The idea of the quality circle was first introduced by a number of large Japanese firms in a systematic attempt to involve all their employees, at every level, in their organisation's drive for quality. According to the "Quality Circle Handbook" by Donald L. Dewar. A quality circle is a small group of between three and 12 people who do the same or similar work, voluntarily meeting together regularly for about one hour per week in paid time, usually under the leadership of their own supervisor, and trained to id