

Internship Report on Epyllion Group

By

Debashish Mondal
ID-19281152

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
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April-2021

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Declaration

It is hereby declared that,

1. The internship report submitted is my 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 referencing.
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.

Student's Full Name & Signature:



Debashish Mondal
ID-19281152

Academic Supervisor's Full Name & Signature:



Sayada Jannatun Naim
Sr. Officer (Training & Communication)
Assistant Director-EDC BIGD,
BRAC University

Letter of Transmittal

Sayada Jannatun Naim
Sr. Officer (Training & Communication)
Assistant Director-EDC BIGD,
BRAC University
66 Mohakhali, Dhaka-1212

Subject: Submission of Industry attachment report on Inventory Management of Epyllion Group

Dear Madam,

This is my pleasure to show my entry level position offer details regarding' Inventory Management in Epyllion cluster, that i used to be appointed by your direction. I have tried my best to complete the report with the essential information and suggested.

Proposition in a very important compact and comprehensive manner as potential.

I trust that the report can meet the wishes.

Sincerely yours,



Debashish Mondal
19281152
Executive Development Center, BIGD
Brac University
Date: 04-30-2021

Non-Disclosure Agreement

This agreement is made and entered into by and between Epyllion Group as the First Party and the undersigned student at Executive Development Centre, Brac Institute of Governance and Development, Brac University as the Second Party. The First Party has allowed the Second Party to complete three months' long internship in partial fulfillment of the requirements for the degree of Post Graduate Diploma in Knitwear Industry Management. The Second Party will have opportunity to work closely with the officials of the company and have access to official data and information. Based on work experience and data and information collected during the internship, the Second Party will prepare an internship report. The Second Party will use all sorts of data and information for academic purposes and will not disclose to any party, against the interests of the First Party.

Student's Full Name & Signature:



Debashish Mondal
ID-19281152

Industry Supervisor's Full Name & Signature:



MD. Saiful Islam
Senior Manager
Group Inventory Management
Epyllion Group

Acknowledgement

All praise goes to the Almighty, the most merciful and the most gracious!

Our heartiest thanks go to the honorable Internship supervisor, **Sayada Jannatun Naim**, Sr. Officer (Training & Communication), Assistant Director-EDC BIGD, BRAC University for his guidance and unparalleled support throughout the dissertation report. This unique experience was possible for his willingness to add newer dimensions to me and introduced me with the reality. His supervision and valuable feedback have helped tremendously to improve the report.

I would also like to thank my industry Supervisor **Mr. Md. Saiful Islam**, Senior Manager, Group Inventory Management of Epyllion Group who have been very welcoming and supportive and have been very kind to spare some time from their busy schedule to give some insight into the Crafting internship activities in this industry.

I am thankful to all the official staffs of all department for their cordial behavior and support to gather information regarding to the industrial attachment.



Debashish Mondal
19281152
Executive Development Center, BIGD
Brac University
Date: 04-30-2021

Executive Summary

I have created this report based on three months of work experience. I worked with multiple departments of the Epyllion Group during this period. Through this program, I was able to gain practical knowledge for departments that were able to know the business processes of all departments. The garment, textile, front and back connection industry and Epyllion set up a vertically integrated knit industry. Epyllion offers better opportunities with access to modern types of machinery and other facilities. Epyllion Group is doing its best to support all buyers with the highest quality on the market. The company has a smart team with knowledge of high capacity products. To ensure quality, the company's quality assurance team works closely with customers to mitigate quality, safety, health, social responsibility and environmental risks. We strive to minimize costs and protect the brand's reputation. This report is based on my research and experience collected from the company. There are many departments and departments in the organization, and internships focus on:

Inventory Management.

Production Management of Textile Division.

The report mentions various kinds of functions and outlines all kinds of SWOT analysis above the work phase of the work organization chart. After analyzing and evaluating each sector, the last five proposals in this report are detailed in order to improve the current situation of the organization.

I have put in my best effort and placed a high priority on learning the fundamental functions of several Epyllion Group departments such as Group Inventory Management, MCD, Knitting, Dyeing, and Finishing. During my three-month internship, I learned the essential jobs and execution procedure for each department. I discovered several difficulties there, and in my report, I detail how to solve those difficulties.

Keywords: Vertical Integrated Garments; Inventory Management; Supply chain; Warehouse

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List of Acronyms

RMG	- Readymade Garments
C&F	- Cost and Freight
KPI	- Key Performance Indicator
HR	- Human Resource
R&D	- Research and Development
SCD	- Supply Chain Management
PCD	- Production Control Department
QA	- Quality Assurance
TNA	- Time and Action
PMC	- Planning, Monitoring & Control
BOM	- Bills of material
PO	- Purchase order
PI	- Performa Invoice
OTT	-On Time Through
OTD	- On Time Delivery
AOP	- All Over Print
CM	- Cost of Making
GSM	- Gram per Square Meter
L/C	- Letter of Credit
BTB L/C	- Back-to-Back Letter of Credit
MCD	- Material Control Department
MRIR	- Materials Received and Inspection Report
RIN	- Received and Inspection Note
GRN	- Goods Received Note
GP	- Gate Pass
GRA	- Goods Received Advice
RIR	- Received and Inspection Report

Chapter 1

About Organization

1.1 Overview of the Industry

The Epyllion Group began its journey into the ready-to-wear industry in 1994, and from the very beginning was engaged in the manufacture and export of various types of knitted products. One of the largest companies with a variety of forward and backward linkages, including textiles, wet processing, apparel, and apparel accessories. The company exports to a variety of popular brands in the United States, Europe and Australia. The company has established many projects and is constantly expanding its capabilities. Aimed at changing global demand, the company is investing in improving technology. All advanced technical, purely professional and experienced talents are hired to participate in this project to carry out the day-to-day activities of the business. The organized management and proprietary patterns of technical terminology, as well as the latest powerful and well-balanced machinery, make this project one of the best referenced in this field in the country. The Epyllion Group is committed to achieving customer satisfaction through continuous improvement and accountability.



Figure 1 RMG factory in Bangladesh -Epyllion Group

1.2 Vision & Mission

The vision of Epyllion is:

“Our vision is to become a window through which all our interacting parties can see and feel their prospect and dream about their success. Epyllion will become a lifestyle towards its employees, suppliers, buyers and above all shall become a role model of a green corporate house which will be regarded as an icon brand in the country.”

Mission statement is:

“Epyllion will be known as an entity whose main driven force is its human resources. With such a motivated, high skilled and professional workforce, Epyllion has started marching towards its glory of success which is not the profit but to enjoy the joy of life.” [Source Epyllion website]

1.3 Goals & Objectives

- To increase knowledge about the work process and work environment of the industry.
- Practicalization is related to theoretical knowledge.
- Various sectors observe the order of the factory.
- Professional recognition and development of communication technology.
- The work process develops the ability to understand different issues and provide and implement useful solutions accordingly..

