

Report On
Fakir Apparels Ltd.
A Comprehensive Study of Marketing, Merchandising, and Production
Processes in the Knit Garment Manufacturing

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.

Student's Full Name & Signature:

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Academic Supervisor's Full Name & Signature:

Md. Hasib Al Mamun Sumon
Sr. Program Associate
BIGD, BRAC University

Letter of Transmittal

Md. Hasib Al Mamun Sumon
Sr. Program Associate
BIGD, BRAC University

Subject: Internship report on Knit Garments Industry.

Dear Sir,

I am working as an Executive in Fakir Apparels Ltd. During my internship period, I worked in various departments to gain practical knowledge and to complete my internship report. During this time, I worked diligently to complete my report, and I believe it will satisfy your expectations.

I trust that the report will meet the desired expectations.

Sincerely yours,

Asfaq Rome

Student ID: 1000055599

Brac University

Date: 10/03/2026

Non-Disclosure Agreement

This document confirms that Asfaq Rome, a student of the Post Graduate Diploma in Knitwear Industry Management at BRAC University, has successfully completed his internship at Fakir Apparels Ltd.

During this internship, he was under the supervision of Md. Sabbir Hossain, Deputy Manager. He demonstrated dedication and professionalism throughout the program and his conduct was without issue.

The management of Fakir Apparels Ltd. is pleased with his performance and wishes him every success in his future endeavors.

Student's Full Name & Signature:

Asfaq Rome
1000055599

Industrial Supervisor's Full Name & Signature:

Md. Sabbir Hossain
Deputy Manager
Fakir Apparels Ltd.

Acknowledgement

At first, my gratefulness goes to the Almighty for giving me the strength and ability to complete the industrial training and this report. You have made my life more bountiful. May your name be exalted, honored and glorified. I extend my heartfelt appreciation to my industrial supervisor, Md. Sabbir Hossain, for his invaluable guidance and suggestions that steered me towards the successful completion of this training. His assistance was instrumental in enabling me to gather pertinent information from various departments within a limited timeframe.

I extend my gratitude to my Academic Supervisor, Md. Hasib Al Mamun Sumon for the whole session for his endless support.

I extend special thanks to the management of Fakir Apparels Ltd. for allowing me to undergo the Industrial training in their mill. I would also like to thank the EDC, Brac University, for designating such a remarkable learning program with the industrial training component in it. And my heartfelt regards to all my family members whose assistance, support and inspiration I have always received whenever I needed it.

Executive Summary

The report attempted to highlight major trends, challenges and provide appropriate recommendations aiming to improve productivity, sustainability and competitiveness. A sustainability audit of Manufacturing Operations and a manufacturing process audit were carried out to assess the efficiency of existing operations, the quality of products, and the extent of waste generated. Improvements will be made by adopting lean manufacturing techniques, capital investment in automation, and enhancing the quality of the products we manufacture. The findings and recommendations of this report will be used as a basis for the formulation of a sustainability strategy that shall inter alia address the procurement of sustainable materials, resource efficiency in the manufacturing processes, reduction of waste, to name but a few. The report also emphasizes the digital transformation of the company. With the help of digital technologies, companies can gain a deeper understanding of customer preferences and thereby create products and experiences that are tailored to customer needs, leading to enhanced customer satisfaction. In conclusion, this report relates to the themes of sustainability, efficiency, and digitalisation. We recommend, based on the survey, introducing measures in order to increase productivity and sustainability, and above all, to promote innovation, customer satisfaction and future viability.

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Chapter 1

About Organization

1.1 Overview of the Industry

Knitwear is Bangladesh's major ready-made garment (RMG) export earner, accounting for 46.34% of the country's exports in FY 2022–2023 and generating over USD 25 billion, making it one of the country's main economic drivers. With more than 1,500 facilities, the industry focuses on producing high-volume, reasonably priced goods, including t-shirts, polo shirts, and underwear for international retailers like Zara and H&M.

Fakir Apparels Ltd. (FAL) was founded by Fakir Maniruzzaman, inspired by a distinguished family legacy in the Narayanganj textile industry. This legacy traces back to the early 1960s, when his father, Al Haj Yousuf Ali Fakir, laid the foundation for the family's involvement in manufacturing. The tradition was further strengthened in the 1990s when his brother, Fakir Akhtaruzzaman, established the region's first ready-to-wear factory, Fakir Knitwear Ltd. In its early years, Fakir Apparels Ltd. operated as a subcontractor for Fakir Knitwear Ltd., before reaching a defining milestone by securing its first direct orders from H&M. The partnership has made a significant impact on the company as the collaboration with and support from H&M enabled the company to establish new production infrastructure and to improve productivity.

