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• QUALITY CIRCLE :-

A volunteer group composed of workers, usually under the leadership of their supervisors, who are trained to identify, analyze and solve work related problems and present their solutions to management in order to improve the performance of the organization and motivate and enrich the work of employee as a whole. Here are some Benefits of quality circle :-

- ORGANISATIONAL BENEFITS.
- JOB-SATISFACTION.
- POTENTIAL LEADER.
- OPPORTUNITY TO ATTAIN ~~new~~ knowledge.
- Self development.
- Helps in building up & growth.
- Social development.
- Enhance communication skills.
- Health - Work environment

## • BARS:-

BARS stands for Behaviorally Anchored Rating Scales (BARS) are those scales which are used to rate performance. BARS are normally presented vertically with scale points ranging from five to nine. It is an appraisal method that aims to combine the benefits of narratives, critical incidents and quantified ratings.

## • FRINGE AND JOB DESCRIPTION:-

These are a form of pay, often from employers to employees and considered compensation for services beyond the employee's normal rate of pay. They can be made in the form of property, services, cash or cash equivalents as a whole.