1.4 Organizational General Information

Organization information: Company Name	Epyllion Group
Type	100% Export oriented composite knit garment factory
Name of the Owner	Mr. Reaz Uddin Al Mamoon
Year of Foundation	1995

1.5 Strategic Business units (SBU)

Garments Divisions	Dekko Knitwear's Limited (DKL) Dazzling Dresses Limited (DDL) Epyllion Knitwear's Ltd (EKWL) Epyllion Knitwear's Ltd (EKWL- Madanpur) Epyllion Style Limited (ESL) Epyllion Style Limited (ESL- Nayapara)
Textile Division	Epyllion Knitex Limited (EKL) Epyllion Fabrics Limited (EFL)
Backward Linkage	Epyllion Testing Lab Limited (ETLL) Epyllion Knitwear's Ltd (EKWL- Embellishment) Epyllion Washing Limited (EWL)
Accessories and C&F Unit:	Epyllion Limited (EPL) - Accessories Unit & C&F
Retail Business:	Epyllion Holdings Ltd. (EHL)
Food & Beverage:	Epyllion Food & Beverage Limited (EFBL)
Real Estate	Nina Holdings Ltd. (NHL)

Table 1: General Information at a Glance

1.6 Organization Structure:

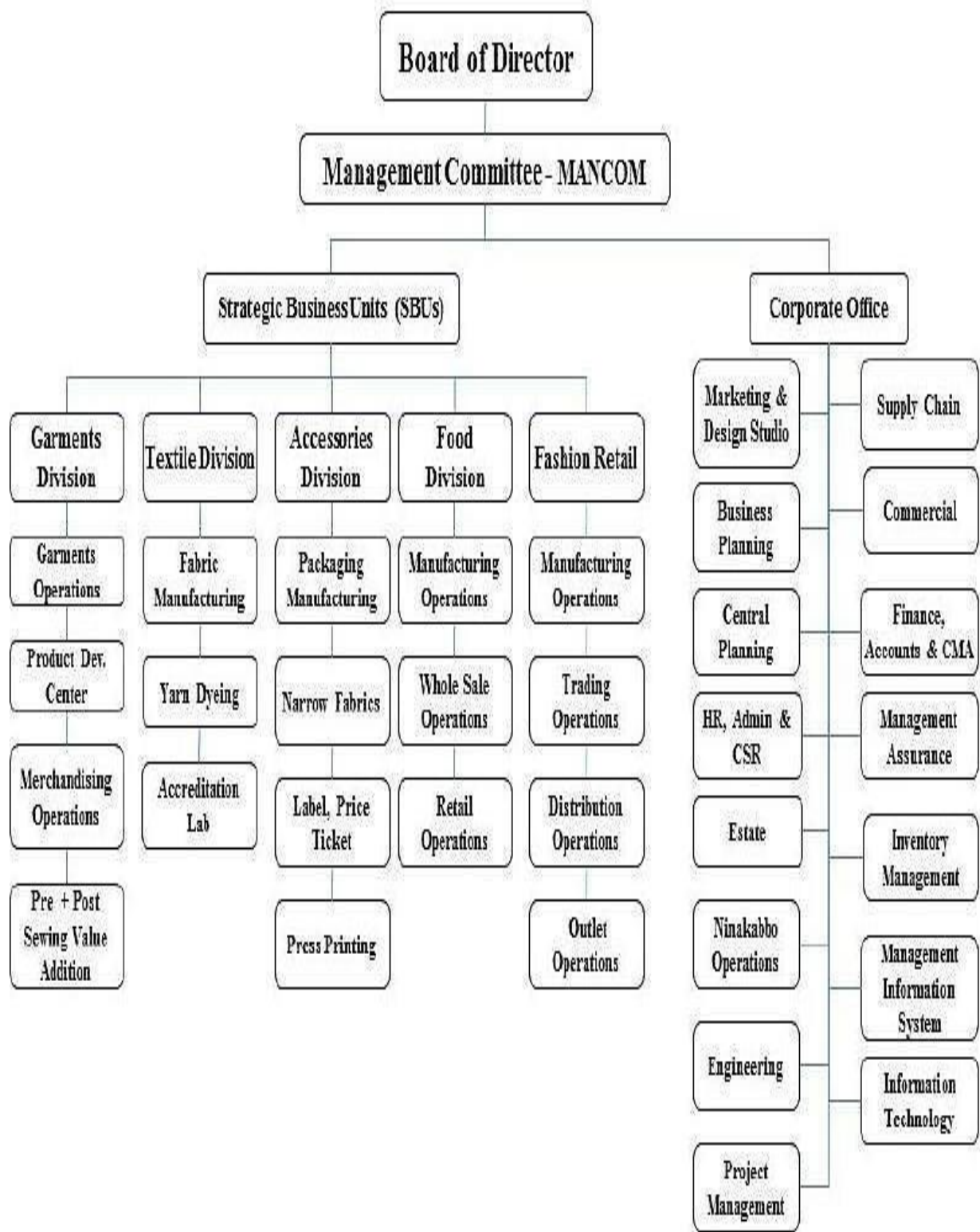


Figure 2: Organization Chart

1.6.1 Organization Structure of Epyllion Group:

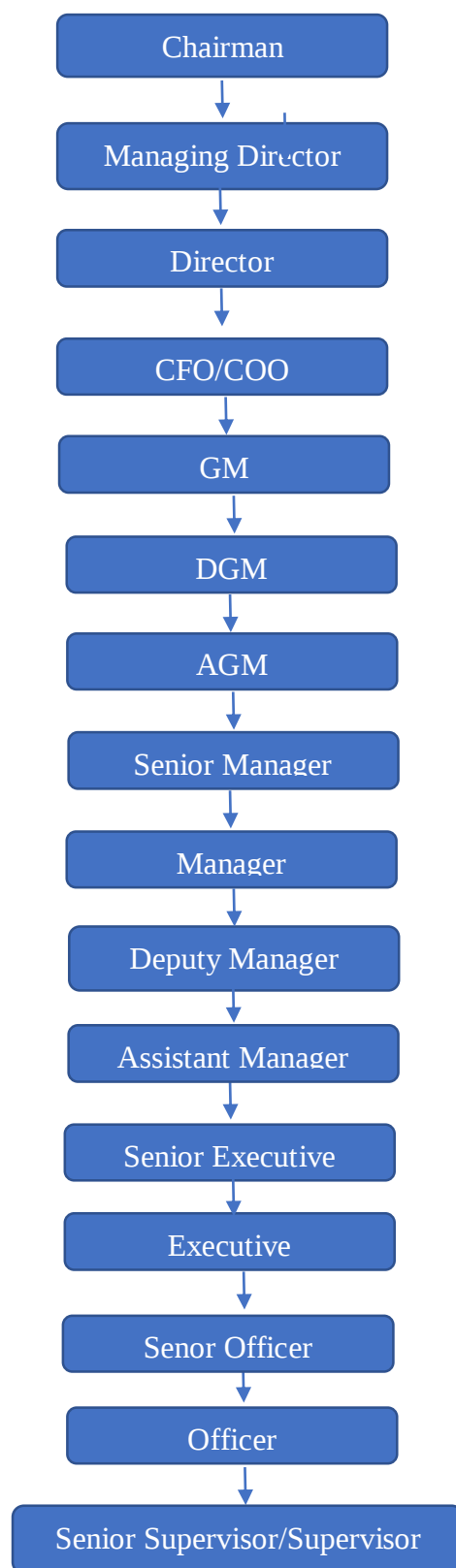


Figure 3: Organogram of Textile

1.7 Board members and management committee:

The top executives are segregated to set and run Epyllions overall management. This committee is named Management Committee (MANCOM).

Board Members –

1. Chairman,
2. Managing Director,
3. Directors

Management Committee – 7 top executives

Epyllion Groups top executives who they hold the board member position are the maker of company's policy and decision along with setting up standard operation procedure. These 7 top executives construct and responsible to make policy, procedure, strategic planning, and implementation.

1.8 Diversity of Exports

Zone	Export %
Europe	89%
America	9%
Asia	1%
Africa	1%

Table 2 Diversity of Exports

1.9 Products/services produced by the Industry.

1.9.1 Products:

Knitted Fabrics	GMT	Accessories
➤ Single Jersey ➤ Single Lacoste (Single Tuck Back Pique) ➤ Polo Pique ➤ Double Lacoste ➤ 1X1 Rib ➤ 2X1 Rib ➤ Ottoman Rib. ➤ Terry: 2T Fleece, 3T Fleece	➤ Men's Knit Polo, T-Shirt, Sweatshirt, Cardigan, Knitted Bottom, ➤ Boy's knit Polo, T-Shirt, Sweatshirt, and Cardigan. ➤ Lady's T-Shirt, Sweatshirt, Cardigan. ➤ Polo, T-Shirt, Sweatshirt, Cardigan of Girls ➤ Kid's & Baby's Knit Polo, T-Shirt, Sweatshirt, Cardigan	➤ Drawstring ➤ Twill Tape ➤ Elastic ➤ Price Ticket ➤ Poly ➤ Gum Tape ➤ Auto Carton ➤ Manual Carton

Table 3 Products produced by industry.

