

Report On
Epyllion Group
Overview of Cross-functional 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
November 2025

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Declaration

It is hereby declared that

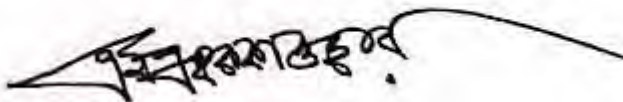
1. The internship report submitted is my own original work while completing degree at Brac University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain 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.

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Academic Supervisor's Full Name & Signature:



Md. Ashraful Hoque Kowsar
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Letter of Transmittal

Md. Ashraful Hoque Kowsar
Deputy General Manager,
BIGD, Brac University
66 Mohakhali, Dhaka-1212

Subject: Internship Report on Epyllion Group

Dear Sir,

I am pleased to complete my internship report for Epyllion Group under your supervision.

I tried to accumulate all the relevant information as per the guidelines and provided format.

I hope this report will fulfill your desired expectations.

Sincerely yours,



Muntaha Anis

Muntaha Anis

24281056

Executive Development Center, BIGD

Brac University

Date: November 11, 2025

Non-Disclosure Agreement

This page is for Non-Disclosure Agreement between the Epyllion Group and Muntaha Anis.

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

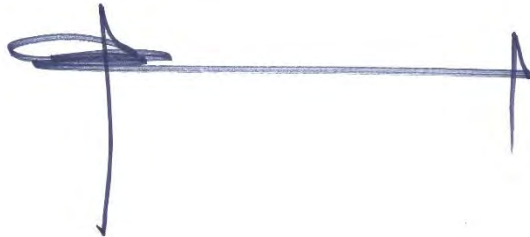
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General Manager, Human Resources
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Acknowledgement

For the successful completion of my Internship Journey, I am very grateful to my academic supervisor for providing the guidance and support I needed. He continuously monitored and provided information to us, which was very helpful. Moreover, I am thankful to my industry supervisor for allowing me to work with diverse departments, along with my own job responsibilities.

I am sincerely grateful to all my faculty members and classmates who supported and guided me throughout the 9-month-long PGD journey. In addition, I want to express my sincere gratitude to BIGD and other relevant personnel for providing us with on-time information and support.

Executive Summary

The overall report consists of a company overview of Epyllion Group. Moreover, I have summarized a total of five departments, including human resources, supply chain, marketing and merchandising, commercial and production departments, where I tried to accumulate their work process and flow charts.

Furthermore, in the third part of my report, I tried to provide examples from the generic and industry-specific courses which helped me a lot during my internship period. In addition, I tried to provide improvement areas for the industry and my own perspectives. Overall, it will be a comprehensive report of my overall internship learning experience and 9 months 9-month-long PGD journey.

Keywords: Apparel Manufacturing Industry, Human Resources, Epyllion Group.

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List of Acronyms

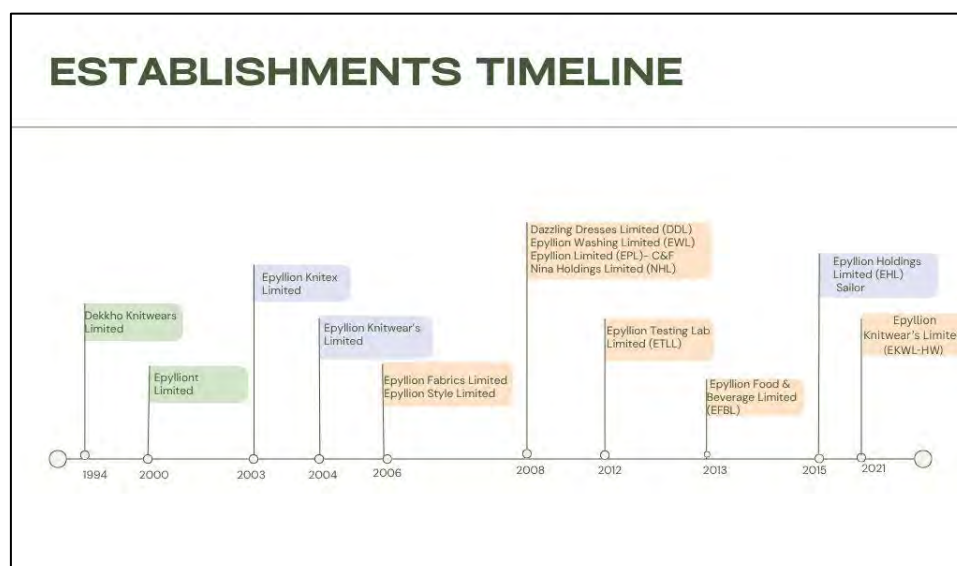
OD	Organizational Development
HR	Human Resources
PO	Purchase Order
MT	Management Trainee
BOM	Bill of Materials
PMS	Performance Management System

Chapter 1

About Organization

1.1 Overview of the Industry

Epyllion Group is one of the largest export manufacturing industries in Bangladesh. It initiated its journey in 1994 at Mirpur factory with two sewing lines. Now, it has become a giant apparel manufacturing industry with 162 lines. In these 31 years of glorious journey, it has set up different vertical and horizontal establishments for the smooth operation of the business. Epyllion Group is a very people-centric organization as a result skilled human resources has its core competence. Currently, Epyllion group has approximately 24000 employees, and each one of them works for its betterment and sustainability. It believes in continual improvement and sustainable outcomes. It always invests in people development as a result, employees own this company, its culture, core values, and philosophies. Epyllion Group does not provide jobs; it provides careers.



1.2 Vision & Mission

The vision of Epyllion Group is to become a sustainable manufacturer.

The core strength of Epyllion is its human. In this regard, it has its mission to develop leaders who can lead with their expertise globally.

Motto

Human Spirit is one of the signature tagines in Epyllion. It believes that people own its vision and mission statements. All employees have a common spirit that they possess to achieve shared goals.

