

Report on
EPIC Group

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Post Graduate Diploma In Knitwear Industry Management (PGD-KIM)

Executive Development Centre, BIGD

BRAC University

November 2025

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EPIC Group

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An internship report submitted to the Executive Development Center,
Brac Institute of Governance and Development (BIGD),
Brac University in partial fulfillment of the requirements for the degree of
Post Graduate Diploma in Knitwear Industry Management (PGD-KIM)

Executive Development Centre, BIGD

BRAC University

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Declaration

It is hereby declared that

1. The industry report submitted is my own individual work while completing degree at Brac University.
2. The report all report & material previously not published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report all report and material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

Student's Full Name & Signature:

Refat Morshed

Academic Supervisor's Full Name & Signature:

Sheikh Touhidul Haque, PhD.

Letter of Transmittal

Sheikh Touhidul Haque, PhD.

Trainer

BIGD, Brac University

66 Mohakhali, Dhaka-1212

Subject: Submission of Internship Report on Epic Group.

Dear Sir,

It is a matter of utmost pleasure to complete my internship report under your dynamic supervision. The internship report is based on 3 months period at Epic Group.

I did my very best to complete this internship report with the necessary data and recommendations in the most concise and comprehensive manner possible. I hope that my contributions during this internship have been valuable to the company and its goals.

Finally, I would like to thank you for your guidance and support as the academic supervisor throughout this experience.

Sincerely yours,

Refat Morshed

28241058

Executive Development Center, BIGD

Brac University

Date: Nov 1, 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between Epic Group
and the undersigned student at EDC, BIGD, Brac University.

Student's Full Name & Signature:

Refat Morshed

24281058

Industry Supervisor's Full Name & Signature:

Jamal Azhar Arman

Asst.Manager,

Industrial Engineering

Epic Group

Acknowledgement

First and foremost, I'd like to thank almighty god for giving me the strength and patience for completing my rigorous internship period.

I would like to express my gratitude to People's Republic of Bangladesh Government for arranging and financing such a industry based program for apparel professionals. I would also like to thank BRAC Institute of Governance and Development–BIGD for planning and conduction such a resourceful Post Graduate Diploma program. In addition, I would like to thank Brac University authority and EDC stuffs for being a part of this and their continuous support.

I would also like to acknowledge my academic supervisor **Sheikh Touhidul Haque**, PhD. Trainer, BIGD, Brac University for her tremendous support and guideline throughout my internship tenure. It wouldn't been possible without her continuous nurturing and attention to my work.

My internship journey at factory wouldn't be so much practical and knowledgeable without my Industry Supervisor **Mr. Jamal Azhar**, Asst.Manager (Industrial Engineering). He has been my place to solve all the problems and hurdles I faced during my industry experience.

I would like to extend thanks to all of persons, who contributed to the work presented in this report. Specially I have to mention the name of Industrial Personnel **Mr.Mostofa Kamal**, Manager (HR & Compliance), **Mr.Shakib Hasan**, Asst. Manager, (Industrial Engineering).

I would also like to thank **Mr.Kabir Hossain**, Manager (Industrial Engineering). And lastly, **Mr. Jamal Azhar**, Assistant Manager, (Industrial Engineering) for their tremendous support in my internship period.

Finally, I would like to recognize everyone at **Epic Group** for their excellent cooperation, friendly attitude, and wholehearted support throughout my internship.

Executive Summary

As part of the PGD-KIM program at BIGD and Brac University, I completed an internship at Epic Group (EGMCL), a diverse and integrated garment manufacturing company. Their main goal is to develop operations, employ qualified manpower, establish strong relationships with buyers, and find the best methods for manufacturing operations. Throughout the internship, I had the opportunity to explore six major departments: Merchandising costing, HR Admin, Industrial Engineering, Production and Planning, Maintenance each of which plays a critical role in the company's day-to-day operations. During the internship, I spent 10-12 days in each department to participate in their daily activities and contribute to specific tasks. I collected data through both primary and secondary sources to provide a comprehensive evaluation of the company's performance in each department. These departments directly contribute to generating company revenue through their day-to-day operations. In conclusion, the internship report found that Epic Group is a well-managed and successful company committed to quality and customer satisfaction. As a garment manufacturing company, their backward linkage enables them to produce high-quality apparel for top retailers and fashion industry brands worldwide. The company's focus areas, such as developing operations, employing qualified manpower, and establishing strong relationships with buyers, contribute to their success. Overall, my internship experience at Epic Group provided me with valuable insights into the operations of a successful garment manufacturing company.