1.9.2 Capacity Growth:

Year	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Growth	12%	8%	2%	4%	10%

Table 4 Capacity growth per year

1.10 Major Export Products and Market

✓ Knit: All kinds of T. shirt, Polo shirt, Sweatshirt, Fleece shirts/jackets,

Cardigan, Ladies night wear etc.

✓ U.S.A., U.K., France, Germany, Holland, Belgium, Italy, Canada.

Our Buying partners:

Buyer Name	Logo	Operating Country
C&A		Belgium
M&S		UK
Varner Group		Norway
s.Oliver		Germany
G Star Raw		Netherlands
Celio		France
Target Australia		Australia
Original Marines		Italy
Tommy Hilfiger		America
H&M (Hennes & Mauritz)		Sweden
River Island		UK

Table 5 Buying Partners name

Chapter 2

Description about task accomplishment

Last 3 month from 1st February 2021 to 30th April 2021 intern ship I even have worked closely with 5 departments in Epyllion group. Here I have learned about how each department is functioning with one another. Responsibilities of Individual Department. This learning will help me to complement my industrial knowledge. I have followed below schedule consistent with by industrial supervisor.

My area of working during Internship period.

Department	Start Date	End Date	Total Days
Group Inventory Management	1-02-2021	2-02-2021	2 Days
Material Control Department	3-02-2021	27-02-2021	24 Days
Knitting	28-02-2021	16-03-2021	17 Day
Dyeing	20-03-2021	1-04-2021	21 Days
Finishing	3-04-2021	13-04-2021	11 Days
Quality Assurance	15-04-2021	28-4-2021	14 Days

Table 6 Working period

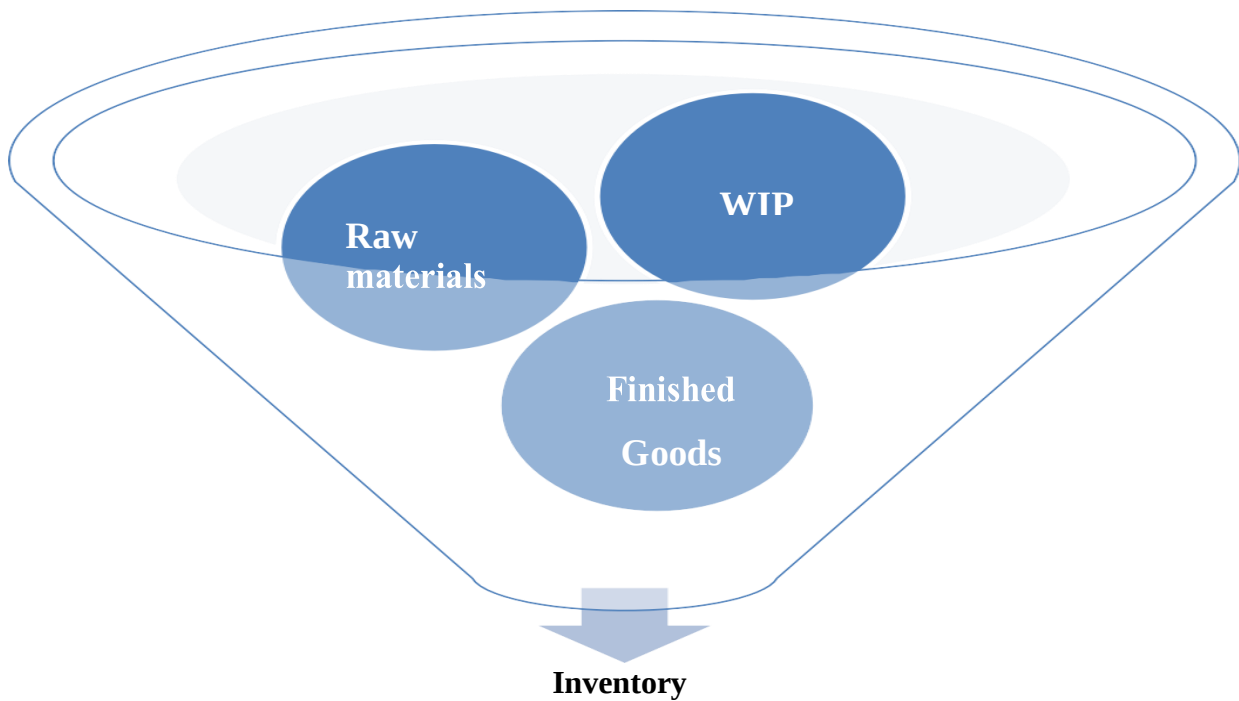
2.1 Group Inventory Management

2.1.1 Group Inventory Management

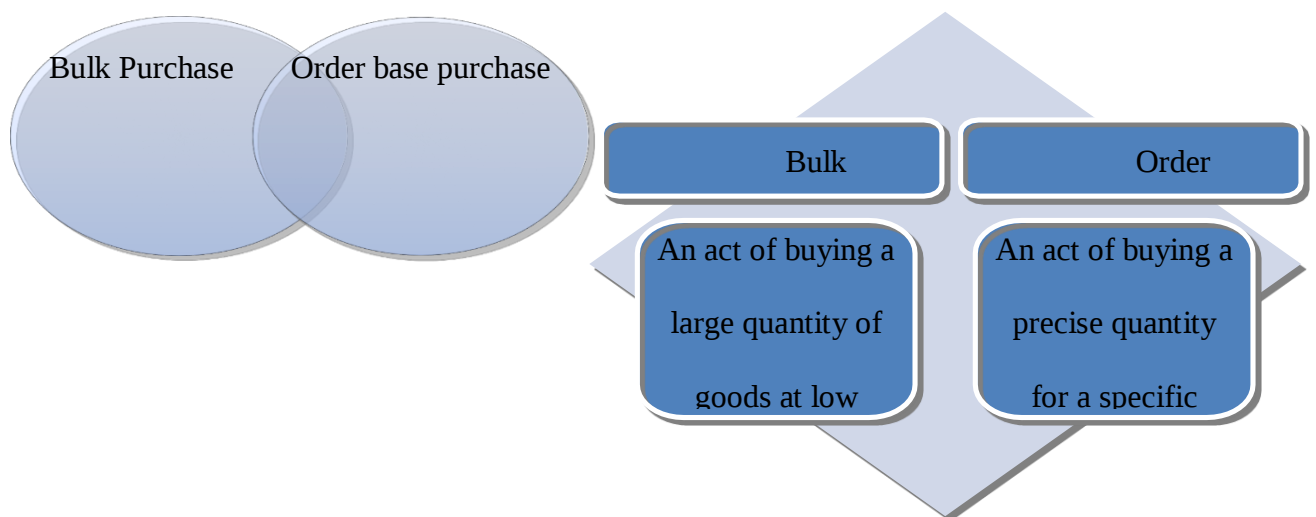
Inventory is material that the firm obtains before of would really like, holds till it is required, so used, consumes, incorporates into a product, sells, or otherwise disposes it off. A business inventory is temporary in nature.

Inventories are stock of any kind like fuel and lubricants, spare components, and processed materials to be hold on for future use primarily within the tactic of production or it are often called the right resource of any kind having some economic values.

Elements of inventory of manufacturing company:



Source of inventory:



Group Inventory Management refers to a process for controlling and ensuring the proper use of raw material for making quality full product for customer. To ensure this goal the inventory management of this company conduct following activities:

Material Control Department (MCD)

Order closing, Stock Monitoring, Calculation & valuation

Publish stock report.

Find out Work in process.