Core values

- Human Spirit
- Ethical business
- Newness
- Sustainability

These 4 values become 4 pillars for Epyllion in which they remain sustainable and competitive in the global market.

Philosophy

Epyllion believes in the One Team approach, shared responsibility, mutual respect, understanding each other's emotional state, and corporate citizenship.

1.3 Goals and Objectives

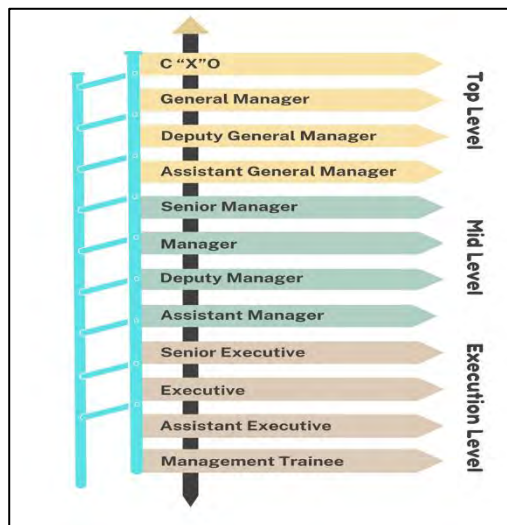
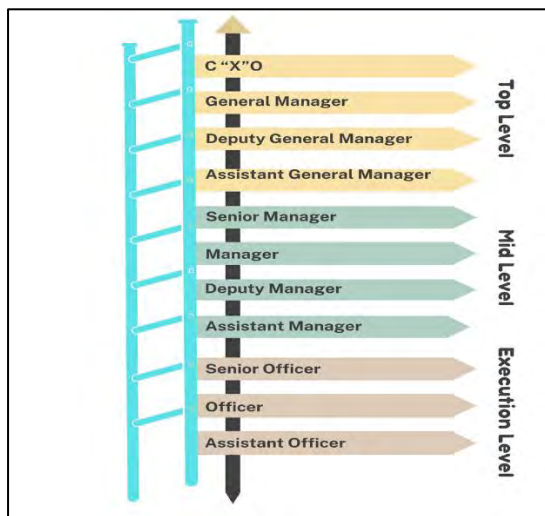
The goal of Epyllion Group is excellence.

The objectives are

- Align business operations with integrity.
- Investing in people development and people engagement
- To remain sustainable

1.4 Organizational structure, Organogram, Branches and Departments

Career Path



Department



1.5 Products/services produced by the Industry

Epyllion Group made a wide variety of products, including T-shirts, Sweatshirts, Hoodies, Joggers, Crew, Rugby, and kids' items. Moreover, we have a diverse range of renowned buyers such as M&S, Varnar, C&A, Carhartt, Bonds, Tommy Hilfiger etc.

Chapter 2

Description about task accomplishment

Human Resources department

In this internship tenure, I got the opportunity to learn about different sections and sub-sections of the HR department. There are seven sub-sections of our HR department, and Epyllion Group follows modern HR practices.

Talent Acquisition: This subsection is solely responsible for talent hunting, sourcing, recruiting, selecting, and onboarding the right talent for Epyllion Group. The purpose of this wing is not to provide a job, but rather it provides a career for any employees. In addition to that, this wing is associated with different types of other activities such as candidates' behavioural assessment, collecting candidates' feedback after an interview, human resources planning, human resources budgeting, etc. The talent acquisition wing is associated with diverse projects such as the voice of ex-colleagues. Voice of ex-colleagues is basically for the former Epyllion employees who get calls after their 3 months of departure from Epyllion. The purpose of this initiative is to find constructive feedback and take action plans to avoid future unavoidable circumstances and enhance employee retention. Management Trainee recruitment is one of the signature events for this wing, as it follows a series of activities to recruit fresh talent for Epyllion Group.

Performance management system: PMS is another crucial subsection of HR. This wing is responsible for the performance management of the employees of Epyllion Group. For instance, annual increment, 2 months and 6 months of performance review for new joiners, succession planning, probation review interview, employee potential assessment, performance improvement plan etc. This wing is also handling multiple projects such as We for us, tea with future mother, coffee with HR, colab, welfare quarterly feedback, etc. All these practices are associated with employee motivation, retention and employee engagement. This wing is also responsible for managing the exit interview process for the employees to gain insights from the employees to find out areas, least enjoyed factors, most enjoyed factors, and reporting officials of Epyllion Group.

Employer branding: This wing creates a value addition in the core HR activities. Employer branding is becoming a crucial factor in modern HR practices. This subsection of HR is responsible for attending job fairs, engaging in campus engagement, doing MoU with Universities, attending seminars, workshops and events, conducting industrial visit, providing internship opportunities etc to strengthen the industry-academia collaboration. In this way, Epyllion group can easily find the right talents without hiring external headhunters. Epyllion Group has completed an MoU with 13 educational institutions such as Bangladesh University of Professionals, University of Dhaka, NITER, Shanto Marium, Bangladesh Army University of Science and technology and so more.

Compensation and Benefits: One of the significant subsections of HR. This wing ensures on-time and error-free payment, increments for worker, non-management and management staff, provides festival bonus, medical insurance, maternity benefits, final settlement, car allowances and is involved with other payment-related issues. Epyllion Group operates with its in-house built software to ensure data accuracy and efficiency. Factory concerned people also look for payment-related issues and collaborate with Corporate HR.

Organisation development: OD is responsible for formulation of policy, SOP, office circular, office notes, office order etc, development of new HR initiatives and drives, maintaining good governance, provide on time services to stakeholders such as NOC, Experience letter, formulation of KPI and its implementation, maintaining LinkedIn etc to help the organization motivate their employees, increase retention and employee engagement.

