suitable
	of the ministries	ministries and agencies in land dealing	
	and agencies	activities because the National Land Code has	
	dealing with land	already provided a comprehensive guideline	
	do not overlap	to make it uniform and fair. Likewise, every	
	(horizontal).	responsibility has already been explained and	
	(,	discussed in meeting, however the	
		overlapping occurs in few stages once the	
		implementation begins. In order to avoid	
		such things from happening that can reduce	
		the efficiency of land dealing process, an	
	0	assessment towards this indicator is needed.	Cuitalala
3.	Overlapping	No overlapping administrative issues. JKPTG	Suitable
	administrative	and PTG play roles in federal and state land	
	(vertical) is	development process respectively. The	
	avoided.	administrative function is carefully planned	
		and each scope is clearly defined. Moreover,	
		the State Planning Committee ensures that	
		the functions of technical agencies involved	
		in land development process do not overlap.	
4.	Land rights and	Land rights and use information are not	Suitable
	use information	openly accessed via internet to public	
	are shared by	because of some restriction which indirectly	
	public	encourage the misuse of purposes. Public can	
	institutions and	get the information by payment from land	
	key parts are	offices, but land owners have the rights to	
	regularly	access such a thing without payment because	
	reported and	they pay land tax or rent every year. So, this	
	publicly	indicator needs to be evaluated to ensure the	
	accessible.	public gain benefits by accessing the	
L	a secosioici	pasie buil selicitis by decessing the	

		information. Additionally, by this sharing of	
		information, people can be made aware with	
		any projects developed by local authority.	
5.	Overlaps of rights	Overlaps of rights causes double alienation	Suitable
	(based on tenure	and fraud. This sometimes happens because	
	typology) are	of unwritten will, hence may cause disputes	
	minimal and do	among family and relatives. However,	
	not cause friction	although the land tenure is bonded by	
	or dispute.	indefeasibility as stated in National Land	
	от опоражен	Code, the case still happens. Therefore, it is	
		better to evaluate this indicator for an	
-	Lond policies and	efficient land administration system.	Suitable
Ь.	Land policies and	The process of creating or amending land	Sultable
	regulations are	policies and regulations involves special	
	developed in a	bodies such as lawyer, surveyor, planner, and	
	participatory	valuer. There will be selecting committee to	
	manner involving	develop land policies and regulations that	
	all relevant	involves all relevant stakeholders.	
	stakeholders.		
7.	Land policies	The equity assessment cannot be address in	Not suitable for
	address equity	Penang because it relies on purchasing power	address equity but
	and poverty	with its uneven population. It has already	suitable for
	reduction goals	become private ownership in comparison to	poverty reduction
	(progress	other types of ownership. In addition, a few	evaluation
	towards these is	monitors on reduction goal progress such as	
	publicly	FELDA Group Settlement Act (GSA) is	
	monitored).	considered as a policy that helps the FELDA	
		residents.	
8.	Land policies	There is a major concern about issues	Suitable
	address	regarding environment because it is a	
	ecological and	primary requirement. Usually the state's	
	environmental	guidelines meet the environmental aspects.	
	goals (progress	Besides, ecological and environmental goals	
	towards these is	are suitable to be evaluated because act of	
	publicly	environment has underlined the	
	monitored).	environmental regulations in order to get	
	omcorcaj.	approval from local authority. This term is	
		rarely followed and authority should know	
		that the effects of development cannot be	
		·	
		perceived immediately. For example,	
		according to experts, the effects of land	
		reclamation take time and it should be	
		monitor after a long time of period, hence	
		this indicator is suitable to be assessed.	
9.	The	Implementation of land policy that matches	Suitable
	implementation	with public benefits should be evaluated	
	of land policy is	because sometimes the implementation is	

costed, matched	not beneficial towards public, hence this	
with benefits,	indicator is very important.	
<u> </u>		
and adequately		
resourced.		0 11 11
10. There is a regular	Discussion via meeting with the state's Chief	Suitable
and public	Minister and Exco is one of the mechanisms	
reporting	to indicate the policy implementation	
indicating the	progress. Other than that, regular public	
progress in policy	reporting about <i>e-Tanah</i> implementation is	
implementation.	also a method to understand public critics on	
	land matter. There is no general indicating	
	process, hence this should be used as an	
	indicator.	
11. Land policies help	Low-income groups and injustice need to be	Suitable
to improve land	evaluated. Sometimes the purposes of land	
use by low-	policies do not meet their objectives. For	
income groups	example, there are no facilities for children in	
and those who	low-cost houses that are specially built for	
experienced	low-income groups. Hence, this must be	
injustice.	reconsidered and assessed for the sake of	
	low-income groups.	
12. Land policies	Policies are to prevent disasters and risks, e.g.	Suitable
proactively and	Environmental Impact Assessment (EIA),	
effectively reduce	however they should be monitored on a	
future disaster	particular area after development. Plus,	
risk.	there is a perfect policy enforcement which	
	proactively and effectively reduces future	
	disaster risks, however lacking in	
	implementation makes the scenario worsen	
	off. Hence, this indicator suits to be	
	evaluated.	
	evaluated.	

Through the table, there are eleven indicators based on institutional arrangement and policy indicator that are highly recommended and suitable to appropriately adopt in Malaysia land administration system evaluation. The suitable indicators are heavily opinionated from the interviewees referring to the current implementation of Malaysia's land administration system.