Coordinate with SCD, Accounts & Finance and Commercial

Wastage sales management etc.

Group Inventory management necessary because:

To know about the required amount of raw material /accessories/general item

To know about the job no which would be processed.

To be continued the production process

To find out the profit or loss of a company.

Stock and stock value for consumption measuring.

2.1.2 Importance of Group Inventory management:

Good inventory management saves cash in an exceedingly few crucial way:

Avoid spoilage:

Solid inventory management helps avoid spare spoilage.

Avoid dead stock:

Dead stock is stock that may now not be oversubscribed, however not essentially because of it terminated. By managing inventory higher, will avoid dead stock.

Save on storage costs:

Warehousing is commonly a variable value, which means it fluctuates supported what quantity product Company storing. Once Company stores an excessive amount of product right away or find yourself with a product that's troublesome to maneuver, storage prices can go up. Avoiding this may save cash.

2.1.3 Inventory management improves money flow:

Not solely will sensible inventory management save cash, it conjointly improves income in several ways in which. Remember, it is product that got with money, and Company getting to sell for money, however whereas it's sitting in your warehouse it's definitively not money. Once Company incorporates a solid inventory system, Management is conscious of precisely what quantity raw material/accessories/general things Company have.

Accurate forecasting:

Here are a unit many things to seem directly protruding Company's future sales:

Trends within the market

This year's rate

Seasonality and thus the general economy

Upcoming promotions.

2.1.4 Inventory management techniques:

Inventory management could be an extremely variable a part of doing business. The optimum system is completely different for every company. However, each business ought to try to get rid of human error from inventory management the maximum amount as doable.

Regardless of the system you employ, the subsequent techniques can facilitate to enhance your inventory management—and income.

Set par levels:

Make inventory management easier by setting “par levels” for every of Company's product. Par levels area unit the minimum quantity of product that has got to air hand in the least times.

First-in first-out (FIFO):

“first-in, first-out” is a crucial principle of inventory management. It implies that Company's oldest stock (first-in) gets sold initial (first-out), not Company's newest stock. This can be significantly vital for putrescible product thus company do not find yourself with unsellable spoilage.

To manage an inventory accounting system, Company's would like an organized material management department.

Last-in first-out (LIFO):

“last-in, first-out” is a crucial principle of inventory management. It implies that Company’s newest stock (first-in) gets sold initial (first-out), not Company’s oldest stock. so as to manage a last in first out system, Company’s would like AN organized material management department.

Regular auditing:

Regular reconciliation is important. However, it’s vital to create certain that the \$64000 life matches up. There are a unit many ways for doing this.

Physical inventory:

Physical inventories area unit generally solely done once a month. If you are doing notice a discrepancy, it is troublesome to pinpoint the difficulty once Company trying back at a complete year.

Prioritize with ABC:

Some products would like a lot of attention than others.

Three categories:

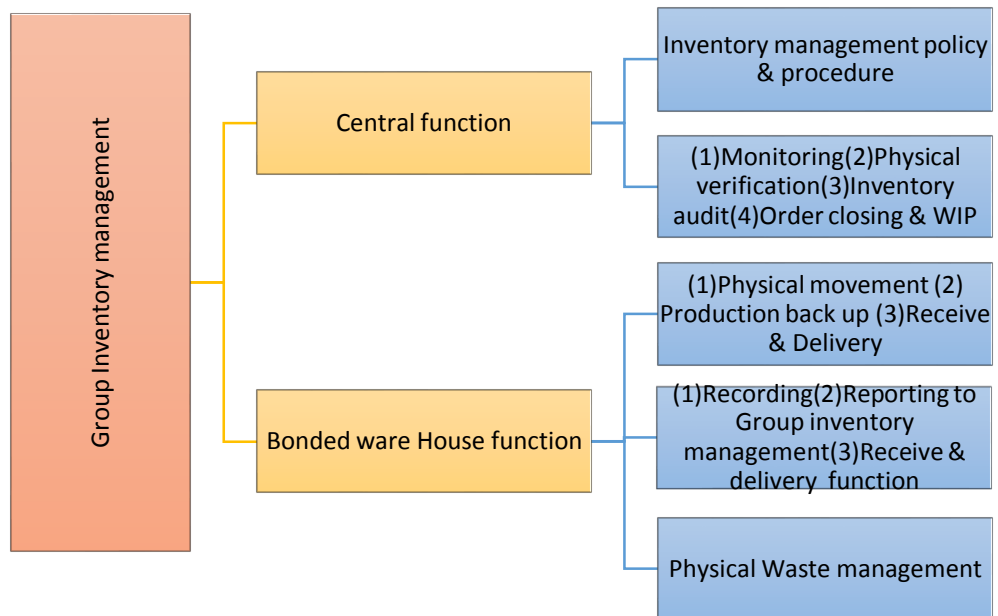
A - high-value product with an occasional frequency of sales.

B - Moderate price product with a moderate frequency of sales.

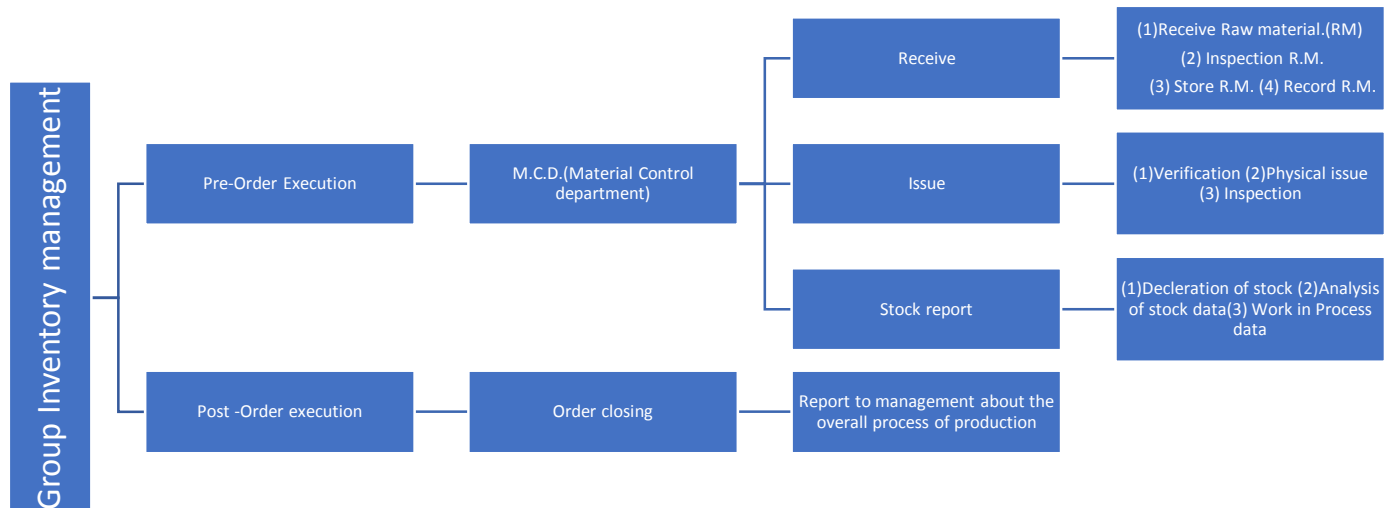
C – Low price product with a high frequency of sales.

Items in the class need regular attention because their monetary impact is significant, but the units in the sales area are unpredictable. Class c ones require less monetary impact, and are less scrutinized as the device is a permanently rotating area. Class's fall somewhere.

