



Inspiring Excellence

An Internship Report on
“Ha-meem Group and Supply Chain Management”

Submitted by

Abdullah-Al-Mahmud

ID: 14304016

Brac Business School

Submitted To

Dr. Md. Mamun Habib

Associate Professor

Brac Business School

Brac University

Submission Date:

December 12, 2018

“Ha-meem Group and Supply Chain Management”

Letter of Transmittal

12th December, 2018

To,

Dr. Mamun Habib

Assoc. Prof.

BRAC Business School

BRAC University

Subject: Submission of Internship Report on “Ha-meem Group and Supply Chain management”

Dear Dr. Mamun Habib sir,

This is a great honor for me to present my internship report titled “Ha-meem Group and Supply Chain management”, authorized under your supervision, as a partial requirement for the completion of BUS400 (Internship).

This report endeavors to analyze the learnings and experiences of my three months internship period at Ha-meem Group. I am grateful to you for your kind support and directions, in the study of this report and sincerely hope that I would be conscious to your expectations as regards the quality of my effort. I tried to put my best effort for preparing this report. Yet if any shortcomings arise, it will be my pleasure to answer any clarification and suggestion regarding this report.

Sincerely

Abdullah-Al-Mahmud

ID: 14304016

Program: Bachelor of Business Administration

Major: Operations and Supply Chain Management

Letter of Endorsement

Abdullah-AL-Mahmud, a student of BBA Program, bearing ID: 14304016 has completed internship report on “Ha-meem Group and Supply Chain management” as a prerequisite for obtaining degree further. I have read the report and found that it meets the standard of BBA internship report. Abdullah-Al-Mahmud has accomplished the report by himself under my supervision.

I wish him all the success in life

Dr. Mamun Habib

Assoc. Prof.

BRAC Business School

BRAC University

Acknowledgement

Firstly I would particularly show gratitude to our faculty for giving me the opportunity to have his vicinity and allowing me to submit me an official internship report on “Ha-meem Group and Supply Chain management”

I would like to thank my honorable Instructor for providing me guidelines on completing this report from time to time. I would also like to give a big thanks to Evan bhaia, without his help I don't think I would be able to finish this internship paper so smoothly. Furthermore, I am really grateful to Ha-meem Group family for helping me during my internship and providing me a favorable and friendly working environment.

At the end I would like to mention the names of a special people I will always remember for his support and advice. Actually, **Fazley Rabby** (Procurement Officer, Ha-meem group) helped me to gain a very peaceful work environment looking after all my needs whenever I presented him.

Executive Summary

In Bangladesh ready-made garments (RMG) is huge prospect especially in exporting. Almost 80% of total export covers from this ready-made garments sector. Garments sector also is a great empowerment for the women as 80% of the garments worker are women. . From early 1990 inwards the RMG industry has become the largest foreign exchange earning sector in the economy of our country. In 2013-14, Bangladesh earned nearly \$ 20 billion by exporting garment products and RMG cover 75 percent of the total export of the country, having the lion 's share of the country's exchange. Ha-Meem Group, a leading garment manufacturer, is going for massive expansion to double its export receipts to \$1 billion in the next six years, said its chief. At present, Ha-Meem Group's annual exports stand at \$535 million, and it counts retail giants like Gap, Esprit, American Eagle Outfitters, H&M, Abercrombie & Fitch, Kohl's, Tommy Hilfiger, JCPenney, Mango, Zara, Next, Tom Tailor and Oshkosh as its major buyers. Currently, the group produces 3 million yards of denim fabric in a month, so with the two new units the total production capacity would reach 6 million yards. Ha-Meem chose to boost its denim production as the demand for the fabric is rising fast around the world. The group employed 50,000 workers in its different units and is looking for more workers for the expanded units.

I've joined at Ha-meem group as an Intern from 3rd September 2018 and I've joined in the procurement and supply chain management department. I've worked both in the accessories and chemical part. I tried my best to make this report as per my work and the companies working environment and different activities. This report is ultimately very informative which heavily an overview on the supply chain management of Ha-meem group. Apart from the report's main topic, there is also opportunity for knowledge about the entire process of supply chain management of this company. There's also mentioned some problems that this department is having and based on this problems I have tried my best to give a proper solution.

