

Explain

Quality Circle

BARS

Fringe and job description

- 1) Quality circle or quality control 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 minimum three and maximum twelve members in numbers
  - Typical topics for the attention of quality circles are improving product design, and improving occupational safety and health. & improvement in the workplace and manufacturing processes.
  - The term Quality circle was most accessibly defined by Professor Kaoru Ishikawa in his 1985 handbook.
  - Quality circles have the advantage of continuity the circle remains intact from the project to project.

2) 'BARS'

Behaviourally anchored rating scale or BARS has now become a commonly used methodology by companies to compare the performance of its employees against specific or predefined set of behaviour traits which are linked to specific numerical

value or rating from a scale of 1-5.

BARS combines both qualitative as well as quantitative aspects of assessing employees performance.

BARS is now commonly used across business which deal with the public such as customer care units of telecom operators, bank, car rental service companies etc.

A BARS approach usually breaks down any task into behaviours which is more cautious.

This is done to have a unified technique of attending a call.

## Fringe and job description

Fringe benefits are forms of compensation you provide the employees outside of a stated wage or salary.

Some fringe benefits are given universally to all employees of a company while others may be offered only to those at executive levels. Some ~~benefits~~ benefits are awarded to compensate employees for costs related to their work while others are geared to general job satisfaction.

In any case, employers use fringe benefits to help them recruit, motivate, and keep high-quality people.