

Report On
Zaman Trims and Accessories,
Different Departments of Knit Garments
Industry.

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

Executive Development Center, BIGD
BRAC University
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Declaration

It is hereby declared that

1. The internship report submitted is my own original work while completing degree at Brac University.
2. The report does not contain material previously 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 key sources of help.

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Letter of Transmittal

Ali Navir Khan FCA

Lead. Grant Management BIGD, Brac University

66 Mohakhali, Dhaka-1212

Subject: Internship report at Knit Garments Industry

Dear Sir,

I am the student of Brac University and previously worked as an assistant manager in Alliance Group. This is my pleasure to display my entry level position provide details regarding' Recruitment and Selection Procedure ZAMAN TRIMS AND ACCESSORIES which I was appointed by your direction.

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,

Student Full Name: Osama Bin Kabir

Student ID: 24281099

Executive Development Center, BIGD

Brac University

Date:16 November, 2025

Non-Disclosure Agreement

This page is for Non-Disclosure Agreement between the Company and The Student This agreement is made and entered into by and between Alliance Ltd and the undersigned student at EDC, BIGD, Brac University.

Student's Full Name & Signature:

Osama Bin Kabir
Student ID: 24281099

Industry Supervisor's Full Name & Signature:

Nahid Zaman
Managing Director

Acknowledgement

At first my gratefulness goes to Almighty Allah for giving me an opportunity and strength to complete the industrial training and this report. You have made my life more glorious. May your name be honored and glorified. I extend to thankful appreciation to my industrial supervisor Mr. Nahid Zaman for his outstanding guideline for the successful completion of this training. His assistant helps me throughout the whole process and to understand others department and also, he gives me invaluable advice to understand the essence of every individual department as well. I am indebted to my academic supervisor, Md. Ali Navir Khan, FCA lead grant management, BIGD-Brac University, whose unwavering support has been an immeasurable throughout the session.

Additionally, I wish to express my deepest gratitude to my family members who have been a constant source of support, inspiration and assistance whenever I required it.

Finally, I would like to thanks BRAC University. The authority of BIGD offers great opportunity and produce great leaders. This type of course will increase communication skill as well as leadership skill. Moreover, I also enjoyed proper academic curriculum and environment in this PGD-KIM course. Here, students can learn advance textile management and how to mitigate all challenges at a time.

Executive Summary

To begin with, sustainable products are very important for textile industry. These can mitigate environmental impact. So, 3R- reduce, reuse and recycle will implement to save our environment and reduce carbon footprint. For long time sustainable textile products company will consider all need to change in which environment will be changed.

In this report, I have tried to analyze full details of the company. Moreover, I can say production side. There are some prominent points that I have found to improve whole production process and this is indispensable to use sustainable way and also environment friendly products.

Although company are trying to use sustainable products, it should be increased dying section that I mentioned. Furthermore, in terms of yarn I recommend in this report use more sustainable yarn. For example, recycle cotton and recycle polyester.

On the other hand, in this report I have mention physical and color lab some procedure that company can implement especially for high quality fancy fabrics. To improve fabrics quality during sample and bulk stage physical and lab recipe are important for any company.

I also mention Fabric R&D that means research and development that are especially need to improve and arrange proceed more sample R&D which can help to get more buyer orders.

Finally, there are number of challenges that have been facing in this company but all are gradually minimizing because it will follow sustainable way to mitigate environmental impact. Thus, sustainable way brings more buyers and order consistency which will be beneficial for our economic growth.

Additionally, I can say sustainable products is really crucial while other think these products are so much expensive but I think this actually helpful for our environment and truly we should grab this opportunity. This actually successful products and we can ensure to protect the environment. I found the actual long tasting products here and see sustainable viscous in this factory although this is so expensive. We can also say yarn imported time was so high and this was not giving any extra time from buyer end. So, in terms of any sustainable viscous we must ask time limit of the fabric delivery time. This will really excellent communication with buyer. I have also suggested to this company to produce more suitable products. Demand of sustainable products was huge. So, we have to think about this as well as sustainable yarn is also important.

