

Report On
Internship at MASCO GROUP
Practices of Merchandising, Commercial, IE, Supply Chain &
Compliance.

By

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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 Center, BIGD
Brac University
March

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Declaration

It is hereby declared that

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

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Letter of Transmittal

Dr. Proloy Barua
Research Fellow
BIGD, Brac University
66 Mohakhali, Dhaka-1212

Subject: Report submission regarding practices in various departments at Masco Group.

Dear Sir / Madam,

This is an immense pleasure for me to submit to you the report titled as “Report submission regarding practices in various departments at Masco Group.”. I was assigned to work at the department Planning of Masco Group. I have given my level best dedication to fulfilling all the requirements for this course & appointed by your direction.

I have tried my best to finish the report with the essential data and recommended proposition in a significantly compact and comprehensive manner as possible.

I believe that the report will complete the desires.

Sincerely yours,

Arif Khan
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Executive Development Center, BIGD
Brac University
Date: Month Day, Year

Non-Disclosure Agreement

This page is for Non-Disclosure Agreement between the BIGD and The Student of BIGD Arif Khan.

It gives me great joy to have access to private information regarding the financial interests and business plans of my internship company. I also realize that this information is locked in every form, such as written records and letters, oral communications and computer programs and tools.

As key participants in this project, we agree that neither partner may use, copy, plagiarize, remove, disseminate, or reveal confidential information unless authorized by the relevant organization.

Through our signature, we certify that we have read and understand the confidentiality policy pertaining to sensitive data.

We pledge to respect and protect the confidential and privileged information contained throughout.

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Industry Supervisor's Full Name & Signature:

Md. Mahfuzur Rahman
AGM, Production
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Acknowledgement

This report was completed during a roughly three-month internship at Masco Group. To finish this internship, I would want to thank many people, including my academic supervisor, industrial supervisor, co-workers, and colleagues.

First, I appreciate Allah for giving me the strength to carry out my internship responsibilities and complete the report by the deadline. I would like to express my gratitude to Mr. Mahfuzur Rahman (AGM, Production), Masco Group, my industrial supervisor, for his assistance and direction. I am grateful for his helpful advice and unwavering support during my internship at different Masco Industries Limited departments. I am grateful to my academic supervisor as well and Dr. Proloy Barua Trainer– EDC BIGD, BRAC University for his guidance in preparing this internship report.

I would like to thank the Asian Development Bank (ADB) for financing the Skills for Employment Investment Program (SEIP) and the Government of the People's Republic of Bangladesh and Ministry of Finance for creating the Executive Development Center (EDC) at BRAC Institute of Governance and Development (BIGD), which offers a Post Graduate Diploma in Knit Wear Industry Management. I am grateful to all of the engineers, officers, technicians, staff, and section in-charges for their friendly assistance and guidance with my internship.

Finally, I would like to express appreciation to the Executive Development Center, BRAC authority, for organizing such a successful course that included an industrial training program, and to the management of Masco Group for providing me with the opportunity to finish my industrial attachment here.

Executive Summary

This report is based on my 66 days of hands-on experience in several Masco Group departments. Working solely at my own department would not have given me the opportunity to gain practical knowledge about the many departments of Masco Group, but this internship did. Based on my observations and experience gained from the company, this report has been presented. The internship focuses on five or six areas, which I have investigated using the knowledge I have gained from the various PGD classes. The firm has numerous divisions and departments. It greatly facilitates my ability to perform more effectively in my practical professional platform. Throughout my internship in a variety of departments, I've come to the conclusion that this is more straightforward to comprehend their. Basically, I selected the departments that had something to do with our PGD courses. Because of this, it is very easy to connect the entire process of the cross-functional department work. Besides from that, I can think of a few ways they may enhance their work process to make it more effective. Even though Masco has always supported sustainability and ongoing development, I have some recommendations for their sustainable project. The administration of Masco is undoubtedly prepared to congratulate you on any suggestion at any moment.

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List of Acronyms

BIGD	BRAC Institute of Governance and Development
RMG	Ready-Made Garments
GOTS	Global Organic Textile Standard
GRS	Global Recycled Standard
RCS	Recycled Claim Standard
OCS	Organic Content Standard
CIP	Continuous Improvement Process
R&D	Research & Development
MIS	Management information system
HR	Human Resource
BSCI	Business Social Compliance Initiatives
FAMA	Facility and Merchandise Authorization
ICS	Initiative for Compliance and Sustainability
SEDEX	Supplier Ethical Data Exchange
SMV	Standard Minute Value
GSD	General Sewing Data
FCR	Forwarder Cargo Receipt
EMB	Embroidery

Glossary

Thesis	An extended research paper that is part of the final exam process for a graduate degree. The document may also be classified as a project or collection of extended essays.
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Glossary	An alphabetical list of key terms This is an optional page and can be removed if not used. Use one table row for each item to allow sorting using Word's table tools. Apply the style 1_Para_NoSpace to table rows as shown here.
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Chapter 1

About Organization

1.1 Overview of the Industry

The Masco Group was founded in 2001 and is one of the top knit composite conglomerates in Bangladesh. Currently, knitting, dying, clothing, printing, embroidery, and washing are all integrated into one corporate unit. The guiding concept for Masco Group's company growth is "Always believes in sustainable, Continuous Development." Masco has a family of 24,000 people with 280 sewing lines spread over 8 units and a monthly knitting and dying capacity of 2100 tons. In 1988, Mr. MA Sabur, Chairman of the Masco Group, formed the company, and they began an impressive path that continues to this day. Throughout its existence, Masco has never seen negative business growth. Only its consistent commitment to quality, timely delivery, and ongoing sustainable development have made it feasible. The company is growing annually thanks to its ongoing sustainable goal, and in 2024 it will have reached \$245 million.

MASCO AT A GLANCE
MANPOWER ABOUT- 20000
SEWING UNIT 8 & SEWING LINES 208
KNITTING Capacity 2100 Tons/Monthly
DYEING CAPACITY 2100 Tons/Monthly
PRINTING CAPACITY 13 MILLION Pcs/Month
EMBROIDERY CAPACITY 2 MILLION Pcs/Month
WASHING CAPACITY 400,000 Pcs/Month
GARMENTS CAPACITY 12 MILLION PCS/MONTH

Table 1: Masco At a Glance

1.2 Vision & Mission

Everybody has a mission and a vision to accomplish their objective. Respecting this fact, Masco has a vision to be a global leader in the sustainable apparel industry for clothing brands and to continue making significant contributions to the success story of human civilizations. Without setting, we cannot find the path to success. We have always held the opinion that in order to realize the vision, we must establish the mission as our slogan. Therefore, Masco's goal is to provide clients in all clothing markets with an elite lifestyle through innovation and newness through the compounding impact of highly talented and motivated people resources to add value to sourcing, maintaining compliance and ethics.

1.3 Goals & Objectives

As previously mentioned, Masco's motto is "Always believe in sustainable, Continuous Development," which means that their primary mission is to establish a sustainable industry both domestically and internationally. Additionally, Masco dominates every manufacturing sector and creates significant value for all stockholders, the local populace, and the overall economy.

Sewing production target 1100000 pcs/Monthly

Achievement 90%

Sewing efficiency monthly 60%

Multiskilled training monthly 150 people

Process development monthly 48.

