

Report On
Disari Industries Ltd.
Overview of Five Departments

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
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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 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.

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Letter of Transmittal

Anindita Bhattacharjee

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BIGD, Brac University

66 Mohakhali, Dhaka-1212

Subject: Submission of industry attachment report on Disari Industries Ltd.

Dear Madam,

It is my pleasure to complete my internship report under your dynamic supervision. The report is based on my internship at Disari Industries Ltd.

I did my best to complete this internship report with the necessary data and recommendations in the most concise and comprehensive manner possible. I trust that the report will meet the expectations.

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

Sincerely yours,

Salma Anjuman Priya

24281024

Executive Development Center, BIGD

Brac University

Date: November 16, 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between Disari Industries Ltd. and the undersigned student at EDC, BIGD, Brac University, pursuing a degree in Knitwear Industry Management. The purpose of this Agreement is to allow the student to access certain confidential data and information as an intern from the Company for the completion of their internship project. Both parties agree to the following terms and conditions:

The Intern shall perform all assigned duties and responsibilities to the best of their ability, with professionalism, integrity, and impartiality. The Intern shall also adhere strictly to all workplace rules, policies, and procedures established by the Company or its respective departments.

For the purpose of this Agreement, “Confidential Information” refers to any data, material, or proprietary information belonging to the Company that is marked, identified, or otherwise designated as confidential. This includes, but is not limited to, financial data, production processes, client lists, operational methods, trade secrets, or any other sensitive information disclosed to the Intern.

Data or information shall be considered Confidential Information only when it is provided to the Intern in tangible form (including electronic formats) and is clearly labeled as “Confidential”, “Copyrighted and Confidential”, or by any other equivalent designation.

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Industry Supervisor’s Full Name & Signature:

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Acknowledgement

I want to thank the Almighty who gave me the power, time, and the chance to complete my internship and write this report successfully, and meet the requirements of the Post Graduate Diploma in Knitwear Industry Management (PGD-KIM) provided by the Executive Development Center (EDC) of the BRAC Institute of Governance and Development (BIGD), Brac University.

I would also like to thank my academic supervisor, Ms. Anindita Bhattacharjee, Senior Researcher and Initiative Lead, UPGI-BIGD Research Partnership, BIGD, Brac University, for her sincere support. She remained a guiding force, motivating and offering valuable feedback throughout the process of completing this report. Her advice and encouragement have been crucial to the improvement of the quality of my report.

I would like to extend my gratitude to the management of Disari Industries Ltd. for the invaluable opportunity to complete my internship in their esteemed organization. I owe a great deal to my industry supervisor and the rest of the team at Disari Industries Ltd., who generously gave their time and willingly provided essential information and practical advice during my internship. The teamwork and willingness to share knowledge greatly enhanced my experience.

I would like to express my deepest gratitude to the faculty members, coordinators, and staff of the Executive Development Center (EDC) and BIGD for their unwavering support and assistance throughout the PGD-KIM program. My classmates and peers also helped me with my academic and professional growth, and I appreciate having them around to encourage and engage in discussions with me.

This internship has also been a landmark in my career experience, as it provided me with hands-on experience in the garment industry and prepared me to tackle any future career issues with confidence.

Executive Summary

This internship report presents my learning experience during the internship at Disari Industries Ltd., a 100% export-based knit garment company under the Goldstar Group. The internship was completed as part of the Postgraduate Diploma in Knitwear Industry Management (PGD-KIM) program at Brac University. During a 66-day period, I have been communicating with five major areas- Merchandising, Supply Chain, CAD-CAM, Sampling, and Production. The experience that I gained during this tenure included the practical aspects of order processing, production planning, quality control, and communicating with buyers. The report clarifies the operations of the departments, highlights important observations, and integrates academic knowledge with industrial practices. Moreover, it provides advice on possible improvements to the operations and considers my personal and professional growth. The internship significantly enhanced my understanding of the knitwear industry's structure, its challenges, and its opportunities in Bangladesh.

Keywords: RMG, Export–Oriented, merchandising, supply chain; CAD–CAM; production, Sampling, Quality, Communication.

