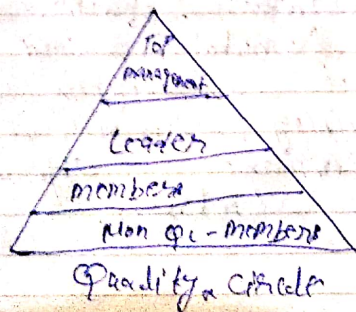


Q. 2 Explain
1. Quality circle

2. BARS

3. Fringe and job description

Ans -> Quality circle:- A quality circle is a group of workers who do the same or similar work, who meet regularly to identify, analyze and solve work-related problems. It consists of minimum three and maximum twelve members in number.



2. BARS:- Behaviorally anchored rating scales (BARS) are scales used to rate performance. It is an appraisal method that

aims to combine the benefits of narrative, critical incidents, and quantified ratings by anchoring a quantified scale with specific narrative examples of good, moderate and poor performance.

2. Fringe and job description:- Fringe employee benefits may be defined as all non-monetary benefits, services or facilities and some fringe monetary benefits made available to employees in addition to their usual and established monetary compensation such as regular wages, salaries, cash allowances, incentive payments and bonuses.