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List of Acronyms

R&D	Research and Development
VDQ	Variable Dia for quality
GSM	Gram Per Square Meter
SL	Stitch Length
pH	Acidity or Alkalinity of a solution
ETP	Effluent Treatment Plant

Chapter 1

About Organization

1.1 Overview of the Industry

Zaman Trims and Accessories is the reputed limited company and currently producing readymade garments. Moreover, this export-oriented garments company in Bangladesh manufacturing different types of garments products. Also, there are some production side knitting, dyeing and finishing. Company is well organized and maintaining 100 % compliance.

This company was established 2012.

Besides that, at the initial stage company was manufacturing some accessories but now producing readymade garments and also open production unit. Now, it is growing day by day and directly handle with buyer.

I think there are various opportunity for employees for build up their career and make a good position. Also, many internships student is coming for internship to gather some practical knowledge. This could be really helpful to make a strong career for young employees.

This is mainly exporting prominent products of garments like hoody, polo shirt, T-shirt, leggings. Company mostly targeted European buyer. Although the USA market of this company is not so successful. I have noticed company will give employee of the year. This very important for all employee to encourage their work. Often, they get rewards. Overall, company financial condition was diffidently good.

I have noticed there were less fleece fabrics produce because there was no brush machine available and also singeing machine. So, these machines are much crucial if this company wants take fleece order. Overall, management try to improve production capacity. On the other hand, management keep focus on woven fabric future project. This will be also fruitful.

Company is maintaining 100% compliance and workers safety. This significant improvement of the company. Moreover, it had also employed welfare association. I can say it is a well-organized reputed company. Also, they are working to open new project to enhance production capacity and to create more opportunity for employment.

1.2 Vision & Mission

Company's main vision is to produce sustainable products and high-quality products. Also, it is maintaining standard test quality. By 2030, it will target to export around 100 million and contribute to increase foreign reserve of Bangladesh. Company's key mission will achieve maximum buyer satisfaction and order collection. Moreover, access to middle east country because here are big garments markets. It producing 1.5 million garments per month. Apart from that, emphasis to secure employees' safety and satisfaction. Although I have seen some sustainable products running in this factory but need more use of these products. Company's main goal to improve production capacity as soon as possible. For this reason, company will open new project for woven. But they try to maintain sustainable products. Company will maintain ETP plant in a effective way and also making crucial plant and recycled water before throwing outside river. They are main aim to save water pollution and this is so much significant I would say and appreciated. Additionally, I think environment should crucially issue for textile industry and they will take strong step to save our environment. This is actually moral responsibility to main ETP plant as dyeing chemicals water have been polluted our rivers. So, the step of this company about ETP plant was absolutely eco-friendly I would say.

1.3 Goals & Objectives

On the one hand, company has long term goal. It is producing 30% sustainable products. In future it goes on 60% and this the long-term plan to save our environment. In recent days, Company will use automated machine cutting-edge technology which will increase working efficiency. Especially in production side. This very important that company should fix their own sustainable goal which is products related. It should increase sustainable products as per their capacity because in the world wide there are huge demand of sustainable products and also theses are envired friendly. For instance, company can use recycle yarn and recycle chemicals that will save current environment. As a result, company can sustain long time without facing any difficulties and mitigate the challenges.

On the other hand, there are several objectives of this organization. The main purpose is that production capacity will be enhanced and handle different challenges. Produce sustainable products as well as use sustainable yarn, chemicals and sustainable finishing materials. Earning

customer satisfaction by manufacturing higher quality products. Company objectives should sustainable and environment friendly. But I have notice they had no specific objective about sustainable products. Not only cotton products sustainable but also polyester recycle fabrics or yarn need to use. Polyester market is very big particularly I can say European market. Also, company will open another project for woven fabric this was good initiatives and they can use sustainable yarn and fabric for long lasting. Therefore, this is so much crucial to fix proper objectives of the company. By this way, I think this company will overcome alla the challenges.