Epyllion Group focuses on three crucial segmentations.

Talent Management: Epyllion Group invests in talent development and management. We have a signature program for talent management. Such as

MT Assessment program: In the MT Assessment program, Epyllion follows a rigorous series of activities such as online aptitude test, written exam, focused group discussion, case study presentation, face-to-face interview and so on. For this reason, fresh talents can be hired for Epyllion Group who can lead in the future.

MT Engagement program: Epyllion group organized a 3-month-long MT Engagement program where newly joined Management Trainees get involved in cross-functional learning sessions, manufacturing unit visits, several knowledge-building sessions etc. The purpose of these sessions is to align individuals with Epyllion management values, philosophies.

HOPE: Hope program stands for Hunt Opportunities for Potential Explorers. Through this program, non-management staff can become management staff through their competencies and qualifications. Every year under the hope policy, workers, non-management staff positions have been upgraded.

Employee Engagement: We have a series of employee engagement activities such as

- 1.Coffee with HR where employees get the opportunity to share constructive feedback to HR officials.
- 2.Colab stands for connecting diverse departments in a room to enhance cross-functional collaboration, strengthen team bonding etc.
- 3.Epylib is a virtual Epyllion library where employees can enhance their knowledge.
- 4.Tea with future mothers where expectant mothers get advice and suggestions from medical consult along with their family members.
- 5.Service Loyalty Award is an appreciation and recognition for those who have completed 10/15/20/25/30 years of journey with Epyllion.
6. Wellness Wednesday where every month last Wednesday an infographic poster is circulated to enhance knowledge and awareness among employees.

Talent development

Succession planning: Epyllion Group PMS team is closely working with succession planning for future requirements. We also have a book named Team A and Team B where all the departments' first man, second man, and third man are listed.

Transformation of leadership: every year after the annual performance review, events like Transformational of role, Transformational of leadership have been organized for the newly promoted staff of different positions.

WLDP: It stands for Women Leadership program where women employees get the opportunity to learn and upgrade their positions in the organization. Last year, 12 women received training from the WLDP program and were promoted from worker to Assistant Supervisor/ Supervisor designation.

Supply chain

Yarn (Raw material) and General Procurement are the two main parts of the Supply Chain Department.

As I worked with this department, I learned about their working procedures in the supply chain department. The procurement policy aims to build an efficient supplier base and ensure that all group entities enjoy cost-effective, reliable purchasing.

SCD follows a purchasing principle whenever they do any procurement, such as

- On time or Just in time purchase
- Quality purchase
- Utilization of price
- Effective market research
- Make a reliable purchase
- Transform the supplier into the company's partner
- Uphold Epyllion Group's values, philosophies

- No Purchase Order follows no purchase

Two types of Suppliers

- Enlisted Suppliers
- Non-enlisted Suppliers

Types of purchase

- IT products
- Raw materials which is directly linked to production
- General purchases which is not linked with production, such as office stationery.
- Spare parts of the machines and equipment etc.

PO

This is a crucial document for any procurement-related activities; this PO needs to be issued. Any officials from the supply chain department can prepare the purchase order. However, for financial approval, it follows some processes.

1. Up to BDT 200000, the approval can be done by the AGM- procurement.
2. Above BDT 200000, the approval should be done by GM-Supply Chain.

Description of PO (Purchase Order)

The timeframe of issuing PO is 48 hours for both listed and enlisted suppliers.

Information:

- Products details
- Price
- Mode of delivery
- Mode of payment
- Quality expectations
- Tax and Vat information
- Arbitration clause

Copies of PO

The copies of PO can be sent to suppliers, the store department and then finally the finance department for smooth purchase operations. This PO is traced by a unique code given by the supply chain department.

