

Report on

A-One Polar Limited: Focuses on various functional departments

By

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An internship report submitted to Executive Development Centre, 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 Centre
BRAC Institute of Governance and Development
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.

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Letter of Transmittal

Mohammad Sirajul Islam
Deputy Director, EDC, BIGD
BRAC University

Subject: **Submission of Internship Report on A-One Polar Ltd.**

Dear Sir,

This is my pleasure to submit my internship report based on my industry attachment with **A-One Polar Ltd.**

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

I trust that the report will meet the desires.

Sincerely yours,

Kazi Nusaiba Noor

Student ID: 24281054

Post Graduate Diploma in Knitwear Industry Management (PGD-KIM)

Executive Development Centre, BIGD, BRAC University

10 November 2025

Non-Disclosure Agreement

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

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Acknowledgment

At first my gratefulness goes to almighty Allah to give me strength and ability to complete the industrial internship and this report. I also express my gratitude to **Mr. Mizanur Rahman Patwoary**, Technical Director for his support and continuous guidance throughout my long journey in A One Polar Ltd.

I am deeply indebted to my industrial supervisor, **Mohammed Abdulla Dewan**, General Manger (Marketing and Merchandising), Micro Fibre Group whose mentorship and continuous support greatly enhanced my learning experience. I am very much grateful to **Mohammad Sirajul Islam**, Deputy Director, EDC, BIGD, BRAC University, as being the supervisor of the internship work and for his very useful directions, instructions, suggestions and encouragement during this internship period.

I would like to extend my gratitude to the entire team at A One Polar Ltd a concern of Micro Fibre Group, including my colleagues. Last but not least, I would like to express my appreciation to my family, my mother and specially my husband who support me in my whole PGD-KIM journey.

In conclusion, my internship at A One Polar Ltd has been an enriching experience, and I look forward to applying the knowledge and experiences gained during this internship in my future endeavors.

So, Thanks to all of them.

Thank you.

Kazi Nusaiba Noor

ID No: 24281054

Post Graduate Diploma in Knitwear Industry Management

Date: 10.11.2025

Executive Summary

This report is prepared on the basis of my three (03) months practical experience at **A-One Polar Ltd.** in different department. This internship program helped me to learn about the practical scenario of a service providing company. They work closely with their buyer to effectively manage quality assurance needs throughout their supply chains and mitigate risks in terms of quality, social responsibility and environment, thus protecting brand reputation and minimize costs. This report has been presented based on my observation and experience gathered from the company. The organization has many divisions and departments but the internship focuses on financial aspects and analysis of the company's long-term products. This reports also contains objectives and SWOT analysis for Textile Production Management, Marketing and Merchandising, Supply Chain management, Human Resource & CSR Activities of A-One Polar Ltd. After SWOT analysis of each area I have figured out some Strengths, Weaknesses, Opportunities and Threats and some recommendations have been given to overcome from these situations.

Finally I have concluded with saying that A One Polar Ltd a concern of Micro Fibre Group will get more orders and will get more nominations from new buyers in future due to having In house laboratory accredited by H&M, C&A, CELIO, Higg Index, ZDHC chemical management, REACH, OCS(Organic 100 Content Standard), ISO 9001:2015, GOTS(Global Organic Textile Standard), Member of BSCI (Business Social Compliance Initiative), RCS(Recycled 100 claim standard), GRS(Global Recycled Standard), GOLD supplier Certificate and OEKO-TEX STANDARD 100 certified factory, world class machineries, skilled manpower and high quality products.

Keywords: Knitting, Dyeing, Printing, HR and CSR activities, SWOT Analysis.

Table of Content

Declaration	i
Letter of Transmittal	ii
Non-Disclosure Agreement	iii
Acknowledgement	iv
Executive summary	v
Table of Content	vi
List of figure and Table and List of Acronyms	vii - viii
CHAPTER 1. INTRODUCTION	1-3
1.1 Overview of the Company	1
CHAPTER 2. Description of Task Accomplishment	4-18
2.1 Textile production Management	4
2.2 Production Management System in Knitting	6
2.3 Production Management System in Dyeing	7
2.4 Production Management System in Printing	8
2.5 Marketing and Merchandising	12
2.6 Supply Chain Management	14
2.7 CSR, Compliance Activities	16
CHAPTER 3. Critical Assessment of Internship Work	19-25
3.1 Application of Generic and Industry-Specific courses during internship	22
3.2 Suggestion for the company	24
3.3 Learning for Self-Improvement	24
CHAPTER 4: Conclusion	25
Reference	27

List of figure and Table

Figure 1: Production Unit Organogram	2
Figure 2: Management Level, function and ERP system	4
Figure 3: Production Management and Status	5
Figure 4: Activities including supply chain management	15
Figure 5: Hierarchy of Supply Chain Decision	16
Table 1: Annual production of Key Products	3
Table 2: Overview of production management in knitting	6-7
Table 3: Overview of all printing machines	10
Table 4: Overview of total production management system	11-12
Table 5: Others particular activities	17

List of Acronyms

ERP	Enterprise Resource Planning
KPI	Key Performance Indicator
RMG	Ready Made Garments
SWOT	Strength Weakness Opportunity Threats

Chapter 1: About A- One Polar Ltd

1.1 Overview of the Company

A- One Polar Ltd is a leading knit composite textile plant in Bangladesh. The company was established in 2007 and its garment section began operations in 2012. From its inception, the group generate to strategic planning feed backed by sophisticated machine, proper marketing and deployment of professional people in apparel spheres which resulted to access in global apparel business successfully. It is recognized as a modern, environmentally conscious and worker-friendly factory within Bangladesh's Ready-Made Garment (RMG) sector. The group is well equipped by dyestuffs, chemicals, knitting, dyeing, all over and placement printing, embroidery, labeling and other allied accessories for garment production with sufficient supporting facilities. As part of its commitment to sustainability, the company utilizes an Effluent Treatment Plant (ETP). Their sister concerns Liberty Knitwear Ltd. which was established in 1998, Midland Knitwear Ltd was established in 2003 and Micro Trims Ltd. was established in 2015. (Company Manual.n.d.).

1.2 Vision and Mission

The company's vision is "To produce high-quality knitwear that meets or exceeds global standards, emphasising production efficiency, innovation, consistency, ethical business practices, sustainability, and strong buyer relationships."

To fulfill the vision the company has the following mission as "Holding itself poised with strategic planning, cutting edge technology, proactive marketing, skilled human resource and social as well as industrial ethical standards A- One Polar Ltd has been on a mission of providing world standard knit apparel to the world market." (Company Manual.n.d.).