1.4 Organizational structure, Organogram, Branches and Departments

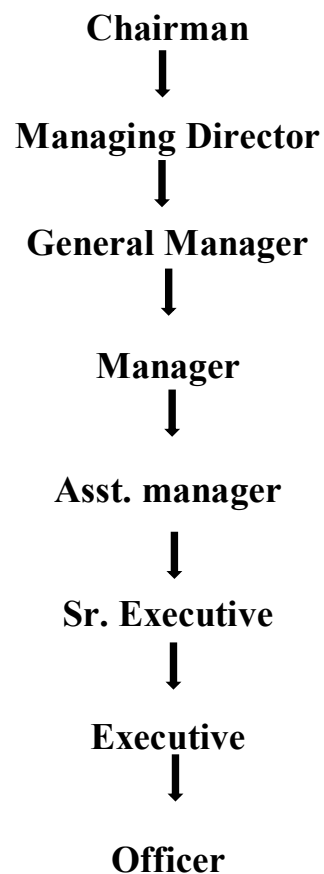


Figure A: Organogram of Zaman Trims and Accessories.

1.5 Products/services produced by the industry

There are various departments in this company such as supply chain management, commercial, merchandizing, marketing, Knitting, dyeing, finishing, Laboratory, sample department, HR and admin,

There are many cotton and polyester products have been making this company. Especially I can say ladies and children's products. Furthermore, Lycra or spandex fabrics mainly use for leggings or kids' items because this fabric recovery was excellent and hand feel so soft. I have seen some viscous fabric and their mainly texture yarn. These fabrics mainly made for ladies and use for t-shirt or leggings.

On the one hand, hoody was another especial fleece brush fabrics for men and women. This company fleece fabrics quality was so good. Mostly I observed hand feel, recovery, volume and hairy were absolutely fine. This quality mainly produces for winter season. I could say around 1 lakh pcs of hoody garments they have been producing every month.

On the other hand, some, fancy fabrics I have noticed and this crinkle design fabrics which are very popular and looking gorgeous. I heard that this products and business was around 10 lakh US dollars last season.

Another significant service of this company employee's safety and welfare. They also give service benefit policy for their employees. But this will only get if anyone stay two years in this company. Moreover, company will give transport facilities and lunch subsidized. I think these are much needed for all employees and it will save their money.

Often, I have noticed company offer some garments items only for their staff with lower price. I have noticed various types of garments. Although these types of garments mainly use for sample test purpose and proto sample. I think this was great opportunity for employees of this company.

Every year this company arranger cultural and picnic event for all workers and staff. This will create a strong relationship among workers, staffs and management. Alos arrange breakfast and lunch facilities during the day. I think this was the good policy of this company. By these events workers and staffs working interest and efficiency will be increased.

Chapter 2

Description about task accomplishment

I have worked below five departments during my internship period. The departments are given below,

2.1 Knitting

2.2 Dyeing

2.3 Finishing

2.4 Laboratory

2.5 R&D (Research and development)

2.1 Knitting

I think knitting is a core department of textile industry. It plays pivotal role to produce different kinds of fabrics and use different types of automated machine. Firstly, I started my journey from knitting because it helped to know overall sequence of fabric production. Although I observed different methods of knitting, I think some methods need to improve which will help overall knitting productivity and efficiency. In my opinion, I will explain the whole procedure during my internship.

To begin with, I have check out different types of machines in the knitting floor. This floor actually layout machine types and fabric wise. All machines set up side by side. There are three types of machine-like single jersey, double jersey and engineering stripe. Firstly, I can explain 34, 40 Dia machine single jersey machine where need 92, 120 yarn package or cone which were set up in the machine's creel. There are also **VDQ** pully which used to maintain **SL** like 2.8 **mm**. Count was 30 direct count system. **GSM** was 140. Speed was 16 rpm. I observed fabric rolling o take up roller. Although it was sample qty around 10 kg and after making fabric sent to kiting quality department.

On the other hand, during checking I have noticed they didn't check 4-point system and also cut some fabric around 2 kg for GSM checking. Another important point I have observed rejected percentage was so high. They didn't actually care it. Consequently, company will face huge lose. Especially in engineering stripe machine.

