

Internship Report On
Reedisha Knitex Ltd
A Fully Export Oriented Knit Composite Garments Factory

By

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An internship report submitted to the Executive Development Center, Brac Institute of Governance and Development (BIGD), Brac University in partial fulfillment of the requirements for the degree of
Post Graduate Diploma in Knitwear Industry Management (PGD-KIM)

Executive Development Center, BIGD
Brac University
March, 2026

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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.

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Academic Supervisor's Full Name and Signature:

James Ward Khakshi
Prog Coordinator,
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Letter of Transmittal

James Ward Khakshi
Program Coordinator,
BIGD, Brac University
66 Mohakhali, Dhaka-1212

Subject: Submission of Internship Report on Reedisha Knitex Ltd.

Dear Sir,

This is my great pleasure to place my internship report on Reedisha Knitex Limited, which I was appointed by your direction.

I have attempted my best to finish the report with the essential data and recommended proposition as compact and comprehensively manner as possible.

I trust that the report will meet the desired outcomes.

Sincerely yours,

Md. Rafikul Islam
ID: 1000055568
Executive Development Center, BIGD
Brac University
Date: March 15, 2026

Non-Disclosure Agreement

This agreement is made and entered into by and between Reedisha Knitex Ltd. and Md. Rafikul Islam Student at EDC, BIGD, Brac University. The purpose of this agreement is to ensure the confidentiality of any proprietary or sensitive information shared by the disclosing party and to prevent its unauthorized use or disclosure. The Recipient agrees to maintain the confidentiality of the disclosed information and to use it solely for the internship program. The recipient also commits to taking all necessary measures to safeguard the information and promptly notify the disclosing party of any unauthorized disclosure or use. Upon completion of the internship or at the request of the disclosing party, the recipient will return or destroy all confidential information. This Agreement governs the parties' obligations and supersedes any prior agreements or understandings.

.....

Student's Full Name and Signature:

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Industry Supervisor's Full Name and Signature:



Jaber Ibna Hossen
Senior Manager,
Marketing and Merchandising
Reedisha Knitex Ltd.

Acknowledgement

First and foremost, I express my sincere gratitude to Almighty Allah for providing me with the strength and perseverance to fulfill my responsibilities as an intern and to complete this report within the stipulated timeframe.

This report is the culmination of my industrial training and research at Reedisha Knitex Ltd., a sister concern of Group Reedisha. I am deeply grateful to my academic and industrial supervisors, colleagues, and co-workers who supported me throughout every stage of this project.

I would like to extend my heartfelt appreciation to my industrial supervisor, Mr. Jaber Ibna Hossen, Senior Manager (Marketing and Merchandising), for his invaluable mentorship and professional insights. I am also indebted to my academic supervisor, James Ward Khakshi, Program Coordinator at BIGD, BRAC University, for his continuous guidance and academic support.

I want to express special thanks to the Government of the People's Republic of Bangladesh and the Ministry of Finance for establishing the Executive Development Center (EDC) at BRAC University which offers Post Graduate Diploma in Knitwear Industry Management (PGD-KIM) and also thanks to Asian Development Bank (ADB) for providing financial support for the Skills for Employment Investment Program (SEIP).

In the development of this report, I leveraged AI-assisted technologies as supportive tools to refine the linguistic clarity and structural flow of the narrative. Furthermore, these tools facilitated the preliminary literature review by helping to identify diverse global practices and case studies. However, the conceptual framework, critical analysis of the findings, and all final conclusions are the result of my independent research and intellectual effort. I maintain full accountability for the originality and academic integrity of this work.

Executive Summary

This report encapsulates a three-month intensive industrial residency at Reedisha Knitex Ltd. (RKL), a flagship unit of Group Reedisha. The primary objective was to move beyond the silos of individual departments and develop a systemic understanding of a vertically integrated textile giant. In the contemporary RMG landscape, excellence is not merely a product of machinery, but of the seamless synthesis between human capital and technical precision. By immersing myself in RKL's high-performance ecosystem, I was able to bridge the gap between theoretical knitwear management and the tangible complexities of global supply chain demands.

The scope of this study involves a critical cross-functional analysis of the following divisions:

Marketing & Merchandising: Strategic account coordination and value-chain integration.

Design & Supply Chain: From conceptual product development to raw material logistics.

IE & Production Planning: Optimization of industrial efficiency and capacity scaling.

Knitting, Dyeing, & Finishing: The technical conversion of yarn into high-specification fabric.

Garment Assembly: Precision cutting, sewing, and rigorous export-quality assurance.

Rather than providing a purely descriptive overview, this report evaluates the internal workflows and business strategies that sustain RKL's competitive edge. It concludes with evidence-based recommendations designed to enhance operational agility and industrial sustainability. Ultimately, this report reflects the advanced analytical framework cultivated through the BRAC University PGD-KIM program, documenting a professional evolution from observer to a strategically-minded industry contributor..

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Chapter 1: About Organization

1.1 Overview of the Industry

Reedisha Knitex Ltd. is a well-reputed knit item manufacturer and exporter company in Bangladesh's RMG sector. Reedisha Knitex Ltd. is a 100% export-oriented composite knit textile unit, established in the year of 2003 with the commitment to cater to the global needs for knit and casual clothing lines, employing the state-of-the-art technology.

Reedisha Knitex Ltd encompasses the best equipment related to the garments industry such as knitting, dyeing, cutting, sewing, finishing and packaging with sufficient supportive backward linkage facilities by establishing Reedisha Spinning Ltd to fulfill Knit Yarn requirement. It manufactures and exports knit garments for men, women, boys and girls. The factory also produces maternity wear and sportswear as well. Top-listed customers from across the globe are enlisted in Reedisha Knitex Ltd. to purchase their entire knit item. RKL has established partnerships with globally recognized buyers like Zara, OVS, Kiabi, Bershka, Pull and Bear, Mango, Lefties, Umbro, Kappa, Lands' End and many more. The company maintains uncompromising quality and standards of the products throughout the production steps from knitting to packing. Skill and professional team members monitor and control product quality with high care.