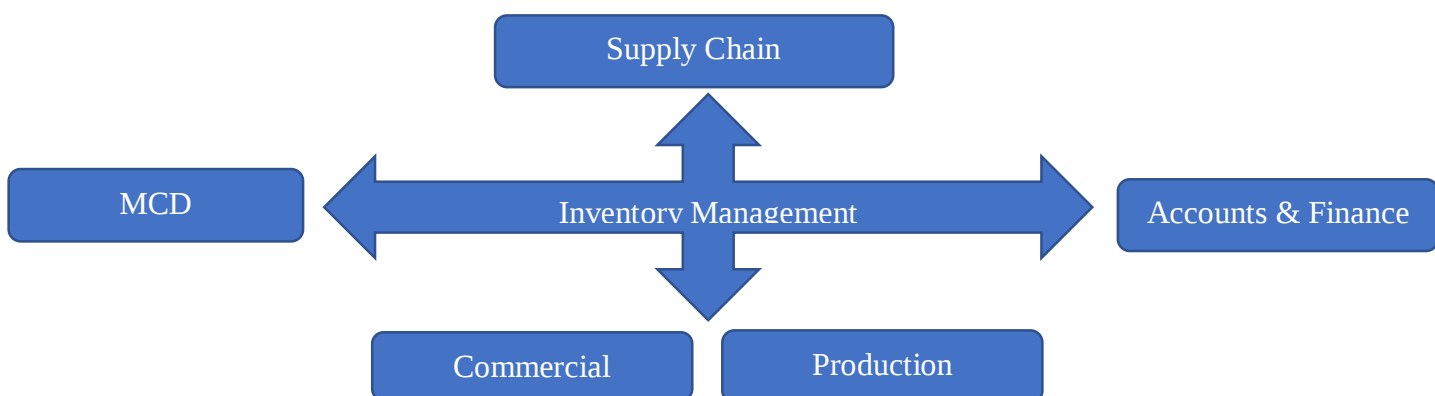
2.1.5 Function of Group Inventory Management:



2.1.6 Work activity of Group Inventory Management process:



2.1.7 Working Chain with others Department:



2.2 Production Management of Textile Division

Epyllion Textile division has bellow units –

1. Epyllion Knitex Ltd.
2. Epyllion Fabrics Ltd.

2.2.1 Material Control Department (MCD):

The material management department (MCD) is a place where all kinds of raw materials and spares are stored in a suitable system for common items and finished products.

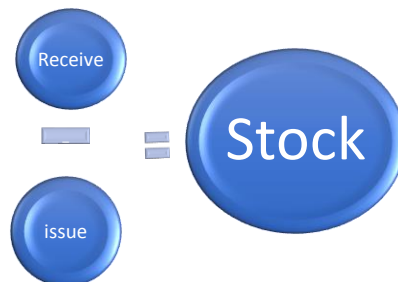
MCD mainly deals with two types of activities:

Raw materials receive and issue for production.

Finished goods shipment.

Core jobs:

To maintain register of received & issue of Fabric/Accessories & general items.



2.2.3 Main Role of Store section

To store RM and WIP ensuring that the goods hold its appropriate condition while stored.

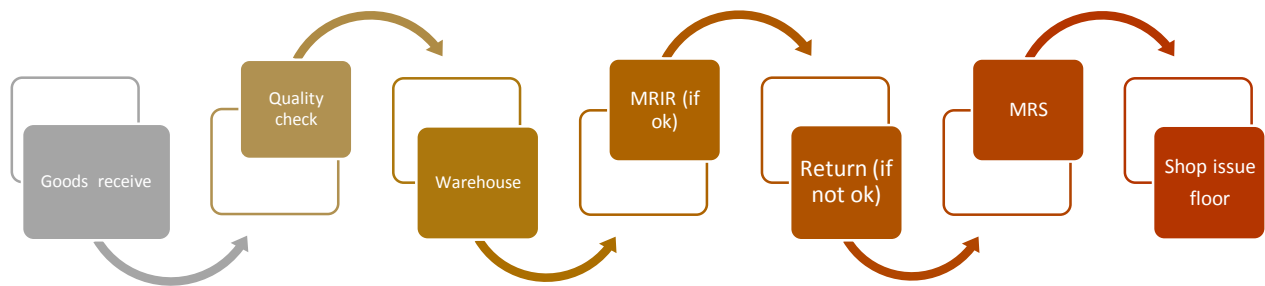
To ensure proper dispatch of goods.

To record RM, WIP and General Items in-hand & delivery status.

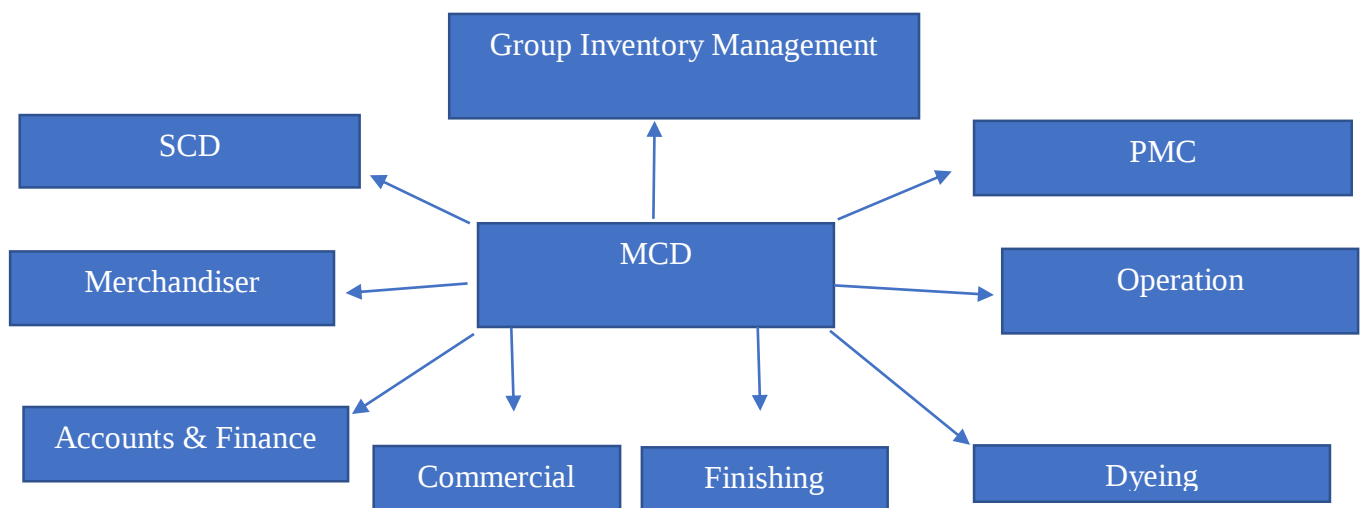
To maintain in bond and out bond goods status

To raise on time goods demand and send to supply Chain department.

2.2.4 Process of MCD



2.2.5 Working chain with other department



2.2.6 Contribution of Store Department

Material management is a crucial issue. If staple in house before inventory will stock for while. Which can be a cause miss use of store space utilization. Store continuously support production and other supporting department. All keep RM and other Materials safe and maintain quality. Store perfectly manage it's capacity.

2.3.1 Knitting Department:

Knitting is the process of making a fabric by connecting rings or tangles of one unceasing thread using large needles. A fabric is a fabric made by interlacing wear made of natural or synthetic threads. Knitting can be done by hand or on a knitting machine, which has multitudinous needles mounted on a needle bar.

The textile sector consists of two separate knitting units titled Epyllion Knitex Limited and Epyllion Fabrics Limited. The textile sector is equipped with advanced motor car striped jacquard knitting machines. In particular, there is also a knitted collar sleeve to create the collar and sleeves of the polo shirt.

2.3.2 Main Role of Knitting Section

- Receive ERP generated fabric booking from PMC.
- Yarn requisition as per booking.
- Creation of knit fabric manufacturing plan.
- Production of necessary dough within the deadline.
- Deliver the quality pass fabric to batch section.