In conclusion. I can recommend that there were some careless about rejection and checking system. Particularly I can say small qty of fabric which was proceed before bulk order. Check 4-point system either it samples or bulk and in terms of engineering stripe machine speed will be lower to reduce fabric rejection percentage. Here. We operator and supervisor must check fabric count, GSM, design and yean type.

2.2 Dyeing

Dyeing is the crucial part of the textile garments. I think this the main part was fabric quality. During my journey I was visited sample and bulk dyeing both. There are various types of dyeing methods but mostly used reactive for cotton dyeing and disperse dyeing for 100% polyester. I will be discussed briefly in this departments and also some noted some important points which will implement accordingly.

Firstly, I had seen that this company used Sclavos dyeing machines. These were mainly 10,15,20 and 50kg for sample. Apart from that there are some 800, 1000, 1500, and 2000 kg machines for bulk production. I think here liquor ratio was high and huge amount of water was consumed. For example, in the sample section liquor ratio 1:7 it was quite high.

First and foremost, I would like to discusses dyeing process that I had seen directly. The process started scouring and bleaching process where use some chemicals like soda Ashe, bleaching powder, sodium chloride. The main purpose of scouring bleaching was to remove dirty impurities from cotton fiber. Furthermore, these could remove Flavon yellowish chemicals which fixe with cotton seeds. I had notice at the initial stage fabric covered with yellowish shadow.

Secondly, main purpose of scouring and bleaching to give white color and remove all impurities like fats oil etc. After that pH is important issue during dyeing bath. They keep fabric pH around 4.5-5, I think it is absolutely correct for cotton and dyeing temperature was 60 degrees centigrade. I noticed a significant process name was enzyme or bio-polish process. Moreover, this is very crucial because I noticed at the initial stage after knitting fabrics had some hairy on its surface that also called projectile fibers. These were removing by bio-polished method where pH was 4.5. Although the pH of scouring, bleaching and enzyme was 4.5, there was 7 pH in color dye bath because color always fixation in Alkali bath not acidic.

In conclusion, I had followed the whole process and mostly I could say company need to change liquor ratio of the fabrics. I recommend in the sample stage this ratio will be 1:6 as like bulk. This will save thousands of litter waster. If I get opportunity to meet dyeing concern again, I must tell him to reduce dyeing ratio.

On the other side. Bulk dyeing ratio was 1:6 so there was no observation and it is okay for bulk dyeing.

2.3 Finishing

Fabric finishing is really important to maintain good quality of fabrics. After dyeing I have noticed fabric gathers in silting machine as all fabric dyeing tube form. So after completed dyeing silting is required. In a limited sense, the word textile finishing refers to a set of procedures that are applied to all bleached, dyed, printed, or some greige fabrics prior to their release onto the market. Indeed, finishing encompasses all final treatments applied to all types of fabrics composed of all types of fibers.

Firstly, I believe that improving the fabric's appearance is the world of finishing. The fabric's softness and hand feel are further enhanced. Furthermore, the fabric has a higher weight. There are special finishing options, like as water proofing. The finishing can accomplish crease recovery,

After dying, knit fabric needs to be finished. All textiles undergo tubular dyeing. However, knit materials are completed in either open width or tubular form-based requirements. Particularly, I noticed Lycra fabric basically made open form because Heat-set was needed for fabric stability. First and foremost, heat-set is really important issue I finishing because GSM, dia and shrinkage depend on it. So, as per fabric type heat-set parameters had given. For instance, I have noticed Lycra fabric heat-set temperature was 190 degrees centigrade and GSM was 190. It was mainly viscous fabrics. This fabric proceeds in stenter machine with 7 chambers.

Secondly, I observed that there are both open-width and tube finishing machines on the finishing floor. After the fabric has been dyed, the Fukuhara brand squeezer machine is used to reduce the water. The tube fabric's needle mark is where the fabric is cut using a slitting machine. The machine that slices can extract water. This apparatus opens fabric. The tube cloth is dried using Junlong machine dryer machine. The stenter machine is one of the most crucial

devices in the finishing floor. This is supplied. We also offer tube tex and open width compacting machines.

