

Report On
Operation Mechanisms of Akij Textile Mills Ltd

By

Md. Saifur Rahman
ID: 24281012

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 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 have acknowledged all main sources of help.

Student's Full Name & Signature:

Md. Saifur Rahman

Student ID: 24281012

Academic Supervisor's Full Name & Signature:

Mr. Mohammed Showket Iqbal

Senior Trainer, BIGD

Brac University

Letter of Transmittal

Mr. Mohammed Showket Iqbal
Senior Trainer,
BIGD, Brac University
66 Mohakhali, Dhaka-1212

Subject: Submission of Internship report.

Dear Sir,

This is my pleasure to submit my internship report details regarding 'Operation Mechanisms of Akij Textile Mills Ltd.', which I was appointed by your direction.

I firmly believe that my report will satisfy all of the course criteria because I have put my all into it, gathering the relevant data in the most thorough way imaginable.

Sincerely yours,

Md. Saifur Rahman
Student ID: 24281012
Executive Development Center, BIGD
Brac University
Date: November 10, 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between Akij Textile Mills Ltd. and the undersigned student at EDC, BIGD, Brac University.

The following is agreed upon by the intern and the company:

1. "Confidential Information" is defined as firm information that is deemed to be secure.
2. Any tangible information that the company gives the intern will be considered confidential information.
3. No information that (i) the intern already knows or (ii) comes from a third party without comparable restrictions or a violation of this agreement will be considered confidential.
4. Other than what is stated below, the interns will not divulge any confidential information.
5. Intern may disclose Confidential Information (i) to other interns who have executed non-disclosure agreement governmental agency or by requirement of law, and (iii) to the faculty member supervising the report.
6. The company is aware that the intern will not have signed non-disclosure agreements in order to fulfill the requirements of the course in which he or she is enrolled, and that the presentation will contain information about the intern's confidential information as well as any written materials the intern has prepared.
7. The Confidential Data that Company provides to interns will remain the property of company.

Student's Full Name & Signature:

Md. Saifur Rahman

Student ID: 24281012

Industry Supervisor's Full Name & Signature:

Md. Mahfujur Rahman

Deputy Manager, Sales & Marketing
Akij Textile Mills Ltd.

Acknowledgement

The intern would like to sincerely thank Brac University and "AKIJ INSAF GROUP" for providing the team of the 30th batch of PGD-KIM with these chances and for their support. The intern would especially want to thank them for their ongoing assistance and insightful recommendations.

The intern would like to thank Md. Mahfujur Rahman, the academic supervisor, once more for overseeing the seamless completion of the internship report. Additionally, he gave the intern time when it was required.

Additionally, the intern would like to express gratitude to Mr. SK Jamil Uddin, the company's head and director of ATML. Without their assistance, this report might not be full.

I would like to also thank the Marketing, MIS, and Factory divisions for their kind assistance in supplying information when required.

Executive Summary

Akij Textile Mills Ltd. (ATML), founded in 1998 and based in Dhaka, a sister concern of the **Akij Insaf Group**, one of Bangladesh's largest conglomerates. Initially focused on spinning, ATML has expanded into a fully integrated textile enterprise, including yarn dyeing, weaving, fabric dyeing, and finishing. Recognized as a significant contributor in both domestic and international markets with a diverse product portfolio that enhance efficiency and quality.

As part of my job, I frequently have to visit other business departments, including commercial, accounts and finance, spinning, weaving, dyeing, and finishing, and finally head office. The purpose of this paper is to identify the opportunities of "AKIJ INSAF Group and the industry," as well as the challenges in overall operation and the production process. I did my best to complete this work, but there are some limitations. The significance of this analysis is that specific, pertinent research is required, and I'll be able to overlook those.

Keywords: Woven Industry, AKIJ INSAF, AKIJ Textile, Marketing, Buyers.