Keywords: RMG; Export-oriented; Production; Sustainability; Planning; Relentless; Pursue

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List of Acronyms

RMG	Readymade Garments
BGMEA	Bangladesh Garments Manufacturing and Exporter Association
SICIP	Skill for Industry Competitiveness & Innovation program
EDC	Executive Development Center
EGMCL	Epic Garments & Manufacturing Company Ltd.
GTL	Green Textile Ltd
CM	Cost of making
SMV	Standard Minute Value
RM	Raw Materials
HRC	Human Resource & Compliance
HR	Human Resources
FG	Finished Goods
PGD	Post Graduate Diploma
KIM	Knitwear Industry Management
ERP	Enterprise Resource Planning
C & F	Cost & Freight

Chapter 1

About Organization

1.1 Overview:

Epic Group has been a key player in the apparel industry - first as a major textiles trading house from 1990, then as a leader in sourcing quality fabrics, their R&D team every time to introduce a new model of fabric with environment and economic concern. Since 2005 as a state-of-the-art manufacturing company with facilities in Bangladesh, Jordan, and Ethiopia. EPIC evolution speaks to their core principle - to relentlessly pursue better. This means that they are dedicated to seeking out ever higher standards in everything they do, from world-class apparel manufacturing and design services to innovative machinery that enables them to reach increasingly better environmental sustainability targets. By combining speed, efficiency, technology, design and innovation they meet ever-changing market trends and their customers' demands with unfailing reliability. Epic group services include a cutting-edge New York design studio to help turn fashion ideas into a manufacturing reality, plus value-added investment opportunities. Over the decades they built up a solid and loyal, international, customer base founded on their commitment to partnerships, mutual trust and professional respect. Their core partners WALMART of 40% of their share business for making the loyal respective long partnership. Also Amazon, Tesco, Sams club, Levis, Sainsbury, Uniqlo the main focus customer. The main play maker of the chairman of EPIC group Ranjan Mahtani founder. In Bangladesh the four unit of production factory. EGMCL(AEPZ), CIPL(DEPZ), GTL, PGCL all are LEED certified. They focus on sustainability and environment concern with CSR. They also provided a sustainable supply chain management with digitalization flow. They have a big production area Jordan, Bangladesh & Ethiopia. Mainly focus on their product and style on built in a new innovation day by day. The main goal to make leader on behalf from the root of employee. They have 30000 more than employee, 200 production line, (manufacturing facilities and 120 million pcs garments per annual production to export. Also used 1929659kg per year recycled fabric as environment sustainable concern. The main hub of innovation and style to fashion from Hongkong based on customer interest. This group accreditation certified from better work, WRAP, SMETA, Alliance, KOHL's,

LEED etc. The focus of Epic Group Continuous learning to make leader on organization, Better Group for better people makes on Compliance to better company for better world.

They have zero tolerance on compliance issue, also focusing on CSR as a scholarship, education preference, learning and training program, innovative idea and innovation will be appreciated by Epic group. All good work will be better pursue for Epic is welcome.

1.2 Mission:

The mission of Epic is Relentless pursuit of better means product design and development at market standard with customer interest, Diverse product portfolio, Quality assured a minimum loss, Exclusive brand for their customer, Innovation driven, First sale saving, One time Delivery, financial stability, Sustainable practice and competitive pricing. We believe that tomorrow's better will always beat yesterday's best and this lies at the heart of our ongoing mission.

Vission:

Epic are dedicated to being a pioneer in our industry, unlocking contemporary opportunities for EPIC Group around its eco systems, including advancing our Group's functions into Angel investing, Product category expansion, Online development, Sustainable technology and beyond. Epic are your supplier of the future.

1.3 Goals & Objectives:

Epic's overriding aim is to create healthy communities and prosperity for today's and future generations. As such they are relentlessly committed to modifying their existing facilities and developing new ones in a sustainable manner to ensure we address economic, environmental, and social issues, and avoid the over consumption of key natural resources. Production Using Recycled fabric, Absolute water reduction, Reducing Emission, Low impact laundry and Denim. This attitude permeates every dimension of Epic's operations, from product development, innovation and manufacturing processes, to the highest levels of social & environmental standards, and beyond.

This corporate philosophy acknowledges that there is no static measure of ‘best’ but rather a constant need to improve beyond today’s standards. And then to relentlessly push even further ahead to constantly raise the bar over that which has been achieved before.