1.3 Organizational structure, Organogram, Branches and departments

The production unit follows a structured organogram, ensuring smooth coordination and accountability. The Technical Director provides strategic and technical leadership, supported by the Deputy General Manager, who oversees daily operations. Key functions include Admin/HR for workforce management, Compliance for maintaining buyer and legal standards, and Environment for sustainability and pollution control. An internal auditor ensures strong internal controls, while the production department operates through textile and garment divisions. The Textile division manages weaving, dyeing and finishing, while the Garments division supervises cutting, sewing and finishing

to ensure quality and timely delivery. Overall, the structure supports efficiency, compliance and alignment with international standards. (Company Manual. n.d.). The organogram of the production unit is given in Figure 1.

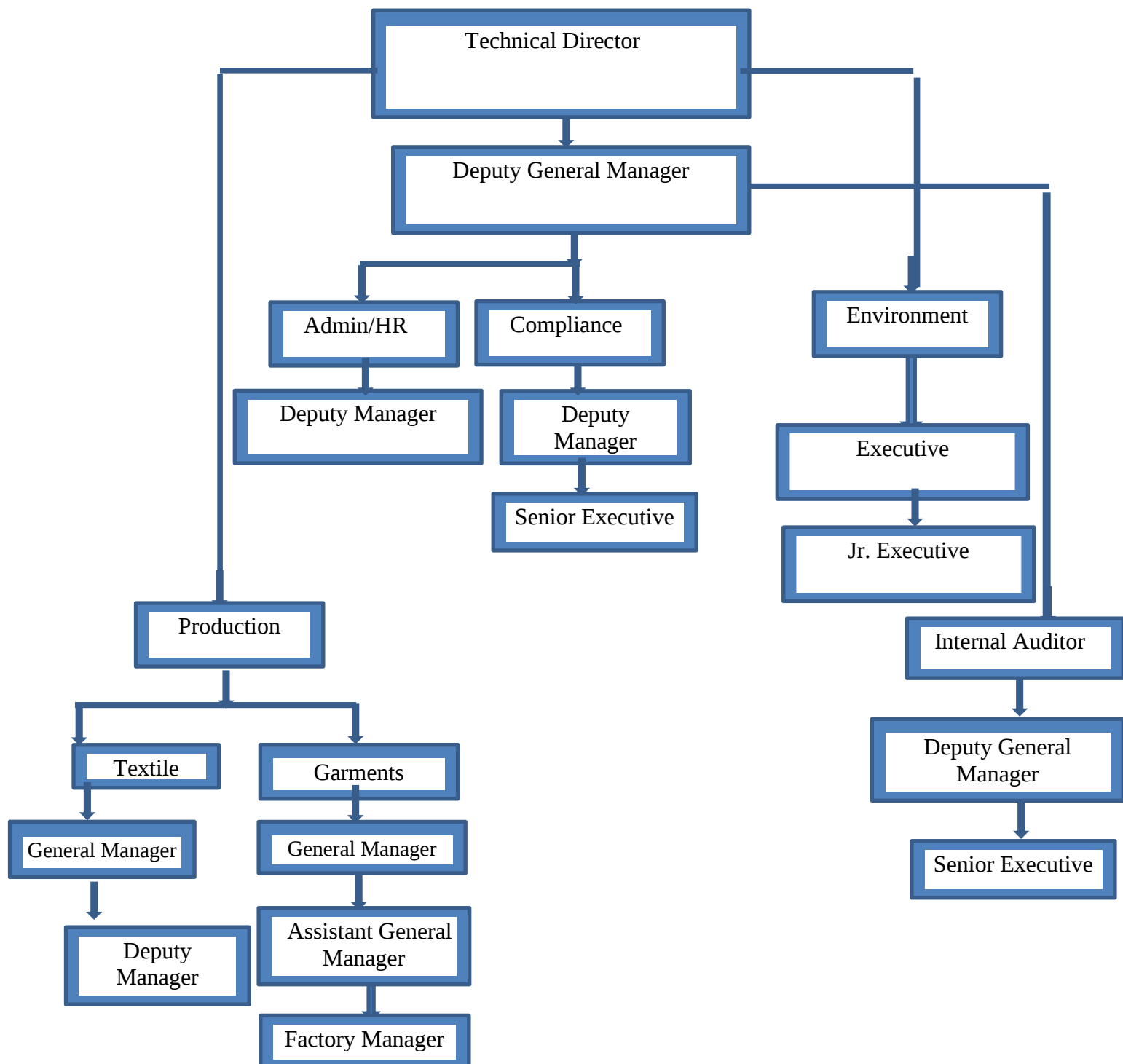


Figure 1: Production Unit Organogram

1.4 Key Products of the Company

A-One Polar Ltd is capable of producing all types of knit garments the international market may look for. Its product range covers all kinds of men's, ladies' and children's knit apparel of premium quality in both fashion and casual categories. Basic T-shirt, Tank-top, Polo-shirt, Sweat-shirt, Cotton and CVC Fleece Jacket and Trousers, Romper, Cardigan, Fancy Ladies and Children wear, Sportswear etc. are only a few to name them.

Table 1: Annual Production of Key products.

S/I No	Key Products	Annual Shipment Consumption (Million)
1	T-shirt	2.772M
2	Tank-top	0.5544M
3	Polo-shirt	11.088M
4	Sweat-shirt	0.5544M
5	Cardigan	7.2072M
6	Fancy Ladies' Wear	2.772M
7	Fancy Children's Wear	11.088M
8	Cotton Fleece Jacket	7.2072M
9	CVC Fleece Jacket	7.2072M
10	Trousers	6.6528M
11	Romper	0.5544M
12	Fancy Children's Apparel	2.772M

Source: A-One Polar Ltd.

1.5 Buyers and Certifications

A-One Polar Ltd. has established strong partnerships with globally recognized buyers including H&M, C&A, KIABI, LiDL, BandC, PEPCO, Kariban, NKD and several other renowned international brands. To ensure the highest standards of quality, sustainability, and compliance, the company is certified by leading industry standards such as WRAP, SEDEX, BSPI, GOTS, GRS, OCS, RCS, and OEKO-TEX. These certifications reflect A-One Polar Ltd.'s commitment to ethical manufacturing, environmental responsibility, and delivering world-class apparel solutions to its valued customers.

Chapter 2: Description of Task Accomplishment

During my internship at A-One Polar Ltd., I worked in several departments that gave me a complete view of textile production. I spent 12 days in Knitting, learning how fabrics are made; 12 days in Dyeing, observing color processing and quality control; and 10 days in Printing, exploring different printing methods. I also worked 12 days in Merchandising, understanding buyer communication and order follow-up; 10 days in Supply Chain, learning about material flow and coordination; and 10 days in CSR and HR, where I saw how the company ensures worker welfare and compliance. This rotation helped me connect theory with real industrial practices and understand how all departments work together efficiently.