Fakir Apparels Ltd. is now a fully vertically integrated, 100% export-oriented textile composite knit manufacturing company. The facility is organized as a composite where the whole gamut of garment production – Knitting, Dyeing, Fabric Treatment and Finishing as well as the Packing of the Ready-to-Wear garments are carried out in an integrated and highly systematic and efficient manner to ensure quality of garments. FAL's long standing collaboration with the Sweden-based multi-national Fashion house, H&M is carrying on 70% of the order base and FAL continues to be an approved supplier to H&M. The remaining 30% of its portfolio comprises other prominent international buyers, including Primark, C&A, POP's. Oliver, and Inditex. Through its advanced technology and integrated manufacturing model, FAL effectively meets the evolving demands of the global fast-fashion industry.

1.2 Vision & Mission

Vision:

The main aim of Fakir Apparels Ltd. is to increase people's competencies and enable them to align with world-class manufacturing practices and processes. Here, the professional growth of their people will also be ensured. The company is committed to maintaining the quality standards of the best brands worldwide while particularly committing to sustainability requirements. They aim to create a culture of innovation in product development and in all processes. The company also aims to consolidate relationships with its esteemed suppliers and make them partners in growth. They aim to harness ICT to its full potential and apply tools and processes like ERP, EPM, BI, and explore Industry 4.0, to significantly improve efficiencies. The company aims to challenge conventional methods of garment manufacturing through pioneering innovations in design, processes, and practices that will accelerate its shift towards a sustainable future.

Mission:

Achieving operational excellence is still a key part of this company mission and this means it continually look for ways to simplify processes, maintain quality, and adopt new digital technologies and tools including specialized dyeing machines and sewing technologies to improve productivity and accuracy. It works closely with key suppliers to achieve the best value from the materials we purchase while maintaining full visibility of every step of every order from start to finish. [1]

1.2 Goals & Objectives

Objectives:

The main objectives of Fakir Apparels Ltd. are Quality, Sustainability, Integrity and Customer Satisfaction. We are looking forward to make a name globally recognized and appreciated. The target of the company is to make the best quality products. That's why, people pay specific attention on every products which the company produce. Be it a simple shirt, trousers or even a

dress. Every product they produce, they always try to be the best and make it looking as precise as possible. They pay special attention to timely delivery of products. People aspire to establish relationship with prominent international brands maintaining highest level of reliability and performance in production by consistently meeting required standards of quality and timeliness. Sustainability which people of Fakir Apparels Ltd. strongly believe in our commitment towards the environment and have vowed to significantly increase the usage of recycled & eco-friendly materials by 2025. It has a concrete plan towards minimizing climate changes and working relentlessly towards minimizing energy consumption within the premises. The target is to reduce Green House Gas emissions by 56% by 2030.

Goals:

People believe in maintaining the highest standards of compliance, ethics and overall governance. They define compliance as adhering to international norms and laws and maintaining the highest standards of integrity in our ways of working. This means that we strive to obtain internationally recognized certifications in the form of ISO, GOTS and OEKO-TEX standards for ensuring health and safety at workplaces, fair labour practices and safer chemicals in garments. It ensures that factories have high standards of Health, Safety & Environment (HSE) practices that make sure that workers are given respect and dignity of work and its rewards. Additionally, the use of hazardous chemicals is prohibited in the garments produced in our factories. With continuous investments in technology and improvements, they have been able to develop high efficiency, productivity, and quality through resource optimization, reduction of waste, achievement of sustainability and other productivity measures. All in all, our adherence to standards of finest apparel production, while ensuring good social and environmental stewardship, along with ethics in governance, is aimed at creating garments of the highest standard and having a lasting and positive contribution to society and the environment.

1.3 Organizational structure, Organogram, Branches and Department

People have a very efficient production with several main sections and departments. These are: knitting, washing, dyeing and finishing, printing, embroidery, design studio and CAD, knit

sewing, and woven sewing. The knitting department has 188 circular knitting machines and 10 flat bed knitting machines, producing a knit business of 150 million \$ annually. Our main customers for knit goods are: H&M, Primark, C&A, Esprit, S.Oliver, Gerry Weber, Inditex, Mango, Arket, & Other Stories, and COS. People make women's, men's and children's wear, as well as individual items of clothing, such as sweatshirts, hoodies, joggers, T-shirts, polo shirts, shorts, skirts and dresses, as well as a range of fabrics such as fleece, terry, interlock, mesh, jersey and blends.