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List of Acronyms

CAD	Computer-Aided Design
CAM	Computer-Aided Manufacturing
CNC	Computer Numerical Control
ERP	Enterprise Resource Planning
IE	Industrial Engineering
PPM	Pre-Production Meeting
QA	Quality Assurance
RMG	Readymade Garments
SCM	Supply Chain Management
TNA	Time and Action

Chapter 1

About Organization

1.1 Overview of the Industry

Disari Industries Ltd. is a manufacturer of ready-made garments, exporting them rather than producing locally. It became a member of the Goldstar family in 2011 and currently functions as a unit of the Goldstar Group. This unit also incorporates five garment production facilities, a washing unit, a carton and poly production plant, and a logistics unit, which commenced operations in 1992 with only two production lines. It has done so over the last three decades. The company is also quality and trust-oriented, and is a reliable partner to several brands worldwide. Disari has emerged as one of the largest suppliers to Lidl and Aldi in Bangladesh, with an annual turnover of over USD 50 million. It has also won numerous awards and accolades among global consumers.

Since its inception, Disari Industries Ltd has been operating within three fundamental principles: quality, delivery on time, and developing real value among clients. The firm specializes in woven tops and bottoms, and with a workforce of approximately 1,835 employees, the firm has a turnover of more than USD 33 million per annum. It has teams that operate harmoniously in the fields of merchandising, product development, production, and logistics to make sure that every order is carried out with diligence and competence.

One of the strengths of Disari is its strong supplier network, which enables it to acquire raw materials in a timely manner and fulfill customer demands without compromising quality. The success of Disari is attributed to its employees and quality facilities, as the company has been a reliable partner to brands, navigating the need to survive in the rapidly shifting global market. The combination of the appropriate blend of abilities, infrastructure, and funds has ensured the company continuously provides high-quality, versatile, and economical products. Disari is going to venture into new foreign markets, concentrating on professionalism, technology, and innovation. Disari Industries Ltd., a proud member of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), has already passed the audits required by international standards, such as ACCORD and BSCI audits, which demonstrate its adherence to world standards.

1.2 Vision & Mission

Vision: Disari pursues its leadership in the market by achieving high productivity, advanced technological innovation, and absolute customer satisfaction, making the best use of the advantages of its core business and maintaining its social and environmental values and standards.

Mission: Disari is committed to its customers and strives to meet and exceed their expectations to facilitate their competitiveness in the marketplace. It also strives to provide a safe and healthy working environment where employees may grow and develop as a family. In addition, the company has a commitment to continual growth and evolution while fulfilling its social and environmental obligations.

1.3 Goals & Objectives

- To become a leading 100% export-oriented woven garments manufacturer in Bangladesh.
- To maintain a strong global reputation through quality, reliability, and ethical business practices.
- To ensure sustainable growth by expanding production capacity and market reach.
- To uphold international compliance standards in safety, environment, and labor rights.
- To foster a skilled, motivated, and efficient workforce for long-term success.

1.4 Organizational structure, Organogram, Branches and Departments

Disari Industries Ltd's organizational structure comprises several directors and a production manager, all of whom report to the Managing Director. Three designated directors oversee operations, merchandising, and production, respectively. Disari has a head office and a factory located at the addresses below.

Head office: A-112, 113 (West Side), BSCIC Industrial Estate, Tongi, Gazipur -1710, Bangladesh.

Factory: B- 193, BSCIC Industrial Estate, Tongi, Gazipur -1710, Bangladesh.

Departments: Disari Industries Ltd. has the following departments to ensure smooth functioning: Human Resources & Compliance, Finance & Accounts, Merchandising &

Marketing, CAD/CAM section, Sample Development, Cutting, Sewing, Finishing, Warehouse, and Medical.

1.5 Products/services Produced by the Industry

The main products of Disari Industries Ltd. include T-shirts, briefs, boxers, retro shorts, pajama sets, leggings, swimwear, tank tops, nightwear, vests, shirts, undergarments, and pants. A summary of its production record is given below.

Total sewing line:	18
Total production floor space:	105,000 sq. ft
Total workforce:	1835
Total sewing machines:	1679
Manufacturing business:	Readymade woven tops and bottoms
Monthly production capacity:	5,85,000+ pieces
Annual turnover:	33.00 million USD
Lead-time:	75-120days

Chapter 2

Description about Task Accomplishment

That is during my internship at Disari Industries Ltd. I had the opportunity to visit and observe various operational departments of the factory. In this chapter, I will describe the functions of the five major departments to which I was directly exposed, namely Merchandising, Supply Chain, CAD-CAM, Sampling, and Production. Each of these is crucial for the successful execution of orders, timely delivery, and high-quality production.