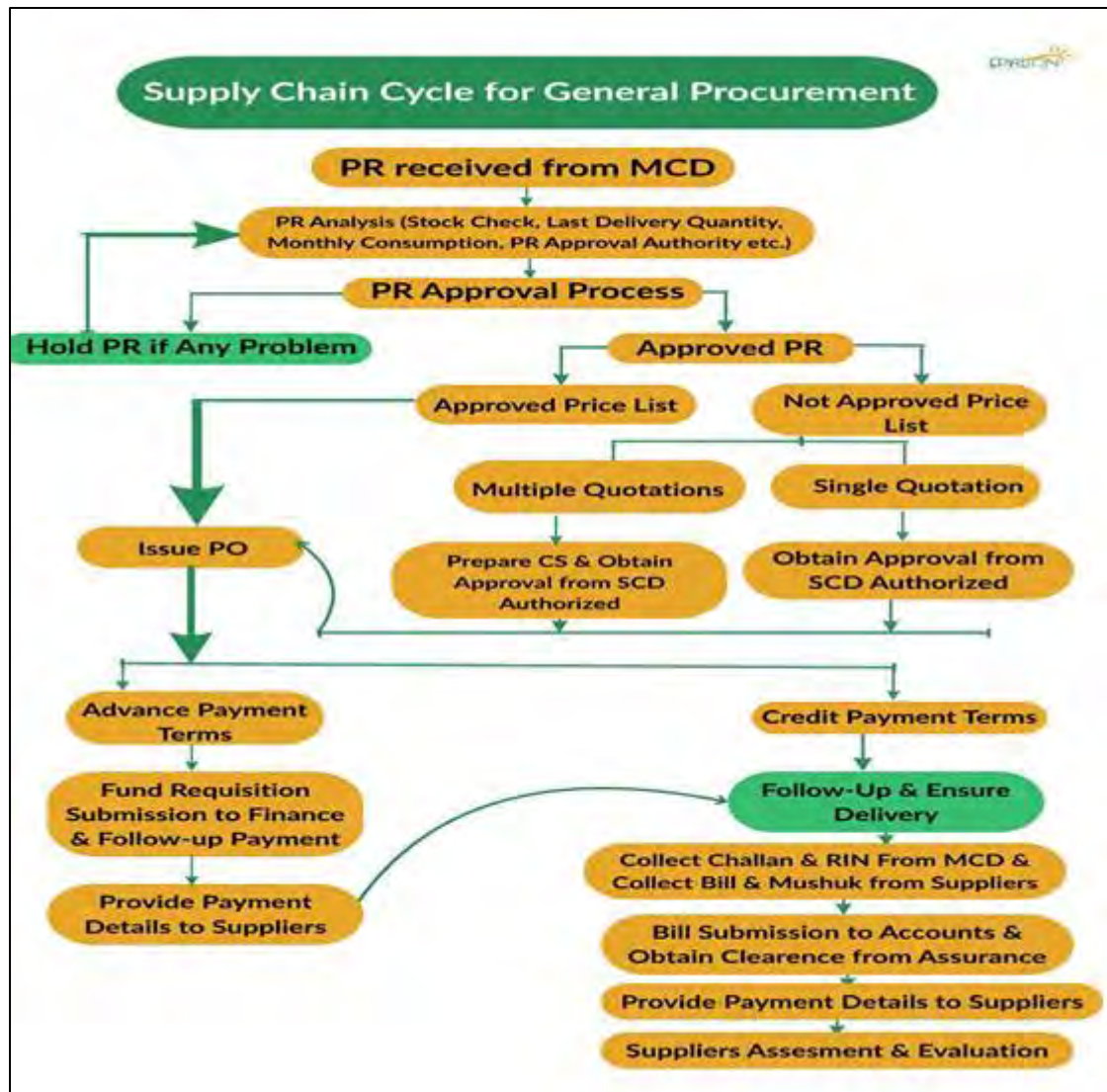
Invoice

The nominated suppliers shall submit all the required invoices along with the acknowledgement of the delivery challan.

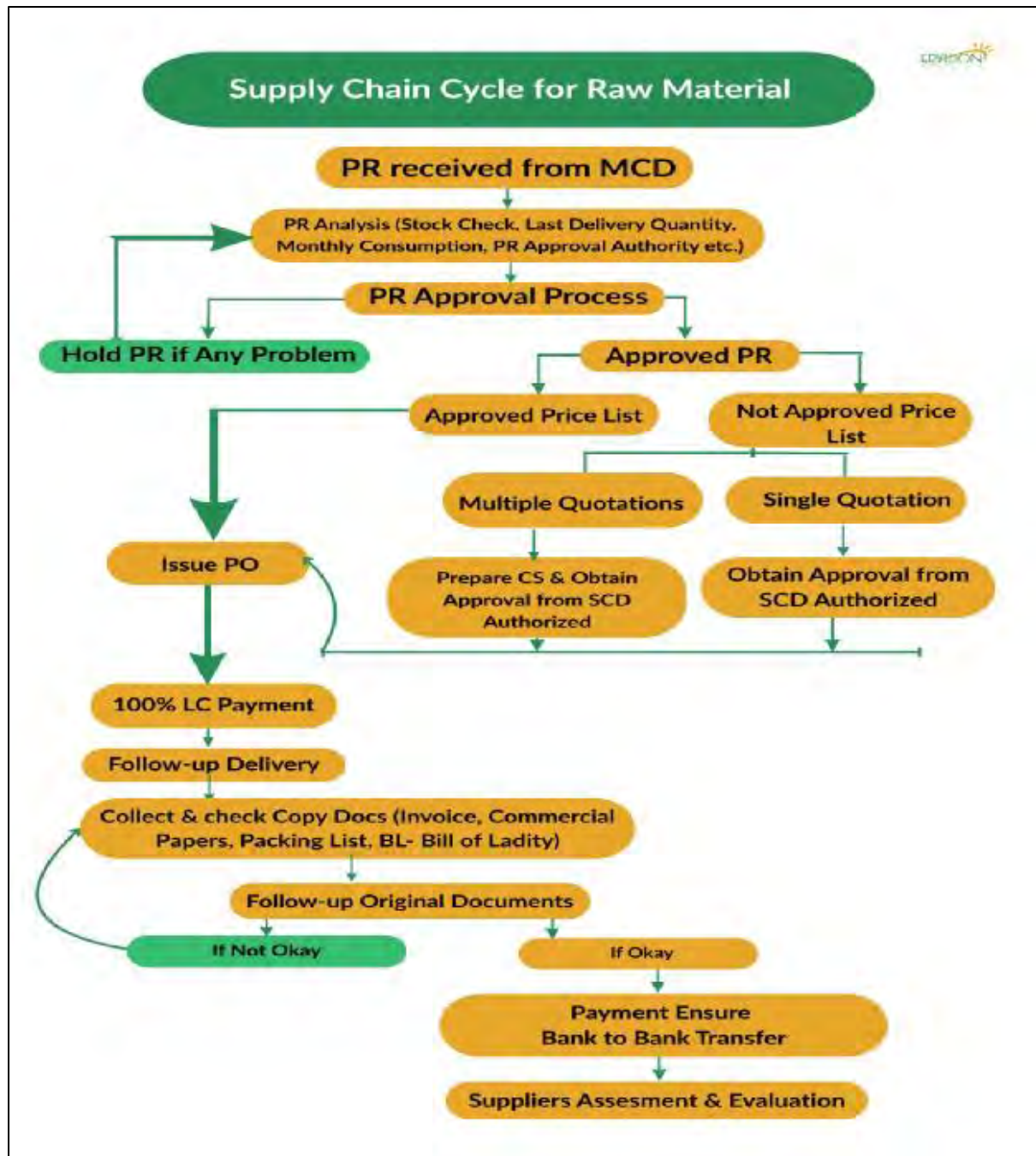
Payment method

Upon the successful submission of the invoice to the finance department within 72 hours of receipt, the finance department proceeds with the payment and other related activities. The payment is made after following the tax, VAT and relevant deductions to the supplier.