1.4 Group organogram

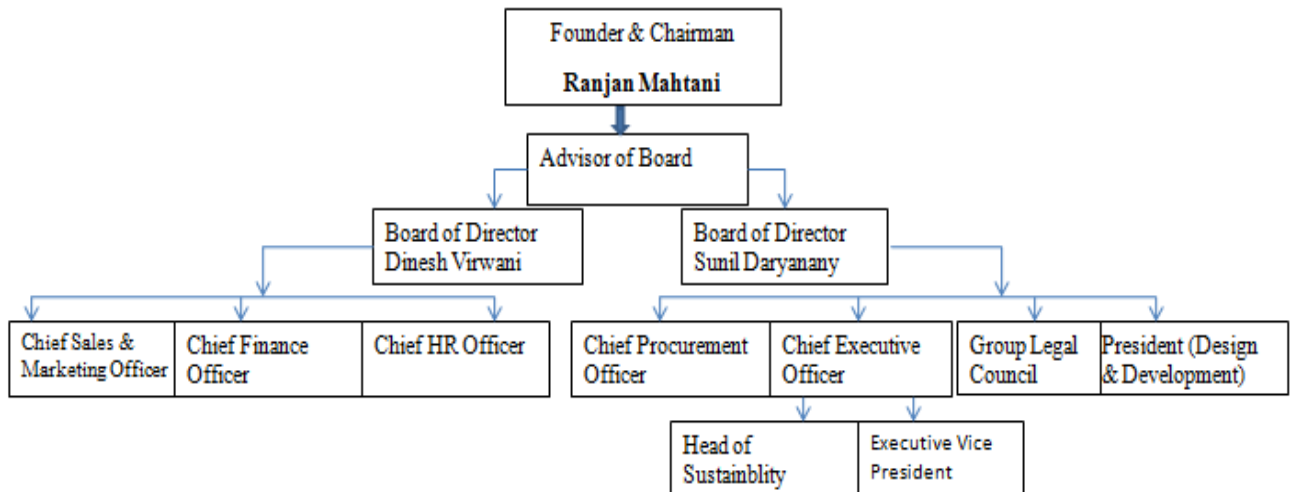


Figure 1: Group organogram of EPIC

Unit Organogram

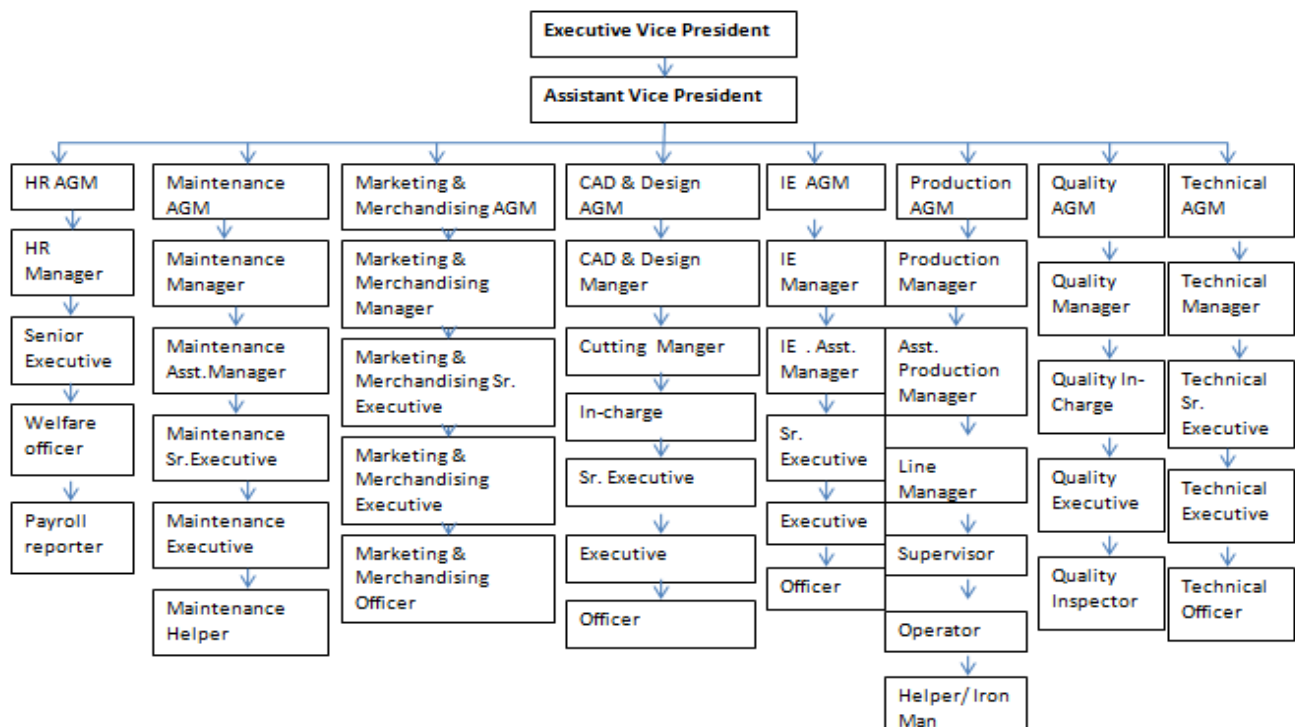


Figure 2: Unit organogram of Epic

Branch & Department:

Epic group have 3 country of textile business in Bangladesh, Jordan, Ethiopia. Bangladesh have 4 zone to divide their production Unit at Adamjee export processing zone(AEPZ) Narayanganj Epic garments and manufacturing company ltd. Have 8 unit, Valuka mymenshing have one unit- Green textile ltd. Ashulia savar zone have one unit- CIPL, Gazipur have PGCL. All unit Bangladesh make and export 5 million pieces of garments per year from Epic group. All Unit are LEED certified with compliance accreditation. There have divided by HR, Quality, IE, Production, Maintenance, IT, Technical, Cad & Design department all are look after in unit EVP to AVP. Epic group AEPZ 8 Unit are product item also different Unit 1 are make long chino pant, Unit 2 & 3, long short chino boys & girls tops and bottom, Unit 4 & 5 are denim item, Unit 6 shorts mens and women tops and bottom, unit 7 shirt and long chino, unit 7 for knitted shirt tops and bottom. There have all are control by executive vice president to assistant vice president here all department assistant general manager reporting. First department is marketing and Merchandizing department which leader is assistant general manager, HR & compliance, Cad and design, Quality department have 3 division audit and safety, Quality assurance, Process excellence, production and planning, Industrial engineering, Maintenance, Technical department.