2.1 Textile Production Management

First of all, I started my internship in Textile production department. Textile production management refers to the process of planning, organizing, and overseeing the manufacturing of textile products, from raw material sourcing to the final product's shipment by process management. Management level functions and ERP system activities are shown in Figure 2.

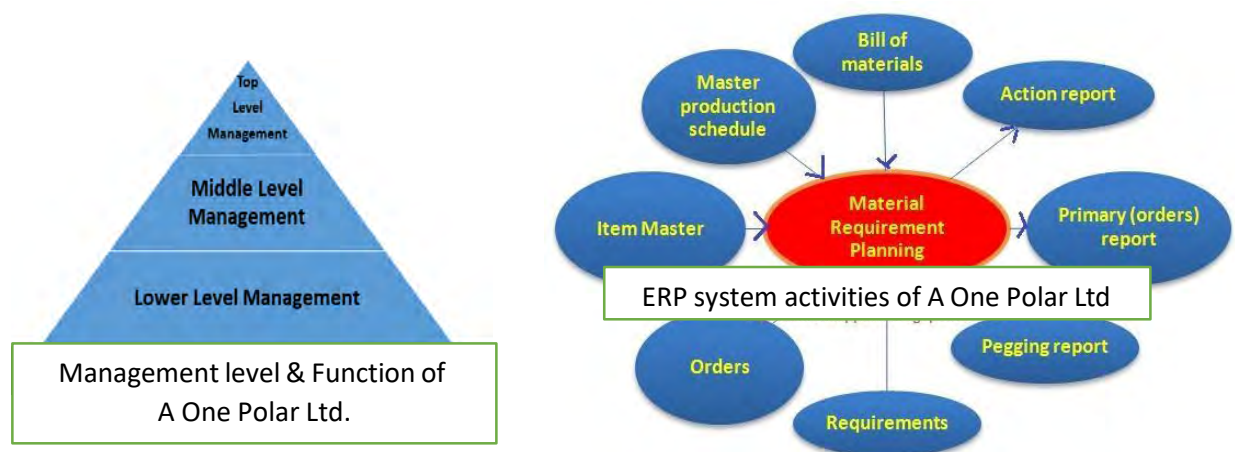


Figure 2: Management level, Function and ERP system activities of A One Polar Ltd.

In the ERP system, all the activities of the company are entered, and based on the details fed, various reports are obtained for analysis. Here, I have been supervised from ERP manager and he gave the knowledge of how the ERP works. Basically, ERP system consists of various modules that are nothing but departments such as sales, production,

inventory, and procurement. All the activities of a particular department are entered in the respective modules, and based on the data entered, various information, research, and analytical reports can be obtained. From ERP anybody can get information of individual order. The process-wise software is illustrated in Figure 3.

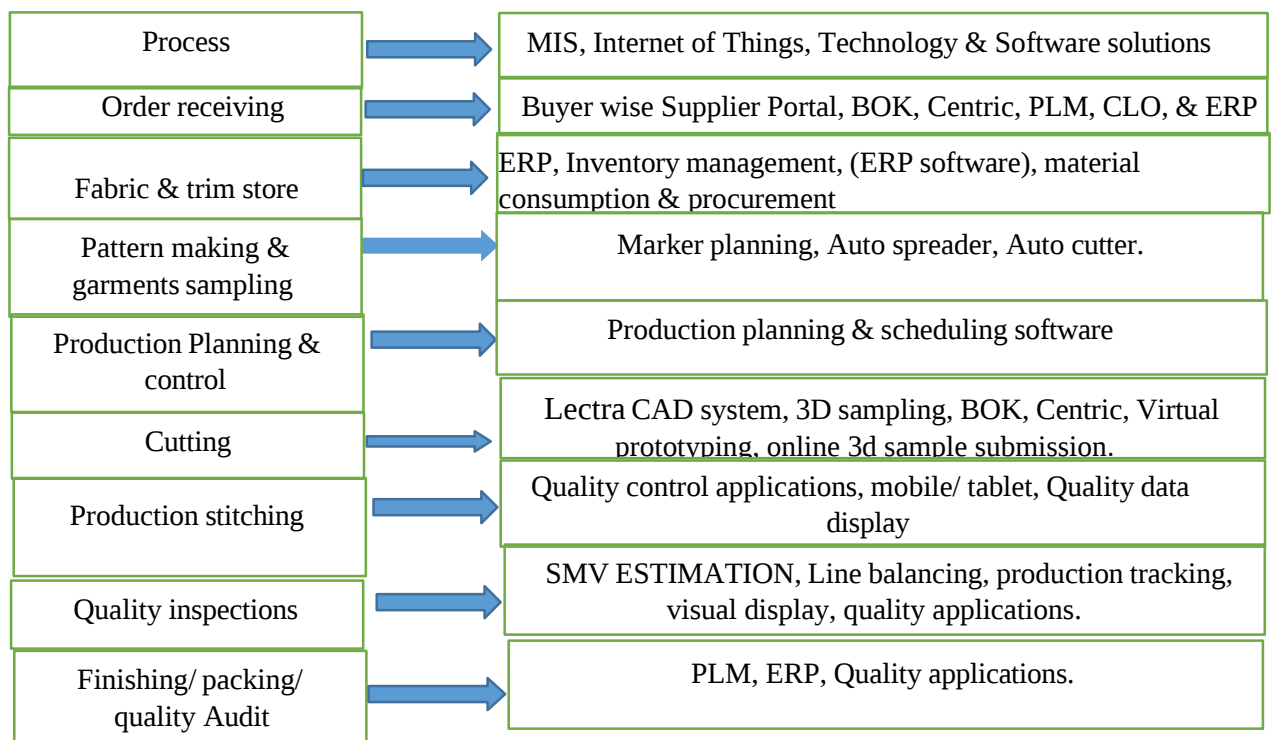


Figure 3: Production management and status (Knitting, dyeing, Printing and Garment) of A-One Polar Ltd:

In A-One Polar, they use multiple software for process, order receiving, fabric and trims store, pattern making and garments sampling, Cutting, Production stitching, Quality inspections and Finishing/Packing/Quality Audit. There are three main reasons for managing production namely, helping an apparel manufacturer to accomplish its objectives; boosting manufacturing business reputation and goodwill; and reduces the cost of production base on management study.

Key components and functions of a production management system typically include production planning, inventory management, quality control, resource allocation, scheduling, data and analytics, maintenance management, communication, tracking and

reporting, integration with ERP systems and automation etc.

2.2 Production Management system in Knitting

I started with knitting department in A One Polar Ltd and here I have been working for 12 days supervised by production manager (Knitting). Knitting is very crucial part because here yarns are mixing and blending to make fabric. To develop a tailored production management system for knitting floor, A One Polar Ltd.'s consider its unique requirements, available resources, and desired outcomes. A-One Polar Ltd. consult with experts in textile manufacturing and production management to design and implement an effective system that meets the company's specific needs. Table 2 shows the production management system of knitting floor in one frame for better understanding.