2.1 Merchandising

The merchandising team plays a central role in translating the requirements of clients into production capability. They work to ensure that customers' expectations are clearly understood and met. Among their primary functions is sample development, which involves the production of prototype products to be presented to clients before full production is secured. This helps refine design, fitness, quality, and other specifications at an early stage.

The department works with sourcing to acquire the right materials with short lead times. This robust sourcing network enables the department to source high-quality fabrics and trim at an efficient pace. The department also coordinates with production, cutting, sewing, washing, finishing, and packing units to ensure a smooth workflow and timely delivery of goods. They monitor every stage to ensure that quality standards and customer satisfaction are met. Additionally, they are involved in planning and responding to the needs of customers in emerging and rapidly changing markets. The merchandising department helps keep product offerings competitive and aligned with market trends.

During my internship at Disari Industries Ltd., I observed the workings of the merchandising department, which serves as the central link between buyers and factory operations. I understood how the role of a merchandiser is a leader in ensuring the smooth running of communication, proper planning, and on-time execution of orders.

From this experience, I learned how to effectively communicate with buyers and internal teams to ensure all product specifications are accurately followed. For fabrics, trims, and accessories, I will create detailed costing sheets to finalize the production budget and ensure that I obtain approvals from buyers on samples before commencing bulk production. My job was to collaborate with the production team to deliver work on time but ensure product quality. I documented the progress and addressed delays or defects, ensuring that shipments

arrived on time. I also recorded each order and developed compliance reports. I advocate for teamwork, effective time management, and paying attention to detail when it comes to the merchandising process.

2.2 Supply Chain Management

Disari Industries Ltd. is one of the leading knit garment industries in Bangladesh, producing high-quality knitwear for international buyers. Their process for creating the product involves knitting, dyeing, sewing, and finishing, all in conjunction with robust quality control systems and an efficient supply chain.

The Supply Chain Management (SCM) Department is responsible for procurement, production, and shipping. It manages raw materials, establishes supplier relationships, controls lead times, and handles import/export documentation, while also ensuring that items are delivered to buyers on time.

During my internship in this department, I realized how different operations of supply chains are interlinked. I also learn the importance of planning and coordinating effectively for the company's success.

From this experience, I learned that the Supply Chain Management Department procures materials on time and maintains the smooth flow of production within the organization through effective coordination with suppliers to meet buyer needs for fabric, trims, and accessories. I also gained practical knowledge of the preparation of purchase orders, the follow-up system of material delivery, and the importance of maintaining proper documentation of local and foreign procurements.

I got an insight into how shipping and logistics are coordinated, which includes preparation of Letters of Credit (LC), preparation of shipping documents, booking of vessels, and delivery schedule to the buyer. Through this experience, I gained a deeper understanding of supply chain operations, the importance of teamwork, and the significance of attention to detail in handling time-sensitive garment exports.

2.3 CAD-CAM

CAD (Computer-Aided Design) Section

Computer-Aided Design (CAD): Specialized software is used to design garments, create patterns, and lay out suitable fabric.

Key Functions:

Pattern Making: Digital development and editing of patterns of garments instead of manual methods.

Marker Making: In marker making, the digital pattern is layered onto virtual fabric layouts to ensure maximum fabric efficiency.

Fit Checking / Simulation: 3D visualization before physical production of the garment with respect to its appearance and fit.

Data Storage: Digital archiving for all designs, Patterns for optimized reuse of design and updates.

Working Process:

- The designer provides either a style sketch or precise measurements.
- Digital patterns are generated using CAD software, such as Gerber, Lectra, or Optitex.
- Patterns are graded to accommodate the full range of sizes.
- Marker planning is conducted to optimize fabric utilization.
- The finalized data is then transmitted to the CAM department for cutting.

Computer-Aided Manufacturing (CAM) Department

CAM encompasses the application of computer-controlled machinery and systems to streamline manufacturing processes, particularly in the realm of fabric cutting.