Product & Services

Product	Casual shirt	Chino long Pant	Chino shorts	Flannel shirt	Girls Tops	Denim long Pant	Average
Walmart	42%	60%	13%	56%	36%	47%	42.33%
Amazon	6%	10%	32%		27%	6%	16.2%
Sams Club	4%	10%	33%		2%	11%	12%
Tesco	13%	2%	1%	13%			7.25%
Levi's	1%	13%	9%			42%	16.25%
Uniqlo	13%	5%	7%	12%	13%		10%
Sainsbury	21%	0	5%	19%	22%		13.4%

Table 1: Buyer-wise product category

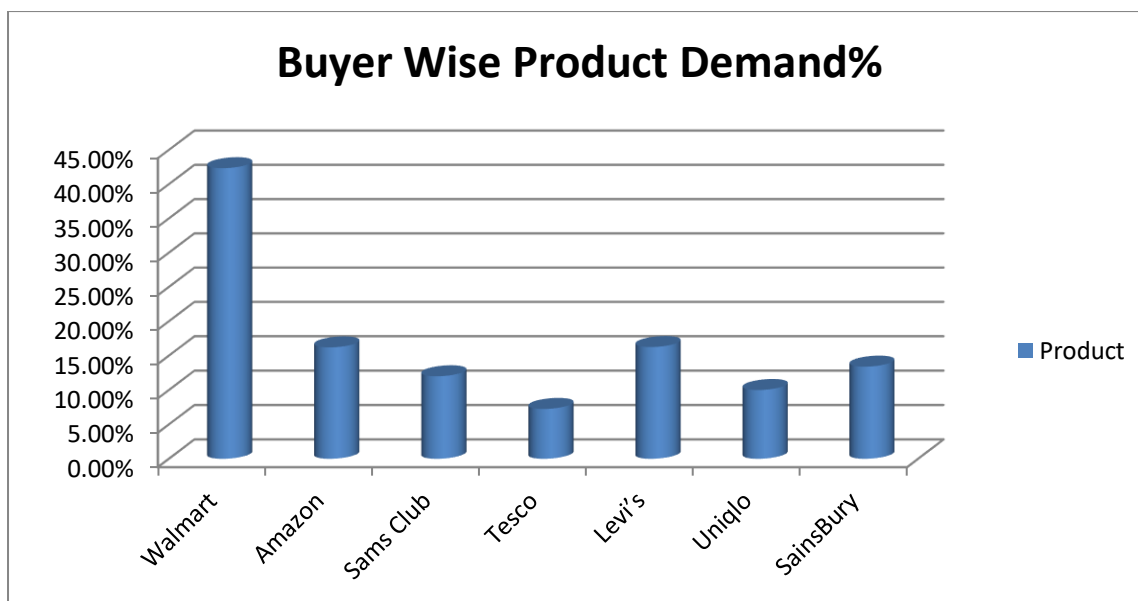


Figure 3: Buyer-wise product demand percentage of Epic group

Epic group the main product are denim & non-denim as a gabardine, flannel, Ruffle, Knit, check, Printed fabrics. That have main focus on denim 5 pocket long and shorts with denim shirt and Tops. Gabardine Chino long and Shorts, shirt, overall work-wear etc. Shirt are mainly casual, flannel, printed, knitted and ruffle fabric also denim, short sleeve and long sleeve with men, women, boys and girls category. Epic group main customer of all variety of product Walmart, For Denim product Levi's is second valued buyer on major percentage of product. Uniqlo and Sainsbury the main focus on casual and denim ,ruffle ,waffle, check, printed ,knitted shirts also demand on girls tops and skirts. Amazon and Sams Club all variety of product demand for chino, denim, shirt, shorts, printed, camo printed shirt and pant. Sams club only for chino shorts main customer for epic group. Only flannel shirt are focused on walmart buyer on major demand and order. The service of the Epic group Dry, acid, Rinse, deep dye, Garments wash that also concern of sustainability on customer demand with compliance focus. Levi's main focus on spray wash that focus on hazardeous but Epic set a less chemical user to less hazardous this same wash try to rotate on laser wash replace chemical.