Table 2: Overview of Production Management system in Knitting.

Machine and Equipment Management	Production manager efficiently managing knitting machines, ensuring regular maintenance, and monitoring machine performance to maximize uptime and minimize downtime.
Yarn and Material Inventory Management	Production manager Keeping track of yarns and other materials used in the knitting process with yarn coordinator, optimizing material usage, and reducing waste through accurate inventory management.
Quality Control and Assurance	Production manager Implementing quality control processes, including inspections and tests, to ensure that the knitted fabrics meet desired quality standards.
Production Planning and Scheduling	Developing and maintaining production schedules based on machine availability, order requirements, and yarn specifications to ensure on-time delivery.
Operator Training and Skill Development	Production manager Providing training and support for knitting machine operators to enhance their skills and maintain consistent quality and productivity.
Waste Reduction	Minimizing waste through efficient knitting patterns, defect reduction, and recycling or repurposing materials whenever possible.
Data and Analytics	Collecting and analyzing data related to machine performance, material usage, and quality metrics for continuous improvement.
Maintenance Management	Production manager follow up/ Implementing preventive maintenance by maintenance dept. programs to ensure knitting machines are well-maintained and operational.

Productivity Monitoring	Production manager Tracking productivity metrics, such as fabric output, to assess the performance of the knitting floor.
Integration with Other Departments	Production manager Coordinating with other departments, such as design, finishing, and logistics, to ensure a seamless production flow and timely delivery.
Automation and Technology Integration	Leveraging automation and advanced technology, such as computerized knitting machines and data collection systems, to enhance efficiency.

2.3 Production Management system in Dyeing

During my internship, I had the opportunity to visit the dyeing section of the factory and observe its operational capacity and processes. Here I have been working for 12 days and Dyeing manager supervised me the whole process which I described below.

The factory has a total dyeing capacity of 15 tons per shift, distributed across three dedicated dyeing floors. In terms of technology, I found that the factory uses two main types of dyeing machines:

HTHP (High Temperature High Pressure) Machine-This machine is designed for polyester dyeing, as it run under both high pressure and high temperature conditions required for the process.

Atmospheric Machine- This machine can reach a temperature of 100°C(maximum). Since polyester dyeing requires higher temperatures, this machine is not suitable for polyester. Instead, it is used for that processed which can dye at lower temperatures.

Through this visit, I gained practical knowledge of how different dyeing machines are selected and applied based on fiber characteristics and technical requirements.

2.3.1 Dosing Process

During my internship, I got opportunity to observe the dyeing process in detail. The factory operates two types of dosing methods in the dyeing bath: linear dosing, a specific amount of dye is added at frequent interval and progressive dosing, where the dye amount is increased proportionally time to time after specific intervals. I also observed the raw materials used in the process, which include grey fabrics, dyes and chemicals. Various types of grey fabrics, including Single Jersey, Single Jersey with Lycra, Polo Pique, Single Lacoste, and Rib with Lycra dyed in A one polar, each requiring careful handling and appropriate dyeing techniques to ensure high-quality results.

The typical material-to-liquor ratio (M:L) is 1:6, except for turquoise (1:8) because of extra scouring and bleaching. The process starts with pretreatment, where grey fabrics are loaded into the machine,

and chemicals such as a wetting agent, sequestering agent, stabilizer and anti-creasing agent are added. Temperature is gradually raised and caustic soda and hydrogen peroxide are used for bleaching, followed by hot and cold washes to stabilize pH. Next, an enzyme wash is applied with acetic acid, acid enzyme and peroxide killer. In the dyeing bath, dyes are added with levelling agent, Glauber salt, and soda for fixation. Shade checking and cold washes ensure uniformity. Finally, in neutralization and fixing, pH is lowered with Neutra acid, the fabric is hot and cold washed and a fixing agent is applied before unloading.

The supervisor helped me understand the step-by-step dyeing process, and the importance of temperature, chemical dosing, pH control, and washing sequences in achieving high-quality dyed fabrics. He gave me the knowledge of dyeing flowchart which is presented below.

```

Batching —————> Select machine no. —————> Fabric loading —————> Select production program —————>
Pretreatment —————> Select recipe for dyeing—————> Recipe confirmed by dyeing manager / —————>
production officer—————> Dyeing—————> Post treatment —————> Unload.
  
```

2.3.2 Common Dyeing Faults and Remedies

In spite of all careful controls, some common dyeing faults can appear in the factory. Two major issues are uneven dyeing and batch-to-batch shade variation.

Due to uneven pre-treatment (scouring or bleaching) uneven dyeing occurs, improper color dosing, use of dyes with high fixation, improper heat-setting for synthetic fibers or lack of control of the dyeing machine. Remedies are ensuring uniform pre-treatment, proper dye and chemical dosing, consistent heat-setting for synthetics and strict machine control.

Batch-to-Batch Shade Variation may result from fluctuations in temperature, dosing timing differences, gap in batch weight of dyes and chemicals, lot variation in dye or improper pump speed and liquor ratio. Remedies can be using standardized dyes and chemicals, maintaining consistent liquor ratios and pre-treatment procedures, following the same dyeing cycle and monitoring pH, water hardness.

2.4 Production Management System in Printing

After unload dyed fabric need to finish the fabric and after that delivered to printing section or

garments section as per buyer requirements. I have learned all over printing process which are available in A-One Polar Ltd as given below.

Pigment print: dyed/RFD fabric →printing curing (temperature at 140-150 c° for 3-5 min)→soft finish (temperature at 130-140 c°)→compacting

Rubber print: dyed/RFD fabric →printing curing (temperature at 140-150 c° for 3-5 min)→soft finish (temperature at 130-140 c°)→compacting

Glitter print: dyed/RFD fabric →printing curing (temperature at 140-150 c° for 3-5 min)→soft finish (temperature at 130-140 c°)→compacting

Discharge print: dischargeable dyed fabric →printing curing (temperature at 160-165 c° for 4- 5 min)→washing→soft finish (temperature at 130-140 c°)→compacting

Reactive print: RFD fabric (ph: 6-7) →printing→steam (temperature at 102c° for 10 min) →washing→soft finish (temperature at 130-140 c°)→compacting

Burnout print: RFD cvc/pc fabric (ph: 6-7) →printing→steam (temperature at 102c° for 6-8 min)→washing→soft finish (temperature at 130-140 c°)→compacting

The Chest Print/ Placement Print looks as below

Rubber Based (Pigment print, HD print),

Oil Based (Plastisol)

Others (Flock, Foil, Upson, Glitter, Discharge, Gradient, Puff, Crack, Glow in the Dark)

Some printing machine details mentioned below table no 3 which I have seen during my internship in printing.

