

Ques-2

Explain

(i) Quality circle

(ii) BARS

(iii) Fringe and job description.

Ans, (i) Quality circle -

A 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 of minimum three and max. twelve members in number. Normally small in size, the group is usually led by an supervisor or manager and presents its solutions to management, where possible the workers implement the solutions themselves in order to improve the performance of the organization and motivate employees.

(ii)

BARS -

Behaviorally anchored rating scales (BARS) are scales 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 by anchoring a quantified scale with specific narrative examples of good, moderate, and poor performance.

(iii)

Fringe and job description -

The definition of fringe is someone or something at the edge. An ex. of fringe is someone who doesn't fit in with the mainstream culture but who is unconventional like punk rock or grunge. A job description or (JD) is a written narrative that

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describes the general tasks, or other related duties, & responsibilities of a position.