Chapter 2

Task accomplishment

2.1 Human Resource & Compliance

First day of Industrial training go for HR head to brief about HR department and SOP of Epic-The readymade garments factories are mass production with mass people arrange to complete a setup organogram where mainly play the role is HR department. HR department mainly focus on department-wise fill right skill manpower to provide a skillful organization for designated employee to pursue of organization productivity and economical factor. A organization profitable when the organization will run by a good leader and expertise. So the Epic group two type of recruitment procedure follow for employee and worker. Then tell and show the procedure of worker recruitment Easy to worker recruitment fill-up by worker required post as usual (operator skill-wise, Ironman, Helper) they all were present in factory gate always and pick by skill-wise with HR officer. Select them by a vocal viva how many time you work on, which company you work on, which skill you have, your age 18, you have any medical issue or not etc, then they are divided on department-wise Industrial engineering department to skill test, IE department evaluate there skill and marking by grading system (A, B, C) to fixing the salary. Complete the evaluation they go for recruitment procedure as primary medical and paper confirmation test to there file documentation of all database and database system creating a identification number for a temporary card supply and place a 5 days primary training. Second day show the management type recruitment By employee recruitment ready presentation or circular in group website or social media seeking individual department by post-wise requirement, after time bounding select CV, shorts the CV to call interview and take a 1 hour written exam by the IE and individual department to evaluate them after evaluate the viva board facing the required man a 5 member to viva and meeting to offer as well as seeking position leader search. Complete the viva board select and offer a letter of intend from HR department with a joining date. All employee and workers are 3 months probation period for rules and regulation to creat a good and skilled leader. Third day show The joining of a worker and employee Epic HR given a primary welcome training to basically knowing the Epic rules and regulation, code of conduct, the organization goal, objectives, practice, Procedure, organo-gram, collaboration, team building, department-wise job description, SOP etc. After training session hand-over them in own department welcoming and try to speciefies on them. The next 2 days see of Epic given many

development training or skill upgradation and career growth to make a leader from epic, Also it same for worker to AVP same procedure. Sixth day show Epic a good system for worker birthday wishing by a small appreciation that a good initiative and motivational. HR department maintain all type of certification documents and data to clarify and justifying by buyer satisfaction received award, maintain all accreditation certification regulatory data, also maintain 5S, safety & fire, safety issue, housekeeping all awareness to manage safeguard. To maintain employee relation as like family of Epic group all cultural movement is appreciate. Also a outing with all worker and employee or a day of year for called (Epic Day). Seventh day see The main factor to maintain a culture to violate any rules sign a red card policy to alert him and focus on him/her all work for a week, after a violation show-cause letter and 3 to 7 days suspension. The compliance issue is fully regret EPIC with future security also maintain provident fund. Last day see The payroll system fully database maintain by IT security but any complain or mandatory control by HR department manually to fixed it for employee co-operation. HR department also set organization goals and objectives, focused on yearly budget to maintain relation and promotion, service benefit.

2.2 Industrial Engineering

First day The department of Industrial Engineering (IE) head brief the department goal and SOP main focus on factory productivity, growth, efficiency, forecast for future and plan to execute day by day growth. For maximum uses of resource Man, Machine, Method, Money, Management control to evaluate a flexible team condition. The main work of minimize non value added work to reduce cost and maximize revenue. The readymade garments factory mass people but the right position right person allocated with right skill very challenging this challenge solved by IE. Every department breakdown the all work procedure to maximum level of effort search and trained the skilled person for make output level maximum. The IE department re-engineering all item to pre-activity for right fast time (RFT) quick decision. Second day see IE department evaluate the all worker to employee for search right skill and grading mainly focus to setup SOP order and Job description. They have 3 type of work order to complete all department coverage, Planning & costing, QCO (Quick changeover) and execution team. Planning team planned for next day to next month and yearly for man to all progress as time and action plan, how much cutting sewing finishing and shipped day by day, how many manpower allocating and set up target. 3rd day see the costing team make

operation bulletin from sketch or sample, that fixation the process limitation and given standard allowed minute with factory performance for execution. For the costing of cost of making make SMV (standard minute value) that value paid to buyer for sewing. 4th day work with Quick change over team focus on paper layout to line layout of a planned item. They work on mainly pre activities of layout all manpower allocation, process training, machine setup, innovation, process development, guide gauge folder all work aid arrangement to make zero feeding on layout for achieving learning curve time to heat maximum productivity in less time. After completing all pre activities IE, technician, production, mechanic, electrician have work together on zero feeding to heat learning curve, heat first day 35%, 2nd day 55%, 3rd Day 65%, 4th day 80% target to achieve to any capacity issue, manpower, share of workload look after by execution team of IE heat and sustain on buildup plan 85% on progress, 5th day work on also make line capacity, time study, method study, method improvement, bottleneck solving, skill matrix upgrade, operator train-up, target set-up, every day work at morning replace of absenteeism balancing the line and achieve target day to day upgrade. Day to day efficiency calculation to loss reason of production, plan of next item, 6th day work on motivation, promotion, overtime (OT) requirement for shipment schedule meet at time complete sewing, cutting, finishing and audit. To make more motivating criteria is incentives bonus fixed by money or other element. 7th day work on To show up all report of management the line cost and revenue by line earning which line is profitable and under improvement plan how to manage to progress day to day. Also make commitment and forecast meeting with production people with setup target plan to achieve. The calculating available time and earn minute over deficit loss time to minimize loss item how to improve in by machine, manual, system all type of loss time analysis by IE 8th day work with team and reporting to how overcome loss time by Kaizen, lean operation wise by reduce SMV, operator, helper, process, re-engineering, motion development, transportation, set 5S for house-keeping and awarded by department wise initiative to making leader on idea sharing.