Table of Contents

Declaration.....	ii
Letter of Transmittal	iii
Non-Disclosure Agreement	iv
Acknowledgement	v
Executive Summary	vi
Table of Contents	vii
List of Tables.....	ix
List of Figures.....	ix
List of Acronyms	x
Chapter 1 About Organization	1
1.1 Overview of the Industry	1
1.2 Vision & Mission.....	4
1.3 Goals & Objective.....	4
1.4 Organizational structure, Organogram, Branches and Departments.....	6
1.5 Products produced by the Industry	7
Chapter 2 Description about Task accomplishment	9
2.1 General Tasks of a Marketing Officer.....	9
2.2 Description of Task accomplishment.....	10
Chapter 3 Critical assessment of Internship work.....	16

3.1 Application of Generic and Industry specific courses during internship.....	116
3.2 Suggestion for industry improvement (based on internship).....	18
3.3 Learning for self improvement.....	19
Chapter 4 Conclusion	20
References.....	22

List of Tables

Table 1:	15 .
Table 2.....	17
Table 3.....	18

List of Figures

Figure 1:	Error! Bookmark not defined.
Figure 2:.....	12

List of Acronyms

BRAC	Bangladesh Rural Advancement Committee
BIGD	BRAC Institute of Governance Development
PGDKIM	Post Graduate Diploma on Knitwear Industry Management
ATML	Akij Textile Mills Ltd
R&D	Research & Development
AOP	All over Print
SWOC	Strength, Weakness, Opportunity & Challenge
FTD	Fabric Technical Data
TNA	Time and Action

Chapter 1

About Organization

1.1 Overview of the Industry

One of Bangladesh's top textile producers, Akij Textile Mills Ltd., was honored in 2025 for its inventiveness and sustainability. Akij Textile Mills Ltd. (ATML), a fully integrated textile powerhouse that provides spinning, yarn dyeing, weaving, and finishing services, was established in 1998 under the Akij Group and now operating under Akij Insaf Group. ATML employs highly qualified experts to produce high-quality woven fabrics, with 51,328 spindles and a daily production capacity of 40,000 kgs. The Ministry of Employment presented the company with the coveted Green Factory Award in 2025 in recognition of its dedication to environmentally responsible production and adherence to regulations. By making investments in environmentally friendly technologies and upholding the "Quality First" tenet, ATML continues to dominate the sector. Akij Textile Mills, a one-stop manufacturer for yarn and finished fabric, continues to set the standard for Bangladesh's textile industry by promoting responsible production and innovation for international markets.

The ATML employs 3000 people in total. The factory is located in Manikgonj's Golora. They have 17 renowned customers. The sister concern of Akij Insaf group are as below:

1. Akij Textile Mills Ltd,
2. Akij Flour Mills Ltd.
3. Akij Bakers Ltd,
4. Akij Printing & Packages Ltd.

As is well known, human resources are essential to the textile business. Here, ATML possesses a large and highly skilled human capital. This is the primary motivation behind this. Here, the executive and ATML board members have a common inner spirit that allows them to work together to accomplish any goal that seems insurmountable. Seniors maintain an extremely positive attitude toward participation, which is the primary phenomenon of this organization and ensures that all employees are highly engaged and inspired to see anyone into the biggest image and avail themselves of it. By providing them with high-end products and services of the highest caliber, this company has gained the trust of every one of its customers.

Working as a team is the cornerstone of any successful business. ATML is a firm believer in teamwork. They produce employees who are extremely motivated and talented. The business is maintaining and competitively increasing its share of the national GDP in this way. With the help of its human resources, this company is already reaching new heights and is confident that it will achieve its goal of being the top textile industry in Bangladesh.

The ATML spinning division is well furnished with cutting-edge equipment. Every piece of equipment comes from producers of reputable brands. The back process originates from Trutzschler, Germany; Zinser, Germany; and Rieter, Switzerland. Additionally, Autocoro from Schlafhorst, Germany, is used. For testing yarn and cotton, ATML has the newest generation of Uster equipment from Switzerland, including the UT-6, AFIS, and HVI. To create the highest quality export yarn, the cotton's quality, grade, and staple lengths are measured and categorized in the lab.

Beam Dyieng, Staubli Safir S60 Auto Drawing & Leasing, Quick style change(QSC) in weaving, Double Vertical Padder for finishing, Mercerizing with special stabilization

concept, 8 Dyeing vessels of 100gm package yarn dyeing machine from Ugolini, Italy for lab-to-bulk reproducibility, Boiler smoke exhaust injected into ETP to control PH and to avoid acid dosing in ETP which reduces carbon foot print and chemical consumption are Introduced by ATML for the first time in Bangladesh.