Knitted 100% cotton fabrics, the company produces knit garments with confidence in textiles and free from any harmful substance. Because of maintaining such international standards, the company awarded Oeko-Tex Standard 100 certification (Class I that covers products with direct contact to skin). RKL holds other globally recognized certifications including Sedex, WRAP, GOTS, OCS certificate, CU certificate and BCI certificate. RKL is committed to providing quality garments at a reasonable price within the agreed lead time for customer satisfaction through professional excellence by skilled management. RKL gradually expanded its business units, developing a highly skilled workforce and integrating sophisticated technologies to become a globally competitive RMG manufacturer.

Moreover, endless efforts to ensure internationally accepted employment practices. Besides exporting, this company also focuses on worker safety, health issues, and environmental issues and also does many CSR activities.

Name of the Factory	Reedisha Knitex Limited
Factory Address	Dhanua, Nayanpur, Sreepur, Gazipur, Bangladesh
BGMEA REG No.	3845
Total Employee	5240
No. of sewing Line	140
Capacity	168000 pieces T shirt per day
	110,000 kg Gray Fabrics per day
	90,000 kg Finished Fabrics per day

Table 1: Company Profile

1.2 Vision, Mission and Objective

Vision

Group Reedisha aims to become a leading and trusted name in the textile and apparel industry of Bangladesh and beyond. It strives to achieve global recognition through excellence in quality, ethical business practices, advanced technology, and a skilled workforce.

Mission

Group Reedisha is committed to delivering superior quality products, reliable service, and timely delivery to its global customers. It seeks to strengthen Bangladesh's position in the global textile market while fostering a supportive and productive working environment where employees are valued as partners in progress.

Objectives

Operational Excellence: To maintain a competitive edge in the global market by constantly upgrading production capabilities through automation and the continuous upskilling of the workforce.

Quality and Service Commitment: To achieve leadership in product quality and timely delivery, while operating state-of-the-art machinery at full capacity to maximize output.

Sustainable and Ethical Growth: To implement eco-friendly industrial practices and uphold

the social compliance standards required by international buyers, ensuring long-term environmental and social responsibility.

Human Capital Development: To foster a productive and congenial working environment where employees are valued as real partners in production, encouraging the long-term loyalty that has defined the company since 2003.

1.4 Organizational structure, Organogram, Branches and Departments

The organizational structure of Reedisha Knitex Ltd follows a hierarchical management system to ensure efficient decision making and operation control. At the top Reedisha Knitex Ltd. is a 100% Composite knit garments factory. It has Spinning, Knitting, Dyeing, Printing, and Embroidery, Sewing, Finishing and Packing units. The total business is running in different units. Group Reedisha business units are:

Category	Factory Name
Spinning	Reedisha Spinning Ltd.
	Reedisha Blended Yarn Ltd.
	Formula 1 Ltd.
Knit Composite	Reedisha Knitex Ltd.
	PA Knit Composite Ltd.
Garments	Reedisha Texstripe Ltd.
Printing and Packing	Reedisha Printing and Packing Ltd.

Table 2: Business Units of Group Reedisha

Organogram

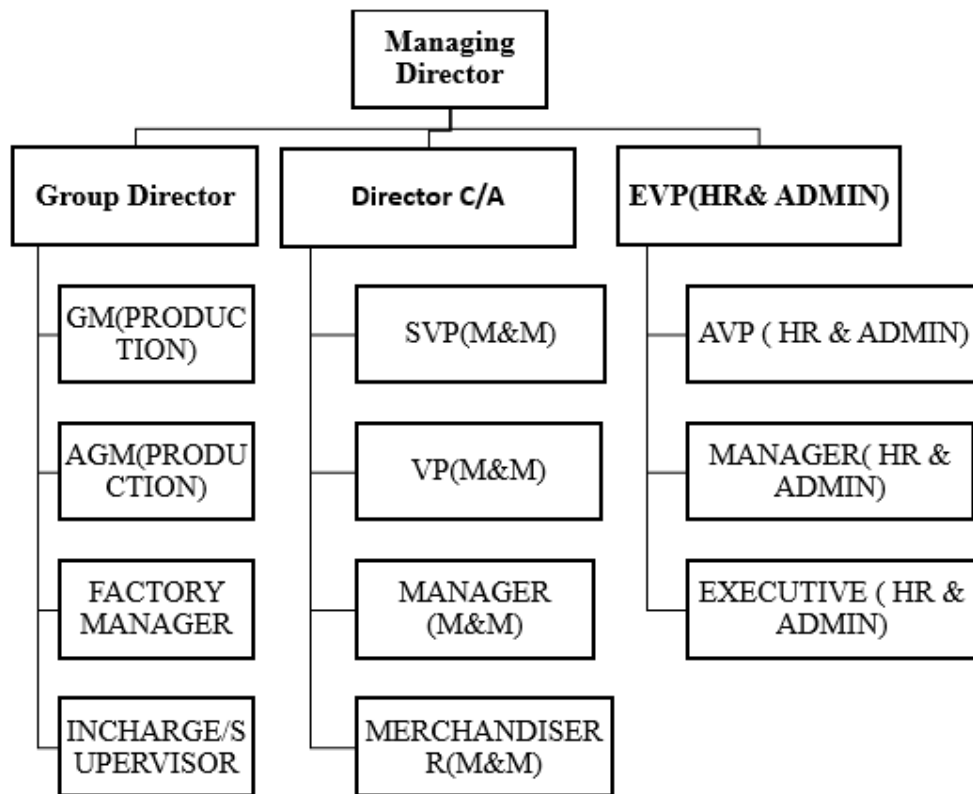


Figure 1.1: Organogram

Organogram of this company

The organizational hierarchy of Reedisha Knitex Ltd. is led by the Managing Director, who provides the primary strategic oversight. The corporate structure is divided into three core functional divisions, each managed by senior executive leadership. These divisions encompass the Textile and Apparel operations, the FMCG sector, and centralized support services including backward linkage and corporate affairs. This streamlined framework ensures efficient communication and specialized management across the Group's diverse industrial activities. The operational structure of Reedisha Knitex Ltd. is categorized into three primary wings, each maintaining a specialized chain of command:

A. The Production Team (Reporting to the Group Director): This is the "engine room" where the actual manufacturing happens. It follows a pretty standard factory setup:

GM & AGM (Production): The heavy hitters who handle the big-picture strategy.