I have conducted a survey on a topic "Survey on Ha-meem Groups Procurement and supply chain management" and showed the problems and results with the justifications. The survey was conducted by probability sampling technique because the exact population size was known.

Lastly there is detail explanation and result of the survey and based on that I have mentioned the major problems and also given its solutions in the recommendation parts.

Contents

| | |
|---|-----------|
| 1. Introduction..... | 8 |
| 1.1 Organization Overview:..... | 8 |
| 2. Methodology of the study:..... | 9 |
| 3. Analysis and Interpretation of the data..... | 9 |
| 3.1 Ha-meem Groups Different business fields includes:..... | 9 |
| 3.2 Company Address..... | 9 |
| 3.3 Production..... | 10 |
| 3.4 Units of HA-MEEM GROUP..... | 11 |
| Woven:..... | 11 |
| Denim Mills:..... | 11 |
| Washing Plant:..... | 12 |
| 3.5 Major Products..... | 13 |
| 3.6 Buyers..... | 13 |
| 3.7 Specialty..... | 13 |
| 3.8 Organogram of Supply chain Management Department..... | 15 |
| 3.9 Areas of Responsibility (Machineries, spare parts and heavy power utilities):..... | 15 |
| 3.10 Areas of Responsibility (Dyes, Chemicals, Accessories):..... | 16 |
| 3.11 Areas of Responsibility (Cotton, yarn and thread):..... | 16 |
| 3.12 Total Employees working here:..... | 17 |
| 4. Survey on Ha-meem group supply chain management:..... | 18 |
| 5. Summary of the survey:..... | 24 |
| 6. Recommendation..... | 25 |
| 7. Conclusion..... | 26 |
| 8. Bibliography..... | 27 |
| 8.1 References..... | 27 |
| 8.2 Appendix:..... | 27 |

1. Introduction

1.1 Organization Overview:

Ha-Meem Group is a leading wholesale clothing manufacturer in Bangladesh and in the world. The company produces some of the most fashionable denim fabrics and garment products and owns one of the most comprehensive and resourceful manufacturing facilities in Bangladesh. Ha-meem today is working with some of the biggest fashion brands of the world. The company has rich history of 30 years in the textile business that has today evolved into a company with diverse interests like shipping, newspapers, tea gardens etc. It all started with Garment Company in 1984 and two enterprising men Mr. A.K.Azad and Mr. Delwar's vision to break through in the textile industry and making Ha-meem group a leading wholesale clothing manufacturer in Bangladesh.

The business activities of Ha-Meem Group have been growing day by day under their energetic leadership. Thus we became a pioneer in wholesale apparel manufacturing in Bangladesh. Also Ha-Meem Group is very renowned for its wholesale apparel manufacturing in both Europe and America.

Today Ha-Meem Group employs around 50,000 workers and the company has 26 garment factories consisting of 300 production lines and 7 washing plants to produce 7 million pcs/month. The slasher dyeing and rope dyeing denim production is 4 million meters per month.

I've basically worked here on procurement and supply chain department and found felt like there some problems that this department is having, that is why I have conducted a survey and basically this report is about this survey , the departments problems and some of my personal solutions regarding the problems.

2. Methodology of the study:

Both primary and secondary data has been used in this report. For conducting survey google form was used and the survey was only among the people who are working in the procurement and supply chain management department so the no of respondents was very few.

3. Analysis and Interpretation of the data

3.1 Ha-meem Groups Different business fields includes:

Sweater Factory

Embroidery and Printing Factory

Carton Factory

Poly bag Factory

Label Factory

Jute Mill

Chemical formulation plant

Sourcing offices in Hong Kong & China

Tea Garden

Transport Company

Own CnF office in every Bangladeshi port

News Channel

Widely circulated national daily newspaper

3.2 Company Address 407, Phoenix Tower (4th Floor), Tejgaon Industrial

Area, Dhaka-1208, Bangladesh

Business Type Apparel Exporter & Manufacturer

Legal Status Private Limited Company

Nature of Production Woven, Denim, Washing Plant

Export Percentage 100%

Land Area 200000 Sft.