1.4 Organizational structure, Organogram, Branches and Departments

1.4.1 Organogram of IE & Planning Department

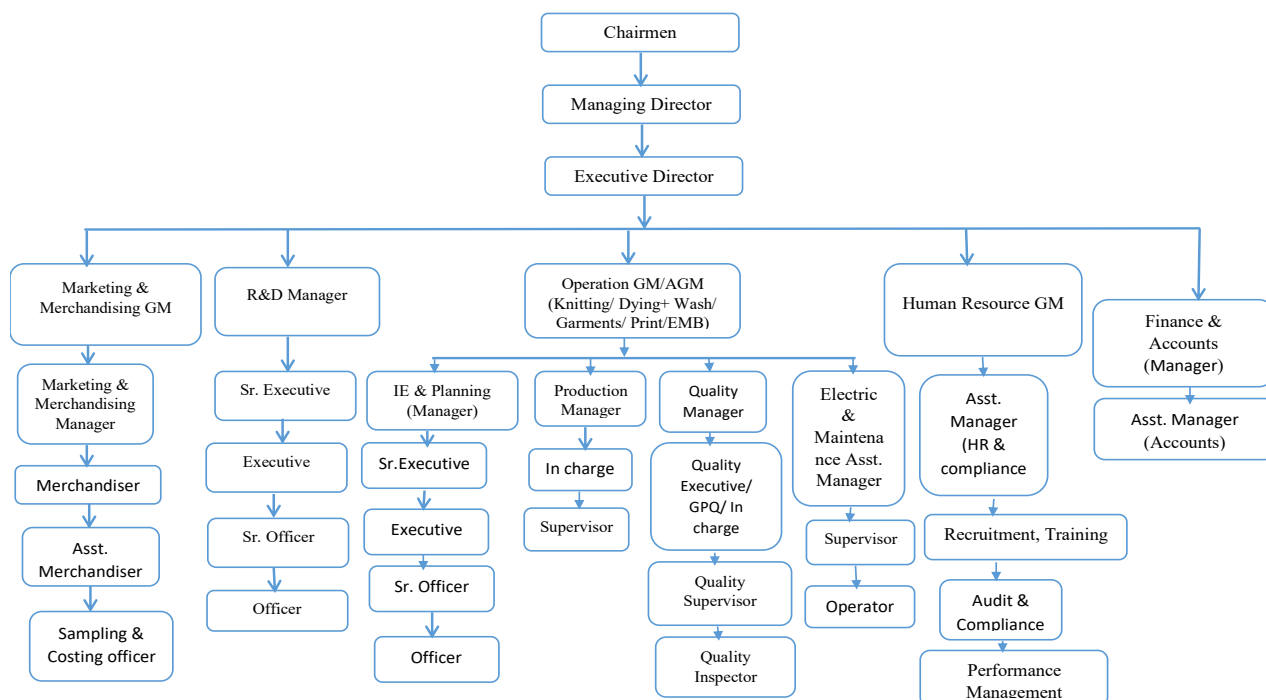


Figure 1: Organogram

1.4.2 Masco Production units (Apparel business) has given below:

Masco Cottons Ltd.	Concept Knitting & Dyeing Ltd.
Masco Industries Ltd. (G1)	Masco Exports Ltd
Masco Industries Ltd. (G2)	Masco Industries Ltd (Dyeing)
Shanta Expression Ltd.	Masco Industries Ltd. (Knitting)
Concept Knitting Ltd.	Masco Overseas Limited.
Tasniah Fabrics Ltd.	Masco Picasso Ltd.
Masco Tex Ltd.	Masco Printing & Embroidery Ltd.
MPL Wear	Concept Knitting Ltd (Washing).

Table 2: Masco Production Units.

1.4.3 Masco Department has given at below:

Masco is a composite knit organization, thereby its management is strong because it has every department. R&D, Marketing & Merchandising, Commercial, Finance, HR, Compliance, MIS, Supply Chain, Accounts, Costing, Knitting, Dyeing, Printing, Embroidery, and more.

1.5 Products/services produced by the Industry

Products:

Children's & baby items are essentially Masco's largest product line.

Children and Babies products- About 500,000pcs/ Month or 50%. T-shirt, Polo-Shirt, Tangtop, Ramper, Short Pant, leggings, Tops

Women - About 300,000 pcs/ Month or 30%. T-shirt, Polo-Shirt, Tangtop, leggings, Tops

Men's- About 200,000 pcs/ Month or 20%. T-shirt, Polo-Shirt, Tangtop, Hoodie, Short Pant, Boxer.

Services:

Knitting: Monthly Knitting capacity 2100 Tons/ month. So, it's fully filled by in-house order.

Dying: Monthly Dying capacity 2100 Tons/ month. So, it's fully filled by in-house order.

Washing: Monthly Washing capacity 400,000 Pcs/Month. So, it's fully filled by in-house order.

Garments: Monthly Garments capacity 12 million Pcs/Month. So, it's fully filled by in-house order.

Print: Monthly Print capacity 13 million Pcs/Month. But we can give support from 08 million to 09 million. So, print needs to give 04 million to 05 million outside supports.

EMB: Monthly EMB capacity 02 million Pcs/Month. But we can give support from 08 million to 09 million. So, print needs to give 02 lakh to 03 lakh outside supports.

Chapter 2

Description about task accomplishment

In my sixty-six days intern period I visited various departments which are listed below.

Department	Days spent	Key Contact(s) met and designation	Name of the Industry
Merchandising	14	Shamsul Arafin (Sr. Merchandiser)	Masco Group
Commercial	20	Md. Sujon Howlader (Executive)	Masco Group
IE & Planning	15	Newton Kumar Sikder (Manager)	Masco Group
Supply Chain	9	Md. Zubair Hossain (Asst. Manager)	Masco Group
Compliance	9	Ummay Kulsum (Asst. Manager)	Masco Group
Total	67	—	

Table 1: Internship Departments

2.1 Marketing & Merchandising

The marketing and merchandising department of Masco Group is well-organized. Nearly 145 merchandisers are employed by different buyers. They currently have 46 valued clients, and their operations have been going well. The primary objectives of merchandising are client satisfaction and timely delivery of top-notch products.

2.1.1 Marketing

The management of Masco Group is capable of maintaining sustainable marketing. Masco offers a superior setup of knitting, dying, printing, and garment production with its finest in-house facilities, creating the marketing process too simple. Throughout the time I've been employed, I've noticed that there are still many opportunities for marketing in this RMG industry. I visited their new washing project recently, and there are more opportunities to

source the new washing product. Additionally, the "Concept Green Industry" unit begins with 87 additional sewing lines. To fill the new capacity, the management is searching for a new source. The largest printing and embroidery facility in the Asian Zone is owned by Masco Group. So, I believe there is a great chance to expand it to service the entire RMG industry.

2.1.2 Merchandising

To sum it simply, the garment industry's core is merchandising. A merchandiser's primary responsibilities are product development, customer order collection and order execution for timely dispatch. As a garment planner, I'm also conscious of the fact there are three different kinds of Merchandisers: Production, Quotation and Development Merchandisers. Their main duties include managing and arranging several facets of product development and making sure that the final goods satisfy consumer needs and the brand's strategy. The following are the main duties and responsibilities of a merchandiser, along with a flow chart.

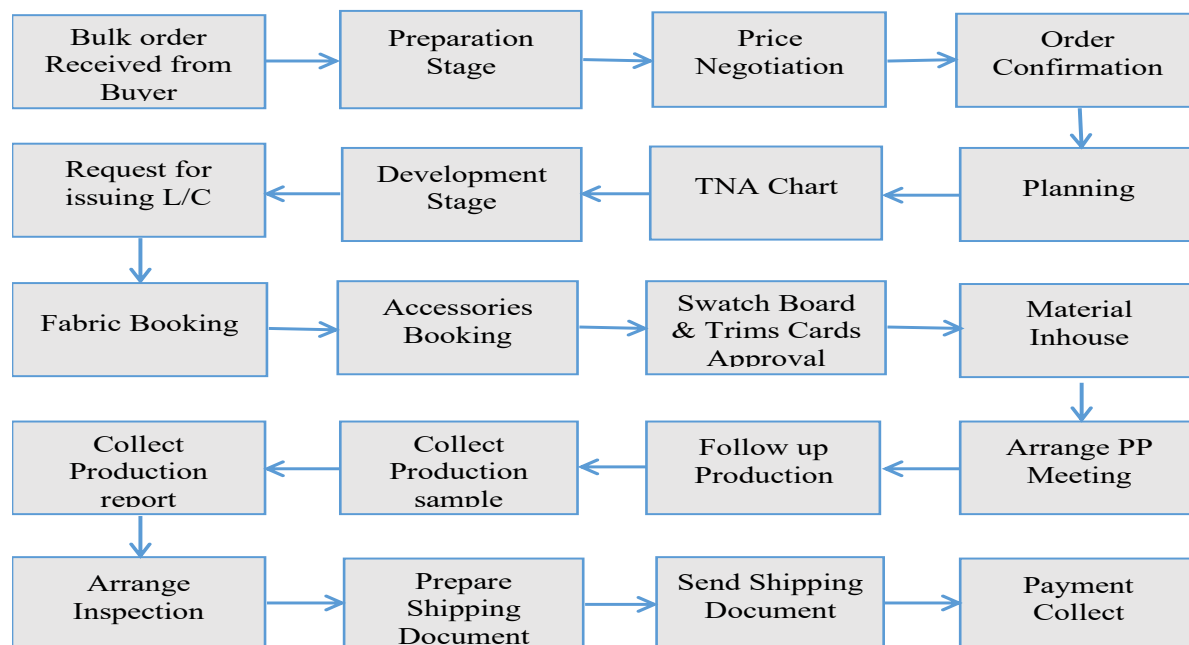


Figure 2: Merchandising flow chart.