Flow chart of the General Procurement:



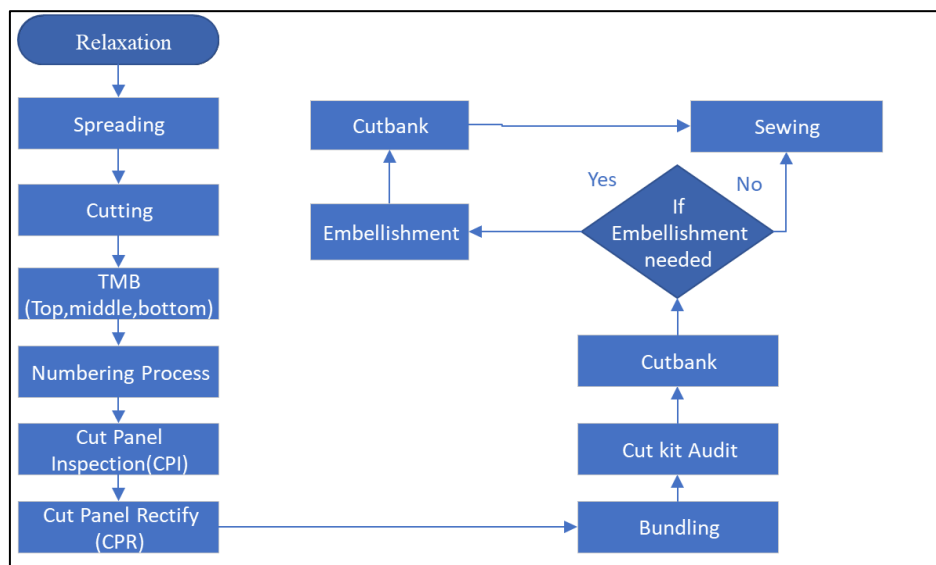
Flow chart of the Raw Material:



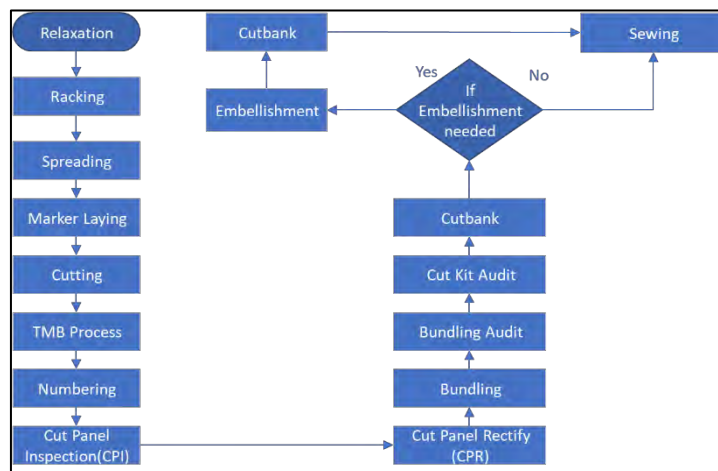
Production Department

I observed the production department working procedures and learn the overall process of cutting, sewing and finishing.