The Dyeing Division has 62 running machineries with a production capacity of 50 tons of fabric per day by using winch dyeing machines from renowned companies like Sclavos, Thies, ATYC, Fongs and AK. The dye used in this department include reactive dyes, disperse dyes and pigments. The Finishing Department is also having an average production capacity of 50 tons of fabric per day with various operations like slitting, drying, stentering, heat setting, compacting, brushing, singeing and combing. The washing department has a production capacity of 26,000 units per day and has carried out numerous types of washing such as silicone wash, enzyme wash, burnout wash, pigment wash, acid wash and deep dye washes and special washes like snow wash, rain wash and glitter washes. The Printing Department is capable of producing 130,000 units of fabric per day and includes numerous types of printing such as pigment printing, foil printing, flock printing, puff printing, metallic printing, discharge printing, glitter printing, silicone printing and photo printing by using machines from M&R, Schenk Spider and Alpha 8.

The knit sewing division operates 139 sewing lines and follows a one-piece flow system supported by FASTREACT software. The woven sewing division operates 28 sewing lines and produces items ranging from swim shorts and washed garments to padded jackets, parkas, and down jackets. It uses specialized machinery such as template quilting, down filler, and seam seal machines. Its major buyers include C&A, Celio, LC Waikiki, LPP, COS, and Gerry Weber, and it achieved an export volume of 1.5 million units in its first year.

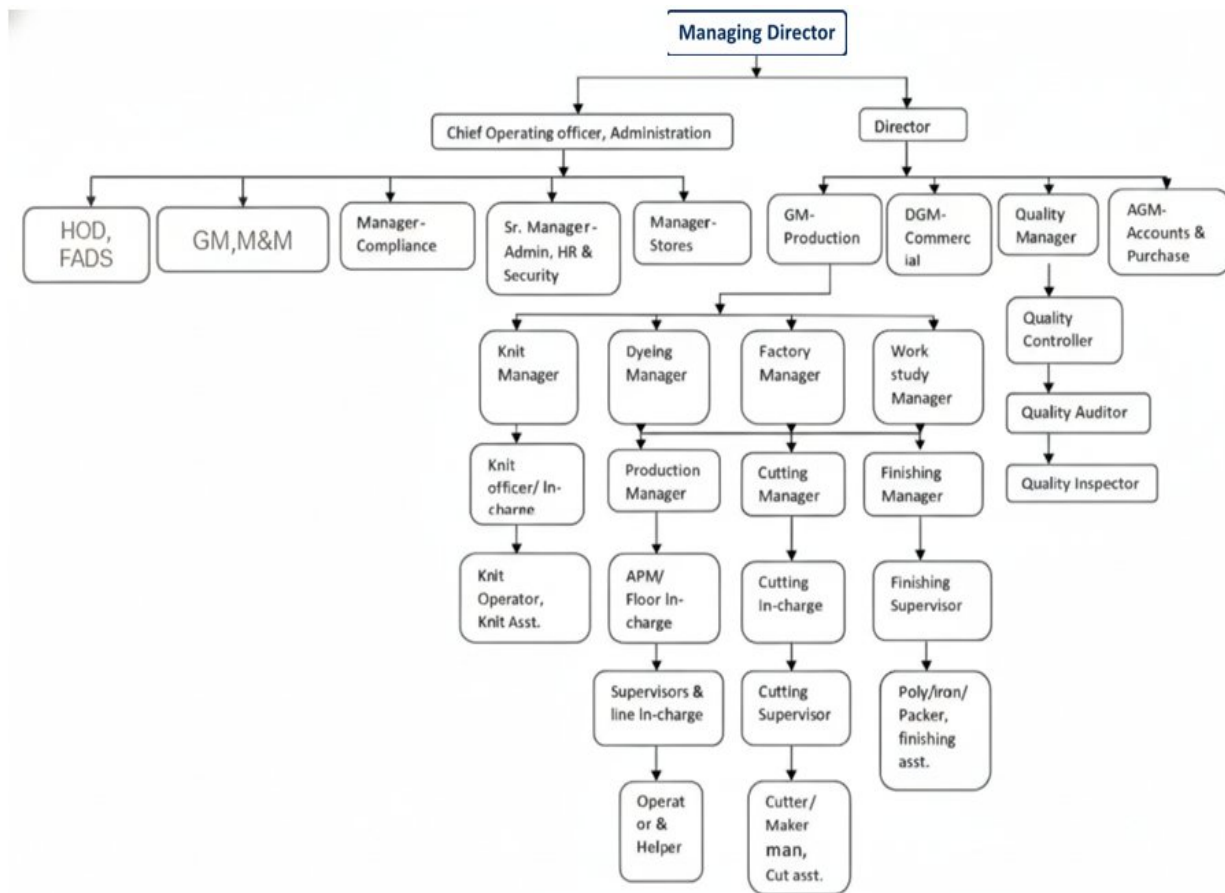


Figure 1 Organizational Chart-Fakir Apparels Ltd

1.5 Products/services produced by the Industry

Fakir Apparels mainly produces knitwear for men, women, and kids. The factory makes a wide variety of items such as T-shirts, polo shirts, hoodies, sweatshirts, leggings, sportswear, and other casual clothing. Along with these garments, the company also offers extra facilities like all-over printing, embroidery, washing, and packaging so that buyers can get everything done in one place. [1] Apart from making garments, Fakir Apparels also provides some important extra services that add value for the buyers. One of these is Fakir Testing Services (FTS), which works together with Brachi Italian Lab. This lab is located inside the company premises and is accredited by BAB and NABL, [1] so it can do independent chemical and physical tests for different brands. Through this, Fakir Apparels can make sure that its products meet the safety