Latest Machinery at Akij Textiles includes Robotics piers Carriage on Schlafhrost Autocoro, which increase productivity as well as quality of the end Product.

1.2 Vision & Mission

The mission of Akij Textile Mills Ltd. (ATML) is to transform "mission impossible" into "mission possible" by producing high-quality products and demonstrating excellence in all of its undertakings, including yarn, dyed yarn, and fabric. Our company's goal is to develop the best solutions available to give our clients a competitive edge in the marketplace. The vision statement states that via continuous improvement; we will continuously surpass consumer expectations. Its goal is to lead the industry as trend setter.

1.3 Goals & Objectives

Creating durable items. Being the industry leader in eco-friendly production in Bangladesh's textile sector is the aim of Akij Textile Mills. The company has invested in energy-efficient machinery, wastewater treatment systems, and green technology to reduce its environmental impact.

Superior Quality. ATML prioritizes producing high-quality woven fabrics and clothing that satisfy global standards thanks to their "Quality First" concept. They ensure consistent quality control throughout their vertically integrated structure, which spans from spinning to finishing.

Innovative concepts and the use of modern technology. The business constantly upgrades its premises with the newest technology and automated systems to increase accuracy and production. This incorporates smart weaving and digital dyeing technology.

The expansion of the worldwide market. The goal of Akij Textile Mills is to increase international sales of its goods, with a particular emphasis on Europe, North America, and Asia. Their goal is to become the preferred supplier for clothes and fashion businesses worldwide.

The welfare and development of employees. With over 1,600 workers, ATML prioritizes skill development, workplace safety, and ethical labor practices to create a talented and driven workforce.

The main aim of the Akij Insaf Group and the textile business is to deliver the best product without sacrificing premium quality. This organization supports long-term business plans. They are therefore overly truthful in their customer service and company strategy.

1.4 Organizational structure, Organogram, Branches and Departments

1.4a Board & Management

The entire business is managed by the executive committee of Akij Insaf management. The Akij Insaf board of directors is what this is known as. A small group of powerful individuals govern this, and they are listed below.

1. Managing Director- Mr. Sk. Jamil Uddin
2. Director- Dr. Rezwana Afrose Shorony
3. Executive Director- Anup Kumar Saha
4. Advisor- Dr. Md. Ashraful Bari