Factory Manager: The person on the ground keeping the day-to-day operations moving.

Incharge/Supervisor: Our front-line leaders who work directly with the crew.

B. Commercial & Marketing (Reporting to the Director C/A) : This wing deals with the "business" side—think trade, supply chains, and all things marketing (M&M).

SVP & VP (M&M): Senior leadership guiding the brand and market presence.

Manager (M&M): Mid-level management keeping projects on track.

Merchandiser: The hands-on folks handling product development and coordinating orders.

C. HR & Admin (Reporting to EVP - HR & Admin): This is the backbone of the company, making sure the people and the office are taken care of.

AVP: Helping lead the department's overall vision.

Manager: Dealing with the nitty-gritty of policies and office administration.

Executive: The go-to person for daily HR tasks and keeping things running smoothly.

Departments

The organizational architecture of Reedisha Knitex Ltd. is designed as a vertically integrated ecosystem, where distinct functional units collaborate to translate buyer concepts into export-ready garments. The following table delineates the strategic contributions of these departments within the industrial value chain:

Functional Segment	Core Departments	Strategic Contribution
01. Executive Control	Admin, HR, & Compliance	Oversees human capital management and ensures all operations align with international social compliance and safety standards.
02. Commercial Interface	Marketing & Merchandising	Functions as the strategic link between global buyers and production; manages the entire order lifecycle and material coordination.
03. Fabric Technology	Knitting, Dyeing, & R&D	Manages the technical transformation of yarn into finished fabric, focusing on R&D for shade accuracy and textile performance.

04. Technical Engineering	Design, CAD, & Sampling	Translates creative concepts into technical blueprints. Uses CAD to optimize fabric consumption and provides physical prototypes for approval.
05. Production Strategy	IE & Planning	Drives bulk production efficiency through capacity planning, line balancing, and the optimization of industrial workflows.
06. Value Addition	Printing & Embroidery	Executes specialized garment embellishments using advanced techniques tailored to specific buyer design requirements.
07. Supply Chain	Purchase & Inventory	Manages the procurement and in-housing of all trims and accessories, ensuring material availability aligns with production timelines.
08. Manufacturing	Sewing, Finishing, & Quality	The primary assembly phase where raw components become final products, supported by a rigorous "Zero-Defect" quality assurance framework.
09. Global Logistics	Commercial & Export	Handles the financial and legal complexities of trade, including L/C management, vessel booking, and documentation for shipment.
10. Systems Support	IT, Maintenance, & Safety	Ensures infrastructure stability and workplace security through technical support, auditing, and comprehensive fire safety protocols.
11. Resource Recovery	Store & Waste Management	Implements sustainable protocols for inventory management and the ethical handling of industrial byproducts and leftovers.

Table 3: Departments of RKL

1.5 Products or services produced by the Industry and Buyer Lists

Reedisha Knitex Ltd. maintains a diverse and sophisticated product portfolio, specializing in the manufacture and global export of high-quality knitwear for men, women, and children.

The organization's production capabilities are engineered to meet the rigorous standards of international fashion brands, spanning across activewear, casual apparel, and loungewear.

The core product categories include:

Active & Sportswear: Technical outerwear including high-performance Hoodies, Sweatshirts, and moisture-wicking Tank Tops designed for the global athletic market.

Casual Essentials: A high-volume range of T-Shirts and Polo Shirts, characterized by superior fabric finishing and stitch precision.

Bottoms & Athleisure: Specialized manufacturing of Leggings, Shorts, and Pajamas, utilizing fabrics with high elasticity and recovery properties.

Lifestyle & Intimate Apparel: A comprehensive collection of Long Dresses and Nightwear, focusing on comfort, drape, and aesthetic appeal.

By maintaining this versatile manufacturing range, RKL effectively mitigates market risks through product diversification, ensuring it remains a preferred partner for global retailers seeking a "one-stop" solution for knitwear sourcing.

Buyers

Reedisha Knitex Ltd. has some renowned buyers and exports garments to 48 countries all over the world. Below is a list of different countries and clients:

Origin of Buyer	Buyer's Name
Sweden	H&M
France	Kiabi, Auchan
Spain (Inditex)	Zara Man, Zara Kids, Lefties, Pull&Bear, Bershkha
USA	Lands' End
China	Bossini
Italy	OVS, Kappa
UK	Charter House, Primark
Germany	NKD

Table 4: Country Wise Buyer List

Chapter 2: Description about task accomplishment

During my internship period, I worked in several departments to learn the total industrial procedure briefly. Generally, Reedisha Knitex Ltd runs its operations with many departments. Among them, I was mainly assigned to **six departments** to complete my internship program. Also, I pay special attention to the production and merchandising department as this is the key role-player department.