Key Functions:

- Automated Fabric Cutting: CAD marking data is transferred to computerized cutting machines (CNC cutters) without problems.
- Plotting Capabilities: Facilitates the printing of full-scale patterns or markers.
- Laser Cutting and Engraving: Enables precise cutting and the creation of intricate designs.
- Data Transfer Protocols: Ensures accurate alignment between pattern specifications and production output.
- Efficiency Optimization: Minimizes human error and accelerates production timelines.

Working Process:

- CAD marker files are imported into the CAM system.
- Fabric layers are automatically spread.
- The CAM cutting machine precisely cuts the fabric according to the marker layout.
- Bundles are subsequently sorted and dispatched to the sewing department.

Advantages of CAD & CAM Integration:

- Enhanced accuracy and operational speed.
- Significant reduction in fabric waste.
- Ensured consistency in size and shape.
- Simplified modification processes and data management.
- Overall cost-effectiveness.

2.4 Sampling

The company has a sample development section. This sample room is responsible for making prototypes and garment models that are submitted to buyers for approval before bulk production. Since the company is solely focused on producing knit garments for export, its sampling activities strictly adhere to the international standards of its buyers in terms of style, measurement accuracy, trims, sewing, and finishing quality. A high emphasis on QA (Quality Assurance) is maintained throughout the process, with multiple quality control checkpoints from the sampling stage to ensure that any potential issues are rectified before mass production. Once the production sample has achieved approval from the buyer, a pre-production meeting will be conducted involving the Sample-in-Charge, Technical Manager, Merchandiser, and other relevant individuals. This meeting ensures that all aspects of production are clarified, and it bridges the sampling and manufacturing bulk stages exceptionally well.

I have gained knowledge in developing samples according to the buying requirements, which involve fabric type, design, size, color, trim, and stitching specifications. I witnessed the process that the sampling team engaged in when preparing various sample types, including prototypes, fit samples, and pre-production samples, to meet buyer expectations.

I understand that the sampling department enjoys a close relationship with the merchandising, CAD, and production teams. Merchandisers translate the feedback from buyers, and the team of samplers changes the patterns or stitching until the buyers give their approval.

I am aware of the importance of accuracy and care in this phase. Even if there are minimal differences in the sample, it can cause big problems when producing the product in bulk quantities.

I also noticed that samples help determine prices, comprehend fabric requirements, and inform production design, which gave me an understanding of how everything is interconnected.

During this internship, I have learned that the sampling department requires a combination of technical knowledge, creativity, and excellent communication skills. I realized the importance of this department in maintaining the quality of and building trust with buyers, as well as ensuring the smooth running of production within the garment industry.

2.5 Production Management

The Production Department of Disari Industries Ltd plays a vital role in transforming approved designs and raw materials into finished garments while maintaining product quality, efficiency, and ensuring timely delivery. Once the production plan is approved, the department ensures the availability of all required fabrics and trims, sets up the production lines, and allocates manpower accordingly. A meeting is held before bulk production, known as a pre-production meeting (PPM), where technical details and quality requirements are discussed and finalized.

During the production process, line supervisors and the IE team monitor the maintenance of flow balance. Continuous quality checks are implemented to minimize defects and ensure regularity. Daily production reports are distributed to management, enabling the monitoring of progress and the prompt identification and resolution of any delays.

During my internship with Disari Industries Ltd, I learned how the production department is crucial to garment production. I saw the role of how the cutting, sewing, finishing, and packing sections combine to turn raw materials into garments of export quality.

Through this experience, I learned knowledge of the following key areas:

- **Production Planning:** I learnt how production schedules are created based on the buyer's orders and how the production planning team works with the merchandise and supply chain departments to keep the operations smooth.
- **Cutting Section:** I observed the inspection, laying, and cutting of fabrics into pattern pieces from markers and cutting machines.

- Sewing Section: I observed experienced operatives sewn together various pieces of a garment on sewing lines. I understood the importance of line balancing, quality checks, and effective time management in maintaining productivity.
- Finishing Section: I learned how garments are trimmed, ironed, and checked carefully so that there are no defects in them before packing. This part helps to ensure that what you deliver to the buyer is what is expected.
- Quality Control: learnt how there are inspectors that they check each piece during in the process of it in the production phase and after production to keep the quality of the products consistent. This process is suitable for reducing defects and improving buyer satisfaction.
- Packing and Shipment: I witnessed how the finished garments are folded, placed in poly bags, cartons, and labeled according to the specifications by the buyer for export shipment.