Total Covered Area 180000 Sft.

Year of Establishment 1991

Year of Commercial 1992

3.3 Production

No of Production Line Knit 28, Woven 26

Minimum Age of Worker 18 Years (Certified by a Medical Officer)

Minimum Wages BDT 5600

Working Hour 8 Hours a Day

Memberships BGMEA, BKMEA

Trade Banks Shahjalal Islami Bank Ltd.

Annual Turnover □ US\$ 400 Million

Mission of Ha-Meem Group

- o To Provide Quality Products
- o Delivery the products on time.
- o Remove unemployment.
- o Remove poverty.
- o Industrialization.

Vision of Ha-Meem Group

Attain market leadership with top notch and unique product quality through honest, efficient & empowerment employees.

3.4 Units of HA-MEEM GROUP

Woven:

26 woven factories are equipped with 250 production lines in six different locations. Approximately 30000 strong work forces are putting their combined effort in achieving their goal. All the lines are balanced with auto trimmers and sophisticated machine to switch production between complicated tops and bottoms like trouser, jeans, cargoes, skirts, shirts, jackets, ladies dresses etc. Auto cutting capability brings great efficiency in cutting. Ha-meem produces 70% bottoms and 30% tops across 60% denim and 40% non-denim fabric. All the lines are maintaining 2.5 AQL at factory level.



Denim Mills:

Denim mills, a dream project of Ha-meem group located in a serene surrounding of 100 acres of greenery is just one and half an hour drive from the city. It is equipped with all state-of-art machinery like sucker muller slasher dye from Germany, picanol Omni plus loom from Belgium and finishing line from Morison USA. It produces all type of premier Denim including stretch like Ring slub corss hatch, Dark denim, Sulphur dye, coated fabric, colored Denim etc. Presently Ha-meem is using their own denim fabric for Gap, JC Penny, KOHL'S , PVH, NEXT in their different product.

HA-MEEM DENIM
THE ULTIMATE CHOICE

HA-MEEM DENIM LTD.



Washing Plant:

Ha-meem has 6 big washing plants and can wash 1, 50,000 pcs of garments per day. All the washing plants have dry process capability with required equipment and can perform all kinds of fashion wash like hand brushing, sand blasting. Whisker including 3 dimensional and Laser whisker, PP Spray tearing, Grinding, Oven curing, over dyeing, Tinting etc. The entire washing unit has ETP plant to purify chemically polluted water for taking care of environment.



3.5 Major Products

There are some Major Products of Ha-Meem Group. They are given below:

- ❖ All Types of Bottom and Tops
- ❖ Critical Cargos
- ❖ Hi-Fashion Denim Jeans
- ❖ Basic and Hi-fashion Washes
- ❖ Wrinkle Free
- ❖ Laser Finish / 3dWhisker
- ❖ Men's Shirts
- ❖ Dress Pants
- ❖ Outwear / Jackets Facility

3.6 Buyers

Ha-Meem group deals with some world class buyer of USA and Europe. Those are:

- ❖ American Eagle
- ❖ Gap / Old Navy
- ❖ Levi's
- ❖ JC Penny
- ❖ PVH
- ❖ KOHL'S
- ❖ H&M etc.