SL. NO.	Department Name	Working Day
i	Marketing and Merchandising	13
ii	Design Team	13
iii	Supply Chain	10
iv	Industrial Engineering and Planning	10
v	Knitting and Dyeing	10
vi	Cutting, Sewing and Finishing	10
	Total	66

Table 5: Internship Department and Days

2.1 Marketing and Merchandising Department

Merchandising is the process of ensuring the right product, price, quality, and delivery time through effective management of sampling, material sourcing, production follow-up, and shipment. In Bangladesh, Reedisha Knitex Ltd. is a well-known clothing manufacturer. To maintain the quality of the company's output Reedisha put together a marketing and merchandise team that was well-organized. Below is the organizational chart for the Marketing and Merchandising department:

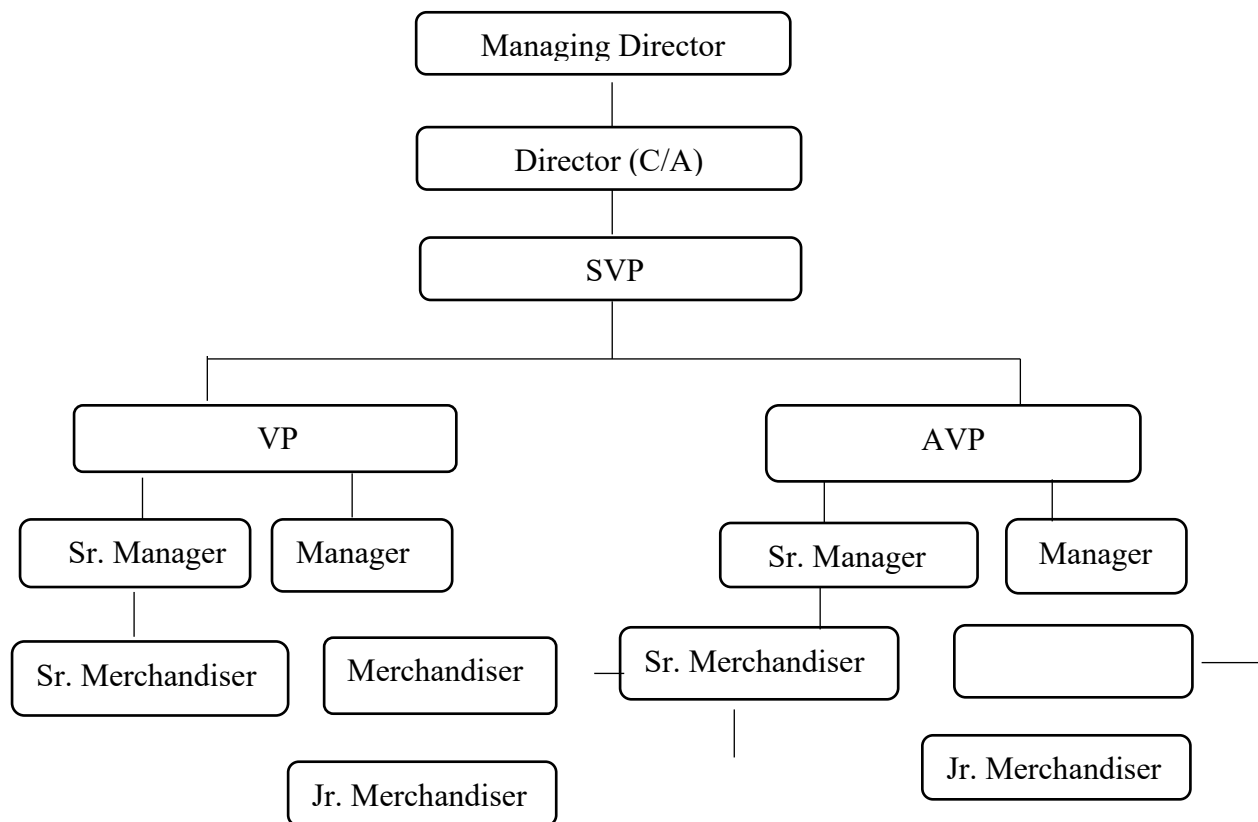


Figure 2: Marketing and Merchandising Department Organogram

The Marketing and Merchandising division at Reedisha Knitex Ltd., based in Tejgaon, is the strategic hub of the organization. From global clients to factory ready goods are well maintained by a team of 60 professionals and plays vital role by being the bridge. The core of their success lies in cross-functional collaboration. The Marketing and Merchandising team works in tandem with every stage of the supply chain from spinning, knitting, dyeing, sample section, cutting and cad department, production department, supply chain department, store, quality department, and others, as needed to ensure that their 90% on-time shipment rate is maintained without compromising on quality. By staying attuned to global fashion trends and maintaining modern display centers, Reedisha continues to expand its footprint in the international market.

During internship, I do have the scope to learn how the team merchandising work in RKL, how to handle buyer who place order with a target price and with a lead time and merchandisers arrange to make it possible without compromising the quality. My internship experience allowed me to dive deep into the world of merchandising. I was actively involved in product development, sampling, and costing, while also learning of negotiation with buyer. By coordinating directly with the production floor, I helped monitor manufacturing processes to ensure that every garment met the precise specifications of their clients. It was a privilege

to work alongside such a high-energy, experienced team. This team is the heart of RKL factory

2.2 Design Team

The design team mainly focuses on offering new quality and styling to buyer by following trend. During this procedure they follow some stages as below:

- Trend Research and Inspiration Stage: Research global trends like colors, yarn types, patterns, styling. Follow brands like Zara, H&M, and Primark and create mood board, color palette and design concept. After analyzing they go for Seasonal design direction.
- Design Development Stage: In this stage they draw sketches/make cad, select fabrics or accessories and make a technical file so that they can proceed for sample. Keep it for their record in this stage.
- Sampling and Prototype Stage: Make a proto sample following tech file by the sample section. Check samples GSM, shrinkage, wash result and fit. Modify design if needed.
- Buyer Presentation Stage: Present Prototype to buyer, collect buyer comments and proceeds for revise sample if it is needed. In the mean time they provide all details to Merchandiser team so that they can make total costing of the prototype.