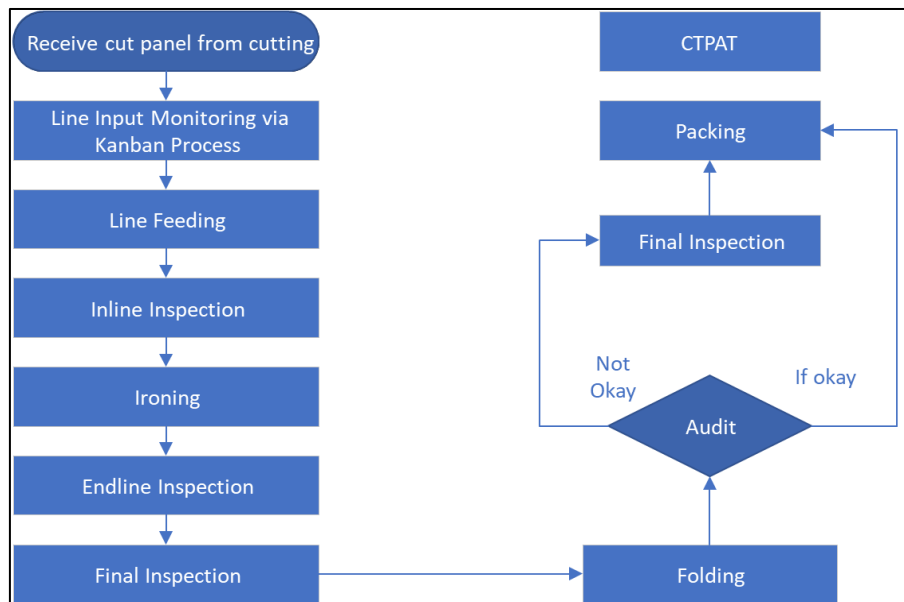
Cutting Process



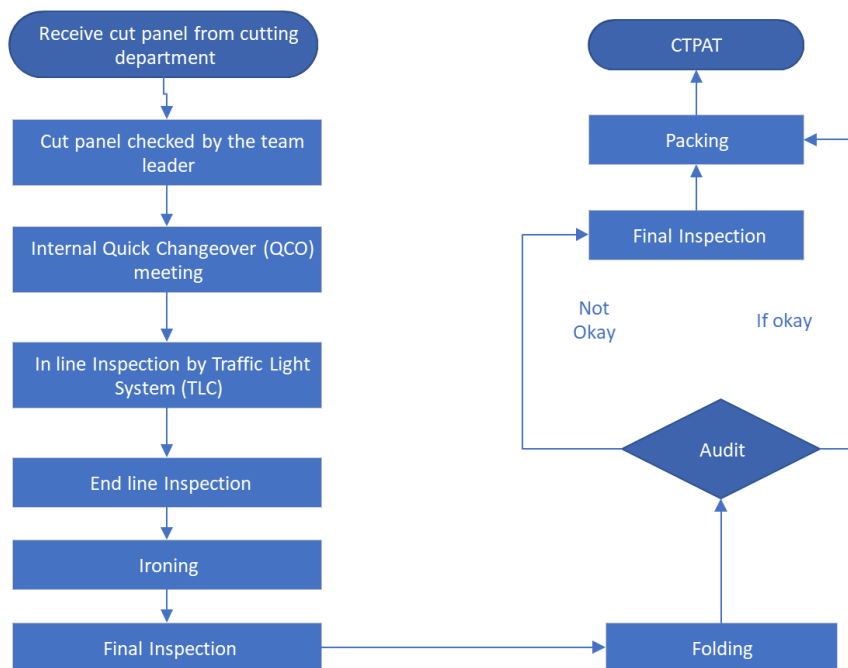
Cutting Quality Flowchart



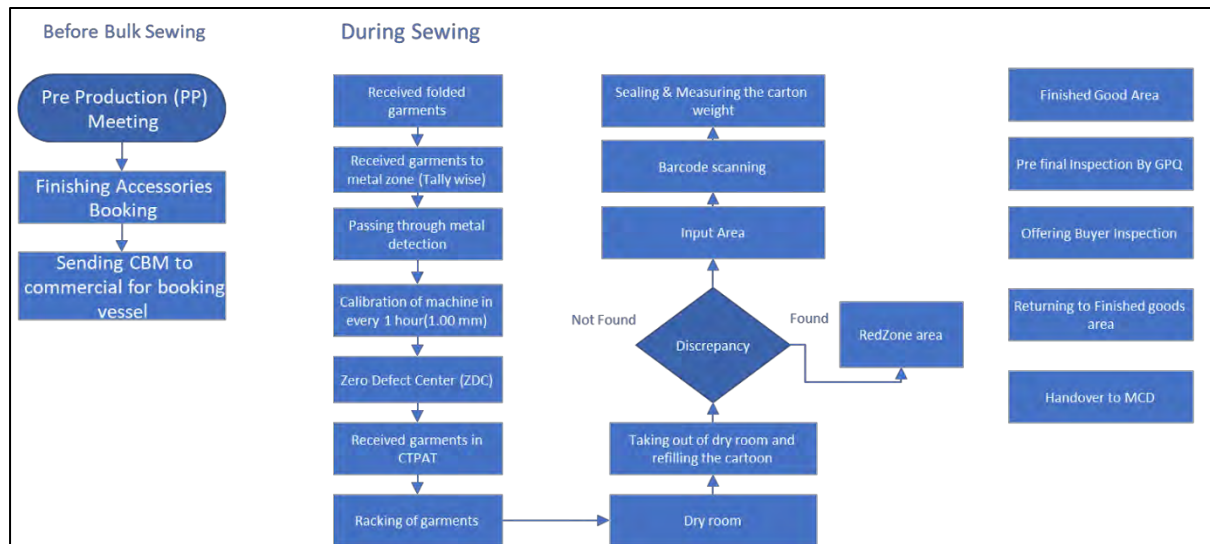
Sewing Process Flowchart



Sewing Quality Flowchart



Finishing Process Flowchart



Commercial Department

In Epyllion Group, the commercial department works with four sections. I will explain their work process below

Import: this section deals with all the import-relevant activities such as opening back-to-back LC, Import bills, all sorts of import clearance, overseeing import suppliers management etc. Import sections also need to interact with external stakeholders for instance, EPZ, customs, financial institutions, and shipping agents, to run smoothly import-related activities. Moreover, for reliable purchase, import sections of the commercial department verify the supplier information by PI and HS code for fabrics, Yarn, accessories, machinery equipment to ensure on-time LC issuance. In addition, for a smooth payment process, the local party acceptance of BTB LC, verifying documents, and monitoring are also essential responsibilities of import sections. Furthermore, the import team has to coordinate with the Marketing & merchandising

department, Finance & Accounts department, etc for overall coordination. Maintaining B/E records, interacting with insurance companies are also day-to-day activities.

Export: This section of the commercial department is solely responsible for export-related activities such as commercial invoices, preparation of bill of exchange documents, shipping bills, packing lists, and beneficiary certificates for diverse stakeholders are very crucial for this export section. Knowledge of inco terms related to LC is highly recommended. Moreover, smooth interaction of financial institutions is very crucial in this section, such as payment, repayment, LC renewal, maturity payment, collection of payments etc. In addition, a proficient knowledge of export policy and procedures, HS code, insurance policy, and other government rules and regulations is required.

Furthermore, export sections are associated with monitoring LC opening, documentation, payment method, coordinating with C& F agents, shipments, and maintaining up-to-date business documents, etc. This section is also responsible for forecasting LC cost, including TTI and other relevant expenses, by coordinating with C& F and the buyer.

Government Institution: To comply with rules and regulations, this section will overview of all the required documents submitted to customs, tribunal, bond authorities, environmental agencies, BGMEA, BIDA, the ministry, DEDO, etc. They conducted annual audits to verify HS codes, banking, bonds, machinery, NOC, undertakings, and bank guarantees. In addition, monitoring bond and ex-bond processes, import quota enhancement, are also essential activities of GI sections.

Cash Incentive: This section manages cash incentive programs efficiently, including communicating with financial institutions, nominated audit firms, BGMEA to fulfill all the required information for cash incentives for import and export purposes. In addition, preparation of required documents from import and export parts with the prescribed format

Gha and Kha for the collection of cash incentives. Furthermore, the collection of cash incentive certificates and submitting them to central banks is also necessary.