3.7 Specialty

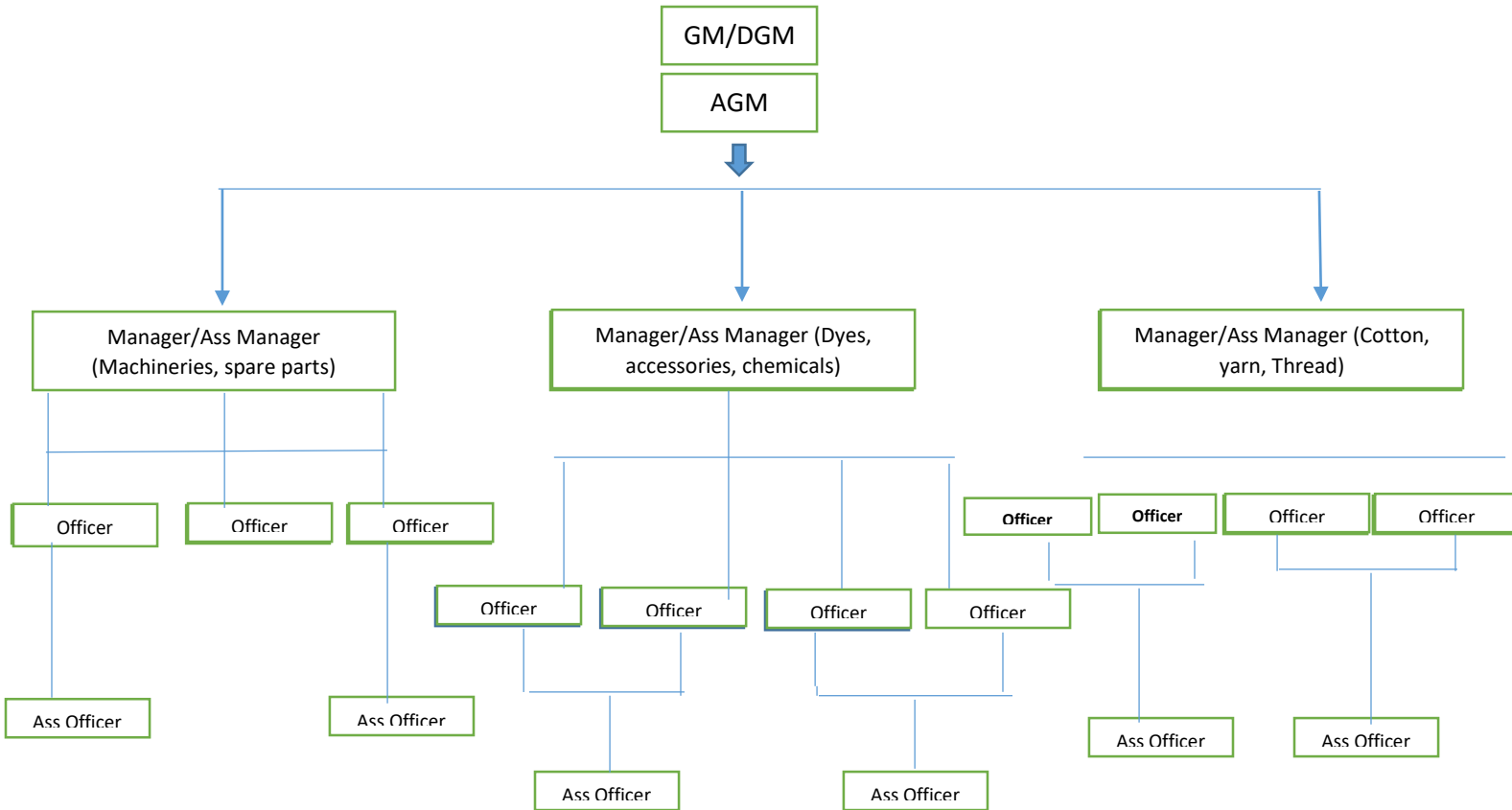
There are some reasons which make this organization different from others.

They are:

- ❖ They always deliver their product on time.
- ❖ They maintain their product quality so tight.
- ❖ They have modern machineries to fulfill their contract.
- ❖ They have well trained workers.

- ❖ The working environment of Ha-Meem Group is good.
- ❖ Safety system in here is good enough.
- ❖ They always trained up their employees & workers so that they can easily adapt
- ❖ New technology and can give their maximum output.

3.8 Organogram of Supply chain Management Department



3.9 Areas of Responsibility (Machineries, spare parts and heavy power utilities):

1. Garments machineries and spare parts
2. Washing machineries and spare parts
3. New projects expansion machineries
4. Accessories machineries
5. Racking system, lift , lab, material handling equipment's etc

6. Heavy power utilities (Generator, motor, pump, Inverter, lift etc.) sourcing and regular maintenance.
7. Machine and spare parts sourcing from in-house to cope up with factory production.
8. Planning, co-ordination with management, commercial, factory, suppliers and shippers.
9. Spare parts and accessories for denim and spinning factory
10. Import processing and documentation
11. Ensuring on-time supply