During my internship, I do have the scope to learn about the ways how designer works and how they research about global trends and go for proto sample. I have got a wonderful opportunity to closely work with the design team. My academic supervisor was invited to attend a buying trip for marketing of Reedisha Knitex Ltd at Spain for buyer Zara Kids. So, while they were working with focusing this trip, I worked with Design team closely and it was a great experience with them. I directly coordinated with designer team with focusing this buying trip and have suggested about some color selection and trends for Zara and made some proto.

2.3 Supply Chain Department

As we all know about the supply chain department which plays role as bridge or connector of all requirement till delivery to consumer, and in fashion or apparel company is most important. The supply chain department in the garment industry is an important part of a fashion or apparel company's overall operations. At RKL, the supply chain department serves

as the backbone of our production and delivery systems. Their primary mission is to synchronize the flow of goods and information from providers to clients, ensuring that raw materials are always on hand to support continuous manufacturing. By balancing cost-effectiveness with timely delivery, this team plays a critical role in client satisfaction. Their success is rooted in tight collaboration with the production, merchandising, and retail departments, ensuring that every stage of the process operates with maximum efficiency. During my internship in the Supply Chain department, I was assigned a variety of supply chain-related activities. Some of the things I completed throughout the internship could include:

- Sourcing and procurement: The supply chain department is responsible for sourcing raw materials, fabrics, trims, and accessories required for garment production. This includes locating trustworthy suppliers, negotiating rates, and managing supplier relationships. I also work closely with several vendors to obtain trims and accessories at the lowest possible cost while ensuring the highest quality.
- Inventory Management: Maintaining the proper inventory levels is critical to meet the manufacturing department's daily requirements. The main rules are to maintain a minimum amount of inventory for each item that is required.
- Production Planning: Supply chain professionals collaborate with other departments to create production plans that make efficient use of resources like machinery and personnel. They want to minimize manufacturing delays and bottlenecks. Production planning is critical for securing orders and executing them on time, as well as supporting on-time accessories in-house.
- Analysis and Metrics: Analyzing and reporting on supply chain performance parameters such inventory turnover, order cycle time, and lead time.
- Inventory: Assisting with inventory management, such as completing counts and correcting discrepancies.
- Evaluation: Participating in vendor selection and evaluation processes, such as conducting research, creating reports, and reviewing supplier performance data.
- Other Strategies: Assisting in the development and implementation of supply chain improvement projects such as process optimization, automation, and cost reduction techniques.

During my internship in the supply chain department, I gained hands-on experience with various aspects of supply chain management, including logistics, inventory management, and vendor management. I may have also learned about supply chain technologies and tools, such as ERP systems, logistics software, and supply chain analytics.

2.4 Industrial Engineering and Planning Department

The IE and Planning department at RKL is where data meets the factory floor. This is the most crucial part of any other department as new concept and development are done here. With a team of 55 specialists led by the DGM, the department is responsible for the strategic design of production systems that keep the company competitive.

During my time at RKL, I had the opportunity to translate IE theory into practice. I worked on production scheduling, where I learned to balance the complexities of capacity constraints and workload distribution to meet aggressive targets. I didn't just look at schedules; I looked at the "why" behind the numbers—analyzing data to spot inefficiencies and collaborating with the production and maintenance teams to keep the lines running smoothly. I got the in-hand experience from IE and Planning team and learnt about many unknown facts about the program they often do here in RKL.

Overall, my internship experience has equipped me with valuable skills and knowledge in the field of industrial engineering and planning. I am confident that the skills and experience I have gained will enable me to make meaningful contributions to any manufacturing organization that values efficiency, productivity, and continuous improvement.

2.5 Knitting and Dyeing Section

Knitting Section:

The Knitting department mainly produces the grey fabric which they used to make knitted garments. Knitting machines are used to create fabric from yarn or thread. There are mainly two types of knitting machines, circular knitting machines and flat knitting machines, each used for specific purposes. The knitting section produces various types of fabrics, including jersey, rib, interlock, and more. The choice of fabric type depends on the desired characteristics of the final garment, such as stretch ability, thickness, and texture; mainly depends on buyer choice. The Knitting section is mainly critical areas in the textile manufacturing process, as it forms the foundation of garment production.

The Knitting section of RKL comprises a range of circular knitting machines. These machines are operated by skilled technicians who are responsible for producing high-quality knitted fabrics. The section has various machines of different sizes that produce different types of fabrics with different GSM. The machines produce fabrics of different gauges, which determine the thickness of the fabrics produced.

Total No. of Knitting Machine	385 (with different dia and gauges)
Total Production	110,000 kgs of Gray Fabrics per day
Man Power	285 (including knitting head to helper)

Table 6: Knitting Section

During my internship at Reedisha Knitex Ltd., I have got opportunity to learn that the Knitting section plays an important role in making and maintaining fabric quality and consistency. I have worked on a project to analyze the knitting process and identify factors causing high production costs. After evaluation, I found opportunities to reduce waste and improve productivity in knitting. One key improvement was increasing machine maintenance to reduce machine breakdowns. A new system was also introduced to monitor machine performance and detect problems early. These improvements helped reduce production costs and increase efficiency in the Knitting section. Through this internship, I gained practical knowledge about knitting operations and the importance of optimizing production processes. I am grateful to the management and staff of RKL for providing this valuable learning opportunity.

Dyeing Section:

The Dyeing section is mainly responsible for coloring the fabric. It involves the application of dyes or pigments to achieve the desired color for the fabric that customer or buyer selected for their purchase. This process can be done at various stages, including before or after knitting, depending on the production requirements. There are different methods of dyeing, including piece dyeing (dyeing the entire fabric piece), yarn dyeing (dyeing the yarn before knitting), and garment dyeing (dyeing the finished garments). Each method has its advantages and is chosen based on the specific needs of the production process. The dyeing department must ensure color consistency and fabrics quality throughout the dyeing process. This involves maintaining precise dye formulations, temperature control, and monitoring dye penetration. Reedisha Knitex has a large and modern equipped dyeing section. It has a total

of 90 tons of dyeing capacity per day. The Dyeing section is equipped with various modern dyeing machines, which are used to dye the fabrics which was produced in the Knitting section. The section is divided into several sub-sections, such as grey fabric inspection, yarn preparation, fabrics dyeing, and fabric finishing. The Dyeing department has highly skilled technicians, they are responsible for ensuring that the fabrics are dyed to the required color with quality standards.