1.4b Chart of Organization

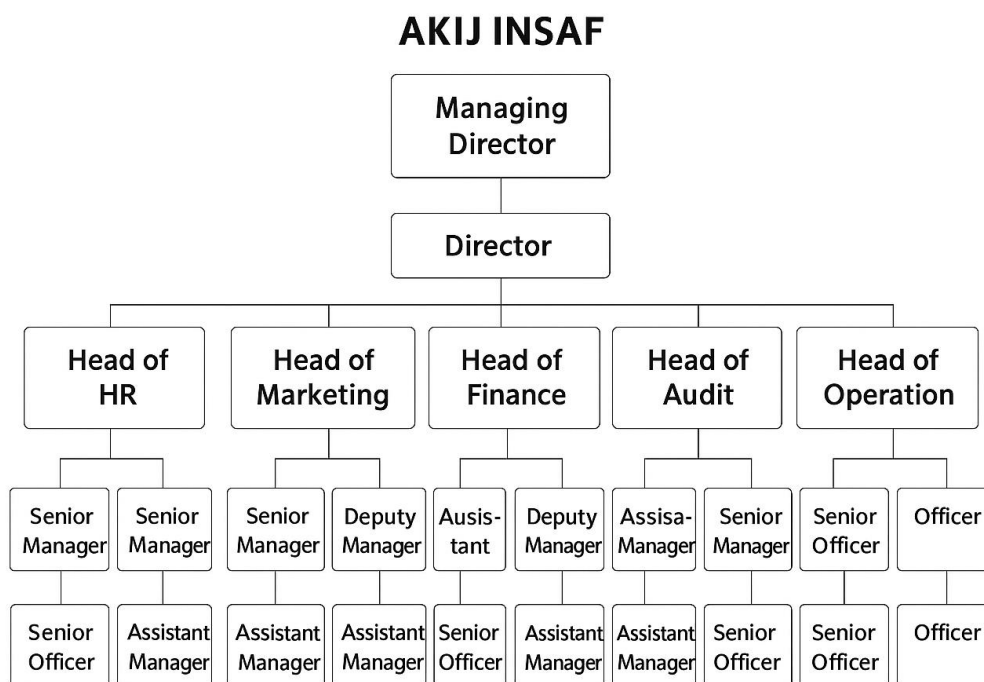


Figure 1: Organization Management Committee

1.4c Division of Akij Textile

Akij textile have textile, spinning, weaving & dying division located in Manikgonj. The segregation of Akij textile factory are Akij Textile Mills Ltd, Akij Spinning Mills, Akij Weaving Mills, Akij Finishing Unit.

1.5 Products produced by the Industry

Products:

Yarn: Ne 7 to Ne 60 with carded, combed, compact, compact twin, cores etc. of 100% Cotton (BCI & Organic), Cotton Slub, Cotton-Spandex, TC/PC, CVC, 100% Rayon & it's blends, Poly- Rayon-Spandex, Cotton-Poly-Spandex, Mélange, Neppy, Injected Slub, Siro Yarn, high slub yarn, wrappy yarn etc.

Weaves & designs: Plain, Oxford, Matt, Twill, Herring Bone Twill, Satin, Double Cloth, Bed ford Cord, Crepe, Fil-A-Fil, Poplin, Chambray, Dobby, Hounds-tooth, Rib-Stop, grindle, Flannel, cavalray twill, seer-sucker etc.

Finishes: Reg. Soft, Soft, RFD/PFD, ETI/Easy Care, Mercerized finish, Chintz, Paper Touch, Bio-Polish, Anti-microbial, Teflon, Mechanical Stretch, Wicking/Quick dry finish, Water Repellent finish, Carbon Peach, Diamond Peach, Brush & many more finishes on fabrics as per customer expectation.

Capacity:

Yarn Dyeing Capacity: 25 M.Tons/Day

Fiber Dyeing (Melange) Capacity: 40 M.Ton/Day

Solid Dyeing Capacity: 70,000 Yards/Day

Weaving Capacity: 3.00 million Yds/ Day.

Finishing Capacity: 400 million Yards/Month (180 M yds/month for Solid Dyed Fabrics & 220 M yds/month for Yarn Dyed fabrics).

Our Major Customer: H&M, GU, K-Mart, LCWAIKIKI, Next, Tom-Tailor, Inditex, LPP.

Development process: UNIQLO (Nominated), Walmart, VF Asia, EXPRESS etc.

Our Certification: OEKOTEX-100, BCI, OCS, GOTS, DETOX, RCS etc

Chapter 2

Description about task accomplishment

2.1 General task of a Marketing officer

Marketing :

A marketer's primary goal is to promote their own goods. Building strong business relationships with customers is essential. We must draw them in with our own merchandise. A marketing professional's secondary motto is to boost the company's profitability.

Executions of orders :

#1 Artwork Sent: Initially, the supplier (ATML) receives AW from the final buyer. To move on with fabric processing, the AW provides the fabrication, color, pattern, and quality.

#2 Proceed for Labdip, Strike Off & Sample Yardage: Intern moved forward with a sample development after receiving the AW. It could be a labdip, handloom, strike-off, or a full sample yardage.

#3 Pricing: Intern started the costing process in the meantime and shared it with the buyer.

#4 Submit Price, Lead Time & Quality: Intern then sent the pricing and development to the buyer's end for approval.

#5 Negotiation with buyer: Following that, the buyer haggles over the price. I always favor prices that include the lowest profit margin permitted by my business.

#6 Final Approval & Booking : The buyer supplied the final booking following final approval.

#7 Order Place to Factory: I placed the order with the factory with the authorized quality after receiving the final reservation.

#8 Regular Follow Up: We must perform appropriate production follow-up in order to fulfill the request.