3.10 Areas of Responsibility (Dyes, Chemicals, Accessories):

1. Washing dyes and chemical sourcing
2. Dyes and chemical development
3. Raw materials for accessories factories
4. Denim chemical sourcing and development
5. Garments accessories sourcing and development
6. Planning, co-ordination with management, commercial, factory, suppliers and shippers.
7. Extra chemical management
8. Bill processing and documentation
9. Ensuring on-time supply

3.11 Areas of Responsibility (Cotton, yarn and thread):

1. Cotton requirement planning, sourcing band fixation
2. Following up of shippers and short quantity claim payments
3. Polyester, spandex , viscose (all types of man-made fibers)
4. Yarn requirement planning and sourcing development sourcing (local and foreign)
5. Quality claim and quality assurance
6. Planning, co-ordination with management, commercial, factory, suppliers and shippers.
7. Shipment follow up
8. Bill processing and documentation
9. Ensuring on-Time supply

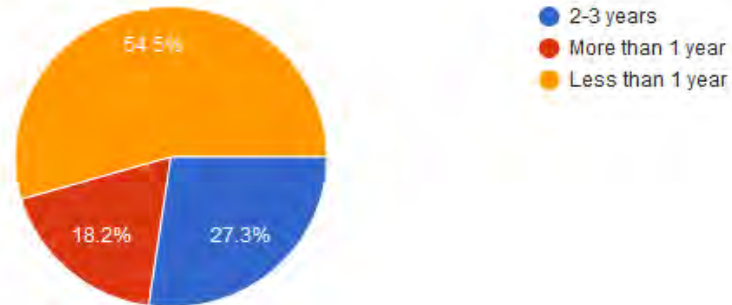
3.12 Total Employees working here:

| Designation | Manpower |
|----------------------|----------|
| GM/DGM | 1 |
| AGM | 1 |
| Manager/Ass. Manager | 3 |
| Officer | 11 |
| Asst. Officer | 6 |
| Total | 22 |

4. Survey on Ha-meem group supply chain management:

How long you have been working at procurement and supply chain department?

11 responses



Procurement and supply chain management department is comparatively new in Ha-Meem Group. Supply chain was there in Ha-meem group from the beginning but this department wasn't separate or organized. It has been separated and become a whole new department since last 2-3 years. So my first question of this survey was how long employees have been working at procurement and supply chain department among the total 13 people who are currently working here since it got separated. And the result was;

54.5% working here for less than 1 year

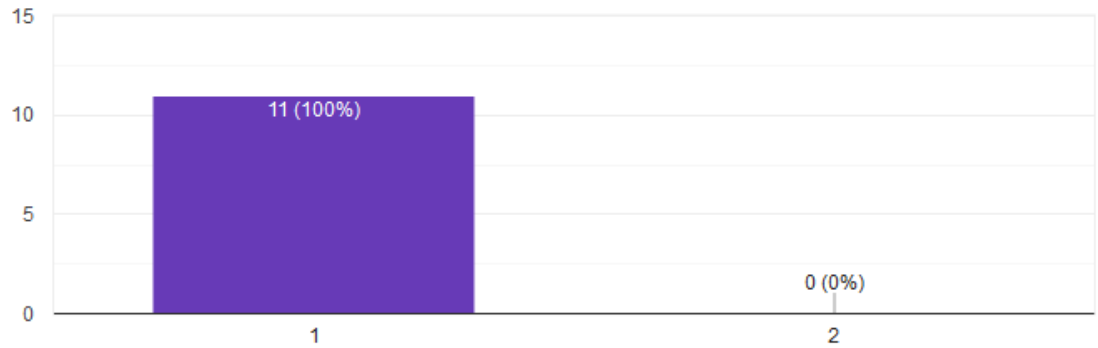
18.2% working for more than 1 year

And 27.3% working here for 2-3 years

So we see that most employees here are actually new. And some actually worked in different department before and switched to supply chain recently.

Is this department important for the company?