2.3. Production

The first day of production department go for production head AGM to commencement with production floor to brief discussion about how to plan and achieve the target with meet on time shipment. He show a style total shipment plan pcs to lead time of sewing as per data 7000 pcs for 6 working days in per day 8 hours to achieve hourly more than 146 pcs but floor

accommodation they pressurize to achieve 160 pcs per hour. Then move to the floor how to flow-up hourly production it's a mass processing system that very strictly follow-up to achieve by line supervisor to line manager to Production manager they report on AGM. Production supervisor on time presence on line to supervised every hourly basis count it all operator and end of hour ensure all process target achieve or not, here any issue arise types of any kind of accessories missing, cut panel missing, input delay, machine problem, ergonomic, technical different variety of issue arise and solve immediately by dependent department call of supervisor. They wrote production follow-up board hourly basis in key point of process name and worker name. If one can't achieve doing any hour of production with target they will face a supervisor call of word to next hour achieve but certainly this call will go to HR for motivation or red card. After all end of the shit they must be achieve this targeted production and meet plan to meet shipment its called build-up hit. Two days follow – up the production a line some other department issue arise that analysis and solve to next three days. First day we try to connect cutting section problem solving as like cutting panel number mistake, and color shading its correct by re-write the number of the panel, also shading occurred by mismatch of fabric spreading in different shade but not identified and informed in sewing department before sewing start the shaded garments correcting by touch-up in rework section. 2nd day we analysis accessories supply delay from store it's a big problem from planning not given cut plan summery before input sewing start and store not inform right time its very difficult to count all label, thread, zipper, tag etc. time consuming and suffer line operation. 3rd day we try to analysis bottleneck solution its creat by absent right operator at right process that mark by Industrial engineering department and solve in first two hour that reallocated a right process operator, share work load, EOT hour adjust and given a operator to work same operation that achieve targeted production. After the day I go with finishing section production follow-up that is easy to monitor cause of number of operation is less number its 4/5 operation that major operation are helper type wok as like thread cut, excess loop cut, thread sucker, iron, body turn and quality inspection. So manpower also less management and follow-up less difficult. So that achieve the targeted production easily and no input and accessories delay problem not occurred but visible the shading and defect identified easily in garment that deliver to rework section and solve it easily in less time. All production staff known to discipline by worker uniform wearing, morning right time present in work place, machine clean time clean it, floor 5S regulate its aware in every day morning time assembly meeting that effect on productivity ensured, Also announce the KPI and incentive of every line day to target achieve depend on build-up plan.

2.4 Maintenance

During my internship period, I have worked with maintenance department on 3rd & 4th week. The core responsibility of this department is to keep ready any type of machine to support the production department at any situation. This department maintain the maintenance of machine two way. That are suddenly servicing & another one is periodic servicing. In a production line, if a machine face breakdown, then next machine will sit idle. So, they focus on periodic servicing. I have worked with this department for machine breakdown monitoring. Machine breakdown is a common issue in all manufacturing unit. This is the wastage of money for a production unit. The month wise loss time only for machine breakdown & its value is given below. have almost 2000 different types of sewing machine. Every day this machine face different types of problems. To prevent the loss from breakdown the factory should monitor the problems & have to take corrective actions. During my internship with maintenance department, I developed a monitoring format to monitor the problems machine wise. To find out the skill gap of the mechanic on specific problems I have developed this. This graph shows that has many problems with thread cut & skip stitches. That value is around 245 minutes. So, he has a skill shortage in skip stitch. To run the format, we have to collect data from the production floor about the activities of mechanics about the type of problems & required repairing time. After collecting the data, we maintained a database for up to a month. Then we find the pivot chart from Microsoft Excel chart. The Epic management looked on the chart & take some corrective action on this. They have arranged some training session based on the report for specific mechanics. This project is also running in Epic. Also show to the maintenance department and skill wise trained their mechanic to correct it quickly.

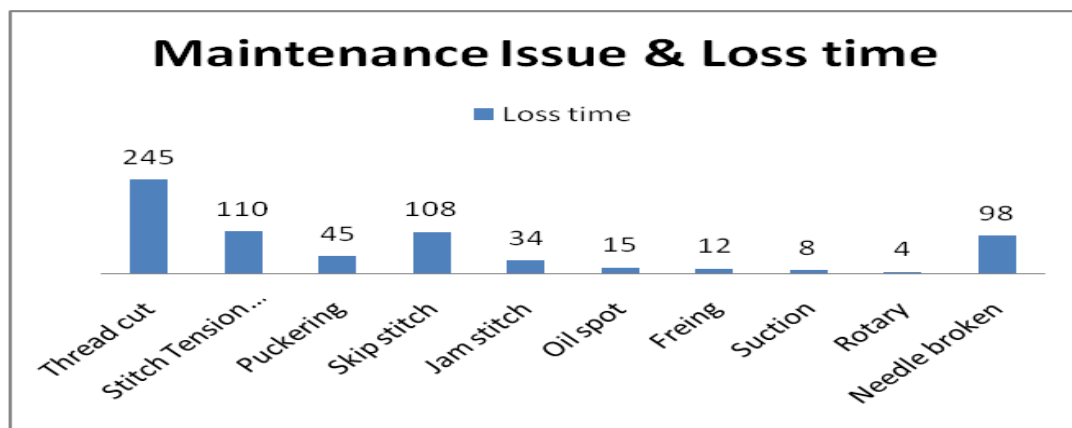


Figure 4: Maintenance issue and lost time

2.5 Costing of Sample

The costing department is called the heart of an organization. The loss & profit of an organization is totally dependent on the analysis of the costing department. This department main activities is to focus on CM calculation of a product. I have worked with IE and Merchandizing this department. I have learned about the CM calculation method of a new product. I have also calculate CM of product from technical sheet. Buyers offer their order by providing a tech pack. This tech pack provide details of the product. Basically, the costing department calculate the Standard Minute Value (SMV) of the product to find out the Cost of Making (CM). During my internship with the costing department I calculated CM of some styles. That are given below.