and quality standards required by well-known brands like H&M, Esprit, S.Oliver, C&A and Next. The lab also has a seam tape testing facility which checks waterproof garments during bulk production.

The Fakir Apparels Design Studio (FADS) stands out as more than just a workspace—it's a powerhouse for product development and innovation. The team uses cutting-edge design tools like 3D CLO and runs a fully equipped virtual sample room, which speeds up sample creation and makes the process more accurate and efficient. The designers come from both local and international backgrounds, and they work closely with WGSN, a major name in the world of fashion forecasting, to stay ahead of the curve. This lets them meet the fast-changing demands of global buyers with ease, all while sticking to their commitment to sustainability, ongoing innovation, and responsible production practices.

Chapter 2

Description about task accomplishment

Through the course of my Post Graduate Diploma program, I gained theoretical knowledge that inspired me to polish my learning through practical work. With a goal of refining my knowledge, I interned in various departments. This included:

Serial No.	Department Name	Description	Days
2.1	Marketing & Merchandising Department	The strategic brain of the overall business, responsible for securing orders, negotiating with buyers, coordinating production timelines, and ensuring commercial objectives align with operations.	15 Days

2.2	Fakir Apparel Design Studio	The innovation hub where creative concepts are developed, global trends are interpreted, and new product designs are transformed into commercially viable collections.	10 Days
2.3	Knitting Department	The technical foundation of production, where yarn is converted into fabric structures according to designer specifications and required fabric parameters.	16 Days
2.4	Dyeing Section	The transformation unit that imparts color and enhances fabric aesthetics, ensuring accurate shade matching and strong visual appeal.	14 Days
2.5	Quality Department	The final guardian of product excellence, ensuring through systematic inspections and testing that garments meet required standards and deliver the best value to customers.	11 Days

In the following section, I will try to provide a narrative of how I performed my work from order receipt to final shipment, in the eyes of these departments.

2.1 Marketing & Merchandising

My internship experience at Fakir Apparels initiated within the Marketing & Merchandising division. As indicated by its nomenclature, this division integrates two essential functions—Marketing and Merchandising—necessitating that team members manage both concurrently. Throughout my internship, I derived particular satisfaction from concentrating on the Merchandising aspect. A significant initial task was presented to me when a correspondence was received from our buyer at Inditex. They sought information regarding the FOB price and lead time for a designated style. I recognized that any error in the cost estimation could result in considerable financial detriment for the organization, prompting me to proceed with caution. I accessed the Microsoft Excel Quotation Sheet and commenced the process of entering the

fundamental data for the style “Sudadera Interlock Polo.” The particulars encompassed: Fabrication (86% Organic Cotton, 14% Recycled Polyester), Construction (Interlock), GSM (260), Offer Quantity (10,000 units), Buyer Expected Delivery Date (30th December), and the Buyer Target Price (\$8).

Once the fundamental information was duly completed, I proceeded to the Fabric Part Calculation segment. Given that our quotation document is structured to compute costs per dozen, we subsequently divide by 12 to ascertain the per-unit FOB. Initially, I engaged with the CAD section to procure precise fabric consumption data. They supplied me with the Costing Marker, which indicated a fabric consumption of 7 kg per dozen. This signified that 7 kilograms of fabric were requisite for the production of 12 complete garments. Subsequently, I contacted the Knitting department to authenticate the yarn count and knitting charges necessary to realize the required fabric composition and GSM. They validated the yarn specifications: 24s 100% Organic Cotton and 75D/96F Recycled Polyester, along with a knitting charge of \$0.70 per kg. Following this, I reached out to the Dyeing department to ascertain the dyeing charge, which amounted to \$1.30 per kg of fabric. I meticulously entered all these values into the cost sheet. After completing the fabric calculation, I proceeded to the Trims & Accessories section. I conducted a thorough analysis of the sample to identify all requisite trims (such as main label, care label, sewing thread, RFID label, buttons, etc.) and accessories (hang tag, poly bag, tissue paper, carton, etc.). I then cross-referenced the prices and availability with the Trims Supply Chain department prior to entering the data. Additionally, I managed the CM (Cost of Manufacturing) calculation. To facilitate this, I gathered the factory’s Cost Per Minute value from the Accounts & Finance department, and the SMV (Standard Minute Value) and Efficiency percentage from the Industrial Engineering department. Since this specific style did not necessitate any printing, embroidery, or washing, I left the Value Addition section unfilled.