This experience taught me that teamwork, discipline, and time management are very important in production in order to meet everyone's daily targets. I also learned the importance of departments communicating with each other, supervisors doing their job properly, and everyone maintaining quality at every step.

Chapter 3

Critical Assessment of Internship Work

A 66-day internship at Disari Industries Ltd., starting from August 2, was an invaluable opportunity to gain firsthand experience of the workings of a vertically integrated knit composite factory in Bangladesh. During this time, I had the privilege of working with five fundamental departments: Merchandising, Supply Chain, CAD-CAM, Sampling, and Production, which play an essential role in the production and management system of the company.

This chapter provides an evaluation of my internship, detailing the skills acquired, difficulties encountered, and areas for improvement in my professional practice and within the organizational framework. It reflects on my learning journey and demonstrates the linkages that the internship has provided between academic theories and real-world practices.

During my internship, I was in various departments. This experience helped me understand how teamwork, planning, and process improvements enabled the organization to reach its goals. In this chapter, I share my experiences and what I have learned about the working of one of the top knit apparel manufacturers in Bangladesh.

3.1 Application of Generic and Industry-specific Courses during Internship

Application of Generic Courses: The generic courses of the PGD-KIM program offered the fundamental managerial, analytical, communicative, and operational skills that guided work performance during the internship.

KIM-101 – HR Skills & Competencies: This course was valuable in several ways. Although my internship responsibilities at Disari Industries Ltd. were not directly connected to the Human Resources department, I realized that the knowledge and understanding gained from the course helped me understand the importance of effective communication, teamwork, time management, and workplace ethics —essential HR competencies that apply to any professional setting. During my internship, I interacted with supervisors, colleagues, and staff from various departments.

KIM-101 helped me develop my professionalism and understanding of workplace situations, as well as adapt to the company culture. Furthermore, the course also allowed me to evaluate the extent to which Disari aligns its policies with HR practices that conform to national labor

laws and regulations specific to different buyers. Overall, the course indirectly enhanced my internship experience by developing my soft skills, workplace conduct, and knowledge of organizational dynamics.

KIM-102 – Analytical Skills & Competencies: This course was vital as it provided useful tools for analyzing and understanding data. Excel-based calculations and data analytics were of practical use in preparing cost sheets, analyzing production efficiency, and conducting comparative analyses of supplier quotations. These analytical techniques have facilitated informed decision-making for production planning and helped control costs. Understanding data-driven evaluation enables the identification of gaps in performance and provides a way to quantify the efficiency of operations in terms of productivity and the percentage of defects in a product.

KIM-103 – Communication Skills: This course helped me improve my communication skills at Disari Industries Ltd. So it was great for me to complete my daily work professionally. Drafting Emails, preparing Reports, and communicating with supervisors and suppliers required clarity and professionalism, and these skills were strengthened as a result of taking these courses. In the Merchandising department, effective communication was crucial for building trust with buyers and suppliers, as well as facilitating the smooth execution of orders. Additionally, it increased my confidence in presenting information and sharing ideas, making me more accurate and efficient in my work.

KIM-104 – Business Operation Skill: This course applies to the merchandising and commercial activities in Disari Industries Ltd. This course provided me with knowledge of production planning and supply chain coordination, clarifying the process of how orders are processed from buyer confirmation to shipment. Concepts such as TNA (Time and Action) planning, preparing a budget cost sheet, and preparing export documentation were very applicable to my tasks in my internship experience. I was able to track production and organize the documentation for orders to incorporate key ideas in this course. In addition, the coverage of Letters of Credit (LCs) and export procedures related to the course helped me understand Disari's financial coordination and compliance in international trade operations.

These four generic courses formed the foundation for professional performance throughout the internship. The principles of HR management, reasoning, communication, and operational planning were necessary in every department of Disari. The experience was designed to

confirm that good generic skills are essential for efficiency, coordination, and adaptability in a dynamic industry like apparel sourcing.

During my internship at Disari Industries Ltd., I learned about the way different departments in the apparel industry collaborate to enhance production efficiency. In the Production Department, I learned how to manage workflows, implement quality controls, and collaborate as a team to meet deadlines. In the Supply Chain Department, I recognized the importance of material sourcing, inventory management, and timely delivery for seamless operations. In the CAD-CAM Section, I gained expertise in using modern design software, pattern making, and marker planning, which resulted in increased accuracy and fabric utilization. My experience in the Merchandising Department taught me about buyer communication, order follow-up, and the importance of maintaining professional relationships.