Conclusion

This study analyzed the suitability and appropriateness of institutional arrangement and policy indicator in Malaysia's land administration system using the state of Penang as a case study. Interviewees gave reasons about the importance of the listed indicators and dimensions towards achieving efficiency in the land administration system. The assessments of institutional arrangement, as well as policy indicator and its dimensions have broadly improved the country's land governance and land administration performance.

Acknowledgement

The author is grateful for the support and assistance given by the research members group, Longgeni Annamalai, Robiah Suratman and Khadijah Hussin to perform and conduct this research. This work was supported by a research grant endowed by the Malaysia's Ministry of Higher Education via: Research Management Centre (RMC), Universiti Teknologi Malaysia (Vot No. Q.J130000.2627.10J47). This support is gratefully acknowledged.

Corresponding Author

Salfarina Samsudin

Department of Real Estate, Faculty of Built Environment and Surveying, Universiti Teknologi Malaysia, 81310 Johor Bahru, Johor, Malaysia.

Email: salfarina@utm.my

References

- Auzins, A., & Kapostins, E. (2012). New Land Management Law for Providing a Sustainable Land Management in the Republic of Latvia. *publication. editionName*, 1-15.
- Baizerman, M. (2012). Introduction. Evaluation and Program Planning, 35(1), 139–147.
- Bandeira, P., Sumpsi, J. M., & Falconi, C. (2010). Evaluating land administration systems: A comparative method with an application to Peru and Honduras. *Land Use Policy*, *27*(2), 351-363.
- Bennett, R., Wallace, J., & Williamson, I. (2008). Organising land information for sustainable land administration. *Land Use Policy*, *25*(1), 126-138.
- Burns, T., Grant, C., Nettle, K., Brits, A. M., & Dalrymple, K. (2006). Land administration reform: indicators of success. *Future Challenges*.
- Cousins, J. B., Goh, S. C., Elliott, C., Aubry, T., & Gilbert, N. (2014). Government and voluntary sector differences in organizational capacity to do and use evaluation. *Evaluation and Program Planning*, 44, 1-13.
- Daigneault, P. M. (2014). Taking stock of four decades of quantitative research on stakeholder participation and evaluation use: A systematic map. *Evaluation and program planning*, 45, 171-181.
- Deere, C. D. (2003). Women's land rights and rural social movements in the Brazilian agrarian reform. *Journal of Agrarian Change*, *3*(1-2), 257-288.
- Deininger, K., Selod, H., & Burns, A. (2011). *The Land Governance Assessment Framework: Identifying and monitoring good practice in the land sector.* The World Bank.
- Eo, G. (2010). The GEF Monitoring and Evaluation Policy 2010. Evaluation Document No.4: Global Environment Facility Evaluation Office. Retrieved from: https://www.gefieo.org/sites/default/files/ieo/evaluations/gef-me-policy-2010-eng.pdf\
- Glesne, C. (2011). Becoming Qualitative Researchers: An Introduction. Boston: Pearson.
- Hagedorn, K., Arzt, K., & Peters, U. (2002). Institutional arrangements for environmental cooperatives: a conceptional framework. *Hagedorn, Konrad (Hg.) (2002): Environmental Co-operation and Institutional Change. Edward Elgar, Cheltenham*, 3-25.
- Hagedorn, K., Arzt, K., & Peters, U. (2002). Institutional arrangements for environmental cooperatives: a conceptional framework. *Hagedorn, Konrad (Hg.) (2002): Environmental Co-operation and Institutional Change. Edward Elgar, Cheltenham*, 3-25.
- Youker, B. W., Ingraham, A., & Bayer, N. (2014). An assessment of goal-free evaluation: Case studies of four goal-free evaluations. *Evaluation and program planning*, 46, 10-16.

- Jabot, F., Turgeon, J., & Carbonnel, L. (2011). The evaluation of the PACA regional public health plan: Reconciling the managerial, scientific and democratic finalities. *Evaluation and program planning*, 34(3), 196-205.
- Mughal, H. A. (2019). Support at Work and its Relationship with Employee Performance: Critical Insights for Early Scholars. *Annals of Contemporary Developments in Management & HR (ACDMHR)*, 1(3), 16-21.
- Lee, N., & Lings, I. (2008). *Doing Business Research: A Guide to Theory and Practice*. London: SAGE Publications Ltd.
- McCoy, A., Rose, D., & Connolly, M. (2014). Approaches to evaluation in Australian child and family welfare organizations. *Evaluation and program planning*, 44, 68-74.
- Sekaran, U., & Bougie, R. (2009). *Research Methods for Business: A Skill Building Approach*. United Kingdom: John Wiley & Sons Ltd.
- Spilsbury, M. J., Norgbey, S., & Battaglino, C. (2014). Priority setting for evaluation: Developing a strategic evaluation portfolio. *Evaluation and program planning*, 46, 47-57.
- Steudler, D. (2004). *A framework for the evaluation of land administration systems* (Doctoral dissertation). University of Melbourne.
- Whitehead, A., & Tsikata, D. (2003). Policy discourses on women's land rights in Sub–Saharan Africa: The implications of the re–turn to the Customary. *Journal of Agrarian Change*, *3*(1-2), 67-112.\
- Williamson, I. P. (2001). Land administration "best practice" providing the infrastructure for land policy implementation. *Land Use Policy*, 18(4), 297-307.
- Williamson, I. P., & Grant, D. (2000). The United Nations-International Federation of SurveyorsDeclaration on Land Administration for Sustainable Development.
- Zahir, A., Tuladhar, A. M., Zevenbergen, J. A., & Bhatti, M. A. (2014). Implementing total quality management concepts to land administration system in Pakistan. *American journal of rural development*, 2(4), 74-80.