At last, I incorporated various overhead costs, including Operating Expense, Commercial Expense, Interest Expense, Depreciation, and Income Tax. The Excel spreadsheet automatically computed the final Free On Board (FOB) price along with our targeted profit margin. Upon finalizing the cost analysis, I engaged in negotiations regarding the final FOB price and lead time with the purchaser. To enhance the competitiveness of the price, I conferred with the Industrial Engineering (IE) department and modified the Standard Minute Value (SMV) and efficiency

parameters within the spreadsheet. Additionally, I meticulously adjusted several trim and accessory expenses. Thankfully, the buyer promptly validated the price, and we received the Purchase Order in a timely manner. Collaborating with Inditex, a prominent fast-fashion entity, elucidated the paramount importance of both speed and efficiency within this sector. Once the order received confirmation, it became imperative to ensure that all information was accurately input into the company's Enterprise Resource Planning (ERP) system. Initially, I communicated with the ERP department to incorporate the new style into the Style Library under the buyer Inditex. After the style identification number was established, I proceeded to generate the digital quotation within the Price Quotation Module by transcribing all data from my Excel spreadsheet. Subsequently, I accessed the Order Entry by Matrix interface and inputted the color-wise and size-wise quantities along with the designated handover dates. My concluding responsibilities encompassed the creation of a Yarn Purchase Requisition via the ERP, succeeded by the booking of bulk fabric and the procurement of trims and accessories. These procedural steps were critical to ensure the timely acquisition of all requisite materials for effective order fulfillment. This experience provided me with invaluable practical insights into the mechanics of merchandising within the apparel industry—ranging from precise cost estimation and negotiation to order processing and material logistics.

2.2 Fakir Apparels Design Studio

During my internship at Fakir Apparels, I was assigned to the Marketing & Merchandising department, where I was afforded the opportunity to collaborate closely with the Inditex brand, specifically ZARA MAN — recognized as one of the preeminent fast-fashion divisions globally. My intrigue has consistently been piqued by the manner in which a rudimentary pencil sketch on paper ultimately metamorphoses into a commercially viable garment that captivates consumers' attention on retail shelves. As I scrutinized the design and development process with greater acuity, I discerned that the fashion industry, notwithstanding its reputation for pure creativity, frequently evolves as “a copy of a copy of a copy,” perpetually reinterpreting existing concepts in innovative manners. I acquired the understanding that Fakir Apparels' strategy for obtaining high-FOB orders from Inditex is substantially predicated on the creation of premium-quality samples. Every three months, our team at FADS (Fakir Apparel Development Studio) dispatches a new collection to Inditex's headquarters in Spain. Their design team meticulously evaluates the

samples, selects those they favor, and initiates price negotiations. Upon mutual agreement regarding the terms, they issue the purchase order and authorize production to commence. Throughout my internship, I was privileged to witness this entire cycle in a firsthand capacity.

One of my principal responsibilities entailed the conceptualization and designation of my own micro-collection titled “Candela_October_SS26.” This undertaking necessitated comprehensive trend research and analytical evaluation. Given that Fakir Apparels possesses a full subscription to WGSN — the preeminent authority in fashion forecasting — I dedicated considerable time to the procurement and examination of the most recent SS26 trend reports. I concentrated specifically on categories pertinent to ZARA MAN, including T-shirts, Vacation Stripes, Sweatshirts, Henley shirts, and Shorts. Through the examination of these reports, I acquired a lucid comprehension of the forthcoming trends: identifying which colors were anticipated to maintain their prominence, which fabrics were projected to gain popularity (such as bonded interlock, variegated ribbed knits, and heavy mercerized jersey), the optimal GSM ranges, and the prevailing silhouettes (boxy, oversized, and slim fit). Additionally, I conducted an analysis of the market positioning. ZARA MAN’s retail price points typically span from \$20 to \$100, whereas luxury brands frequently surpass the \$200 threshold. To enhance the competitiveness and innovativeness of our samples, I scrutinized various luxury collections in search of novel concepts regarding fabric treatments and intricate details that could augment value without substantially inflating costs.

2.3 Knitting

As part of my internship, I also worked in the Knitting department, where I learned how fabric development plays a major role in the fast fashion industry. While garment categories such as T-shirts, polo shirts, and cardigans often remain standard, the real variation comes from the fabric itself. Different fabric structures, textures, and compositions can completely change the appeal of a product. In this regard, circular knitting machines are highly important because they can produce a wide range of fabric constructions quickly and efficiently. The main objective of my work in this department was to learn how to operate a double-knit circular knitting machine and develop a new fabric design called *variegated rib*. The target was to produce this fabric using

100% organic cotton with a final fabric weight of 260 GSM. I also had to document the machine settings and development steps followed during the process.