Lastly, in the Sampling Section, I learned how new designs are created and approved before they are put into mass production. This experience helped me develop a better attention to detail and also helped me become creative. Overall, this internship refined my technical skills, broadened my industry knowledge, and strengthened my confidence in working in the textile and apparel field.

Application of Industry-Specific Courses: In addition to the general courses, the technical industry-specific modules of the PGD-KIM program provided specialist technical knowledge that directly corresponded to the practical operation of Disari Industries Ltd.

KIM-201 – Introduction to Garments Industry Knitwear: This course teaches me "the ready-made garments (RMG) value chain fundamentals, especially in the knitwear sector." I gained insight into the working flow of sourcing and production at Disari Industries Ltd., from placing the order to final shipment. This course brought into focus the importance of the relationship that exists between suppliers, manufacturers, and buyers for effective merchandise and production. Factory visits highlighted the interconnection of sourcing, knitting, sampling, production, and shipment processes, which work together to ensure timely delivery and consistent product quality. The course focused on linking theory with practice at Disari.

KIM-202 – Industrial Engineering: Through this course, I learned how to achieve efficiency improvements and optimize processes in the garment business. During my internship at Disari Industries Ltd., I was not explicitly assigned to the Industrial Engineering

division; however, my coursework helped me understand how to maintain efficient production systems. It really provided me with a proper sense of workflow, time management, and quality control, enabling me to observe the operations of other departments better and relate them to our own operations and work. The course also helped me to learn how industrial engineering facilitates overall productivity and coordination in the apparel industry.

KIM-203 – Production Management & Merchandising - was one of the most relevant modules for the internship. During the internship, I learned from KIM-203 to understand the product cost structure, sourcing strategies, and buyer negotiating tactics. I have been introduced to production planning, order management, material sourcing, buyers, and factory teamwork. I learned to order and control costs, as well as build strong relationships with key stakeholders. This helped me effectively manage production schedules, ensure timely deliveries, and maintain high-quality standards.

KIM-204 – Quality Management: This course taught the processes of quality control and inspection. My internship at Disari Industries Ltd helped me understand how to control quality at each stage of production, identify faults, and the importance of consistently providing what buyers need.

The four courses taught me the technical and management aspects of the apparel sourcing industry. The internship taught me how to apply theoretical concepts in a real-world setting. This experience clearly demonstrated that, in this industry, being technically correct and possessing good management skills are the keys to success.

3.2 Suggestion for Industry Improvement

Merchandising Department

- Use digital tools to manage buyer communications, costs, and order tracking more seriously.
- Schedule weekly meetings to improve teamwork between the merchandising and production teams.
- Share the workload by delegating tasks or bringing in extra staff during busy seasons.
- Provide training on negotiation, communication, and sustainability in merchandising to build better relationships with buyers.

Supply Chain Department

- Use a digital ERP system for real-time tracking of materials and shipments.
- Build strong relationships with reliable suppliers to prevent delivery delays.
- Implement demand forecasting tools for better inventory planning.
- Improve inter-department communication for smoother sourcing, production, and delivery.

CAD-CAM Department

- Update design software and provide training to improve skills.
- Connect CAD-CAM systems with production to speed up communication and pattern approvals.
- Promote the use of sustainable materials among designers.
- Ensure adequate data storage and backup for digital design files.

Sampling Department

- Provide modern sampling equipment & sufficient resources that will promote creativity & precision.
- Establish a clear feedback system between buyers, designers, and the sampling team to reduce rework.
- Ensure better time management and planning to meet sample submission deadlines.
- Encourage innovation in sample development using eco-friendly fabrics and techniques.

Production Department

- Use automation to boost productivity and reduce errors.
- Train workers and supervisors regularly on production and quality standards.
- Streamline production planning to cut idle time and ensure on-time delivery.
- Adopt sustainable waste management practices for better efficiency and environmental responsibility.

3.3 Learning for Self-improvement

Merchandising Department

During my industrial placement, I personally undertook my industrial training in the Merchandising Department, which yielded a number of vital professional skills that significantly contributed to my personal and career development.