The process of dyeing involves various stages, such as yarn preparation, fabric preparation with pretreatment, main dyeing, after treatment and fabrics finishing. The yarns and fabrics are washed and treated before being dyed to ensure that they are free from impurities and contaminants and fabrics are then dyed using the required dyeing techniques. Machines are computer-controlled, ensure accurate fabrics dyeing and minimize the risk of errors.

The scope of my internship in the dyeing section were to gain practical experience and knowledge about the dyeing process, understand the different types of dyes and chemicals used during their process, and learn about quality control. During my internship, I was able to observe and participate in the following activities:

Fabric preparation: After knitting of grey fabrics, I assisted in the inspection, sorting, and preparation of fabrics before dyeing. This included washing, scouring, and bleaching to remove impurities and prepare the fabric for dyeing.

Dye preparation: I learned about the different types of dyes and chemicals used in the dyeing process, and assisted in weighting and measuring them according to specific formulas to achieve the desired color. Especially in the color lab they do it and called it lab dip. After getting lab dip approval can proceed for dyeing.

Loading the dyeing machine: I was able to observe the loading of the fabrics into the dyeing machine. In most cases, the dyeing of knit fabrics involves the use of Winch machines, which circulate the dye solution through the fabric to ensure an even color.

Dyeing process: I do understand the dyeing process. By observing the operation of the dyeing machine and ensuring that specific parameters such as temperature, pressure, and time were set correctly during dyeing. I also learned about the different types of dyeing methods used for various fabrics and colors. In addition, I observed how the fabric was dyed to the desired color by immersing it in the dye solution and circulating the solution through the fabric using a dyeing machine. This process ensured that the fabric was evenly dyed and

achieved the desired color shade. Overall, this experience provided me with valuable insights into the intricacies of the dyeing process and its importance in producing high-quality finished products.

Finishing: After the fabrics dyeing process is completed, the fabrics are sent to the finishing section where they undergo a series of treatments to improve their texture, appearance, and durability. The finishing process typically includes softening, resin treatment, mercerization, enzyme treatment, heat setting, anti-pilling treatment, water and oil-repellent treatment, and stentering or ironing. Each treatment involves specific chemicals and processes that are controlled carefully to achieve the desired result. After finishing process is completed, the fabrics is inspected for quality control with 4 point system and if any defects are found before it is considered ready for use in various textile applications such as garments, home textiles, and industrial textiles.

Quality Control: After dyeing and finishing fabrics are sent to the quality section. I had the opportunity to assist in the inspection of the finished fabric and document the dyeing process and quality control measures. I observed the use of color measurement instruments such as Spectrophotometers and Data color machines to ensure that the dyed fabric had achieved the required color shade and was consistent throughout. I also learned about other quality control measures, including testing for shrinkage, pilling, and other physical properties of the fabric.

I developed essential skills in documenting complex industrial processes and analyzing quality reports to ensure that physical properties like shrinkage and colorfastness meet international standards. These competencies in technical reporting and process optimization have established a strong professional foundation, which will be instrumental in my future career as I strive to enhance efficiency and maintain high-quality standards within the global textile supply chain.

2.6 Cutting, Sewing and Finishing Section

Cutting Section:

Reedisha Knitex Ltd. has a dedicated cutting department. The cutting department is mainly responsible for preparing the fabric for the production process by measuring and cutting it according to specific patterns. This is an important part of the production process, as the quality of the cut fabric can have a significant impact on the quality of the final product.

During my internship at the cutting department of RKL, I spent three days observing the operation of cutting machines and learning how to ensure that fabric was cut accurately and according to the required measurement. This involved developing skills in reading and interpreting technical drawings and markers, as well as making adjustments to the cutting machines to ensure that the fabric was cut correctly.

I worked closely with the cutting quality department to control the cut panel quality of the fabric being cutted. In this department they inspect fabric for defects, make adjustments to the cutting machines to improve accuracy, and ensure that all cut fabric met the required quality standards. Overall, my internship in the cutting department provided me with valuable hands-on experience in machine operation, quality control, and pattern interpretation.

Sewing Section:

This department is responsible for assembling the cut fabric pieces by sewing into final products such as garments. During my internship at the sewing section, I acquired a vast range of skills, including operating different types of sewing machines, using scissors, and covering stitch machines. I have learned how to carefully follow instructions to ensure that each garment is assembled accurately and efficiently. I have observed quality control processes in the sewing section and became skilled at inspecting finished garments for any defects, making necessary adjustments to the sewing machines to improve accuracy, and ensuring that each garment met the required quality standards. In the sewing section I have learned about the importance of teamwork. I collaborated with other team members and shared responsibilities to make sure that each garment was completed by following time and action calender, meeting the required quality standards.

Overall, my experience in the sewing section provided me with valuable skills in machine operation, quality control, communication, and teamwork, which will undoubtedly help me in my future career in the industry.

Finishing Section:

In the Finishing Department at Reedisha Knitex Ltd., the garments are transformed into retail-ready products. This stage plays vital role to the production process, involving everything from pressing and specialized washing to the final presentation and packaging. During my internship, I took a deep dive into the technical side of this department. I gained hands-on experience with industrial finishing equipment such as vacuum tables and steam

iron and learned how to tailor finishing techniques to specific fabric types. One of my most significant takeaways was the importance of the "Zero-Defect" mindset. I helped inspect finished garments and handled minor repairs to ensure our output met the required and highest standards. In this fast-paced environment, I learned that technical skill is only half the battle; success depends on seamless communication and a shared commitment to hitting delivery targets as a team.