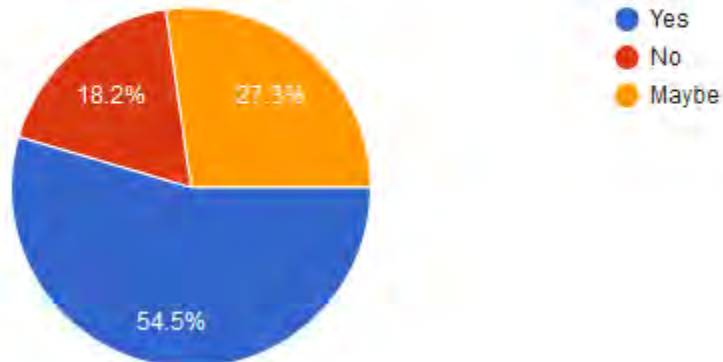
11 responses



Supply chain is not well developed in our country yet because of lack of knowledge and training so everyone doesn't know the importance of supply chain management. Therefore my 2nd question to the employees here was if they think supply chain is important for the company or not and everyone in the company who is working here thinks it is important for the company and one of the main reasons for the success of this company is well maintained supply chain management.

Are you satisfied working here?

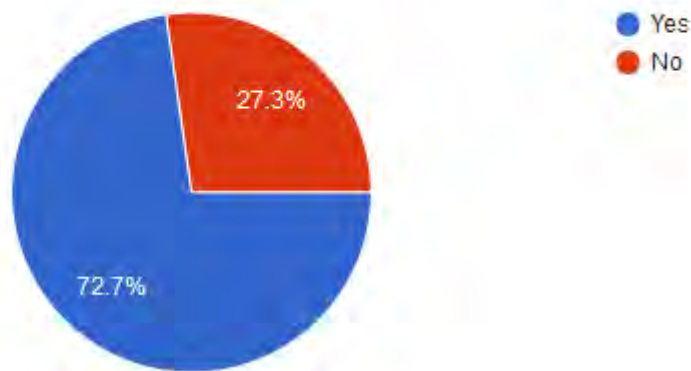
11 responses



It's important how satisfied you are with the work you are doing. Because if you're not satisfied then the performance of that work won't be good. So the third question I asked is if the employees here are satisfied or not and the result was 54.5% yes, 27.3% maybe and 18.2% no. The 18.2% who are not satisfied is probably because of the low salary.

Proper technologies and devices being used here?

11 responses



Communication and Information's are important in supply chain management. Without proper communication and information's supply chain process can never run fluently. And for communicating and gathering information's there have to have proper technological supports. So my 4th question in the survey was if the technologies and devices that's being used here are enough or not? And the result was:

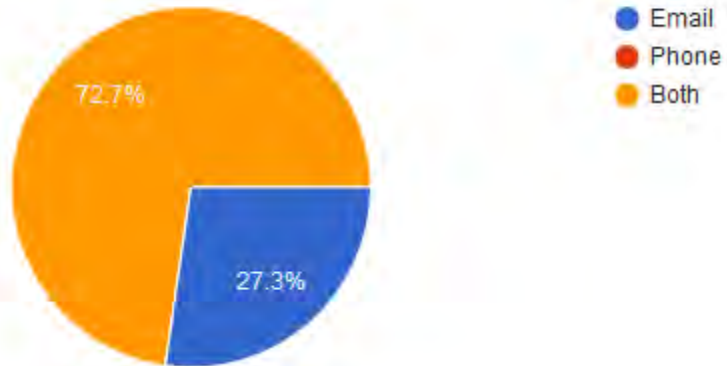
72.7% said yes

27.3% no

So the majority of the employee things yes but a few things no because they believes there's more room to improve/add more advance technologies here.

Which medium mostly being used for communication?

11 responses



As communication is important for supply chain management it is also important which medium is being used for this communications. Person to Person is alright for communication but it's too time consuming and costly so the best option for communication is email or phone. My 5th question was which communication medium is mostly being used in supply chain department in ha-meem group and the response was 72.7% use both Email and phone and 27.3% use just email.

The amount of people working here is enough?