ALL OVER PRINTING UNITS

In this factory they have below print item and all printing machines are given in table 3:

Pigment, Discharge, Reactive, Neon/Florescent, Glitter, Burn out, Foil Print

PRINTING MACHINES

Table 3: Overview of all printing machines.

M/C No	BRAND	ORIGIN	WORKING WIDTH	PRODUCTION CAPACITY	NUMBER OF COLOUR	Unit Name
01	KUIL	KORE A	72''	2500 kgs/day	12 COLOR	A One Polar Ltd
02	KUIL	KORE A	64''	2500 kgs/day	08 COLOR	A One Polar Ltd
03	KUIL	KORE A	72''	2500 kgs/day	08 COLOR	A One Polar Ltd
04	KUIL	KORE A	86''	3500 kgs/day	08 COLOR	A One Polar Ltd
05	KUIL	KORE A	60''	2500 kgs/day	06 COLOR	A One Polar Ltd
06	ROTARY ZIMMER	AUSTRIA	84''	10000 Kgs/day	08 COLO UR	A One Polar Ltd
07	Loop Stemmer YoingXin	CHINA	84''	10000 Kgs/day	-----	A One Polar Ltd
08	Washing (DILMINLER)	TURKEY		15000 Kgs/day	-----	A One Polar Ltd
09	Loop Steamer CLS- 9000	KOREA	72''	8000kgs/d ay	-----	A One Polar Ltd
10	WASHING UNIT DAEIL	KOREA	72''	8000 kgs/day	-----	A One Polar Ltd
11	Sun Supper Stenter	KOREA	68''	10000 kg/day	-----	A One Polar Ltd
12	DIL MINLER Stenter	TURKEY	98''	12000 kg/day	-----	A One Polar Ltd
TOTAL AOP CAPACITY: 23.50 ton/day.						

PLACEMENT PRINT

M/C No	BRAND	ORIGIN	PRODUCTION CAPACITY	NO. OF TABLE	Unit
01	K+Z CORP.	THAI LAND	15000 Pcs/Day	5 Table	A One Polar Ltd
02	OAK Trading	CHIN A	30000 Pcs/Day	10 BL Table	A One Polar Ltd
03	Octopus (Round)	USA	16000 Pcs/Day	4 Table (6 to 8 Col)	A One Polar Ltd
04	Octopus (O val)	USA	9000 Pcs/Day	2 Table (12 Color)	A One Polar Ltd
Total Production Capacity: 70000 Pcs/day.					

Since my internship is primarily based on production management system of the company, the summary is given in Table 4.

Table 4: Overview of total production management system of A-One Polar Ltd.

Dyes and chemical Inventory and Management	Efficiently manage Yarn, dye and chemical inventories (FIFO system) including tracking quantities, ordering, and minimizing waste by ERP system. By which they monitor and optimize the inventory of dyed materials and work-in-progress to avoid overstocking and stock outs.
Quality Control	Implement rigorous quality control procedures for dyeing, including colorfastness tests, shade evaluation, and inspection of dyed materials by spectra value of spectrophotometer, Model Data color 650. Yarn count is checked by AOPL's in housed Wrap Reel m/c.
Production Scheduling	Plan and schedule the Knitting, dyeing process, printing, and washing considering order requirements, equipment availability, and color consistency are maintained by ERP system.
Machine and Equipment Management	Maintain Knitting dyeing, printing and finishing machines and equipment to prevent breakdowns, reduce downtime, and ensure optimal dyeing conditions by our maintenance dept. and ERP system.

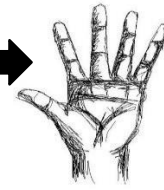
Batch Control	Monitor dye batches, ensuring meet color specifications and maintaining batch records for traceability by ERP system.
Energy and Resource Management	Implement energy-efficient dyeing processes, minimize water and chemical usage, and manage environmental impacts by EMS team and Utility of A-One Polar Ltd.
Operator Training	Production manager provide training for dyeing machine operators to ensure they understand all production processes and equipment operation, by Production manager and every quality personnel have to pass by Mansell Hue test according to quality control standards.
Wastewater Treatment and Environmental Compliance	Comply with environmental regulations by properly treating wastewater generated during the dyeing process. A-One Polar Ltd have strong EMS team who have to do the work to meet the buyer requirements against Wastewater Treatment and Environmental Compliance
Data and Analytics	A-One Polar Ltd. Collect and analyze data of LAB TO BULK and BULK TO BULK in dyeing processes, quality, and resource usage for process improvement.
Integration with Other Departments	Production manager collaborates with other sections (e.g., knitting, finishing, logistics) to ensure smooth workflow, on-time delivery, and accurate color matching.

2.5 Marketing and Merchandising

Marketing and merchandising is a pivotal part of this industry. I have worked for 12 days in this department. Here I have learnt about merchandising role. A merchandiser is a professional responsible for the planning, procurement, and management of products in a retail or manufacturing environment. Their primary objective is to ensure that products are available to customers in the right quantities, at the right time, and in the right place, while also maximizing profitability. Merchandisers work closely with suppliers, manufacturers and internal teams to coordinate various aspects of procurement network and retail procedure. They play a critical role in product selection, pricing, inventory management, and sales strategy, making them central to a company's success in meeting customer demand and achieving business goals.

The role of a merchandiser in A One Polar Ltd, is vital to the company's success. These professionals are responsible for coordinating various aspects of the business to ensure that the company's textile products are produced and delivered efficiently and meet customer expectations. Here's an overview of the role of a merchandiser in a textile company:

5 RIGHTS IN MERCHANDISING



Have the Right ITEM
At the Right TIME
In the Right PLACE
In the Right QUANTITY
At the Right PRICE

Role of a merchandiser →



I have learnt how a Merchandiser Meet Buyer's Requirements and track production: Merchandiser detail to buyer about factory profile. And Understand the Order sheet. Then Arrange all the component for order execution accordingly. After that Production Tracking start finally maintain timely Shipment.

A merchandiser tracks production with follow-up on every step; ensure first yarn supply in the factory. Then monitoring knitting process, linking (others operation) and accessory or trims supply. After that finishing process to meet quality and packaging. Finally, ensure quality export.

There are 2 types of Merchandiser: Sourcing Merchandiser and Production Merchandiser

Sourcing Merchandiser and Production Merchandiser's Responsibilities describe in below flow chart with is described by merchandising manager during internship period:

Sourcing Merchandiser begins with receiving a request from the buyer. All relevant departments are informed about the garment specifications to ensure alignment. Next, issued a fabric indent is for fabric

booking, and sourced trims and accessories accordingly. After that, negotiations price with supplier make sure secure the best rates. When the costing is finalized, sent a quotation to the buyer. Further negotiations may happen with the buyer before the final order confirmation is received.