Table 2: Operation Bulletin of o Basic Men's Long Sleeve Shirt

Buyer	H&M		Order Quantity	50000
Style	MLS		Target%	60%
SMV	16.19		Target/Hour	139
Required MP	64		CM Value	\$0.98

Serial No	Process Name	Machine Code	SMV	Process Target	Required MP
1	Collar & Band Pasting & Fusing	Fusing	0.25	240	1.73
2	Collar Mark for Make	Helper	0.20	300	2.16
3	Collar Make	SNLS	0.35	171	1.23
4	Collar Turn	Turning	0.20	300	2.16
5	Collar Band Join	SNLS	0.40	150	1.08
6	Band Nose Turn	Turning	0.20	300	2.16
7	Band T/S	SNLS	0.15	400	2.88
8	Collar Iron	Iron	0.25	240	1.73

9	Collar Bottom Cutting	Cutter	0.15	400	2.88
10	Collar Hala Mark	Hala Mark	0.15	400	2.88
11	Cuff Pasting & Fusing	Fusing	0.25	240	1.73
12	Cuff Make	Helper	0.45	133	0.96
13	Cuff Turn	Turning	0.20	300	2.16
14	Cuff T/S	SNLS	0.40	150	1.08
15	Cuff Press	Iron	0.20	300	2.16
16	Upper Placket Pasting & Fusing	Iron	0.25	240	1.73
17	Upper Placket Make	Kansai	0.45	133	0.96
18	Lower Placket Make	SNLS	0.40	150	1.08
19	Thread Cut	Helper	0.30	200	1.44
20	Pocket Rolling	SNLS	0.20	300	2.16
21	Pocket Iron	Iron	0.35	171	1.23
22	Pocket Attach	SNLS	0.45	133	0.96
23	Care Label Attach	SNLS	0.35	171	1.23
24	Main Label Attach	SNLS	0.45	133	0.96
25	Back Yoke Attach	SNLS	0.40	150	1.08
26	Back Yoke T/S	SNLS	0.30	200	1.44
27	Shoulder Attach	SNLS	0.45	133	0.96
28	Shoulder T/S	SNLS	0.30	200	1.44
29	Thread Cut	Helper	0.25	240	1.73
30	Sleeve Join	OL	0.60	100	0.72
31	Arm Hole T/S	DNCS	0.65	92	0.66
32	Collar Attach	SNLS	0.35	171	1.23
33	Collar T/S	SNLS	0.45	133	0.96
34	Side Seam Scissoring	Helper	0.35	171	1.23
35	Side Seam	FOA	0.70	86	0.62
36	Thread Cut	Helper	0.30	200	1.44
37	Cuff Attach Mark	Helper	0.30	200	1.44
38	Cuff Attach	SNLS	0.65	92	0.66
39	Thread Cut	Helper	0.30	200	1.44
40	Bottom Hem	SNLS	0.60	100	0.72

41	Thread Cut	Helper	0.30	200	1.44
42	Button Hole*8	BA	0.48	125	0.90
43	Button Attach Mark*7	Helper	0.42	143	1.03
44	Button Attach*9	BA	0.54	111	0.80
45	Body Sizing	Helper	0.50	120	0.86
Total			16.19		63.51

This sketch shows the all of the stitching lines. The costing department find out the required minute to sew the item. Then they calculate CM. To find out the SMV they must have to consider certain criteria such as- product size, sewing length, types of machine, work method, machines SPI, machines RPM and material type.

Then they calculate the Cost per Minute (CPM). There is a formula for calculate the CPM. That is

- $CPM = \text{Total overhead cost} / \text{Available Minute}$
- $CM = CPM * SMV$
- $\text{Product Price} = \text{Material Cost (Fabric, Thread, Button, Label etc. Price)} + CM + \text{Profit\%}$

The price of a product is calculated by using the above formulas.

Chapter 3

3. Critical assessment on industry work

I am glad to BRAC University to give me a such of knowledge learn from PGD-KIM course and make a bonding with EPIC group to know deeply and gather knowledge. Brac teach me the theoretical knowledge to department wise as HR and compliance, communication and business skill, Analytical skill, Industrial engineering, Quality and production merchandizing that a vast knowledge sharing point to learn it practically in Epic its such a good opportunity and working on it.