#9 Submit PP Sample: Since the buyer always requests the PP sample prior to delivery, I had sent it to them before delivery.

#10 Bulk delivery: Once I had the PP's clearance, I delivered the items to the appropriate garments

Customer service: A marketer's responsibilities do not end with product delivery. If a product's quality is compromised, we must offer all services.

2.2 Description about task accomplishment

The intern had 66 days to finish the internship. Intern had separately visited six departments here and made every effort to thoroughly visit every department in order to observe all of the operational systems, technology, procedures, and departmental concerns.

Intern had spent the first sixteen days at the corporate office dealing with all of the commercial and marketing issues. then spent the next thirty days keeping an eye on industrial operations. Following that, spent the next ten days with the buyers, discussing marketing issues once more.

At last ten days trying to identify challenges and areas for growth.

2.2 a : HR. Admin & Compliance Dept.

One of the key components of any firm is HR, Compliance, and Administration. They are in charge of hiring, managing, training, attendance, paystubs, leave, performance management, and skill management, among other things. At ATML, HR use ERP system for all the work.

Administration is in charge of transportation, security, housekeeping, healthcare, waste management, entertainment, child care, religious activities, etc. The administration of AKIJ Group is quite strong and rigid.

The compliance department combines the perspectives of policy declarations and ethical standards. This unit is essential to meeting the buyer's numerous social and environmental needs.

2.2 b : IT (Information Technology) Dept.

There is an IT support group just for the Akij Insaf group. The head office is where they have their office. To support all of this group's units, they have an enormous amount of manpower. They are in charge of all IT services, including programming, software installation, PC installation, printer and scanner installation, and more. They respond to troubleshoots promptly, and they have too many personnel.

2.2 c : SCD (Supply Chain Dept.)

The ATML SCL group has a lot of expertise. Logistics and supply chain management are typically associated with planning and managing an organization's operations as well as coordinating amongst organizations to ensure that the right item is delivered in the right quantities to the right customer at the right time and at the right cost. The two segments that are linked to the stock/store segment and the export-import/business section make up the ATML SCL Section. Department of Business. Send the bank's issue Exp., packing list, and invoice to C and F agents. spot reservation with the forwarder for shipping by air and sea, Verify Draft HAWAB, FCR, and BL, and confirm Release OBL/HBL/HWAB. Comply with the bank's acknowledgment and the Cash Incentive document plan before submitting it. Provides rundown, monitoring and managing PI and receipts, and other relevant reports for import. In order to release the shipment, the conveying line, port person, and C and F must be continuously pushed. preparing and documenting the opening, importing, clearing, and mailing of L/C. Likewise, get the audit firm's support. Office of Stock As products are delivered, empty the material, count, inspect for damage or deficiencies, and prepare a report. Fill out the vendor's consignment note (Challan), the goods inward paperwork, the day book, and the daily collection register. Make arrangements for the examination and finish the evaluation. In the

event that merchandise is refused, prepare a goods rejection memo and a goods receipt note (GRN). Forward distinct records to distinct divisions.

2.2 d : Finance & Accounting Department :

Finance management is another name for corporate or commercial finance. Financial management is the managerial activity that deals with planning, organizing, controlling, monitoring, and directing. The following outlines the connection between accounting and finance.



Figure 2: Accounting's Relationship

The finance and accounts team's activities for the Akij Insaf group are listed below.

- The procurement-related work
- Export-related tasks
- A report from the Management Information System, or MIS.
- Administrative and HR-related tasks

2.2 e : R&D (Research and deployment) Department :

R&D stands for research and development of new and innovative products. ATML has a famous R&D department. Not every market waits for the same and standard products. Particularly in western nations, people are constantly searching for new things. In order to meet the wants of the clients, a quotative market research study must be conducted. The foreign-born leader of ATML's product development or research and development is constantly putting in a lot of effort with his team to become one of the greatest R&D departments in the nation.

2.2 f : Marketing Department.

A marketer is someone who works in marketing and merchandising. Marketing is the process of promoting one's own commodities; in our trade, the items are fabric, yarn, and graige. 5R is associated with a marketing issue; its definition is provided below

.

Right Place : The marketing concern have to be at the right place where it is needed.