Receive request from buyer → Sending to CAD → Aware every department about specification of the garment → Issue fabric indent (fabric booking) → Source trims and accessories → Price negotiation with suppliers → Submit the quotation to buyer → Negotiation with buyer → Receive order confirmation from buyer.

Production Merchandiser start with receiving the order sheet, all details are check with the quotation and ensure accuracy. When bulk indent is then issued and orders for trims and accessories are placed with the suppliers. Once the fabric, trims, and accessories are received in-house, discussions are held with the planning team to finalize the shipment schedule. Finally, as per the schedule timeline execute the shipment.

Receive order sheet → Confirm everything from quotation merchandiser → Issue bulk indent → Place order to the supplier for trims and accessories → In-hose fabric, trims and accessories → Discuss with planning about shipment date → Execute the shipment.

2.6 Supply Chain Management

In Supply chain department, I did my work around 10 days in this department. There supply chain manager follow up me from the basic of supply chain. The term “supply chain management” has become a popular buzzword, probably first used by consultants in the late1980s and then analyzed by the academic community in the 1990s. To execute order properly we have included supply chain management.

Supply chain consists of all parties involved, directly or indirectly, in fulfilling a customer request. The supply chain includes not only the manufacturers and suppliers but also transporters.

Here we can find raw materials supplier supply industrial product to the manufacturer and make the product sale to distributor, distributor sale this product to the retailer by small lot, and final consumer get the product from the retailer.



Figure 4 : Activities including of Supply Chain Management.

The Four Phases of Supply Management:

The process of supply management in any organization, including textile industries like A-One Polar Ltd. can be understood through four key phases, each requiring collaboration across multiple departments to ensure efficiency and accuracy. Four phases are essential to operate supply chain management. The first phase, generation of requirements, involves identifying what materials or services the company truly needs and developing clear specifications or statements of work to describe them. This stage is crucial because the quality of the final product largely depends on how well these initial requirements are defined. The second phase is sourcing, which focuses on finding and selecting the most suitable suppliers. In this stage, the company evaluates potential suppliers based on their cost efficiency, product quality, technology, reliability, and service standards. Building long-term supplier relationships or strategic alliances also begins here. The third phase, pricing, aims to establish fair and sustainable prices that both reward the supplier for quality performance and help the company minimize its total cost of ownership. This phase often involves negotiations that balance supplier profitability with the buyer's cost objectives. Finally, the post-award activities phase ensures that the purchased materials or services meet the agreed-upon quality, cost, and delivery terms. It includes tasks such as supplier performance evaluation, providing technical assistance, resolving operational issues, and managing ongoing relationships. Altogether, these four phases—requirement generation, sourcing, pricing, and post-award management—form a continuous cycle that drives efficiency, strengthens supplier relationships, and supports overall business success.

Decision Three Levels: The figure illustrates the three levels of decisions as a pyramid shaped hierarchy. The decisions on a higher level in the pyramid will set the conditions under which lower level decisions are made. At the strategic level, top management focuses on long-term decisions, such as setting company goals, planning future growth, and defining overall direction. Secondly, The tactical level comes next, where middle management translates those broad strategies **into** medium-term plans, like resource

allocation, project scheduling, and performance monitoring. Finally, at the operational level, lower management and employees handle day-to-day operations, ensuring that routine tasks are completed efficiently to support higher-level goals. Together, these three levels create a structured system where decisions flow from long-term strategy to everyday actions, keeping the organization aligned and productive. In figure 5 shows the diagram of Hierarchy of Supply Chain Decisions.



Figure 5: Hierarchy of Supply Chain Decisions.

Metrics and Data Collection:

Management can be defined as the planning, execution, and control of goal-oriented activities. Today's supply chains are too complicated to be controlled based on intuition. It is necessary to have access to statistical data on the performance of the supply chain.

2.7 CSR and Compliance Activities of A-One Polar Ltd.

A One Polar Ltd is committed with global Corporate Social Responsibility approach ranging from involvement in sustainable development initiatives. Free Medical treatment or full time Ambulance services for Employees. Scholarship payment for worker's meritorious children. Financial help to the Orphanage, Mosque, Madrasahs and other charitable institute. Festival bonus 65% instead of 50% and Employees get 50% bonus whose service length is only 6 months instead of 1 Year. Financial help to worker's family members for treatment and others. Free bronchitis test and treatment for the all employees. Free Iron/ Folic acid tablets distribution to the women workers. Free Hepatitis AB Positive test for all employees. Wage Grid Methods is implemented where increment ensured above 5% for skilled workers. Free Aides mosquito control program for the community people.

Table 5: Others Particulars Activities of A-One Polar Ltd.

Fire Fighting	Proper firefighting equipment fixed up as per advice by the Bangladesh Fire Service and Civil Defense.
Staircase	03 stair cases for entrance and exit.
Parking area	Proper and enough space for loading and unloading of good sand parking area for private cars
Sanitation	155 units for gents, 148 units for ladies and 02 units for staff with proper sanitation system.
Electrification	All concealed wiring in most modern systems with proper safety measure.
Ventilation	Full facilities for proper ventilation and light.
Dress	Apron, Cap and Mask provided to every single worker for occupational health and safety measures.
Baby care center	Workers new born babies are take care by trained nurse while Mothers are at Work.
Health facilities and experienced	Arrangement of monthly check up by a qualified physician and first aid facilities are also available.

2.7.1 Environmental Sustainability of A-One Polar Ltd.

Sustainability is much more than an idea at A-One Polar Ltd. Sustainability is profoundly embedded into their business. A-One Polar Ltd. take our role in responsibly to draw the future very seriously by working hard continuously to improve not only performance and the quality of products, but also how do business and treat people in the different communities. A-One Polar Ltd. serve and the environment around us. A-One Polar strictly adhere to water quality standards set by international buyers and local authorities, exemplified by Biological ETP establishment, Solar install for renewable energy which contribute to reduce green house gas emissions. Engaging in various environment and chemical-related activities, actively promote environmental sustainability through initiatives like HIGG, BEPI, ZDHC, BVE3, ICS, OEKO TEX STEP, GRS, RCS, OCS, GOTS, and C2C. This organization purchased REC for purchase electricity neutralization.

A-One Polar Ltd. efforts are a testament to Companies commitment to creating a greener, more sustainable future.

2.7.2 Human Resource Activities of A-One Polar Ltd.

The HRM Department at A-One Polar Ltd. is responsible for the following key functions: Managing recruitment, selection, and hiring processes. Overseeing employee benefits, including salary, bonuses, gratuity, and superannuation funds. Handling monthly salary disbursement. Preparing and distributing festival and performance bonuses. Processing employee final settlements. Submitting various salary-related MIS reports to management. Acting as system administrator within the HR department. Assisting in appraisal management. Managing employee tax processing and related tasks.