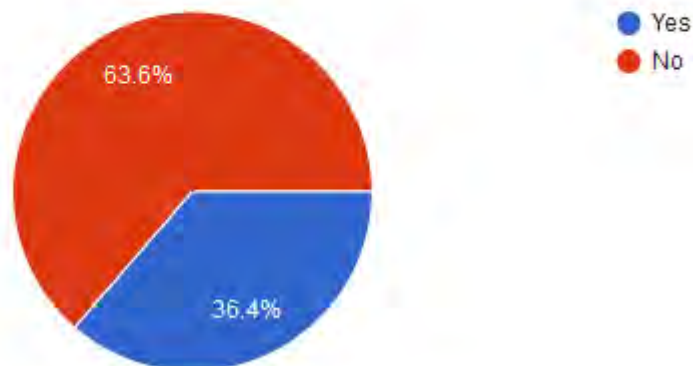
11 responses



Man power is important for any work, proper man power needed to finish the job properly. So my 6th question in this survey was if the people working in this department is enough or not. And the result was 45.5% people thinks yes while 54.5% thinks no. Since more than 50% thinks there's not enough employee working here, the management should properly investigate on this issue.

Are you satisfied with the salary?

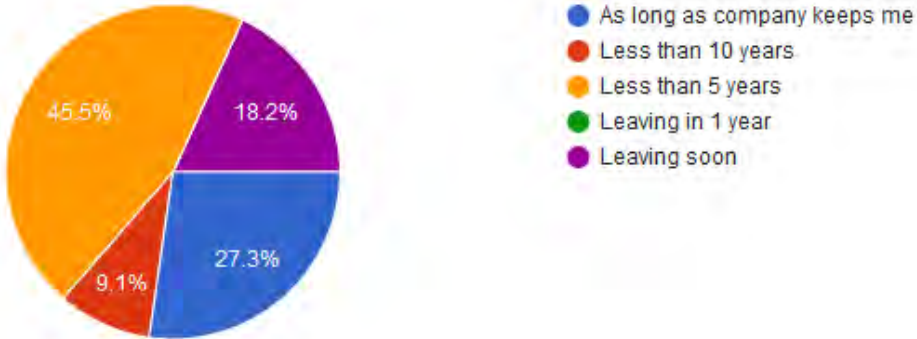
11 responses



Salary has important effect on the performance of employees. If employees are satisfied with the salary then of course they will be more motivated to work harder. So I asked the question in procurement and supply chain department if they are satisfied with the salary and the result is 36.4% people are satisfied while 63.6% are not satisfied.

How long do you want to stay here?

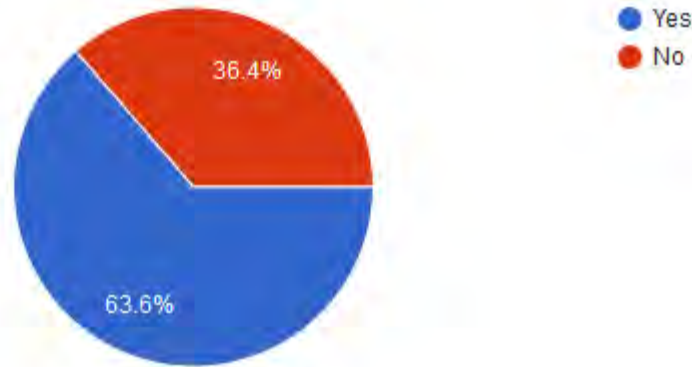
11 responses



I was curious how long the employees in this department want to stay here, And the result was interesting too. 45.5% wants to stay for less than 5 years 18.2% leaving soon 27.3% as long as company keeps 9.1% less than 10 years.

Are you satisfied with the working environment here?

11 responses



The working environment is very important for any organization. For Ha-meem group procurement and supply chain department 63.6% employees are satisfied while 36.4% are not important with the environment they are working on.

5. Summary of the survey:

From outside it may seem Ha-meem group's procurement and supply chain management department is doing great but actually it's having many internal problems when you go deeper in this matter. The survey results tells many things that even the management of Ha-meem group not aware of. However the overall survey result seems 50% positive and 50% negative. Based on the negative matters I will try to give some of my personal recommendation.

6. Recommendation

First of all Ha-meem group already doing well not only in our country but worldwide. However there are many internal factors that the company should improve. Based on the survey result I will only give recommendation on Ha-meem group procurement and supply chain department.