Chapter 3: Critical assessment of Internship work

During my internship at Reedisha Knitex Ltd., I gained practical exposure to the operational and production processes of a knitwear manufacturing factory. In addition to learning about the production system, I also developed an understanding of certain financial, commercial, and administrative activities within the organization. During the internship period, I had the opportunity to observe and interact with several departments of the company. This exposure enabled me to understand the working procedures, production flow, and basic negotiation practices involved in different stages of garment manufacturing.

This chapter attempts to critically assess the practical application of the generic and industry-specific courses that I studied during my academic programme. It also provides several suggestions based on my internship experience and discusses the learning implications for my future professional development.

3.1 Application of Generic and Industry specific courses during internship

In the first and second Semester of PGD-KIM, I have learned some generic and industry-specific courses. In the first semester, I have learned about communication skills, Business Communication Skills, HR Skills and practice and analytical skills which is mainly a soft skills-related course. In the second semester, we learned Industrial Engineering, Merchandising, Quality, Fashion Design, and Garment Product Costing which is mainly an industry industry-specific course. During my internship at Reedisha Knitex Ltd, I was able to implement my knowledge gained from Generic and Industry-specific courses in various departments including Marketing and Merchandising, Design team, Supply chain, IE and Planning and Production.

In the Merchandising and Marketing department's related work, I have learned merchandising activities, visual merchandising, and communication skills with Buyers, buyer marketing policy, product development and product costing in our industry-specific course. During my internship, I was able to implement my knowledge about advanced levels of buyer marketing and product costing. Also, I have prepared a costing Sheet of different products

based on knowledge from the costing class lecture. The main skill that helps a merchandiser is communication skills; I have had improved this skill during my internship.

In the Design department, I have applied knowledge about mood board, trends, colors combinations and selections from the course Fashion Design I have learned. For season wise selection which type of fabrics or colors buyer can select I was able to predict and developed some proto sample focusing a buying trip for RKL factory.

In the Supply chain department, I have applied the knowledge of inventory management systems, product forecasting and production planning. I also learned how to manage raw materials inventory, production plan and demand forecasting.

In the Garments Production Department, I have applied my knowledge about knitting, dyeing, cutting, Sewing, Finishing and packing which is learned from the Industrial Engineering and Introduction to Garments Industry course. Besides this, I also learned many practical things about sewing line layout, different types of sewing faults, quality problems, the finishing process, quality checking procedure and different types of packing methods which enlarged my skills label very high. To be a future leader in the garments industry, one person must know about the detailed procedures of the garments industry. In this internship, I can learn details of operation procedures in garment production.

Overall, my basic and manufacturing-specific courses were instrumental in helping me understand the manufacturing processes and how to apply my knowledge to real-world situations. The application of basic and manufacturing-specific courses during my internship at RKL helped me to gain a holistic understanding of the manufacturing process and the various departments involved in it.

3.2 Suggestion for industry improvement

RMG Sector of Bangladesh plays a vital role in the national economy of Bangladesh. It has grown to become one of the largest and most important sectors, contributing significantly to the country's GDP, employment, and export earnings.

Reedisha Knitex Ltd. is well well-organized garments manufacturing company with consists of many backward linkages. Also have highly dedicated employees in each department to run their business properly. However, during my internship, I have found some areas where a company should focus on improvement. Below I have discussed some points:

Market Diversification:

The most important markets for RMG exports from Bangladesh are the US and the EU. Neither of those markets is, at present, in recession. which means that recent decline in exports cannot be attributed solely to global economic downturns. Instead, it is necessary to examine internal challenges within the industry, even though doing so may be uncomfortable.

Despite the current difficulties, the situation should not be viewed entirely negatively. Bangladesh's RMG sector has reached a critical stage in its development where new strategies and innovative thinking are essential to sustain export growth. Continuing to rely on traditional approaches that have worked in the past may no longer be sufficient to achieve the level of expansion the industry is capable of.

At Reedisha, most buyers are based in European Union countries. However, disruptions caused by the COVID-19 pandemic and the Russia–Ukraine war have significantly reduced order volumes from these buyers. This situation highlights the importance of exploring and expanding into alternative markets. There is considerable potential to develop business relationships in regions such as the Middle East, Asia, and Latin America.

Research & Development:

Bangladesh's ready-made garment (RMG) industry still depends heavily on the production and export of low-cost, basic garments for the global mass retail market. Recent trade statistics show that these basic commodity items account for about 54 percent of total garment exports. At the same time, the RMG sector contributes nearly 84 percent of Bangladesh's total export earnings, making it the backbone of the country's export economy.

However, this strong reliance on low-value products creates a potential risk for the national economy. If global demand for such basic garment's declines, Bangladesh's export performance could be significantly affected. Depending too much on a narrow range of products also limits opportunities for higher profitability and long-term growth.

To reduce this risk, the industry needs to focus more on product diversification and value addition. Shifting toward more fashionable, design-oriented, and higher-value garments can help increase profit margins and reduce dependence on basic items. For example, Reedisha could strengthen its research and product development efforts to introduce more fashionable and high-value products.

At the same time, some adjustments in factory layout and production systems may be necessary to support the manufacturing of more complex garments. Innovation in design and product development can help the company explore new market opportunities and expand its product portfolio, supporting sustainable growth in the long run.

Sustainable practice:

Promoting environmentally sustainable manufacturing practices has become increasingly important for the long-term development of the garment industry. This includes the use of organic and recycled materials, as well as the adoption of production processes that reduce water consumption, energy use, and industrial waste. Such practices help minimize the environmental impact of large-scale garment production.

However, many factories still overlook the negative environmental effects of dyeing wastewater. In some cases, untreated wastewater is discharged directly into nearby rivers, which causes serious harm to ecosystems and public health. Addressing this issue is essential for ensuring responsible industrial growth.