Finally, I have noticed some especial finished fabrics during finishing. For instance, soil finish and water repellent finish or water proof finish. Also, I had seen mercerizing finish which was mainly proceed to improve fabric luster and smoothness. It was particularly proceeded on comb compact yarn. Before starting this process, singeing was done that was another finishing machine. It was removed hairy before mercerizing.

Although finishing is the important department to maintain quality, it is often do not take care. I noticed some chemical mixing chamber pH didn't check appropriately. Consequently, Fabric color fastness possibility to fail. Another observation was heat-set where speed was high and temperature was low around 185 degrees. Hence, my opinion is that must check pH after chemical mixing chamber at stenter machine. Furthermore, heat-set temperature must 190-195 and speed 16. Otherwise, shrinkage will be failed

2.4 Laboratory

Laboratory is really important part of textile industry and all types of fabric test done in lab. During my journey I went to physical and color lab both. I have noticed there were number of machines in lab. In physical lab there are pilling, rubbing, martindel pilling, tensile strength, yarn tester, color fast to wash, washing machine, yellowing test, perspiration test, pH tester etc. Apart from that in the color lab most important machine was Data color machine. This machine provided dyeing recipe and percentage of different colors.

In my opinion, the lab's main goal is to rapidly generate the laboratory dip in accordance with the buyer. It is necessary that the buyer approve the lab dip swatch. In my opinion, the recipe needs to be prepared such that it stays true to the bulk production. Only when the bulk and sample recipe requires less modification will the lab recipe be perfect. The cloth is subjected to various chemical and physical tests.

After three attempts, my attempt to dye a color swatch in the sample section matched the buyer's swatch. I started by comparing the swatch to the lab section black swatch. I next placed the greige swatch in the color matching dying machine after making minor adjustments to the mix. After a few attempts, the test sample matched the buyer's provided swatch. The buyer's requirements were met by the rubbing fastness report's score of four. To clean the swatch there

were three Electrolux washing machine. I noticed washing garments 5 times may improve quality, and it meets the standards. Additionally, there were three dryer machine which were same brand that can use dry the swatches. The data color lightbox used for checking shade. I noted that there were use D65, T83 and UV light box with specific flex.

First and foremost, lab is really crucial place to maintain products quality. My observation is that yellowing test especially for light color fabric took 16 hours. So, it was so time consumed test I could say. Yellowing test was mainly buyer requirement. But I noticed that it hampered production efficiency particularly for bulk production. To save this time dyeing color fastness should be good and need to use phenolic yellowing chemicals. So, this is important fact.

2.5 R&D (Research and development)

R&D means research and development. Basically, Without R&D department it is impossible to develop new fabric. I have seen here this department. Mainly it was central R&D department and developed various types of fancy fabric like derivatives ribs and journey fabrics. Moreover, any kind off swatch analysis, count selection and new fabrics development proceeded in R&D departments. I have noted some process.

I noticed any types of swatches if buyer want to developed at first send it to merchant team. After that they send it to R&D departments to analyze the fabric. R&D concern open the swatch then measure stitch length, find out the count, composition, yarn consumption and type of color. They checked it carefully and also measure number of loop length. After that R&D concern informed merchandizing team about the swatch details.

Merchant team made price against this swatch and give sample booking. In the mean time they also informed customer about price issue. If customer confirm order, then go to sample order like 10kg or 20kg as a proto sample.

R&D core point was made new sample with new swatch. Maintain proper document that was another crucial work of it. Apart from that in textile exhibition, this company have showed different kinds of fancy fabric which made by R&D department. There were lots of design fabric I had seen. For instance, Ottoman design, Interlocked design, Popcorn design, derivatives design like 6x2, 4x2, 5x2 etc. I had learned these types of design fabrics.

I noticed yarn selection process was very important in R&D because it depends on fabric GSM and composition. Coarser count selected for high GSM fabrics and finer count selected for lower GSM fabrics. This counts they didn't change and proceeded same way in bulk fabrics.