Product Development: A development merchandiser develops new products or modifies ones that already exist. This means working together with manufacturers, suppliers, and designers to develop goods that are both aesthetically appealing as well as profitable.

Visual Merchandising: They could participate in visual merchandising initiatives, making sure that goods are presented in stores and online in an eye-catching manner to increase sales.

Marketing and Promotions: They work with marketing teams to organize and manage out sales, marketing campaigns, and promotional events. This entails choosing the appropriate products to advertise and making sure they are successfully promoted.

Cost Analysis: To make sure that goods are created within financial restrictions, they collaborate closely with manufacturers and suppliers. To sustain profitability and competitive pricing, cost analysis is crucial.

Market Explore: They manage market research to find trends, consumer desires, and rival products. Making well-informed decisions on product development and assortment planning is aided by this study.

Assortment Planning: The product selection for a certain season or collection is decided by development merchandisers. They take market trends, target market, and pricing into account when choosing which products to add to the line.

Sourcing and Supplier Management: They locate and procure goods and materials from vendors and bargain over conditions and contracts. The success of product development depends on establishing and preserving positive relationships with suppliers.

Communication: In this position, communication skills are essential. To make sure that everyone is in agreement with product strategies, development merchandisers must work with

cross-functional teams that include designers, production teams, marketing teams, and sales teams.

Quality Control: It is the duty of development merchandisers to guarantee product quality. To preserve the integrity and quality of the final product, they set quality standards and keep an eye on the production process.

Timelines and Deadlines: Development merchandisers oversee schedules to guarantee timely product development and delivery. To fulfill deadlines and production goals, they must coordinate their activities.

Inventory Management: In order to prevent overstock or understock scenarios, they focus on inventory planning and management. To keep supply and demand in balance, effective inventory management is crucial.

Pricing and Profitability: Development merchandisers assist with finding suitable product price strategies that allow for profit margins while maintaining competitiveness in the market.

Trend Forecasting: It's critical to keep up with market and fashion trends in order to predict consumer demand and make well-informed decisions about product creation.

Inventory Management: Merchandisers are responsible for keeping track on and controlling inventory levels. To ensure that the store has enough inventory to satisfy client demand while lowering carrying costs, they must maintain the ideal balance between overstock and understock conditions.

Product Selection: The things that are carried in the store are chosen by them. This entails evaluating consumer preferences, market trends, and past sales information to make well-informed choices about what to buy from suppliers.

Supplier Relationships: They negotiate terms and agreements with suppliers and build and maintain ties with them. This includes placing products orders, monitoring shipments, and resolving supply chain-related problems.

Sales Analysis: Merchandisers examine sales information to comprehend consumer preferences and behavior. They use this information to find areas for improvement and make decisions on product assortments.

Forecasting: They predict future product demand using market research and sales data from the past. Precise forecasting ensures that products are available when needed and optimize inventory levels.

Visual Merchandising: Merchandisers are frequently involved in how the merchandise is displayed in the store. To attract customers and boost sales, they focus on product displays, store design, and general aesthetics.

Budget Management: Merchandisers frequently use budgets to distribute resources among various product categories and retail sections.

Inventory Turnover: They concentrate on inventory turnover rates in an effort to lower holding costs and maintain stock freshness by selling goods before they go out of style.

After examining the entire workflow, I've also discovered that merchandisers must perform numerous other tasks that are referred to as "out of the box" tasks. Numerous CIP (Continuous Improvement Process) and company-wide tasks must be completed in addition to their usual tasks because they are all extremely close to the management. They are, in my opinion, the primary decision-makers who are dispersed across the factory.

2.2 Commercial Department

Along with the other departments, it is an important department. The commercial team of Masco Group is set up at Head Office. I've observed that the team has a pleasant working environment during my time there. In reality, they are hired to make sure the shipping items can reach the destination in accordance with the buyer's specifications. Additionally, the goods must be delivered with the commercial invoices and other necessary documentation. Their primary channel of communication is between the port's customs officials and merchandisers. They have made preparations for timely transportation.

2.2.1 Basic Objectives of Commercial Department

Supply Chain Management: coordinating with manufacturers to guarantee an on time and affordable supply of the components and materials needed for garment production. This involves sustaining supplier relationships and negotiating contracts for purchases.

Order Processing: Supervising the complete order processing process, from obtaining client orders to shipping the completed clothing. Order tracking, order confirmation, and timely delivery are all part of this.

Quality Control: Ensuring that each item of clothing fulfills the necessary standards of quality. This involves inspecting goods, evaluating their quality, and resolving any problems with their quality.

Cost Management: Maximizing profitability by keeping an eye on and managing operating and production expenses. This entails reducing waste and streamlining production procedures.

Compliance and Documentation: Ensuring that all legal and regulatory requirements, including import/export regulations, are met. This involves maintaining accurate records and documentation.

Compliance and Documentation: Ensuring compliance with all applicable laws and regulations, including those applicable to import and export. This means keeping correct documentation and records.

Sales and Distribution: Supervising the distribution of clothing to different sales channels, such as export markets, shops, wholesalers, and e-commerce sites. Logistics and transportation management fall under this category.

Profitability Analysis: Analyzing the organization's financial performance and looking for ways to increase revenue and cut costs.

These are the fundamental goals of the commercial department. I've worked with the H&M team, and the following describes how they operate.

2.2.2 Commercial Export basic knowledge step by step:

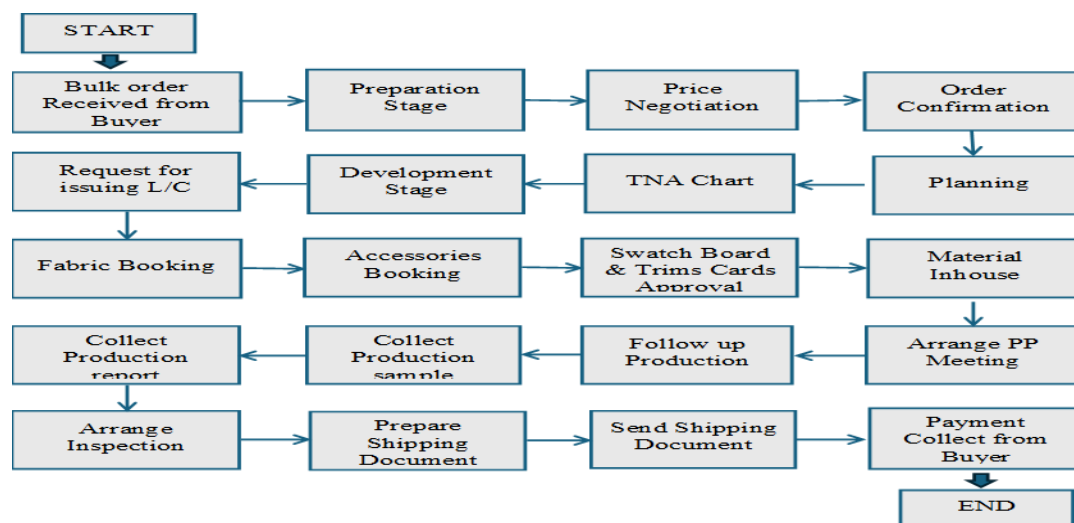


Figure 3: Commercial steps

2.3 Industrial Engineering

The Masco Group's individual production plants are all efficient with IE. During my internship.