3.1 Application of generic and industry specific courses during internship

HR and Leadership skill

The Epic group have a brand value and a ethical correspondent to manage all employee ethics with relation by their SOP, policies, rules and regulation, goals and objectives, that fulfill to international labor law and national all regulatory condition. The system of motivational and leadership to manage the whole employee system its mostly remarkable relate with theoretical knowledge. Their salary paid system, bonus, un-leave, promotion, execution, recruitment, all are maintain a good manner and timely. The system of management that was mostly significant which make the leader automatically.

Communication skill

The most valuable skill in RMG sector is communication skill that connect with a norms each other. To show and presented with others this skill is mostly useful, Epic have a good communication manner to connect with inter and intra department, all level of employee and worker that mix-up with traditionally and internationally provoked any rules or regulation. They have all written, verbal, social code and way of communication and a good manner sign to connect each other.

Industrial Engineering

The Epic group driven by IE based which running as engineering way to achieve the day to day and yearly goal. A system of lean management which continuously improvement and reduces there non-value added work procedure, autonotation that continuously reduces physical work but not to replace by automation. The theory of Muda, Mura, Muri, Heijunka,

Hoshein-kenri, Gemba walk, RCA, VSM that a huge type of method that run in EPIC system that learn from PGD course. Also have basic implement on Epic line Balancing, QCO, Method improvement, ergonomics practices, housekeeping by 5S, Kaizen with Innovation procedure. 5M management, forecast, pre planning, post achievement, collaboration to future growth.

Production and quality system

The Epic group have a high productive and efficient hub that maintain their PBS production system in floor bulk, Whole and sectional production system in sample and design develop section. They have huge productive line that maintain on a floor layout that all section set in one floor, also the audit system that certified the way of accreditation by BUET, ACCORD, LEED, better work, WRAP and buyer nominated compliance system. Internal and in-line audit and quality assurance maintain to control quality management. Also live data collection and maintain by G-Pro system with rfd card scanning.

Maintenance and Costing

Maintenance system routine by idle and instant service all automated electrical and electronics and mechanic tools and machine. That also monitor and analysis by management machine code system. The costing of garments as CM, booking and raw material cost, FOB price, direct and indirect all costing procedure of cost, freight & insurance also mark-up and commissioning condition by pricing practice in Epic group.

3.2 Suggestion for Industry improvement

Epic group have a good code of conduct and disciplinary access for a standard operating system but rather than a bad man break any good culture by nepotism. The practice among those with favoring relatives or friends and given them access of discipline virtue that might not acceptable for system of EPIC also have no restiveness of them so Epic management take a action to revised them. Epic Have a various type of training program that not for all department employee its training will need department wise that segregate and select how to improve and need means. Epic worker plan and recruitment is very tightly measure 2% and control but their absent more than 5% that very much difficult to balance right skill and down the productivity and efficiency so it must be actionable. The maintenance team is very

difficult to solve some machine that expire their lifetime but now away running in production line and need service at run in time way that risk of lost time so exchange it to renovation. Need 2 different accreditation of quality certificate to TESCO and Next buyer for improve factory satisfaction of customer.

3.3 Self Improvement

Brac given a big opportunity for me as a student of BIGD and employee of EPIC group to learn and improve my knowledge that remarkable. I attend some crucial and important quality and safety, growth me named, lean training that was very knowledgeable and experienced trainer of Epic group show how to present, how to develop how to communicate, how to ensure product quality and make confident any person. Its learn me how to present make a leader and thinking for future to plan growing career by forecast any difficulties. The Epic is a knowledge hub of all department in RMG they exercise all type of technology, system preference, their named in internationally multinational that a huge developed standard process and design excellence learn about process behavior difficult to easier. That's have a vast improvement of my communication skill about different department different sign terms about manner way of easy verbal, written communication way. Different types motivational training and procedure way of incentives program.

Chapter 4

Conclusion

The PGD-KIM is course design for deliver key skills and knowledge to executives to latest business technology and hands on business applications aspire professional to master their abilities and successfully lead the industry in the ever changing economy. The main objectives to serve firstly theoretical knowledge and practice on industry and solve any issue that prove advanced with economical. PGD-KIM not only theoretical or only practical but as a diploma program 76 days visit and collaborate in industry to gather knowledge and business criteria make leader to good to great. The main focus on make a leader in RMG sector who lead by his knowledge power with practicing method and that be a international standard with economic growth. Thanked Brac university BIGD that's given this opportunity to completing this course and gathering a vast knowledge and skill that remarkably increase my confident and make me presentable to close my career growth. Knowledge about business plant organogram, driven policy and SOP, make how a employee to leader, also known and gather skill from different department from HR, IE, production (cutting to finishing), maintenance, planning and costing of Garment calculating CM, FOB, Commission percentage and factory cost and revenue. It's a qualitative and quantative analysis and expression for product and maintenance loss root cause analysis. Some root cause analysis and try to solve and how it will improve productivity. Epic training program was very interesting and most valuable for RMG industry career growth and learn about it. Their quality team was very identical who show the product failure to its growing and proofing defect ensure 100% quality assurance in line audit and post production audit. Very much pleasure to Epic and Brac University that given a vast knowledge and skill base program course that very much effective for my career and job life.

Reference

[1] <https://www.epicgroup.global>

The End