The process began with studying the fabric design sketch provided by the designer from the Fakir Apparels Design Studio. My task was to identify the repeating stitch pattern used in the fabric. The repeat consisted of two knit stitches, one tuck stitch, two knit stitches, and one miss stitch. A knit stitch is the standard loop structure in knitted fabric. A tuck stitch holds the previous loop while receiving a new loop, which creates a raised texture. A miss stitch occurs when the needle does not receive new yarn, causing the yarn to float at the back of the fabric. The combination of these three stitch types created the distinct appearance of the variegated rib fabric. After understanding the fabric structure, I selected a double-knit circular knitting machine with electronic jacquard capability. This type of machine was necessary because it allows individual needle selection, which is essential for producing complex patterns. The machine used was 20 gauge, and the yarn selected was 26 Ne, 100% organic cotton. This yarn specification was chosen based on previous experience and available GSM-wise yarn count reference data to achieve the target fabric weight. Once the yarn count was selected, I requested a baby cone of the yarn from the yarn store. After receiving it, I sent it to the physical laboratory for testing. The tests included yarn count, yarn composition, twist per inch, evenness, and CSP. CSP, or Count Strength Product, is a standard indicator of yarn quality that combines yarn count and tensile strength to assess whether the yarn is suitable for knitting or weaving.

The next step was machine setup, which was the most critical stage of the process. I programmed the machine according to the required knit, tuck, and miss pattern. I also adjusted the stitch length carefully, since stitch length directly affects fabric GSM. A shorter stitch length generally results in a heavier fabric, while a longer stitch length produces a lighter fabric. I also maintained proper yarn tension to ensure even loop formation and set the take-down tension in a way that the fabric could be pulled smoothly from the needles without distortion. After the machine setup, SOP batch knitting was carried out. Usually, around 4 kg of fabric is knitted first as a trial batch. The grey fabric is then inspected and sent to the lab for testing. I did not achieve the desired fabric quality in the first trial. The first sample had a weight of only 230 GSM, which was below the target. To increase the fabric weight, I gradually shortened the stitch length and repeated the process several times. Through continuous adjustments and testing, I was eventually able to

achieve the desired 260 GSM. After knitting, the fabric was also allowed to rest, since cotton fabric tends to shrink after relaxation, which influences the final GSM. The project was ultimately successful. The final variegated rib fabric matched the original design sketch and achieved the required texture and fabric weight. This experience showed me that careful control of stitch length and machine settings can significantly influence the final properties of knitted fabric.

After producing 100 kg of grey fabric, divided into five rolls of 20 kg each, I sent the fabric for offline inspection. In this stage, the grey fabric was evaluated using the 4-point inspection system. Under this system, defects are assigned penalty points based on their size. A defect up to 3 inches receives 1 point, a defect over 3 inches but not more than 6 inches receives 2 points, a defect over 6 inches but not more than 9 inches receives 3 points, and a defect over 9 inches receives 4 points. The total points for each roll are then converted into points per 100 square yards using the standard formula: total points in the roll multiplied by 3600, divided by the product of fabric length in yards and fabric width in inches. This method helps determine whether the fabric meets the acceptable quality standard.

$$\text{Points per 100 sq. yards} = \frac{\text{Total points in roll} \times 3600}{\text{Fabric length (yards)} \times \text{Fabric width (inches)}}$$

2.4 Dyeing

While working as an intern in dyeing, I saw different types of dyeing process of different types of fabrics. I will describe among one of them which is 100% cotton, single jersey, 200 GSM fabric. There are three main stages to the dyeing process: dye absorption using salt, fixation of dye molecules in an alkaline environment, and washing of the fabric to remove any unfixed dyes. When the grey knit fabric arrives from the knitting department, a sample will go to the lab first for a lab dip test. During the lab dip test, the lab technician will use a Datacolor machine in order

to determine the proper dye recipe based on the approved color swatch provided by the buyer. The technician dyes a small sample of the grey fabric per the Datacolor recipe and then compares it under specified buyer's lighting (usually TL83) in a lightbox. This process is completed a minimum of three times to ensure an accurate color shade before being sent to the buyer for approval. After receiving the approval from the buyer, the dye recipe can be used to dye the bulk fabrics.

In bulk dyeing, the grey fabric rolls are stitched together end to end, creating a continuous rope of fabric. The fabric ropes are loaded into the dye machine filled with water, and at this point, several other chemicals are added: detergent, anti-crease agent, sequestering agent, and stabilizer. Caustic soda is added slowly over a period of 10 minutes and during this time the dye machine is heated to 50°C and then run for another 10 minutes. After reaching 50°C, the temperature of the dyeing machine is raised to 70°C.

