

A quality circle is a participatory management technique that enlists the help of employees in solving problems related to their own jobs. Circles are formed of employees working together in an operation who meet at intervals to discuss problems of quality and to devise solutions for improvements. Quality circles have an autonomous character, are usually small, and are led by a supervisor or a senior worker. Employees who participate in quality circles usually receive training in formal problem-solving methods—such as brain-storming, pareto analysis, and cause-and-effect diagrams—and are then encouraged to apply these methods either to specific or general company problems. After completing an analysis, they often present their findings to management and then handle implementation of approved solutions. Pareto analysis, by the way, is named after the Italian economist, Vilfredo Pareto, who observed that 20 percent of Italians received 80 percent of the income—thus the principle that most results are determined by a few causes.

Behaviorally Anchored Rating Scale (BARS) is a scale used to rate the performance of employees. It is an appraisal mechanism that seeks to combine the benefits of narratives, critical incidents and quantified ratings by anchoring a quantified scale with specific narratives of performance ranging from good, satisfactory and poor performance.

BARS is designed to bring the benefits of both quantitative and qualitative data to employee appraisal process.

It compares an individual's performance against specific examples of behavior that are tied to numerical ratings of 5 to 9. Behaviorally Anchored Rating Scale (BARS) is usually represented as a vertical rating graph. These behavioral anchor points are collected using Critical Incident Techniques (CIT), which are procedures used for documenting human behavior that are of significance in a particular arena.

Fringe benefits refers to the extra benefits provides to the employees in addition of normal compensation paid in terms of wages or salary. Many years ago these benefits and services were labelled "Fringe benefits" because these benefits were relatively insignificant or fringe components of the compensation. But now a days the situation is not the same. Fringe benefits are now a days a great motivator to the employees.