Knitting Capacity of Different Units

Name of the Unit	Capacity
Epyllion Knitex Limited	10 ton/day
Epyllion Fabrics Limited	40 ton/day

Table 7: Knitting Capacity of Different Units

Yarn Used in Knitting

Types of Yarn Used	Yarn Count
Cotton	20Ne,24Ne,26Ne,28Ne,30Ne,32Ne,34Ne,36Ne,40Ne
Polyester	70D,72D,75D,100D
Lycra	20D,40D,70D
Mélange	26Ne,28Ne,30Ne,34Ne,36Ne,
CVC (Chief Value Cotton)	24Ne,26Ne,28Ne,30Ne

2.3.3 Operation Flow chart of Knitting

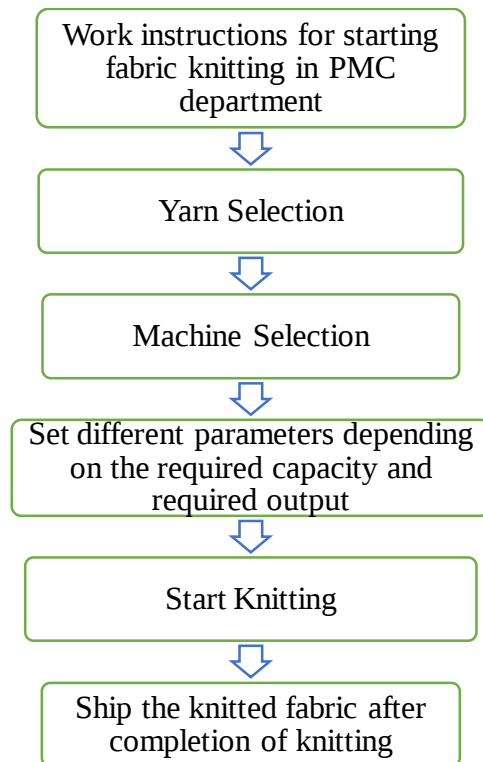
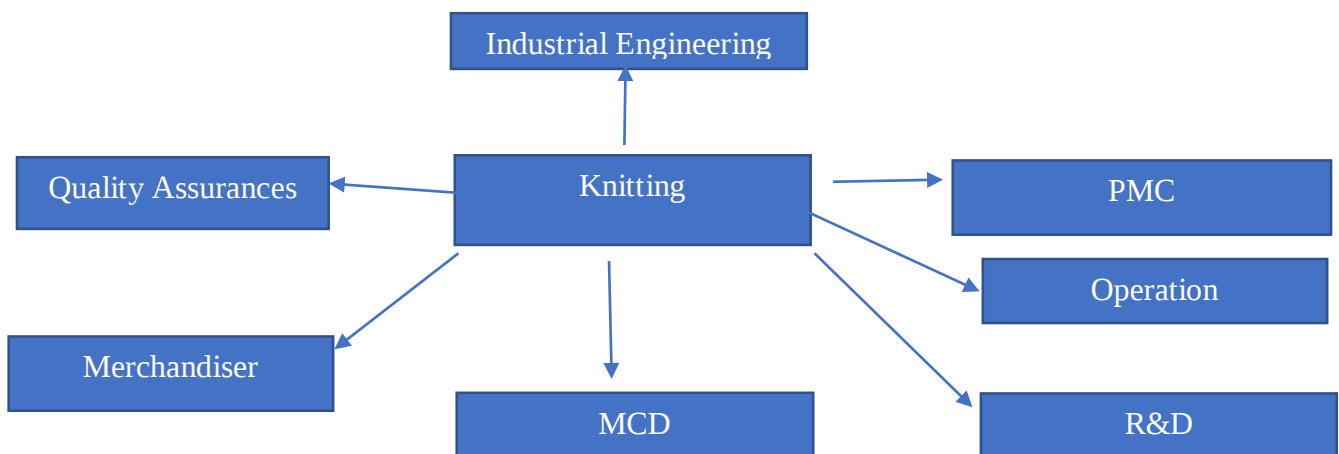


Figure 4: Operation Flow chart of Knitting

3.3.4 Working chain with other department



3.3.5 Contribution of Knitting Department

Knitting is the first step in the production of knitting fibers. All development and production of mass fabrics began knitting with great care. The scalability and stability of the material is often designed. The desired compactness of the material is often easily achieved. The loop structure gives the wearer more freedom and luxury of movement because it easily distorts under the tension of the application.

2.4.1 Dyeing Department:

Dyeing is the application of dyes or pigments to textile materials such as fibers, yarns, and fabrics to achieve the desired color fixation. Dyeing is usually wiped off with special solutions containing dyes and certain chemicals.

Dyeing is the process of coloring fibers, yarns, fabrics, or clothing. In the dyeing division of the Epyllion Group, it is dyed in the form of a unique woven rope. The dyeing division of the factory consists of a blending laboratory next to the dyeing floor. Mainly fabrics such as cotton, polyester, viscose, etc. are dyed using reactive and disperse dyes with basic chemical products and underarm chemicals.

2.4.2 Main Role of dyeing Section

- ✓ Prepare a plan for dyeing.
- ✓ Prepare the appropriate recipe according to the color and fabric you want to dye.
- ✓ It perfectly conducts the dyeing process of the fabric and ensures the appropriate color for the entire batch.

Dyeing Capacity of Different Units

Name of The Unit	Capacity (Approximately)
Epyllion Knitex Limited	15 Tons
Epyllion Fabrics Limited	30 Tons