2.5 Quality

My internship began in the dyeing department, which had a very mechanical atmosphere, but then it evolved into working for a general production quality (GPQ) supervisor in the quality assurance department. It was there that I learned "quality" is not something that occurs only at the final inspection of a production run but rather the culmination of multiple control points and prevention systems that exist at every step of the manufacturing process. Therefore, my responsibility was to ensure that the entire garment manufacturing process remained intact and that we delivered precisely what we had promised to our client. My first assignment was to approve or deny the cut of a garment based upon the dyeing department's delivery of dyed fabric rolls. When a roll of fabric arrived, I would make a go/no-go decision based upon my comparison of the shade of the fabric with the color standard provided by the client, which was achieved by using standard D65 daylight and TL84 commercial lighting to simulate a typical retail environment. In addition, I would review the several testing reports completed in the physical laboratory to check/verify the shrinkage percentage, color fastness, tensile strength, and other performance characteristics of the fabric, to ensure that the specific elements measured were accurate. Only after verifying that the fabric's color shade matched the client's approved color standard and that all lab report specifications were met would I authorize the fabric for

release to the cutting department. If either the fabric's shade did not meet the standards or if the lab results were not within specification, I would return the fabric lot back to the dyeing department for corrective reprocessing, thereby potentially saving our company from incurring a large financial loss later. After being approved, my next focus was on ensuring dimensional accuracy before the bulk cutting of the fabric occurred.

AQL inspection standard		2.5 AQL normal level	
		Major /Minor defects	
Order / Lot size	Sample size	Accept	Reject
91-150	20	1	2
151-280	32	2	3
281 – 500	50	3	4
501 – 1.200	80	5	6
1.201 – 3.200	125	7	8
3.201 – 10.000	200	10	11
10.001 – 35.000	315 **	14	15
35.001 – 150.000	500 **	21	22
150.001 – 500.000	800 **	21	22
500.001 & over	1250 **	21	22

Finally, After all sewing and finishing job steps—including pressing, thread trimming, and standardized folding—had been completed, I supervised the first phase of packaging according to the brand's specifications, ensuring the proper type of polybag, sticker placement, method of fold, and ratio for each package shell. However, the most important part of the entire process was when the factory completed their final self-inspection before shipping. With 200,000 pieces of each order to inspect, there is no way to inspect each piece; therefore, I used the AQL (Acceptable Quality Limit) or statistical sampling system for quality control inspection, which provides a systematic way to establish whether shipments will either pass or fail based on defect criteria within the random sample of the shipment. Instead of attempting to achieve zero defects for each item produced, the AQL option gave quality control a scientific basis/standard upon which I could use to make informed quality control decisions about all items in the shipment. Overall, this internship taught me that the quality of a product is not an accident or one-

dimensional item; rather, it is an ongoing, complex phenomenon consisting of anticipation, verification, communication, and corrective actions. I was not simply conducting inspections; rather, I was upholding the brand's image and its reputation in the global marketplace.

Chapter 3

3.1 Critical Assessment of Internship Work

During my time interning at Fakir Apparels Ltd., I learned many things. This internship was a significant opportunity to get a firsthand experience in how the textile and apparel industry works. I interned in multiple departments such as merchandising, knitting, dyeing, and quality. By rotating throughout these departments, I was able to develop a practical understanding of the entire production process, from sourcing raw materials to shipping final products. One of the key benefits of my internship was seeing the relationship between the theory I learned at university and the industrial practices on the factory floor when application of my education was visible. I had found concepts such as quality control, production planning, costing, and coordinating the supply chain to be much more concrete once I saw how they worked in practice in the factory. I learned that all departments must work together effectively to achieve production deadlines and to fulfill buyer requirements.

KIM 101: HR Skills and Competencies

This academic course provided me with substantial practical insights into leadership, employee motivation, negotiation strategies, recruitment methodologies, conflict resolution, and organizational behavior principles. In my current role within textile research and development, I have gained a profound appreciation for the significance of these competencies in effectively managing teams and ensuring seamless operational processes. The management of human resources is indeed fundamental to the optimization of production efficiency. Throughout my internship experience, I observed directly how employee motivation and effective communication have a direct correlation with production outcomes. In instances where

production targets were not met, I learned to approach the situation with a constructive mindset rather than attributing fault to the operators. Furthermore, I recognized the critical importance of motivating personnel, fostering positive relationships with line supervisors, and addressing conflicts in a composed manner to guarantee the timely fulfillment of orders. The course illuminated the necessity for merchandisers to possess robust people-management capabilities in conjunction with technical expertise. Additionally, it enhanced my comprehension of quality control processes, improved decision-making approaches, and the mechanisms for fostering continuous improvement in everyday operations.