R&D was the core point of data collection. I saw a data base they were maintain all finish data of these new fabrics when they start bulk then tried to implement appropriately. So, I think without R&D, this data collection was not possible.

In my opinion, after collecting R&D data there was no meeting with bulk production concern. So, I recommend this is very important to do pre-production meeting with R&D head. It will help to minimize all types of fabrics risk. There are barriers face during bulk production. Furthermore, it saves unnecessary fabrics rejection and uneven fabric dia. Overall, these are important for this department especially this company.

Chapter 3

Critical assessment of Internship work

3.1 Application of Generic and Industry specific courses during internship

Honestly, I can PGD-KIM diploma management course was really amazing and I had learned lots of things from this course. It was well organized course and I tried to implement during my internship course. In the first semester I have completed Human resources and communication skills. I learned how to manage top management and employees of the factory.

When I went to collect data from others department then I applied my learning. Especially, I could say the way designed communication skills course this was outstanding. Moreover, I have to say about business course. This was another fundamental course and I learned how to business run in factory that was help me to give some recommendation. Previously, I had not good knowledge about business skill.

But I would like to request Brac University authority add some textile course in first semester. Apart from that I would to say exiting course were actually helpful for my internship journey. Now I can say my communication skills is tremendous changed. Before this course I never give any presentation. Even though my 4 years bachelor in textile university life. But only Brac university gave me an opportunity that I implement in this industry and practical. Furthermore, I smoothly talked in English with any buyer.

3.2 Suggestion for industry improvement

I think this company is really organized but need to improve knitting capacity and R&D hangers' capacity. There was no specific hangers' room and product development department. This maybe effect for new buyers when demeaned some latest hangers for development purpose. My observation was need to develop more fancy sample fabrics. It could be seasoning wise sample.

Apart from that, dyeing was my second observation as I could not find any 50 Kg machine because it is needed for big sample qty like counter sample stage. It will reduce time. Often, they go to outside factory if fabric qty 30 or above. Minimum set up two machines.

My final suggestion is that company need to increase stenter and compacting machine. Full floor I have seen two stenter machine and two compacting machines. But there was no tube

compactor machine. I think incase of tube fabrics finish must need. As a result, they can take tube order and tube fabric production qty is always high.

3.3 Learning for self-improvement

I have learned several skills from this course. Firstly, I can say it will improve my communication skills as well as leadership skills. Again, I can say my presentation skills and any type of project making skills was so poor. I think PGD-KIM of Brac university gave me a big opportunity to increase my skills. Previously I was really afraid to present something in front of people and my public speaking skills also poor. But now I learned everything and during my internship I collaborated every department because I had good communication skills that I learned already by this course.

One the on hand, this course increases my English fluency and presentation skills. For example, last month I had an important presentation and I did well. My confidence was absolutely outstanding then I realized by this course my soft skills were improved.

On the other hand, I have also increased my leadership skills. Now, I have been managing 15 people in my team. So, I have strongly believed that my confidence and leadership skills now top level. Actually, this was my great achievement.

Chapter 4

Conclusion

4.1 Conclusion Of Zaman Trims and Accessories

By Almighty grace, our industrial course has been successfully completed. We are led to the anticipated fate of practical life by industrial attachment. Zaman Trims and Accessories. is among Bangladesh's top textile mills. After the eight-week clothing manufacturing process at Nahid Zaman Trims and Accessories. was finished, we were inspired that one of the best places to put theoretical knowledge into practice is a industry. This industrial attachment provides us a thorough understanding of the factory environment, production plan, overall management, store and inventory method, production, utilities etc. It is relevant to our work in the sector. We are appreciative of this wonderful opportunity provided by Brac University. Overall, I can say this company was excellent environment and employees getting more benefit. They had much facilities. All the textile engineer and non-technical person were so co-operative. They had given some valuable information which will help me to make this report information accordingly. I wish for this organization and for all the employees.

Honestly, I am actually proud of Brac University and the authority of this university realize the significant of this PGD-KIM program. It will really help to grow strong management skill of the students in textile industry all over the Bangladesh.

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