I worked at the Masco G-1 IE unit at the time of my internship period. I have made every effort

to understand the entire working procedure during my working duration. Industrial engineers do a variety of jobs in the garment sector. For these tasks, a range of instruments, strategies, and techniques are used. It can be said that it is processes for the use of IE tools and techniques rather than an IE procedure per itself.

2.3.1 IE Workflow Chart

If we want to learn more about IE procedures, a workflow chart can help. In the following sequence, the most common responsibilities of an industrial engineer are mentioned.

The majority of IE activities are intended to increase factory performance, decrease production costs, improve workflow, and optimize resource utilization. As IE department get matured in a factory, it includes more tools to help the production team to increase the factory performance. The Masco G-1 IE team is constantly striving to boost the efficiency of garment workers, just like any other industry. Increasing output while using less input is the primary driver of productivity growth. An increase in productivity in the clothing industry refers to the ability to produce more clothing with the least amount of human resources. The following chart displays the IE department's workflow.

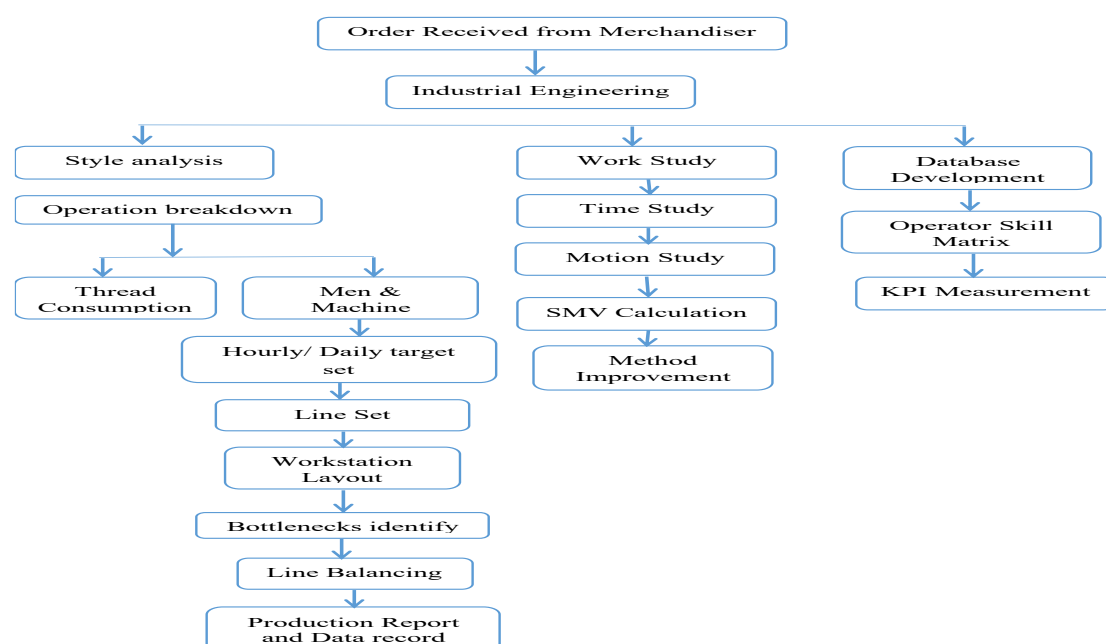


Figure 4: IE department flow chart.

2.3.2 Job responsibility

Officers' Job responsibility:

Task
Line Balancing Minimum 1 Line in a day
Allocate Manpower follow up 2 times a day
Production Study Minimum 2 processes in a day.
Production Follow Up and Target Achievement.
Input Ensure & Follow Up for Assigned Floor.
Change Over Time Calculation In every style change
Non-Productive Time (NPT) Identify, Calculation and take steps for Reduction.
Others assigned by Executive.

Table 2: Officers' Job responsibility

Executive Job responsibility:

Operation Bulletin Prepare
Layout Complete with Operation Bulletin
Line Balance Check.
Production Follow Up and Target vs Achievement.
Analyze Line Plan & Follow Up.
Meeting with all Production Staffs regarding Efficiency Every day.
Operator Evaluation for New recruitment and Promotion
Process Ensure and Follow Up
New System Generation and Implementation

Table 3: Executive Job responsibility

In order to gain hands-on experience, I worked on a physical product that was through bulk execution, and the responsible IE had to give the line plan for that day. As instructed, I have examined it and organized the entire set of data as seen below.

Buyer:		Kmart	Style	Y259					Item	Long Bottom			Sketch					
Total (SMV)				4.81	Theoretical output	225	Line Forecast		179	Days Tgt Production			1789					
Machine/Operator (SMV)			M/C	4.03	Lowest OutPut	179	No. of Operators		15.00	Plan Tgt Production			1573					
Manual (SMV)			Helper	0.78	Bal.Eff(%)	80%	No.of A.O.P		3.00	Plan Eff(%)			70%					
Working time(Minutes)				600	Pcs/Man	9.94	Total Plan Manpower		18	Pitch Time(Sec)			16.02					
SI	Operation Description	Skill	Machine Type	Folder/ Attachment	SMV	MAM	Machine/OP		PCS/HR Capacity	Balance Capacity /HR	Variat ion	Operation Criticality	Remarks	Eff. Level	Prod./ Hr	8 Hr. Prod.	9 Hr. Prod.	10 Hr. Prod.
							Req. M/C	Req. Man										
1	RISE JOIN	Operator	2N/4T/OL	0	0.42	0.42	2	2	142	285	106	-		20%	45	359	404	449
2	BACK FRONT MATCH	Helper	Manual	0	0.22	0.22		1	270	270	91	0		30%	67	539	607	674
3	SIDE JOIN	Operator	2N/4T/OL	0	0.62	0.62	3	3	97	292	113	0		40%	90	719	809	899
4	ELASTIC CIRCLE MAKE	Operator	2N/4T/OL	0	0.27	0.27	1	1	224	224	45	-		45%	101	809	910	1011
5	ELASTIC JOIN	Operator	2N/4T/OL	0	0.33	0.33	1	1	184	184	5	-		50%	112	899	1011	1123
6	LABEL ATTACH WITH FOLD TACK	Operator	1N/2T/PM	0	0.58	0.58	2	2	104	209	30	-		56%	126	1006	1132	1258
7	WAIST TOP SEAM	Operator	2N/3T/FL	0	0.27	0.27	1	1	224	224	45	-		60%	135	1078	1213	1348
8	INSEAM JOIN	Operator	2N/4T/OL	0	0.65	0.65	2	2	92	184	5	0		65%	146	1168	1314	1460
9	LEG HEM	Operator	2N/3T/FL	0	0.67	0.67	2	2	89	179	0	0	Possible Bottleneck	70%	157	1258	1415	1573
10	INSEAM BARTACK	Operator	1N/2T/BT	0	0.23	0.23	1	1	259	259	80	-		75%	168	1348	1516	1685
11	FINAL THREAD CUT	Helper	Manual	0	0.56	0.56		2	108	216	37	-		80%	180	1438	1618	1797
13														Operator & Helper Ratio				
14														1	:		0.2	
Total					4.807		15.00	18.00					0					
			1N/2T/PM	2N/4T/OL	2N/3T/FL	1N/2T/FL	1N/2T/BT	1N/2T/BH	P/M	Manual	M/C		Total					
			2	9	3	0	1	0	0	3	15		18					

Figure 5: IE bulletin

2.3.3 The Main Objective of Industrial Engineering (IE)

Increase Productivity

Reduce Wastage

Ensure Best Use of Scarce Resources

Increase Productivity:

Similar to other industries, the apparel business is constantly looking to increase worker productivity. The main goal of increasing productivity is to maximize output while reducing input. When it comes to clothing production, more productivity means making more clothes with the least amount of human resources.

Reduce Wastage:

A number of steps in the clothing manufacturing process, such as cutting, sewing, and finishing, can result in waste. It is essential to follow set guidelines to ensure that waste is minimized. The task of reducing waste in every step of the clothing production process falls to industrial engineers.