Table 8: Dyeing Capacity of Different Units

2.4.3 Operation Flow chart of Lab Formulation-

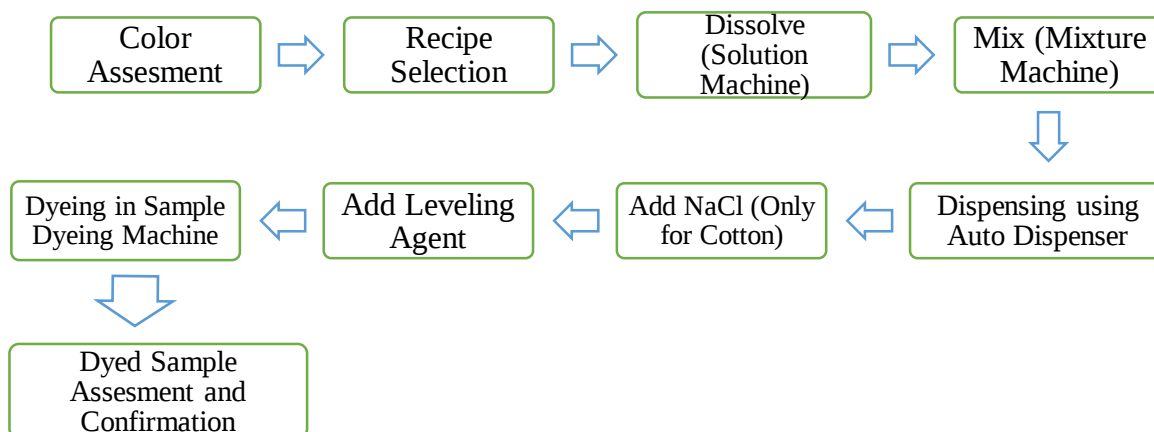


Figure 5: Operation Flow chart of Lab Formulation

2.4.4 Operation Flow chart of Dyeing

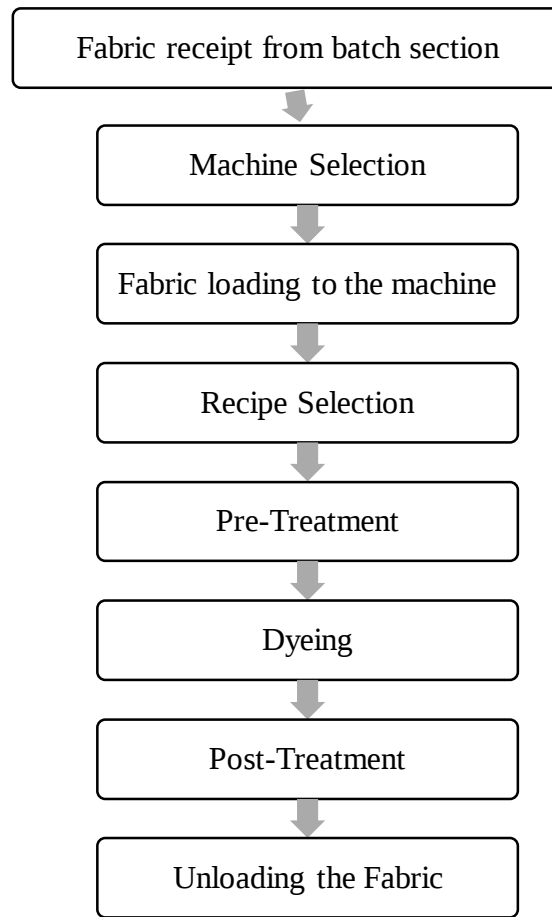
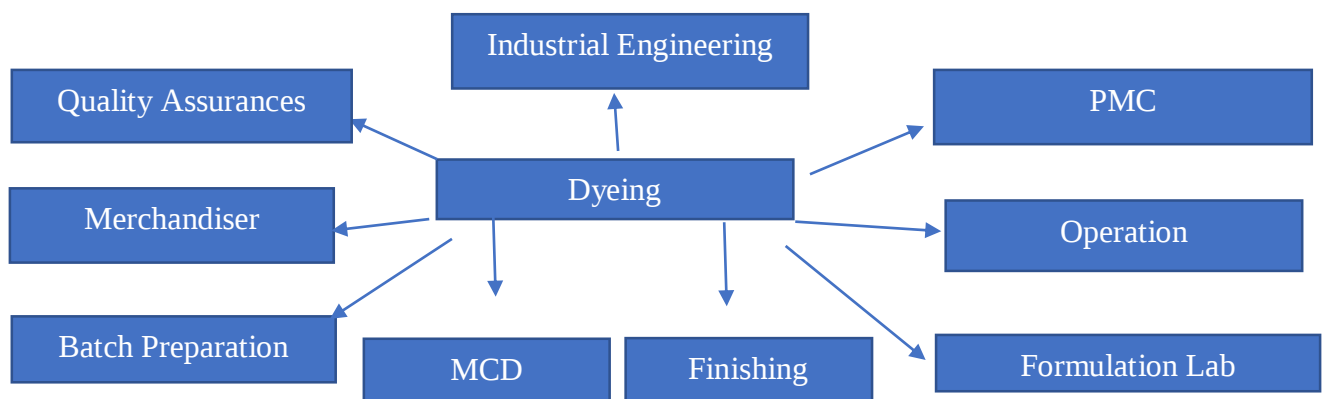


Figure 6: Operation Flow chart of Dyeing

2.4.5 Working chain with other department



2.4.6 Contribution of Dyeing Department

Dyeing is the second step of textile production. All development and bulk fabrics dyeing production with their best care. Dyeing consume Main RM-CDA with less process loss.

2.5.1 Finishing Department:

The fabric finish section is the last section for heavy workers to get the desired shape. Current fabrics come out in the required form and some issues like GSM control and drop-off can be dealt with in the finishing section.

2.5.2 Main Role of dyeing Section

Enhance the appearance of fabric and enhance its beauty

Produce variety in fabrics through dyeing and printing

Enhance the feeling or touch of fabric

Make the fabric more useful

Enhance the draping capableness of light weight fabrics

Make fabric suitable for an end (specific) use

2.5.3 Finishing Type

The conclusion of wood is that there are three main types of evaporative coalescence. Evaporative conclusions use acetone, alcohol, and nitrocellulose lacquer thinner as a purifying agent and thinner. Shellac and nitrocellulose lacquers also fall into this category.

2.5.4 Operation of Finishing Section

- Tubular Fabric Finish



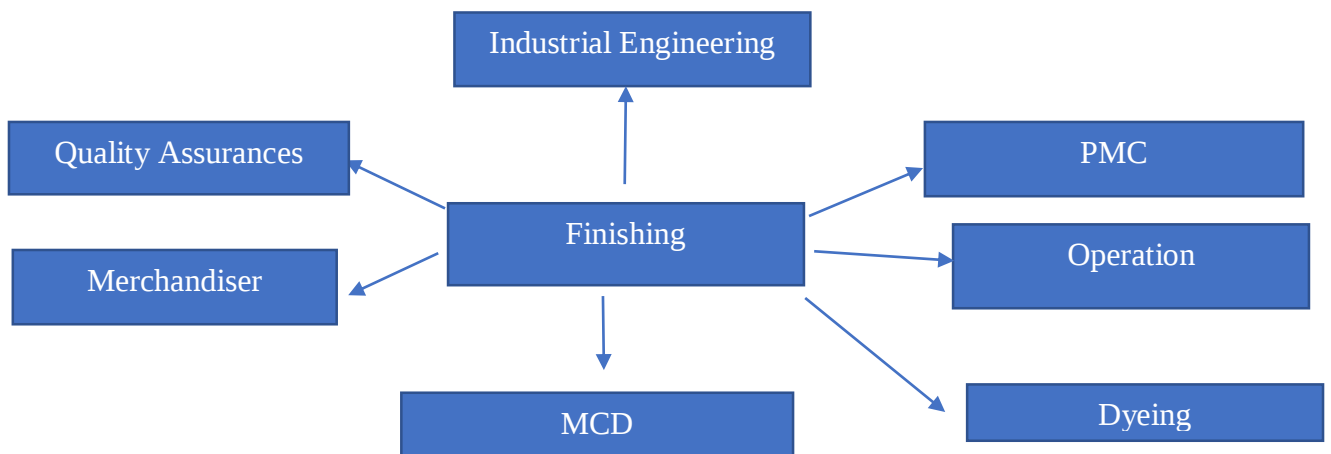
- Open Width Fabric Finish



- Special Finish



2.5.5 Working chain with other department



2.5.6 Contribution of Finishing Department

Finishing is that the final step within the fabric manufacturing process, the last chance to supply the properties that customers will value. It's also called the beautification process of cloth. Finishing completes the fabric's performance and provides it special functional properties including the ultimate 'touch'.

Chapter 3

Critical Assessment of Internship Work

I have a serious problem during my internship program. Skilled quality was applied to maintain the right direction. I learned something new under me:

People & team align with structure goals.

Understanding the value chain of team management

Team involvement in line with the goal of the organization

By making certain worth chain, team sustainably engaged to become one team.

Innovative development & Improvement

In the internship program, I met a higher score than I tried to find the easiest solution for trading. However, these shortcomings have a lot of things to do, especially about the methods that make Maine a decisive accident and deal with the problem and are included.

3.1 Application of Generic and Industry Specific Course

I learned a few important topics in the theoretical generics and trade related courses. During this post period I realized the follow-up generics and deals unique course wise application-

Applications of Generic Course-

Find practice of HR, Compliance and CSR exertion

Find good practice of leadership and teamwork

Understand the internal and external surroundings of the business

Find practice of good interpersonal supervisory savvy and following

Fair understand the use of superintendence skill,

motivational skill, faculty to work in platoon, Weightiness of well-founded faculty

Understand the weightiness of well-founded savvy for decision making.

I gained knowledge of the organizational Actions, organizational complexity and artistic dynamics from (**Course Code: KIM-101**) subject HR Skills and Competencies. Now I can understand the observable symbols and signs of board culture alike as the way callers are boarded, the physical layout etc.

From the information of analytical skills and competencies (**Course code: KIM-102**), I have learnt regarding price profit analysis, applied math analysis, profit and loss interpretation & develop my computer skill. Those term miniature serving to me at my workstation. Developing my computer skill, I will work quicker and additional expeditiously than previous time.