Right Quality : The quality of his products have to be up to the mark.

Right Quantity : They have to deliver the right quantity of products to the buyer end, which quantity is going to be paid by him.

Right Cost : The marketer have to finalize the correct amount of cost in which the customer are willing to place order & also the company gets benefited.

Right Time : OTD (On time delivery) is the ultimate motto of all the marketer. They have to be careful that the customer does not need to wait a long for their product

ATML has a large and highly skilled marketing team. The marketing department employs about 30 workers to handle up to 70 buyers. Since the industry is currently highly competitive and the cost of raw materials is increasing daily, being a marketer is a very difficult profession.

2.2.f (i) Fashion Marketer:

The person in charge of all sales promotions is the fashion marketer. He must do every task required to satisfy the needs of the client up until the order's final dispatch.

2.2.f (ii) Export Marketer:

Fabric export marketing encompasses all of the planning and actions that take place from customer communication and order receipt to the final delivery.

2.2.f (iii) Retail Marketer :

Retail marketing is the process used to carry out retail sales. Here, the marketer must closely examine the things being offered for sale, decide on their price, and decide how best to display them to the target audience.

2.2.f (iv) Visual Marketer:

These days, visual marketing—which refers to the methods of showcasing the products to customers—is crucial. A visual marketer's use of more creative strategies results in higher sales growth.

2.2.g : Roles of Marketing Concern at ATML

- Product development and order fulfillment.
- Providing a high-quality sample that the buyer requires and performing a thorough consumption and cost analysis.
- Cost negotiations with the buyer to determine an affordable price.
- Place orders at the plant and help the quality and production teams as needed.
- Deliver the product on schedule and offer post-delivery services if required.

2.2 h : Quality Management

The quality of the products is a constant concern for the Akij Insaf Group. For this reason, they have a 40-person, highly regarded quality management staff. They are qualified in Buyer's RQS and have a good education. From the fiber to the finished fabric, the ATML quality control team is highly used to maintaining high standards of quality throughout the entire process. The QAD working technique does not permit the slightest bit of recklessness.

2.2 I : Operation Dept

One of the most crucial aspects of any industry is its operations department. Our textile industry's operations department begins with the spinning department and ends with the final fabric. Here, fiber serves as the primary raw material and undergoes numerous processes to become final cloth. I've included a list of every department and employee below.

SI	Name of the Department	Manpower
1	HR, Compliance & Admin	30
2	Operational dept	100
3	R&D dept	30
4	Customer Care dept	5
5	Engineering dept (Civil, electrical, mechanical)	40
6	Planning Team	20
7	Marketing Dept	30
8	QAD dept	40
9	Inspection dept	70
10	Production dept	1100
11	Delivery dept	55
12	Commercial dept	20
13	Accounts & financial dept	20
14	IT dept	20
15	Supply chain dept	15
16	Others	5
	Total	1600

Table 1: Operation Dept

Chapter 3 Critical assessment of Internship work

3.1 Application of Generic and Industry specific courses during internship

Conventional and industry-specific courses are offered throughout academic research, which was helpful in my line of work. A lot of relevant thinking is prompted by the application of general courses, particularly leadership, motivation, teamwork, management of activities, business way, and sustainability. Furthermore, we are encouraged to observe the organization's structure via the Industrial Engineering, Merchandising, Quality Management, and Fashion Pattern courses.

I learned how to plan for business growth and business procedure thanks to my generic courses. This is where SWOC analysis provides a framework for decision-making. In accordance with my syllabus, I created a Talisman SWOC analysis. For every association, initiative is crucial. A good leader can bring the best with few resources and motivated workers, and a bad leader can accomplish the opposite. I learn about Leadership Tactics in a traditional course, which greatly aided me in identifying actual problems in an entry-level role. I can view things in a variety of ways thanks to my logical abilities.

I am better able to make the correct decisions thanks to the Industry Specific Course. The quality management system, advanced manufacturing system, and advanced merchandising system all make it easier for me to understand the framework's problems.

Through SWOC analysis, we may identify our strengths, weaknesses, opportunities and Challenges. In order to understand what we must do and how to get better, we also explored lean management.