1. Without a question Procurement and supply chain management department is one of the most important department of this this company. But this department is not as strong as other departments or I can say it's been neglected in many ways. Management to need to keep an on it and fulfil all the requirements to make this department work smoothly.
2. From the survey it seems most employees here are new, only 1 or 2 employees stayed here for a long time and rest of the employees are new. It's important that management takes initiatives to keep the old employees because old employees have more experience and they know how the company's system works, they can perform way better than how a new employee will perform.
3. Employee's satisfaction is very very important for any company, their performance reflect on how satisfied they are with working here. Satisfaction depends on many factors such as salary, working environment, working pressure etc.
4. Technologies are important is this era whether it's for day to day life activities or office activities. Ha-meem group use technologies too to make life easier for the employees however the technologies they use are not up to date, they are still using old model pc, scanner, photocopy machines etc. which sometimes doesn't even work. So I strongly recommend that management should take a look on this matter.
5. Now although this department is one of the most important department in the company but there's not enough people working here. So the very less amount people working here have to take lots of pressure most of the time. This hampering company's performance as well as demotivating the employees. So as soon as possible they should hire more people to work here.
6. Salary is very important, it motivates the employees to work harder but the most employees working here are not satisfied with the salary. And the amount of work and pressure they

have to go through compared to that salary is really low. So the salary should be increased for the employees working in supply chain management department.

7. Conclusion

Without a doubt Ha-meem group is world's as well as Bangladesh's one of the top Garments factory. I feel proud to complete my Internship here, I have learned many things from here which I believe will help me in the rest of my life. There are many other garments factories that growing faster and bigger. No doubt it will be a tough challenge for Ha-meem group to compete with them in the future. However if they keep improving themselves and work on their weak point then I believe Ha-meem group will grow even bigger and better. The bigger and better Ha-meem group will be the better it will be for our whole country and its economy. Many unemployed people will be employed, many other small organizations will be motivated from the success of Ha-meem group. So wish success to Ha-meem group from the bottom of my heart. And I hope the survey I have taken and from it what I've given recommendation will help Ha-meem group somehow to get even better.

8. Bibliography

8.1 References

Muhammad Helal, M. R. (2016, December 03). The Daily Star - Bangladesh Garments Factory. Retrieved from The Daily Star: <https://www.thedailystar.net/op-ed/bangladeshs-itindustry-1324174>

Muhonen, T. (2017). Forming Digital Marketing Plan for a Start-up. Metropolia: Media Engineering, Metropolia University Of Applied Sciences.

Nielsen. (2014). E-COMMERCE: EVOLUTION OR REVOLUTION IN THE FAST-MOVING CONSUMER GOODS WORLD? New York: Nielsen Holdings.

Qualman, E. (n.d.). Socialnomics & Digitalization. (CMM, Interviewer)

Taher, M. R. (2017, February 23rd). Drivers of economy. Retrieved from The Daily Star: <https://www.thedailystar.net/drivers-economy/ict-opens-new-prospects-bangladesh1364893>

About Ha-meem Group (January, 2018) Retrieved from <http://www.hameemgroup.net/>

Browsing Date: 20th November 2018

Ha-meem Denim (March, 2013) Retrieved from <http://www.hameemdenim.com/>

Browsing Date: 20th November 2018

8.2 Appendix:

1. How long you have been working at procurement and supply chain department?
 - i. 2-3 years
 - ii. More than 1 year
 - iii. Less than 1 year
2. Is this department important for the company?
 - i. Yes
 - ii. No
3. Are you satisfied working here?
 - i. Yes
 - ii. No
4. Proper technologies and devices being used here?

- i. Yes ii. No
5. Which medium mostly being used for communication?
- i. Email ii. Phone iii. Both
6. The amount of people working here is enough?
- i. Yes ii. No
7. Are you satisfied with the salary?
- i. Yes ii. No
8. How long do you want to stay here?
- i. Yes ii. No
9. Are you satisfied with the working environment here?
- i. Yes ii. No
10. Any other information you want to share about Ha-meem group's procurement and development department?