Relevant stakeholders of the Commercial department

- Export Promotion Bureau
- Banks and other financial institutions
- BGMEA
- Buying house
- Freight forwarder
- Clearing and Forwarding agent
- Customs bonds and other relevant stakeholders.

Marketing & Merchandising department

Work Process

1. Buyer Communication & Order Inquiry

- Receive inquiries from buyers (tech pack, sketches, sample requirements).
- Clarify specifications, target price, quantity, lead time.

2. Product Development & Sampling

- Coordinate with design, technical, and sourcing teams for development.
- Arrange raw materials (fabrics, trims) for sample.
- Create and send development samples to buyers.
- Receive and incorporate feedback.

3. Costing & Price Negotiation

- Collect consumption & trims details.
- Prepare cost sheet based on materials, labor, overhead.
- Negotiate final price with the buyer.

4. Order Confirmation

- Get Purchase Order (PO) or order sheet from the buyer.
- Issue Internal Order Sheet for production teams.
- Finalize delivery schedule and shipment method.

5. Pre-Production Preparation

- Hold pre-production (PP) meeting.
- Confirm all approvals: samples, fabrics, trims, print/embroidery.
- Coordinate with sourcing & planning teams for raw material procurement.

6. Production Follow-up

- Daily follow-up with production, QA, and planning.
- Track progress, resolve issues (quality, delay).
- Update buyer regularly.

7. Quality Assurance & Inspection

- Ensure quality control during production.
- Coordinate third-party or buyer inspections.
- Approve shipment based on inspection.

8. Shipment & Documentation

- Coordinate with the commercial/export department for shipment booking.
- Ensure all shipping documents are correct.
- Send documents to buyer (invoice, packing list, BL, etc.).

9. Post Shipment Activities

- Follow up for payment realization.
- Handle buyer feedback on delivery, quality.
- Work on re-orders or new season developments.

Chapter 3

Critical assessment of Internship work

3.1 Application of Generic and Industry specific courses during internship

During my internship tenure, I had the opportunity to apply my generic and industry-specific courses in a real work environment. Moreover, As a business graduate I had a lack of knowledge in different processes of the Apparel manufacturing industry. All these learnings lead to a better understanding of operational processes.

KIM101: HR Skills and Competencies

In this course, we got to learn about different functions of HR activities and modern HR practices of the apparel industry. As a business graduate, some of the course contents were very similar to me. However, I got to learn new things such as how to do a performance management system, how to provide constructive criticism, characteristics of a good leader, employee motivation, how to understand human psychology, etc. From these learnings, I got the opportunity to apply them in my working area. Previously, I only had theoretical knowledge about Organization Development. Now, after completing this HR Skills and Competencies course, I know about the different functions of HR and its responsibilities. As a HR professional, I want to grow and lead the industry as a Chief People Officer. For this reason, I need to know the basic and strategic competencies of the HR department. In my internship period, I tried to connect the theoretical understanding with the HR practices of Epyllion Group.

KIM 102: Analytical Skills and Competencies

In this course, I got to learn about statistics, regression, correlation, hypothesis testing, mathematics for day-to-day operations, etc, which enhanced my ability to interpret data from factual data. As a business graduate, I was not adept at mathematics. However, the way I got the opportunity to learn it is beyond amazing experience. Moreover, this analytical course helped me to understand different calculations of production processes, correlated and non-correlated factors, for instance, product quality is related to customer satisfaction, etc. In the 21st century, analytical skills play a crucial role.

KIM103: Communication skills

Communication skills courses helped us to understand different types of verbal and non-verbal communication, modes of communication, the effectiveness of communication in the workplace, presentation skills, cross-cultural communications, etc. Honest and effective communication is very significant in the workplace. For instance, I had to interact with multiple stakeholders such as the supply chain, production department, commercial department, marketing, and merchandising department to provide me time for understanding their departmental activities and work processes. As a HR professional, I provide support to all the departments. Therefore, effective communication is a must for our professional journey. On the other hand, I have foreign expatriates in several departments. Working with them by knowing cross-cultural communication is a blessing, as it changed the overall perspective of communication.

KIM 104: Business Operation Skills

This course provided knowledge about the basics of business operations, factors associated with business, financial and project management, assessment tools of business such as SWOT,

Porter's five forces, different matrix, PESTEL analysis, etc. For any non-business background students, it provided an overview of business activities. Apparel manufacturing industries are evolving significantly due to their competitive advantages and efficient business operations globally. In this internship journey, I tried to observe our business activities from top to bottom, understand, and find out areas of business activities of several departments.

KIM201: Introduction to Garments Industry

This introductory course on the garment industry helped me to gain vast knowledge about textiles and garment processes. I still remember my struggle when I hardly knew any processes when I joined Epyllion Group. By doing this course, I applied my learning to understand different production processes such as cutting, sewing, finishing, etc. Now, I can say that I know how to transform a product from fabric to a final product. In this course, I learned several things about washing, dyeing, finishing processes of textiles, production processes, etc. Therefore, while I was communicating with the other stakeholders, I faced fewer difficulties understanding different terminologies of processes.

The second part of this course was about marketing and merchandising. I gained a huge understanding of how M&M defined cost for any products, Yarn costs, overhead costs, raw materials costs, process loss, etc. This part was quite helpful for me when I was working with the marketing and merchandising department. Now, I understand BOM, costing, etc, which makes me more confident.

KIM202: Industrial Engineering

IE is crucial in all production processes which I got to understand by doing this course. Starting from line balancing, SMV, reducing non-productive hours, skill matrix of operators, utilization

of WIP, bottleneck reduction, etc. By doing this course, I communicated with the IE department about the different problems related to production to increase output and worker efficiency. Previously, I had minimal knowledge about this department. During my internship journey, I understood the overall processes of production, including cutting, sewing, finishing and the role of the IE department in the factory operations.