Ensure Best Use of Scarce Resources:

All raw materials must be delivered to the right place at the right time in the right amounts in order to sustain continuous production. To guarantee the best use of limited resources, the industrial engineer creates an effective production plan.

2.3.4 The Dimension of Industrial Engineering (IE) in Apparel Industry

Method Study

Work Measurement

Method Study in Apparel Industry:

The Industrial Engineering department chooses a certain operation or process, determines important variables or parameters and uses a variety of methods to carry out the task in this type of analysis. They collect and record data on all important parameters and their fluctuations via this procedure. After that, the most effective approach is used. The selected approach is continuously monitored in order to enable any necessary modifications to the existing operation or process. Method studies can be applied to both current and future approaches.

Time Study in Apparel Industry:

Time study is a method for assessing work that involves maintaining track of how long it takes a person to complete a task under particular circumstances. The information is examined to determine the standard performance rate after the data collection stage. This benchmark

performance rate is then used to determine the target production rate. For this reason, time study is a useful tool in the Industrial Engineering (IE) sector. The Standard Minute Value (SMV) for each product scheduled for production in the clothing plant is determined by the IE department using this procedure. In this case, SMV refers to the total number of minutes per garment that an employee needs to generate at their workstation.

2.4 Supply Chain

Masco Group has an effective supply chain system that includes sourcing and purchasing, and it has a significant Yarn sourcing team member. One company that has never experienced negative business growth is Masco. Only its consistent commitment to quality, timely delivery, and ongoing sustainable development have made it feasible. Analyzing the company's business summary numerically from 2009 to 2026 in terms of both business quantity and profit.

2.4.1 Supply Chain Objectives

Product Mix: The Masco Group has a diverse range of products in all areas, although the children's department accounts for the majority of its product sales. Since the Masco Group's primary strength is ornamentation, the children's clothing market has steadily grown in accordance with consumers' preferences. The Masco Group's department-wide business statistics, broken down by percentage, is shown.

Empowerment By the Clients: Masco Group's continuous commitment to excellence has turned customer trust into a kind of power. As a result, we have been given the ability to inspect 60% of Masco Group shipments on our own.

RSL: Masco Group meets the RSL/MRSL standard by adhering strictly to its supply chain procedures. To guarantee RSL/MRSL compliance and the use of chemical-free materials,

Masco takes into account suppliers' approved lists, such as GOTS, Swan Label, blue sign approval, and ZDHC certified chemical lists, while acquiring chemicals.

Best Practices: The following examples highlight some of the best practices that are used throughout all Masco Group entities to maintain sustainable quality control in the supply chain and operating procedures:

Kaizen

Kanban

Total Quantity Management (TQM)

5s

2.4.2 SOP of Yarn Sourcing & Certification Process:

Sample Yarn Program:

Make a sample yarn request while keeping in mind a 15–20 days lead time for delivery. For the most circumstances, sharing the shade reference or swatch card with the sample yarn request shouldn't be relevant. The pricing of the sample yarn can be changed for any bulk order. Compare the generated sample with the bulk order status. Sustainability options and nominated suppliers can be taken into account during sampling.

Bulk Yarn Program:

Consider the stated or approved pricing and the delivery lead time provided by the sourcing team before confirming the order. Providing a work order or purchased order sheet with a sustainable product alternative. Make a yarn request and include a sustainability choice. Yarn Requisition should include all pertinent details, such as Job No. and Buyer Name. Yarn type, pricing, quantity, shipment date, knitting start date, approved supplier, shade reference, order/style number, etc. (Please adhere to the format of the sourcing team's yarn request.)

Consult the sourcing team about any unusual items to take into account yarn MOQ and price upcharge/down charge issues.

Certification:

Pre-production-related documentation such as the purchase order sheet, yarn booking, work order, and fabric booking sheet must include a reference to the sustainable choice. Every item that is shipped via GOTS, OCS, GRS, and RCS must have a label. For the sustainable goods indicated, the GOTS, OCS, GRS, and RCS logos must be used. Prior to using your brand or label on your goods or any other marketing materials, get permission. Make sure the product is available in your scope before beginning production of any mixture. We are not permitted to produce any organic or recycled goods unless the scope certificate specifies the product composition. After receiving the shipment and delivery documentation, you should ask for or apply for a Transaction Certificate (TC) right away. You have six months from the date of BL or delivery to do so. Reports from third-party physical and chemical tests are required for any organic OCS, GOTS, and recycled GRS products that are shipped. Verify, using the certificate numbers, whether a STANDARD 100 by OEKO TEX certificate is still valid before purchasing any accessories. Enter the number found on the OEKO-Tex website in the corresponding field. It is crucial that the product label match the item description, product class 1, and Annex 06 on the Oeko-Tex certificate. Within 7–10 days of the ex-factory date, team leaders will make sure that TC documentation are ready.

2.4.3 SCM Yarn Sourcing Department

Sample yarn will be delivered to the retailer within 15 to 20 days of the yarn request date, and an extra 5 to 7 days will be needed if there are any shade mismatching issues. A sample yarn bill or invoice and signed forwarding can be sent to the commercial department for TT payment, which must be completed within three to five working days, or to the air conditioning

department for cash payment. The weekly updated yarn price can be used to determine the bulk yarn price. Regular items can be eaten from minimal stock, which is followed by the sourcing department. Bulk yarn of irregular items will be accessible at the store within 20–25 days from a local source and 60–70 days from an international source. The Commercial Department can verify the PI address and the name of the L/C applicant unit by taking certification standards into consideration. Within the PI specified validity date, supplier-wise pro forma invoices will be sent to the commercial department, where L/Cs will be needed. The sourcing department can follow the L/C's change issues and expiration date. Prior to buyer-wise allocation and segregation, the in-house status of bulk and sample yarn will be checked with the concerned retailer. The sourcing department will deal with the knitting concern's yarn quality complaint. The sourcing department will deal with yarn replacement issues that have been returned because of several problems. Within 10–14 days after the final delivery and document submission date, supplier acceptances will be guaranteed. Concerns with yarn standard certification can be handled via the sourcing division. GTC can be assured within two weeks of the commercial team obtaining the TC paperwork, and authorized yarn TC can be guaranteed before the final garments are shipped. Buyers and the commercial team will guarantee FCR/BL within three to four days from the ex-factory date, and the final product TC lead time for valued customers may be up to three to four weeks from the FCR/BL date.

2.4.4 Yarn Store

After the conditions are met, the store will receive the items and verify the challan with a seal and signature, as determined by the sourcing department. recommendations (per PI & I/C). The store will make sure the products are packed properly, weigh them, and notify the sourcing team of any problems. The products should be stored in a separate room according to yarn standards. The store will adhere to its internal SOP on BUYI, MRR, and other terms. The store will pick up the challan from the knitting subcontract factory within four to five days of the

goods delivery date, and it will deliver the received copy of the challan to the sourcing team within two to three working days of the goods receiving date. avoiding receiving the items without a confirmed supplier and an approved challan. Provide yarn in accordance with knitting concerns. Improvements to the loan issue and yarn return replacement, along with an update to the volume reconciliation for the same. The store will continuously update the location-specific stock status and the status of the goods received.

2.4.5 Internal Audit Team

The audit team will give the yarn suppliers credit. Putting Acceptances into Practice Verify the PI's mentioned details, including the price and amount, and compare them with the L/C. Verify the amount, pricing, sustainability choice, and other pertinent details in the acceptance documentation. Verify the acceptance summary in accordance with the store's yarn received challan value. To prevent future hassle, store all information pertaining to acceptance documents in an internal system (such as Excel). Within two to three working days of the documents' receipt date, deliver the acceptance documents to the accounts department for assessment.

2.4.5 Accounts Department

The A/C department can receive a sample yarn bill or invoice and signed forwarding for cash, check, or bank deposit, which must be completed within two or three business days. Within the previously specified period of time, the A/C department can arrange for the certification of a bill or invoice and signed forwarding for cash, check, or deposit into the bank. Verify that the acceptance documents have been reviewed and audited for approval. Verify the goods' receipt, quantity, cost, sustainability choice, and other pertinent details in the acceptance documentation. If there are any irregularities or discrepancies, review the acceptance

documents. For final clearance, forward it to the DGM or GM. Send to the commercial department for payment processing within two business days.