Communication and Negotiation: My communication skills improved through direct communication with buyers, suppliers, and production teams. These interactions provided excellent opportunities to refine negotiation skills and foster positive business relationships.

Time Management: I learned to successfully prioritize managing and planning tasks while working on multiple simultaneous orders. One important takeaway from this experience is the critical importance of ensuring that deadlines are met and workflow is optimized.

Attention to Detail: I have improved my skills in maintaining precision when reviewing order details, as well as technical specifications and supporting documentation, thereby reducing discrepancies and promoting uniformity in the merchandising workflow.

Problem Solving: I have developed stronger analytical and decision-making skills through resolving issues related to order adjustments, production barriers, and interdepartmental communication deficiencies.

Self-Improvement: I believe this internship experience helped me form a professional perspective, enhanced my confidence in managing business operations, and provided me with an understanding of the importance of collaboration, accountability, and flexibility in the business world.

Supply Chain Department

Organization and Documentation: I learned to better conserve materials and shipments by keeping accurate records of them.

Analytical Thinking: I learned how to detect problems in advance and how to plan an answer by observing the ways we manage inventory and supply.

Coordination Skills: I recognized the importance of clear communication in understanding supplier relationships and working closely with my team.

Adaptability: I learned to be more flexible in dealing with challenges by dealing with unexpected delays and supply issues.

Self-Improvement Takeaway: I realized that planning, precision, and coordination are key to smooth operations.

CAD-CAM Department

Technical Skills: I improved my technical skills by designing software, including learning pattern making, grading, and planning the marker.

Precision and Accuracy: Always on hand during CAD-CAM operations, I realized the significance of details in the efficiency of design and production.

Creativity and Innovation: Learning about new design methods helped me learn to be creative in the way that I think about solving technical problems.

Integration Understanding: I became familiar with CAD-CAM production and the importance of collaboration with various departments.

Self-Improvement Takeaway: I gained confidence in using modern design technology and learned that paying attention to detail can save time and resources.

Sampling Department

Creativity and Innovation: Observing the process of sample creation helped me become more creative in my thinking and design.

Precision and Attention to Detail: I learned that it is crucial to be accurate in meeting the needs of buyers.

Time Management: Being aware of sample timelines helps me plan my tasks effectively, ensuring I meet deadlines.

Feedback Integration: Once I learnt to use the feedback from buyers and designers, I became more adaptable.

Production Department

Time and Workflow Management: I utilized daily production schedules to plan tasks effectively. This helped me manage my time more effectively.

Quality Focus: I ensured that our work was accurate by regularly checking its quality.

Team Collaboration: I collaborated with operators and supervisors to build a cohesive team.

Problem Solving: I found and corrected production problems. It improved my problem-solving skills.

Lessons Learned: I learned that discipline, patience, and attention to detail are essential in any job.

By combining academic knowledge with practical operational experiences, I not only improved my technical skills but also developed my analytical and communication skills, which are crucial for future success in the textile and apparel industry.

Chapter 4

Conclusion

My internship at Disari Industries Ltd offered an invaluable opportunity to integrate academic principles with practical industrial applications. Over the course of 66 days, I actively participated in and observed critical operational departments, including Merchandising, Supply Chain, CAD-CAM, Sampling, and Production. Each of these departments plays a crucial role in ensuring that the company operates efficiently, produces high-quality products, and maintains its position in the global market. During this period, I gained insight into the interconnectedness of the various functions that take place in a garment manufacturing unit and the importance of teamwork, planning, and coordination to ensure the successful execution of the order. I learned how to perform the work of the production process, from the initial development of a sample through to shipment, and developed professional skills that included tasks such as communication, problem-solving, and time management.

This internship also helped me recognize my strengths and areas for development. I boosted my confidence in controlling both technical and managerial duties and realized the ultimate importance of accuracy, discipline, and cooperation in the apparel business. Furthermore, I understood the importance of following compliance, sustainable, and ethical business practices at every stage of operations.

This internship has been a pivotal experience in my professional development, during which I have gained a deep understanding of the Ready-Made Garment (RMG) sector in Bangladesh. It has also equipped me with the necessary skills and professional outlook required to build a successful career in the textile and apparel industry. I have no doubt that the knowledge and experience gained during this time will provide a strong foundation for my continued development and future contribution to the industry.

References

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