KIM203: Production Management and Merchandising

The first part of this course consists of fashion design. I did not know about fashion design, different seasons, mood board, theme, color palette, silhouette, etc. which I got to understand by doing this course. How the design studio collaborated with buyers, marketing & merchandising department, production department etc to successfully launch new collections. Previously, I had no idea that we would develop products season-wise, considering themes, mood boards, etc. Now, during my internship journey with the M & M department, I can relate to all the activities I learned in this course.

The second part of the course is all about marketing and merchandising. I learned about workflows of this department, which helped me relate to my company's marketing and merchandising activities. How a merchandising team plays a crucial role from start to finish. Starting from buyer Communication, sample development, bulk order to shipment. Moreover, I learned about different incoterms which I had zero idea about. Incoterms helped me to understand the work process of the commercial department.

KIM204: Quality management

In the apparel manufacturing industry, quality management is a very crucial factor. I learned about documentation, different types of audits, certificates like LEED, SEDEX etc which

enhanced my learning as a business graduate and HR professional. Previously, I had little understanding of the different audits of my factories and their required documents. Now, the scenario has changed, and I gave input to my seniors whenever we faced any audit issues. In addition, maintaining proper policy, procedures is a significant part of quality management.

3.2 Suggestion for industry improvement

Suggestions for Industry Improvement

1. Diversification of products: The apparel industry is evolving day by day. Therefore, to compete in the global competitive marketplace, product diversification is required. Such as medical textiles, range of product development, fabrics etc should be included in the traditional business models.
2. Sustainability: For Epyllion Group, sustainability becomes a pillar of success. Regarding compliance and sustainability, we put in 100% effort. However, we need continual improvement to remain sustainable and eco-friendly. Moreover, recycling and upcycling is required to achieve sustainable operation (Akter & Alexander, 2025)
3. Multiskilling operators: During my factory visit in my internship, I noticed that supervisors, IE officials, and HR personnel were facing struggles in line balancing. Therefore, If Epyllion Group takes the initiative to multiskilled operators of different processes through 3G training schools. Then the problem will be minimized.
4. Knowledge Gap of Technical terms: Previously, I had a lack of knowledge regarding Garments manufacturing processes and technical terms of different departments, such as Inco terms, BOM, HS code, etc., which made it difficult to collaborate and understand their work process. Being a HR professional, I had to work with the KPI formulation of different departments. As a result, I think each one of the officials should undergo training and development opportunities on common terms in different departments.

5. Technology integration: To enhance efficiency and effectiveness, technological advancement is very important. We have an auto-cutter machine in the cutting department. However, Epyllion should incorporate more technology in different operations so that productivity increases.

6. Employer branding: This should be strong enough to enhance brand awareness and brand reputation. We have LinkedIn and Websites for Epyllion. However, we do not have career pages for Epyllion. In addition, we have a lack of marketing campaigns to showcase our unique identity as an apparel manufacturer. Nowadays branding is very crucial not only for business success but also for a company's growth.

3.3 Learning for self-improvement

1. Cross functional Knowledge: This post graduate diploma in Knitwears Manufacturing helped to boost my cross-functional knowledge of different departments. As a HR professional, it is very crucial to understand the business operations. Now, I am confident about my knowledge and understanding of different cross-functional department activities. PDG-KIM helped me to understand the overall business processes of the apparel manufacturing industry.

2. Collaboration: In this 9-month-long learning period, I learned that we follow a chain to transform any fabric into final garments. Every department is somehow linked to another one. For instance, the marketing and merchandising department is associated with almost all departments to coordinate their activities smoothly. If the coordination breaks, then the whole ecosystem will fall apart. In apparel manufacturing, collaboration plays a vital role.

3. Communication skills: Effective communication is a key to success. In this 9 months long journey, I got the opportunity to interact with different industry experts, faculties, classmates from diverse industries, which helped to understand how to cater my communication skills based on target audience. As a HR professional, communication is very important as we provide support to all the departments. Without effective and meaningful communication, it is very difficult to provide on time support to other departments.

Presentation skills: There is a lot of improvement in my presentation skills as in PGD courses, I had the opportunity to present every day in front of my classmates and faculties which makes me more confident to present anything. Now, I can share my ideas with my seniors and others more effectively.

Leadership skills: From the very beginning of the course, we got to know that foreign expatriates have a dominance in apparel manufacturing industries due to our lack of communication and leadership skills. However, this PGD-KIM helped me to equip myself with different processes, practices, technical knowledge and interpersonal skills. As a result, now I have confidence that in the next 10 years, I will be in a leading managerial role in this apparel industry.

Analytical skills: To become successful in professional journeys, analytical skills play a vital role. In the first semester, I again got the opportunity to enhance my knowledge by doing this analytical course. Only sound knowledge about business processes is not sufficient if you do not have enough analytical abilities.

Chapter 4

Conclusion

The overall internship report demonstrates my learning experience and how I applied my takeaways in a real work environment. In addition, my skills and knowledge have been uplifted and upgraded after doing PGD in Knitwears Manufacturing. Overall, I tried to summarize my learnings, my observations regarding my organization perspectives.

References

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For face to face Interview

1.Md. Saifuddin Ahmed Tusar

Senior Manager, Corporate HR

Duscussion topic: HR R&D and Modern HR Practices

2.Mohammad Ariful Islam Tonmoy

Deputy Manager, Supply Chain

Discussion topic: Overview and work process of Supply Chain

3.Tuhin Mozumder

Deputy Manager, Commercial

Duscussion Topic: Overview of Commercial department's activities

4.Jiaur Rahman Parvez

Senior Manager, IE

Discussion Topic: Production process of Epyllion and Role of IE

5.Jahidul Alam

Assistant Manager, M&M

Discussion Topic: Workflows of M&M department