2.4.6 Commercial Department under sourcing team:

The Commercial Department can verify the PI address and the name of the L/C applicant unit by taking yarn standards with consideration. A signed forwarding and the bill or invoice for the sample yarn and certification can be sent to the commercial department for TT payment, which can be arranged in 5-7 days. Supplier-specific pro forma invoices will be sent to the commercial department, and within the PI specified validity date, L/Cs will be needed. By taking into account the interests of suppliers and purchasers, LSD issues, L/C amendments, and L/C expiration can be resolved. By taking into account the number of items received, L/Cs and invoice-by-invoice yarn due payment acceptance can be organized. Once the suppliers have confirmed the GP 2, BTMA, and MUSHOK, the payment process for local suppliers can begin. Commercial teams have seven to ten days from the ex-factory date to guarantee TC documentation. For TC documentation, the product type and details of the product must be included with the goods description. During the TC documentation process, the Commercial Team will take sustainability options like Organic, including IC2, GOTS, OCS, and Recycled, into consideration. Along with the final TC paperwork, financial documents such as bank statements, proof of payment, SWIFT, and income tax records will be needed.

2.5 Compliance

For any industry to guarantee compliance with optimal discipline, a compliance department is a fundamental necessity. All employees can benefit from a dependable and sustainable industry created by an established compliance team. As usual, Masco Group has a strong and well-organized Compliance department and its staff always does its best to meet the needs of

individual customers as well as the needs of workers and the welfare of their belongings. Masco Group maintains their compliance through a number of excellent practices.

Masco Group is one of the biggest exporters and producers of clothing in the nation. This organization has an internationally respected profile. The Masco Group employs both men and women in great numbers in its factories and other facilities. The goal of Masco Group is to uphold a clear code of conduct in the workplace. This organization abides by national and international laws, customs, and the code of conduct set out by different purchasers. The Authority is dedicated to guaranteeing a safe and environmentally friendly workplace at every factory, as well as the appropriate application of human rights, laws, and customs. Masco Group complies with the following Code of Conduct as a first step in fulfilling its declared obligations.

Ethical Standard & Respect to Law & Practices:

Masco Group conducts all of its operations with ethics and values in mind. The Masco Group is dedicated to abiding by the code of conduct established by different clients, and the business complies with all applicable national and international laws and regulations. Child Labor: Because different nations have separate socioeconomic systems, cultural norms, and environments, child labor There are a few distinctions in how age is determined. According to the Bangladesh Labor Act 2006, as revised in 2018, children are defined as individuals who have not reached the age of 14. The Children Act No. 24 of 2013 states that "Notwithstanding any other existing law to the contrary, this Act A healthy person under 18 (eighteen) years of age shall be considered as a child by fulfilling the purpose.

Remediation of Child Labor Recruitment:

The authorities take the following actions if child labor is found in the factory for whatever cause. The authorities will halt the child laborer's work as soon as there is proof that they are

involved in it. The factory authorities will contact the child's parent or legal guardian by obtaining their phone number and current and permanent address. A report on the issue will be sent to the Regional Director General. In addition to securing food and housing, he or she will pay for their education at the factory's expense. Child laborers will be eligible for educational subsidies from the factory authorities. Monthly wages should be paid in accordance with the child laborer's earnings during their employment. The child should discuss with his guardian and set up vocational education if he has no interest in studying. According to local legislation, the employer is responsible for paying these costs up until the child laborer turns into an adult and capable worker. The registrar needs to get the age and fitness certificate from the doctor after the child laborer turns eighteen. After becoming an adult, child labor should be prioritized in the workplace.

Freedom of Association:

In order to maintain the production process, the Masco Group employs appropriate workplace dialogue techniques in the factory to guarantee wage cost transparency, absenteeism reduction, interest in work, labor-owner relations development, wage misunderstandings elimination, worker confidence and skilled worker retention. All factories and establishments allow their workers to freely organize in a peaceful and legal way. Labor personnel receive the necessary support for their freedom of expression, exercise and creation of labor forums and welfare committees, among other things. In the factory, voting is used to form a voting committee. Any social compliance audit program's opening and closing meetings may be attended by delegates of the chosen participation committee to offer their knowledgeable opinions on matters pertaining to factory health and safety as well as compliance. It should be mentioned that representatives of the workforce are free to carry out their unplanned organizational activities during regular business hours without incurring any penalties or losing any customary perks. Members of trade unions are free to meet without management's consent, and the business may

give them a location. I'll set it up. The participation committee will discuss issues pertaining to the interests of the workers with the owner or the owner's party if the plant lacks a trade union.

Daily Working Hours:

According to Bangladesh Labor Act-2006 (Section 100) the daily working hours of an adult worker shall be eight (8) hours excluding meal and rest breaks.

Voluntary Overtime Hours:

As per Section 108, the company is permitted to work more than 48 hours per week with the consent of the employee, subject to the payment of overtime allowance. However, the total number of hours worked by any employee in a given week must not exceed 60 (sixty) hours, and in a year, it must not exceed fifty-six (56) hours per week. Further, the worker in question must be informed at least two hours prior to the start of work in such a scenario. The planning manager, who is appointed by the plant authority, submits recommendations for overtime. Following approval of the requested overtime by the Human Resources and Administration Department, the Head of the HR Department oversees both regular and overtime hours.

Additional work schedule (Scheduling of Overtime Work):

According to sub-rule (2) of Section-102 of Bangladesh Labor Act-2006 based on the production target, any senior worker can work a maximum of 2 (two) hours more than 8 (eight) hours daily. However, the weekly working hours of any worker shall not exceed sixty hours or an average of 56 (fifty-six) hours per week in a year.

Weekly working hours:

Bangladesh (102) in 2006. No one is permitted to work in any establishment for more than eighty hours per week. Work time is likewise subject to the provisions of 108. As long as no worker's weekly working hours exceed 1 and no city's average working hours exceeds 1.

One day off must be paid between the next and the following working day if the factory's management authority is unable to pay on two days of the week.

Wages & Benefits:

The government is unwilling to make payments. The 2018 Work Skilled and Women Board guarantees 2011 pay and benefits. Each worker receives a pay slip from the authority prior to the payment of their salary, which is paid along with overtime wages within seven (7) working days of the subsequent month.

Health & Safety:

In all of its factories and organizations, the company makes sure that its workers have a safe and healthy place to work. The company's health and safety policy contains the necessary guidelines in this regard. The business takes the necessary actions and measures to detect hazards and impediments and remove them right away in order to provide a safe and healthy working environment.

Forced Labor:

Forced labor in each Mosco Group factory and location. Collection is not allowed. During business hours, all factory entrances and exits must remain open. There is absolutely no forced labor of any kind in factories, including bonded labor, jail labor, slave labor, indentured labor, human trafficking, etc. There is still no evidence of forced labor, including prison labor, slave labor, or forced labor, even among the Moscow authorities. According to Masco Group, it is totally forbidden to hire any employee against their will. In any case, Masco Group never hires employees against their will. Additionally, it does not hire workers who are jail inmates, those who are not in jail but have contracts with the court, or those who are hesitant for any other reason.

Freedom from Job separation:

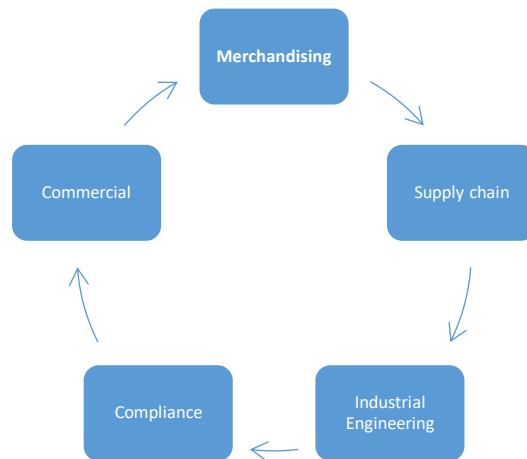
A permanent employee may choose to retire or voluntarily leave their position. If he quits, he cannot be imprisoned. The authority must accept the resignation letter and settle any outstanding debts in accordance with the Bangladesh Labor Act 2006 (Amended in 2013 and 2018) and the Labor Code 2015 Amended in 2022 if the applicant applies under the Bangladesh Labor Act. He cannot be held in this situation on any false pretenses or have his payments postponed.