Strength	Weakness
Management of skills and teamwork	No raw material in stock because prices are rising
highest levels of investment in this field	Using the old approach
robust transportation systems	unwillingness to accept new procedures and products
Delivery on schedule	No section for printing
a solid financial foundation	Traditional training techniques
Modern equipment	worker with poor performance
High levels of compliance	
High-quality item	
Opportunities	Challenges
Opportunity to get large bottom-based orders	More wastage at different section
ATML's low price creates opportunities to get orders from other mills.	Insufficient stock of RAW material
A few new items have already been introduced.	

Table 2 – SWOC analysis of factory

3.2 Suggestion for industry improvement

Dept Name	Analysis of problem	Area of development	Method to upgrade
HR, Admin & Compliance	Performance management is not tracked, and employers are unwilling to offer employment services in a reasonable manner.	Assessment of every employee in every department. Expand to offer services to employees	Assure the KPI system and set up the SOP procedure.
Accounts & Finance	No standardization of work is present	Standard work procedures must be established.	Creation of an effective SOP and visual management
Marketing	Being too reluctant to participate in the free market	Working hardly at the open market to get orders	Analyze the current market and customer needs. Adhere to the latest trends
R&D	Lack of desire to develop new techniques and products	Research on new items and methods must continue.	Change the R&D workforce and make sure SOP is followed in every procedure.
Production	The old way of working	The work approach has to be modified.	Use of modern technology
Printing Dept	Absence of printing facilities	Setting up a printing department is necessary.	

Table – 03 dept wise suggestion for improvement with method & technology

3.3 Learning for self-improvement

- Throughout this internship, I have examined every labor method and process used in fabric processing and marketing.
- I now have a thorough understanding of every type of woven fabric.
- I have gained practical knowledge of the fabric making process.
- Here, I've improved my communication skills.
- I now know how to properly negotiate with a buyer on both price and quality.
- Understand each department's roles and responsibilities.

I am able to utilize the knowledge and abilities I acquired from the internship project at my place of employment. This will have a great practical impact on my coming working future.

Chapter 4

Conclusion

The internship at Akij Insaf Group offers a valuable blend of professional exposure, skill development, and corporate culture immersion, making it a meaningful stepping stone for aspiring professionals.

Reflecting on the internship experience at *Akij Insaf Group*, it becomes clear that the program is thoughtfully designed to provide interns with hands-on learning in key departments such as Accounts, Finance, and Payment Compliance. Interns are entrusted with real responsibilities—from internal audits and reconciliation to compliance tasks—which not only enhance their technical competencies but also foster a deeper understanding of corporate operations.

The work environment at Akij Insaf Group is known for being supportive and dynamic, with opportunities to collaborate across teams and receive mentorship from experienced professionals. Interns often highlight the positive workplace culture, access to learning resources, and the chance to contribute meaningfully to ongoing projects.

Moreover, the internship serves as a gateway to understanding the broader business ecosystem of one of Bangladesh's leading conglomerates. Interns gain insights into industry practices, ethical standards, and strategic decision-making, all of which are crucial for future career growth.

In conclusion, completing an internship at Akij Insaf Group is not just about fulfilling academic requirements—it's about building a foundation for a successful career. The experience equips interns with practical skills, professional confidence, and a clearer vision of their career path in the corporate world.

4.1 Summary

I looked for a connection between what I had studied in the PGD course and what the practical implications were throughout the entire internship project. As everyone knows, one of the most prestigious textile enterprises in the nation is ATML. This has significantly altered my perspective on the marketing department's work. I owe a debt of gratitude to the PGD course, BIGD, Brac University and Akij Insaf for giving me this wonderful chance.

4.2 Recommendations

The Akij Insaf Group is among the most prosperous business groups in the nation. ATML has already reached new heights in the textile business. They rank among the top exporters in the nation. I have offered some advice and highlighted certain areas for improvement in the internship report, even though I think they are headed in the right direction.

References

[1] <https://akijtextile.com/>

[2] <https://www.textiletoday.com.bd/>

[3] Textile newspapers

[4] Mostly by the help of my internship supervisor & colleagues.

[5] Annual Report of ATML