Core function of HRM: Strategic Staffing and Workforce Planning. Talent Acquisition and Onboarding. Employee Growth and Skill Development. Employee Engagement and Motivation. Workforce Retention and Well-being. Comprehensive Compensation and Benefits Management. Fostering Positive Employee Relations and Workplace Harmony. Continuous Training and Capacity Building. Effective Grievance Resolution and Conflict Management.

Chapter 3: Critical Assessment of Internship Work

In this chapter, I critically assess my internship work in production management units and merchandising department as described in the previous chapter. Here I have used SWOT (strength, weakness, opportunity and threat) framework to critically assess my internship work.

3.1 SWOT Analysis of the Company's Functional Units

3.1.1 Production Management System

Strengths (S):

First of all, Fleece with diagonal loop fabric produce which is only developed in A-One polar Ltd. in Asian country. Also have 3-ton capacity dyeing m/c in Asian country. Purchase and procurement raw materials from authentic source. By ERP system monitor all raw material, production status, fabric status, Order sheet, delivery TOD, Fabrication etc. Auto dispenser, Brand Lower which is more efficient compared to manual pipetting in lab dip formulation. Data color 650 spectrophotometer which is help to recipe formulation and quality control both lab and bulk shade also. A-One Polar also have GC-MS machine which ensure quality (AZO, PAH-poly aromatic hydrocarbon, Phathelate, COC-Chlorinated Organic Carries, DMFa, DMFu, Chlorophenols, Styrene) of dyes and chemical. A-One Polar Ltd. is very much capable to doing print on Fleece fabric, only for this reason A-One Polar is different from others factory.

Weakness (W):

A-One Polar Ltd. have not incorporated automation and technology, such as computerized dyeing machines, real time monitor in circular knitting m/c to enhance process control and efficiency. They handle more than 30 buyers, due to under workload / pressure to the stuff and worker during shipment time. Machinery Maintenance is not excellent due to semiskilled and insufficient manpower. Production wastage cannot be controlled properly due to lack of records in their currently using ERP software. KPI's in not set to production related departments of A-One Polar Ltd. There is no Implementation of lean manufacturing tools in A-One Polar Ltd. (i.e. 5S, Kaizen, Kanban, KPI.)

Opportunity (O):

Rules of A-One Polar Ltd. which is running standard, if it will be monitories then it will help to move number one in future. Lycra feeding is uniform; Fabric rejection will be decrease in knitting section. More orders and buyers will be come in future due to having world class machineries,

A-One Polar Ltd.

Threats (T):

Threats for production management, Water consumption high, daily required avg 2300-2500 m³ water. Manufacturing cost will be higher due to higher inflation rate. Dependency on cotton. International competition, Energy Crisis, Increased cost, Unstable political and economic situation

3.1.2 Marketing and Merchandising

Strengths (S):

A-One Polar Ltd has a well-established supply chain, ensuring a consistent flow of raw materials and efficient production processes. Also, high-quality products, is known for producing high-quality textile products, which is a significant advantage in attracting customers. It has boasted an experienced and skilled merchandising team capable of identifying market trends and making informed product selections. Along with successful marketing campaigns have established brand recognition and a loyal customer base. Their ethical and sustainable practices align with the growing consumer demand for eco-friendly products.

Weaknesses (W):

Nowadays, Price competitiveness is a challenge due to the high costs associated with producing high-quality textiles. I observe A-One Polar may not have a strong online presence, which is becoming increasingly important in today's market.

Opportunities (O):

The market is witnessing a surge in demand for sustainable and eco-friendly textiles, which aligns with A One Polar's values. Investing in e-commerce platforms could open up new channels for reaching customers and selling products. I observed, they are offering customizable textile products can cater to specific customer needs and preferences. Also exploring international markets can provide opportunities for growth and diversification. Collaborating with other ethical and sustainable brands can help increase exposure and customer base.

Threats (T):

At present textile industry is highly competitive, making it challenging to maintain or grow market share. Variations in the costs of raw materials can impact pricing and profitability. Rapid shifts in consumer preferences may require quick adaptations to product offerings and marketing strategies. Economic recessions or downturns can lead to reduced consumer spending on non-essential products like textiles. Supply Chain Disruptions; Natural disasters or logistical issues could disrupt the supply chain and lead to production delays.

3.1.3 Supply Chain Management

Strength (S):

Effective SCM can lead to cost savings through better inventory management, transportation optimization, and supplier negotiations. Management seems to be very energetic and competent of improved performance. The use of advanced technologies like RFID, IoT (Internet of Things) and AI can improve SCM efficiency and visibility.

Weakness (W):

Implementing SCM systems and technologies can be expensive, and not all organizations can afford it. Limitation of technical know-how and producing raw materials. Political or workers unrest, which making buyers step back in some cases. Improper use of Ports and not so smooth and strong Transportations. Problem in electricity and gas supply. Lack of attention of Governments policy makers.

Opportunities (O):

SCM can enable organizations to expand their global reach by optimizing international supply chains. Good reputation of product quality in outside world will increase more option of export. Strong rise of knitting sector and very good quality yarn is now producing. Great pricing capability. Encouraging new joint venture projects. Change in Governments attitude towards knitwear industries.

Threats (T):

Natural disasters, geopolitical conflicts, and other unforeseen events can disrupt the supply chain. Competition increased in export market for India, China and Cambodia etc. Some time country's political unstable conditions and Rise of raw materials price. Resource decreased day by day (Water, energy, gas etc.) Rising prices of goods may lead to discontent among workers.

3.1.4 Human Resource department

Strengths:

A-One Polar have Competent and dedicated HR team with strong expertise. Effective time management practices. Thorough analysis of required skills, behaviors, and resources for each role. Supportive and comfortable work environment fostering productivity.

Weakness:

They have some Communication barriers between HR and other departments. Lack of a well-defined training and promotion framework. Inefficient performance appraisal mechanisms. Insufficient focus on employee health and wellness initiatives.

Opportunity:

Significant potential to develop a highly skilled work force in A-One Polar. They have Scope for the HR team to lead motivation and training at the corporate level. Opportunity to build stronger interdepartmental relationships. Potential for evolving the corporate HR function into a more strategic and effective unit.

Threats:

Major threat for this organization is elevated employee turnover rates impacting stability. Internal conflicts that may disrupt organizational harmony. Absence of clear job descriptions causing decision-making challenges. Risk of inappropriate hires through internal recruitment processes.

For "A-One Polar Ltd," a successful SWOT analysis would involve developing strategies to leverage strengths, address weaknesses, capitalize on opportunities and mitigate threats. This would enable the company to make informed decisions and implement effective approaches in the textile industry.