Personal Freedom:

No employee's competence to interact with coworkers during working hours may be restricted without affecting their ability to do their jobs. During working hours, employees are permitted to eat, drink water, use the restroom, and visit the medical room. Employees will have the freedom to voice their complaints to officers, supervisors, PCs, and representatives of trade unions. Any employee may leave the office during business hours by notifying the appropriate authorities of his intention to do so. After work, employees should be able to go home. No one may be held in custody in any situation.

2.3 The Interlinked of Five Departments

MASCO Group, a knit composite clothing producer, relies on close collaboration amongst divisions to ensure its operational success. Throughout the internship, it was discovered that five crucial departments, Merchandising, Commercial, Industrial Engineering (IE), Supply Chain, and Compliance—were intimately connected to each other from order generation to distribution. To guarantee the timely and compliant delivery of clothing, each department carries out specific tasks while exchanging data, resources, and choices with others.



Merchandising ↔ Supply Chain

Bill Of Material (Material requirements Material), Order confirmation ↔ Material sourcing, booking and in-house status updates

Merchandising ↔ IE

Style details ↔ SMV, costing, Production capacity and target planning

Merchandising ↔ Commercial

Order confirmation, PI, L/C, shipment schedule ↔ Buyer communication and documentation

Merchandising ↔ Compliance

Buyer code of conduct and certification requirements ↔ Approved materials and production standards

Supply Chain ↔ IE

Material specifications analysis ↔ Material preparation for line

Supply Chain ↔ Commercial

Supplier PI, L/C, documents ↔ Payment & logistics coordination

Supply Chain ↔ Compliance

Certified yarn/fabric/trim (GOTS, OCS, RSL) ↔ Approved supplier list

IE ↔ Compliance

Safe workstation layout and ergonomic practices ↔ Production method compliance

IE ↔ Commercial

Production status and shipment readiness ↔ Capacity vs shipment planning

Commercial ↔ Compliance

Audit reports, certificates & inspection documents ↔ Shipment release approval

Chapter-3

Critical assessment of Internship work

Referring to all of the departmental analyses, I have gathered a great deal of data and information that is crucial to expanding my expertise. My professional qualities and soft skills can both be enhanced by cross-functional knowledge. I have to understand the idea of cross-functional department work because I work in the merchandising department. This information undoubtedly aids in my future development. All of the knowledge I have gained from this PGD course can be connected here. Working with various departments has let me realize how much this PGD program has improved my mental development and mindset. I am able to apply numerous best practices to both my internal and external work.

3.1 Application of Generic and Industry specific courses during internship

During my internship, I have actually put a lot of the knowledge I have learned in this course to use. Often, this ability greatly aids me in performing well in my work life. According to my judgment, different case study kinds are explained below by course.

3.1.1 HR Skills and Competencies (KIM-101)

The most important requirement for becoming a successful employee is having a good outlook and acting appropriately. I've learned a lot about the excellent behavior I've already developed within my team from the HR management training. Generally speaking, a lot of senior employees don't have the best conversations with their juniors on important matters. However, I have changed since taking this course and am now able to regulate my thoughts in any stressful scenario. Initially, I try to identify the underlying cause of the issue and consider a strategic plan to address it at that precise moment. After that, I held a meeting and explained the issue, its likely remedy, and its underlying cause. We were able to steer clear of such issues in the future thanks to this meeting.

Another crucial soft skill for being an ideal team leader is leadership. Leading a team is essential to establishing a successful career in any field, and the team must obey the leader. A leader guides the team from the front, much like the engine of a train. This training has taught me a lot of abilities that I have used both within my team and in my professional life. I now understand the importance of ethical leadership and that morality is the most valuable quality in a person. Additionally, I have used the presentation abilities I acquired from the training in front of management. Lastly, I can state that the course increased my confidence compared to before.

3.1.2 Analytical Skills and Competencies (KIM-102)

One soft skill that might aid in a person's professional and personal development is analytical ability. This power is capable of determining the underlying cause of any issues. My understanding of data analysis has increased as a result of this course. Data analysis and investigation are essential before starting any project. In essence, the entire world is now focused on data. Therefore, it is understood that a variety of data analysis, research, and critical thinking skills are required for a project to be effective. Apart from that, my understanding of the definition of supply and demand and their relationship has become quite apparent. I really benefit from this when it comes to business forecasting, which is crucial for any company's output. This course's linear equations have improved my foundational understanding of computation. I can now readily comprehend the pricing of the product and the potential deviation in supply and demand caused by price. Additionally, I can learn a great deal about the concepts of cost minimization, average cost, marginal cost, depreciation, and cost versus profit.

3.1.3 Communication Skills (KIM-103)

The planning department's primary duty is communication. Every day, we must communicate both internally and externally. In essence, communicating with a foreign buyer is a challenge. English is the international language that we must use. I consider myself to be proficient in writing in English. However, I'm not confident enough in my ability to speak English orally. I've gained a lot of knowledge about successful communication techniques from the training. My general communication abilities have improved as a result of learning about a variety of subjects, including netiquette, cross-cultural communication, leadership, flexibility, emotional intelligence, critical thinking, and empathy. I'm pleased to report a recent occurrence in which a group of Spanish buyers came to our factory 2 month ago. After that, I came up with the idea

and presented it to them. They were genuinely delighted and taken aback to receive my kind words in Spanish. The section on cross-cultural communication taught me about this ability.

3.1.4 Business Operation Skills (KIM-104)

The focus of this subject is business operations, which helps us comprehend a company's goal and mission. A business is made up of different divisions, some of which are shared by all types of businesses that sell different sorts of goods. Accounts, finance, business, transportation, and production are all common here. I have a clear understanding of each area, which is cross-functional in my opinion. Essentially, the labor of all departments is combined to finish a project or job in its entirety or to provide the finished product to the client. This course is very beneficial for starting a new business. It is necessary to understand the entire asset, banking terms, profit, cost, investment, etc. Another crucial phrase for managing any firm and making business forecasts is economic situation analysis.

3.1.5 Introduction to Garments Industry (KIM-201)

In simple terms, I benefit greatly from this course since it reminds me of all the fundamental facts about textiles and clothing. We run the risk of forgetting the fundamentals when performing the routine Planning chores. Knowing the garment industry's backward connection is important for all employees. This course makes it very easy to grasp how to manufacture a fabric from the fiber stage, yarn count, GSM, and primary knitting, dyeing, and production skills. The fundamentals of each department, including CAD, sample section, merchandising, procurement, supply chain, commercial, and transportation, are explained. RMG pricing is covered in another section of this course. I can now comprehend all of the initial costing factors that I need to take into account when estimating the cost of any product. I have done costing multiple times in the past, but I am unable to adequately explain the costing process. After completing this course, I've realized that explaining costs is more crucial than performing standard costing. In a nutshell, I can say that taking this course has helped me overall.

3.1.6 Industrial Engineering (KIM-202)

An innovative component of any industry is industrial engineering. For this specific department, I completed a lengthy course. To be honest, it is an integral aspect of the RMG industry. IE department implementation is not an option, mostly to improve production efficiency. SMV is a key instrument for boosting productivity in this situation. This course has taught me a great deal about SMV and the many kinds of SMV computations. Another international standard to determine SMV is GSD. I was able to learn a great deal about GSD because I gave a presentation on it for this class. Another crucial component of setting up a new production line for a new design is the operating bulletin. Knowing the operation bulletin is really helpful to me, and I can now complete it for a particular kind of clothing with ease. I've learned about industry best practices like Kaizen, Kanban, and the 5s in this course. I recently added 5s to my workspace, and I can honestly say that it greatly improves my productivity by making it easier for me to locate items on my desk. Additionally, this course offers a wealth of information regarding trash management. so that it must boost a company's profitability and sustainability. In addition, I now know a lot about motion ergonomics, which is directly linked to improving SMV. Additionally, I completed an assignment on motion ergonomics, which greatly aids in my comprehension of the entire subject.