The Communication Skills Course (**Course Code: KIM-103**) is the greatest help to Pine Tree State. Talk to employees on a variety of issues, but recognize their attitudes through dialogue with compelling techniques. Nonverbal communication has improved compared to before. .. Through training in current communication skills, as I know, I am the center of interest and the judgment of the viewer. Also, I know that I am a much better speaker for them when I go out with the right approach and all style of substance to the staff before the meeting.

I have learned in the course titled Business Operations Skills (**Course Code: KIM-104**) and found that they are similar in terms of geography. In this course, I will learn how to manage a square business that measures the most issues with trade, how to develop a business with moral and wealth, and how to do legal business. This learning promotes higher performance in the workplace. Currently, I know about the business environment, and therefore the interactions between trade and individuals.

From the knowledge of Introduction to Garments Industry (**Course Code: KIM-201**), I even have gathered information concerning the full history of clothes trade in Asian country. Additionally, I even have gathered information the continued things of rag trade.

Through Industrial Engineering (**Course Code: KIM-202**) session, learn about the complete production method and process types and advantages and disadvantages (build-through system, assembly or cluster production system, unit production system, line) of the apparel industry. I was surprised. Production system, standard production system, progressive bundle system. Also, for samples like clothing, business, we got information on various sections such as CAD, cutting, sewing and finishing.

Application of Industry Specific Course-

Get practical knowledge of Marketing and Business department duty.

Understand the operation procedure of the garment manufacturing.

Get clear idea about the duties and liabilities of different departments in garment manufacturing.

Understand the significance backward relation resembling as knitting, dyeing, and fabric finishing and washing.

Understand the significance of quality control.

3.2 Suggestion for Industry Improvement

While operating I even have long faced several issues during this Organization. I feel this manufacturing plant ought to modification some body systems and rules. These may be as follows:

1. In grievance handling, there ought to amendment in criticism system. Once a criticism arises, it ought to be even properly. (Not solely even by floor proof, however conjointly the history of that employee's previous grievance record supported his/her personal file).
2. Backward Linkage ought to properly follow the TNA for reducing cargo delay, most time they can't maintain TNA as a result waste their time, lose potency & profit.
3. Epyllion don't have any AOP (all over print) section that why heap of order not pickup from customer. In order that they want an AOP (all over print) section, it will assistance on time ship out for AOP orders & save valuable time and currency.

4. Counselling program ought to be raised and heterogeneous like carrying ID card, uniform, late entrance into plant, any types of misconduct, company's rules and rules shall be raised additional.
5. Motivation ought to be provided to workers through varied money and non-financial rewards to create them additional economical employee.
6. Industry ought to be a lot of worker friendly in tight operating time. (The ILO has outlined a plan of "decent work" that involves "promoting opportunities for girls and men to get tight and productive work, in conditions of freedom, equity, security and human dignity")
7. Female staff ought to be straightly prohibited from performing at night.
8. Excess overtime working hours should be restricted.
9. Gender responsive atmosphere ought to be ensured so employees feel encourage to specific regarding molestation or any sorts of grievance.
10. Regular grievance committee conferences ought to be command at every manufacturing plant involving the senior management.
11. More awareness ought to be created on employment is freely chosen. Supported ETI (Ethical commercialism Initiative) base code, there's no forced, warranted or involuntary labour. Additionally the staff don't seem to be needed to lodge deposits or their identity papers with their leaders and that they area unit liberal to leave their employer when cheap notice.

SWOT analysis briefly of Epyllion Group:

Strength –

- ✓ Epyllion has capable manpower & well skilled and organized team
- ✓ New model machineries
- ✓ Expert Central Planning team and execution by Planning, Monitoring & Controlling team
- ✓ Organized R&D and Design studio for various knit fabrics.
- ✓ Own yarn dyeing facility ensures quality of threads.
- ✓ 45 Ton Fabrics dyeing capacity which ensures quality and on time delivery.
- ✓ New & upgraded machines of fabric finishing ensures required quality fabric.
- ✓ ERP based operation procedure.
- ✓ Quality assurance team assure quality of fabrics.
- ✓ Expert MCD team ensure support to Operation and maintain OTD.

- ✓ Green building, Excellent working environment, certifications & unique product is the strength of Epyllion.

Weakness –

- ✓ GMT planning & Textile planning team is individual. So, OTD & PCD plan not match.
- ✓ Inflexibility.
- ✓ No yarn manufacturing & AOP unit.
- ✓ More subcontract for Fabrics Knitting.

Opportunity –

- ✓ Short lead time order and fancy product execution is possible due to expert manpower and capacity.
- ✓ Epyllion has own Wash, Print, Embroidery and Yarn dying unit so it possibilities to grab more valuable orders.
- ✓ Qualityful fabrics and maintain OTD enhance Epyllion's brand value
- ✓ Epyllion has own Design studio and has opportunity to explore to new buyer.
- ✓ The work of the central planning (CP) sector coordinate with the Textile Planning (PMC) sector, dramatic changes can occur in the execution of orders.

Threats –

- ✓ Power Problem.
- ✓ Machine breakdown.
- ✓ Small quantity fabric with a large number of shades.
- ✓ Quality requirements increases but price decreases.
- ✓

3.3 Learning for Self-Improvement

Between the amounts of my situation, I have achieved the quality of my work. Together, I am doing my responsibilities on time. After finishing work, I kept looking for another job. In the meantime, I was trying to increase the essence of my position on the challenge. After taking that challenge, my point of view was positive. I wanted to overcome that problem and increase my effectiveness. I currently follow the instructions of my boss and the rules of the company. I work with other staff to bring the quality of my work to bacon. When the work is done, we report the essential components and data to the boss promptly.

Understand the importance of backward linkage role.

My communication skills, social control skills and soft skills have improved.

Realize the importance of teamwork & practically learn the producing method of Textile.

Understand the different types of obligations and responsibilities.

To understand the procedures of various departments.

Learning from MCD, Store management cares with making certain that everyone the activities concerned in storekeeping and stock management square measure allotted with efficiency and economically by the shop personnel. In several cases this conjointly encompasses the achievement, selection, induction and also the coaching of store personnel, and far a lot of.

Learning by knitting Knitting has the technique of manipulating threads to form fabrics and woven fabrics. It is used in many types of clothing. Knitting can also be done by hand or machine. Knit creates stitches: loops of thread between lines within flat or old.

Dyeing to learn from dyeing takes place at every stage of the production of fibers, yarns, fabrics, or finished textile products along with garments and garments. The exact color fixation depends on two factors: the choice of the appropriate dye for the bleached fiber material and the strategy for coloring the fiber, yarn, or fabric.

CHAPTER 4

CONCLUSION

4.1 Conclusion

The Bangladeshi apparel sector grew on a massive scale when it started as a semi-export-oriented trade in the early 1980s, overcoming several challenges as a result of the hard work of companies, the labor of employees, and effective monitoring of legislative bodies. Areas facing various challenges of losing customers because they cannot reduce costs as they increase the value of compliance, upgrade technology, and maintain compliance with an increasing number of competitors. The conversion amount is currently trading. The Bangladeshi industry has grown by the generalization of providing low-cost labor to lower the price of products. In general, completely different companies are employing different methods. Because the cheating of tactics to form "cheap labor" is not sustainable. Manufacturers, therefore, trade is bargaining power, the ability to manipulate high value-added products, something brilliant, solid backward-linked trade growth, market expansion, current choosing an appropriate strategy for saving a lot is a trade that can save the trade and extend the life of the society of homeowners, workers, and their dependents.

Complete the course of PGD-KIM, I able to incorporate and apply the key experience that was necessary for the readymade garments business in BANGLADESH. The information, various experiences, communication & others skill will help me to develop and lead the business. This course enhances my thinking and investigative abilities. This extraordinary course help to serve a long time as an Advance and inspire Leader.

REFERENCES:

- <http://www.epylliongroup.com>
- Annual Report of Epyllion Group
- Different types of document of Epyllion Group