In the case of RKL, the factory has already established an Effluent Treatment Plant (ETP) to treat wastewater before disposal. While this is an important step, further improvements can be made by focusing on a complete water recycling system so that treated water can be reused in the production process.

Overall, strengthening sustainability practices is crucial not only for protecting the environment but also for improving the industry's reputation, creating market differentiation, and supporting long-term business success.

Implementing advanced technology and Automation System:

Adopting advanced technology and automation can greatly improve efficiency, productivity, and competitiveness in Bangladesh's garment industry. It can also reduce human error and create better working conditions for employees. However, in RKL, most of the machines are still semi-automated, which slows down production and affects the company's overall output.

For example, the cutting section mainly uses round knife cutting machines, which are relatively outdated compared to modern fully automatic cutting machines now used in many factories. These automated machines can significantly increase cutting efficiency and accuracy. Similarly, introducing more automatic machines in the sewing line and adopting a hanger production system could further improve productivity.

Overall, gradually integrating modern technology and automation can strengthen Bangladesh's manufacturing capacity while improving product quality and operational efficiency. At the same time, it is important to balance automation with workforce development and sustainable practices to ensure long-term and inclusive industry growth.

3.3 Learning for self-improvement

The internship tenure at Reedisha Knitex Ltd. (RKL) facilitated a profound period of professional self-actualization, bridging the gap between theoretical knitwear management and the intricate realities of a vertically integrated manufacturing environment. A primary realization during this period was the absolute necessity for technical precision over linguistic generalization. In the high-stakes realm of merchandising, I recognized that communication serves as the primary risk-mitigation tool. Moving forward, I have committed to a development path that prioritizes "Technical Literacy." This involves transitioning from descriptive feedback to data-driven specifications—analyzing fabric hand-feel through precise GSM, yarn composition, and shrinkage tolerances. To ensure organizational accountability, I have adopted a rigorous documentation protocol, treating every verbal agreement as a preliminary step that must be solidified through formal Minutes of Meeting (MOM). This transition from a student mindset to a professional one is centered on the understanding that clarity is the foundation of industrial efficiency.

Beyond technical fluency, my experience highlighted a critical need to transition from a reactive operational mode to a proactive "Anticipation" mindset. The volatility inherent in the global RMG supply chain requires a merchandiser to function as a strategic forecaster rather than a mere coordinator. My roadmap for self-improvement involves mastering the Time & Action (T&A) calendar as a predictive instrument. By internalizing the lead times of every tier in the production process—from raw material spinning to final quality assurance—I aim to develop the foresight to identify potential bottlenecks at least ten days before they manifest on the production floor. Furthermore, I am refining my approach to vertical reporting by adopting a "Solution-Oriented Framework." In professional practice, I intend to ensure that every identified challenge is presented to senior management alongside a minimum of two viable strategic alternatives, thereby demonstrating the analytical autonomy expected at a Master's level.

A significant component of my professional growth involves bridging the "Cognitive Gap" between corporate merchandising and shop-floor operations. One of my most valuable

lessons was realizing that a merchandiser's office-based decisions directly impact the physical realities of the sewing and finishing lines. To enhance my effectiveness, I am committed to developing "Floor Intelligence" through consistent engagement with production supervisors and machine operators. By studying the technical constraints of complex "Tech Packs" from the perspective of the artisan, I can set more realistic deadlines and negotiate with international buyers from a position of technical authority. This is further complemented by a deep-seated commitment to mastering Acceptable Quality Level (AQL) standards. I have realized that the ability to make rapid, definitive judgments during inline inspections is what distinguishes an indispensable professional from a junior observer.

Finally, I recognize that the future of the knitwear industry in 2026 is defined by Digital Proficiency and Data Integrity. My self-improvement plan includes a dedicated effort to sharpen my "Digital Toolbox," specifically advancing my capabilities in Excel for complex Bill of Materials (BOM) management and achieving "Power User" status within the company's Enterprise Resource Planning (ERP) system. I view professional development as a continuous feedback loop; as such, I have established a personal "Lessons Learned Log" to systematically document and analyze every sampling rejection or production delay encountered. This commitment to reflective practice ensures that every operational challenge is converted into intellectual capital. By focusing on these pillars—technical precision, strategic anticipation, floor-level insight, and digital mastery—I am prepared to contribute to the RMG sector as a highly competent, self-aware, and strategically-minded professional.

Chapter 4: Conclusion

The internship at Reedisha Knitex Ltd. (RKL) has been a transformative milestone, providing a critical vantage point into the operational complexities of the RMG sector—a cornerstone of the Bangladeshi economy. By immersing myself in the vertically integrated environment of Group Reedisha, I gained a holistic understanding of the industrial lifecycle, from the conceptual stages of product design to the logistical intricacies of final shipment. This experience illuminated the vital importance of cross-departmental synergy, where the seamless coordination between merchandising, production, and quality assurance serves as the primary driver of organizational efficiency.

Beyond technical observation, this tenure highlighted the dual landscape of challenges and opportunities currently facing the industry. I have come to recognize that the future of the knitwear sector depends on the strategic integration of sustainable practices and ethical compliance, balanced with the necessity for automation and digital innovation. My time at RKL reinforced the conviction that to remain globally competitive, a professional must not only be technically proficient but also an advocate for the modernization of manufacturing workflows.

On a personal level, the opportunity to work under the mentorship of seasoned industry professionals has been invaluable. This exposure has redefined my understanding of workplace expectations, emphasizing that soft skills—specifically strategic communication, collaborative problem-solving, and emotional intelligence—are as essential as technical expertise. The guidance received during this period has fostered a more confident and disciplined professional identity.

In summary, this internship offered a profound hands-on education that extended far beyond the classroom. The insights gained regarding supply chain management, buyer relations, and production ethics have laid a robust foundation for my future career. I leave this program not just with a collection of new skills, but with a renewed motivation to contribute meaningfully to the sustainable growth and global prominence of Bangladesh's garment industry.

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