3.1.7 Production Management (Fashion & Merchandising) (KIM-203)

I have learned a lot about fashion and trends in the whole RMG industry from this training. It is crucial to understand fashion, trends, and fashion forecasting in order to maintain an ongoing RMG business. The market is home to a variety of buyer types. In my opinion, conducting thorough research of the current market and gaining insight into the fashion trends of the future are essential for improving marketing. Additionally, I have a some understanding of rapid fashion. A large number of consumers are adopting quick fashion. The Bangladeshi market is

highly capable of fulfilling orders for rapid fashion. Fast fashion has certain constraints. The main truth is that one of the causes of environmental contamination is fast fashion. Fast fashion has a negative impact on the environment. Products that aren't used for a long period are the central idea of rapid fashion. Fast fashion buyers don't want to spend a lot of money on expensive clothing that they won't use for very long. Thus, the product's durability and quality are lacking. I have also learned a great deal about the history of fashion from this course, which is crucial when it comes to fashion and trends. Another crucial component of marketing is design. I can perform vital tasks like growth merchandiser with the aid of my sense of design. This course also covers merchandising. I can apply some of the extra knowledge I learned in this course to my work as a merchandiser. Additionally, it improves my employment status in a positive way. I have gained substantial knowledge regarding costing strategy, which I am undoubtedly using in my work.

3.1.8 Quality Management & Supply (KIM-204)

The primary objective of an industry is to guarantee the quality that customers require. I now have a better understanding of the garment industry's quality management and assurance thanks to this study. Furthermore, material sustainability is a global initiative that can prevent pollution and preserve our environment for many years to come. It is true that one of the main causes of pollution is the apparel sector. A significant amount of natural resources are utilized in the production of clothing. However, as a result, the waste chemicals from the clothing industry are contaminating our natural water and causing daily resource loss. This training has taught me a lot about waste management, and I can apply it to our sector. The main accomplishment of this course is learning the specifics of several certifications. It greatly benefits my professional career. I knew a little bit about the requirements for credentials and the certification procedure prior to taking this course. However, I have a thorough understanding of the certification process after completing this course, including the BCI certificate, OCS,

GOTS, GRS, RCS, OSC-100, OSC-Blended, RCS-Blended, OEKO-TEX (STANDARD 100), Amfori, and others. I can now recognize the necessary certificate for standard goods, which is the main fact. This course also includes a section on supply chain management. A comprehensive understanding of the supply chain, sourcing, and procurement departments' procedures is also provided by this. A brief description of these departments' goals is provided to help you understand the basics.

3.2 Suggestion for industry improvement

Even though Masco Group is a very well-run business with many excellent practices, I want to point out a few areas where they may do better. I worked with a few cross-functional departments throughout my internship and I discovered certain inconsistencies in their procedures. For example, it is crucial to place the sample sewing area next to the merchandising department. However, the Masco Group's entire sample area is located far from the merchandising department. For that, a random sample mistake was discovered. Therefore, I propose that the sample section be located closer to the merchandising department. Masco Group might create its own brand in Bangladesh to boost value in the local market. It could be useful for stabilizing their firm when the foreign economy is not doing well. There is also leftover fabric and accessories. Because Masco Group has a large production setup, it produces a significant amount of stock after the items are sent. Using this for future orders is quite simple if the stock items are arranged correctly and have adequate visibility. Masco Group should, in my opinion, prepare visible stock data so that everyone can use it appropriately. Conversely, all of the well-known companies have implemented ERP (Enterprise Resource Planning), which has the ability to bring all of the management data down to the lowest level. In a matter of seconds, the management can evaluate the company's overview, profit, loss, present position, and forecast. Regretfully, nevertheless, Masco Group is not implementing the ERP fully. For their own benefit, I believe the group should set up the ERP as soon as possible.

Nowadays, green projects are becoming more and more popular. Since Masco doesn't currently have a green factory, I strongly advise them to pursue a green manufacturing project that might generate global value. Another well-liked idea that can be used here is real-time production monitoring. Another idea that could have a good environmental impact is the use of contemporary chemicals to reduce water in the dyeing process.

3.3 Learning for self-improvement

Lastly, I want to say that the PGD course has been a blessing for both my personal and professional lives. Through this course and internship, I have learned a lot of things that I was unaware of before. I can now perform root cause analysis on any issue and comprehend cross-functional processes from the ground up. I can control the company's expenses and collaborate with the management-established internal CIP (Continuous Improvement Process) team thanks to the knowledge I've gained from this training. Being able to deal directly with management is a huge accomplishment for me. However, the advantages of teamwork are indescribable, and I am currently reaping their benefits in my career. Additionally, communication is an essential component of retailing. I can see that I've made significant progress in both internal and external communication. I can sense it in my day-to-day interactions with overseas buyers. When necessary, I also incorporate empathy and sympathy into my conversations. I can't escape talking about another skill: thanks to this PGD course, my presentation skills have significantly improved from before. In the past, I was unable to introduce myself or any subject to a crowd. I'm excited to use this expertise in my work now. Even if there is no limit to improvement, I keep doing this practice every day. In addition, I am able to establish good relationships with our upper management and our cross-functional team, which includes HR, Supply Chain, Commercial, IE, and Planning. Additionally, I expanded my practical understanding for manufacturing operations and learned a great deal about the RMG sector's backward linking role.

Chapter 4

Conclusion

Ultimately, this internship greatly benefited both my professional career and my practical experience. In essence, I want to establish a prosperous career in our RMG industry, and I think that having successfully finished this PGD course and gained a wealth of knowledge will help me more. I believe that the majority of RMG industry employees ought to take this course. in order to greatly boost the overall growth of our RMG industry. Since the RMG industry generates the most remittances in our nation, there is a great need for qualified workers in this field. Many of us possess extensive knowledge on a variety of subjects, but we often lack the ability to use it appropriately. This can be a lack of expertise. Skills are mostly the practical application of knowledge. Since the majority of buyers are from outside the nation, communication with foreigners plays a significant role in this industry. I learned from this course that anyone may enhance his internal and external communication skills. For newcomers, taking part in employee involvement programs can improve morale and personal drive. These programs make it easier to tap into the ideas, enthusiasm, and creativity that many people possess. They also make it possible for individuals and departments to collaborate, which promotes an atmosphere of ongoing learning and rejuvenation. This continual involvement could result in ongoing improvements to work procedures and practices, lower operating costs for businesses, better safety protocols, and fewer accidents. Communication is always improved by idea sharing, and confidence is increased when senior management is acknowledged as open to proposals and willing to take action. Finally, I would like to mention that the domestic textile industry has a lot of idea generators who are unable to pursue their ideas because of work pressure. However, if we can identify at least 1% of these factories, we can introduce 1,000 ideas from our nation annually, which might help this industry advance.

4.1 [Type your Chapter Sub-Heading Here]

Bat First: In our modeling, we used all the matches played by Chennai Super Kings (CSK) against the other teams in IPL. All the data classified for training set and test set are from that data-set. In this batting first part, we are showing that the winning chance of CSK when batting first. Sample data-set were matches played between Chennai Super Kings and Mumbai Indians in IPL history. Here is the decision tree: Evaluation of Training Set: Below figure showing the Accuracy of the training set for the batting first. We used 70 % of the data to create a training set which gives us the accuracy of 78 %. Training set is generally used in order to building up a model.

Factors	48
Correctly Classified Instances	39
Incorrectly Classified Instances	22
Accuracy	78%

Table 4: Training set Batting First

References

<https://www.mascoknit.com/masco-at-a-glance>

<https://www.mascoknit.com/clients-logo>

Appendix A.

An Example of an Appendix

Appendices should be used for supplemental information that does not form part of the main research. Remember that figures and tables in appendices should not be listed in the List of Figures or List of Tables. Refer to the Thesis Template Instructions for more information.