3.2 Application of generic and industry-specific courses during Internship

My studies in the PGD-KIM program have included both generic and industry-focused courses which have greatly enhanced my understanding of how businesses function. KIM-101: Human Resource Skills & Competencies enabled me to understand the impact of workplace culture, behaviors and values on motivating employees and their overall performance. These insights were instrumental in identifying possible means to increase staff collaboration and morale at my internship site, such as encouraging cross-departmental events and team-building exercises. Further, it has increased my

respect for the role an effective HR department plays in supporting an organization through the recruitment of suitable personnel; organizing the proper training; evaluating employee performance; and informing management of employee needs.

KIM-102: Analytical Skills & Competencies provided me with the theoretical and practical knowledge necessary to use cost-benefit analysis, data analysis, and performance evaluation. I used these analytical tools to evaluate workplace efficiency and recommend enhancements that would increase productivity. Additionally, strengthening my computer skills from this course improved the methodical approach and timeliness of my everyday tasks.

Through KIM-103: Communication Skills, I acquired the ability to convey ideas effectively using both verbal and nonverbal communication techniques. This was especially important during meeting and presentation activities, as well as employee awareness sessions, where I practiced presenting material concisely and confidently. I became significantly more proficient in preparing minutes, conducting interviews and working with coworkers in a professional manner.

KIM-104: Business Operations Skills provided me with a practical perspective on business strategy, sustainable practices, and industrial operations. Understanding business models and how they can be applied in various industrial settings, helped me to appreciate the diversity of operational practices between businesses. In addition, KIM-201: Introduction to the Garments Industry provided additional insight into the development of Bangladesh's garment sector, specifically the production systems and machinery employed. Visiting the factory floor allowed me to make connections between my academic experience and actual manufacturing processes.

Finally, through the Production Management and Merchandising (KIM-203) course, I gained insights into the complete ready-made garment (RMG) production cycle from buyer negotiations and order placement to shipping and delivery. I also learned about Incoterms and their role in international trade, which has been directly applicable in my current professional responsibilities.

3.3 Suggestions for the Company

While observing the company during my internship at A-One Polar Ltd., I was able to see many ways in which the company's operations and employee relations systems could be improved to create a better and more productive work environment for employees. Firstly, A-One Polar Ltd. should provide a better and more formalized structure of grievance handling and a higher level of transparency when it comes to employee complaints. Once a complaint is lodged by an employee, there needs to be consideration of the evidence supporting the claim in addition to the employee's work record and any other documentation related to the claim. There also need to be simple, accessible and if possible, translated training materials for all employees to be able to clearly understand.

A-One Polar Ltd. should make employee safety and comfort a priority by ensuring that they have the right and fitting PPE (personal protective equipment) available to them and conduct regular awareness sessions regarding the rights of employees – including the right to leave employment upon giving adequate notice – in order to ensure that employees are aware of fair labor practices. It is also important that A-One Polar Ltd. maintain a clean, hygienic and safe place for employees to work to avoid injuries/accidents and to increase employee morale. Fair and timely payment of wages to all employees will also contribute to increased job satisfaction and decreased turnover. Employee motivation can be enhanced by not only financial rewards, but also non-monetary incentives such as employee recognition programs or career advancement opportunities. The establishment of a healthy work-life balance by establishing reasonable working hours will also contribute to employee overall well-being. Implementing the International Labour Organization (ILO) principle of "decent work" in A-One Polar Ltd.'s policies and procedures will allow the company to demonstrate its commitment to treating all employees equally regardless of gender with respect to opportunities for safe, respectful and productive employment.

Lastly, I suggest that A-One Polar Ltd. establish KPIs across departments to evaluate employee performance objectively, identify knowledge/skill deficiencies and to develop future employee training plans. KPIs will also be useful for long-term planning purposes, enabling senior managers to set measurable objectives, monitor employee progress and adjust to changes within the RMG industry.

3.4 Learning for self-improvement

During this internship program, I got chance to meet with multiple departments and people, which significantly broaden my communication skills, confidence and overall interpersonal abilities. I gained Hands-on experience to various departmental functions, broadly understand the organizational and industrial processes comprehensively. This combination of theoretical and practical knowledge will

support me in the future to manage a ready-made garments (RMG) industry at a top-level position. Over the course, my skills in communication, negotiation and versatility improved considerably, to face challenges in global marketing, market diversification and integrating marketing strategies to achieve organizational objectives. Additionally, my analytical skills were enable me to assess risks and make strategic decisions. I also gained valuable knowledge in technical, mechanical, automation, organizational management, motivation, leadership, marketing, operations management boosting my confidence to run an industry in an organized manner. Moreover, I learned about green and sustainable industrial initiatives related to location, transportation, materials, water efficiency, energy use, indoor environmental quality and regional priorities. This knowledge will help me transform a sustainable RMG factory.

Chapter 4: Conclusion

As I conclude my internship at the A-One Polar Ltd Textile Knit Composite Factory, I am grateful for the valuable experiences and insights I have gained during my time here. A-One Polar Ltd is working all the time to sustain and satisfy its employees. According to my own experience the working environment of the organization is very inspiring. However, the organization needs to work a lot to satisfy its experienced and old employees. A-One Polar Ltd. also allow departments and individuals to work cross-functionally, and create an environment of learning and constant renewal. This may improve work methods and processes continually, reduce the costs of doing business, improve safety, and reduce accidents. By should follow same standard of recruitment, benefits and facility to get a satisfy employee. If employee will satisfy their service also will be good. So, client will happy and business will be in long-term.

Now-a-days buyers are very much quality conscious. If it becomes possible to maintain a high-Quality system of inspection policy, the buyers shall be motivated to place more orders. So, it is possible to set different modern quality procedures and quality management techniques for the betterment.

Finally, with saying that A One Polar Ltd a concern of Micro Fibre Group will get more orders and will get more nominations from new buyers in future due to having In house laboratory accredited by H&M, C&A, CELIO, Higg Index, ZDHC chemical management, REACH, OCS(Organic 100 Content Standard), ISO 9001:2015, GOTS(Global Organic Textile Standard), Member of BSCI (Business Social Compliance Initiative), RCS(Recycled 100 claim standard), GRS(Global Recycled Standard), GOLD supplier Certificate and OEKO-TEX STANDARD 100 certified factory, world class machineries, skilled manpower and high quality products.

I am thankful for the supportive and collaborative work environment at A-One Polar Ltd Textile Knit Composite Factory. The mentorship and guidance I received from my supervisors and colleagues were invaluable in helping me navigate the challenges of the textile industry. This internship has not only expanded my technical knowledge but has also improved my problem-solving skills and ability to work effectively as part of a team.

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