KIM 103: Communication Skills

This course significantly enhanced my professional communication capabilities, encompassing the composition of emails, the formulation of reports, the delivery of presentations, and the articulation of thoughts with clarity in interactions. In the field of merchandising, effective and timely communication is paramount for the execution of daily responsibilities. During my internship, I consistently engaged in the drafting of formal emails, the preparation of analytical reports, and the facilitation of clear dialogues with the planning, industrial engineering, and commercial divisions. Furthermore, I observed how minor miscommunications could precipitate delays in both production and shipment processes.

At the conclusion, the course augmented my self-assurance in professional engagements. I have come to realize that proficient communication is indispensable for any merchandiser aiming to operate effectively within a collaborative team environment.

KIM 202: Introduction to Industrial Engineering

This course provided an introduction to the calculations of Standard Minute Value (SMV), line balancing methodologies, productivity enhancement strategies, work studies, and advancements in contemporary manufacturing technologies. Given that merchandisers must comprehend SMV along with production capacity for precise delivery planning, this knowledge was particularly pertinent. Throughout my rotation, I observed how industrial engineers determine SMV and how levels of efficiency have a direct impact on shipment timelines. Moreover, I learned that excessively ambitious planning without taking into account capacity constraints frequently leads to operational setbacks. Consequently, the course facilitated my understanding of production

limitations and enhanced the coordination between buyer expectations and the realities of manufacturing operations.

KIM 203: Production Management and Merchandising

I now have a good understanding of order tracking, buyer communications, Time & Action (T&A) schedules, and shipment protocols thanks to this training.

I observed how merchandisers manage each step of the process throughout my internship, from bulk production and final shipment to sample approval. They closely collaborate with the planning and commercial teams, keep an eye on materials, and adhere to T&A timetables. All things considered, the training improved my practical understanding and gave me greater confidence to comprehend the entire order execution process.

KIM 204: Supply Chain

I gained a better understanding of inventory management, sourcing tactics, procurement procedures, and logistics coordination thanks to this course.

I witnessed how even little material delays may result in major issues with manufacturing and shipments during my internship in the Supply Chain & Sourcing division. As a merchandiser, I came to understand how crucial it is to follow up with suppliers proactively and keep accurate track of raw materials. The aim of mine is to plan ahead, lower risks, and forge solid bonds with suppliers—all crucial for successfully executing orders—was enhanced by the course.

3.2 Suggestions for Industry Improvement

During my internship, I identified numerous problems across several departments that can be fixed by applying relatively basic solutions. In regards to Marketing & Merchandising, sample tracking delays hindered their workflow, as did the time it took for the departments to communicate about which samples they were tracking. Using clear order follow-up charts, proper Time & Action (T&A) plans and holding regular meetings between departments will help alleviate these issues. Supply Chain/Sourcing had the issue of raw materials arriving late which delayed production time due to the lack of being able to supply the materials necessary to produce the products they were contracted to make. Solutions to this problem could be to (1)

source from reliable suppliers; (2) keep sufficient safety stock of important materials; and (3) properly track all material with an ERP system.

I became aware of the need for additional space for accurate fabric design analysis and development while working in the knitting department. Additionally, the employees that sample and test fabrics are not given enough time to adequately create and test the samples. As a result, the Knitting Department frequently creates subpar materials with common flaws like drop stitches, needle lines, holes, oil stains, sinker marks, and yarn problems. These fabrics are consequently rejected throughout the production process.

During my time in the Knitting Department, I realized we need more space for proper fabric design analysis and development. Also, the staff who do fabric sampling and testing don't get enough time to develop and test the samples properly. Because of this, the Knitting Department often produces low-quality fabrics with common faults like drop stitches, needle lines, barrenness, holes, oil stains, sinker marks, and yarn defects. As a result, these fabrics get rejected in the later stages of production.

I believe that management is overly preoccupied with achieving production targets and immediate financial gains. They aren't making enough investments in improved facilities or providing workers with adequate time to grow. Over time, this could lower customer happiness, damage our client relationships, damage the company's reputation in the marketplace, and eventually lower revenue. To address this, management ought to:

- Establish a place specifically for fabric development and analysis.
- Give employees adequate time to properly create and test fabrics.
- Give employees the necessary training.
- Pay more attention to quality than quantity.

This will lower flaws and raise the general caliber of our textiles.

3.3 Learning for Self-Improvement

During the course of my internship at Fakir Apparels Ltd. (66 working days), I rotated through various departments and witnessed how interaction between personnel, machines, materials and

processes produced the manufacturing goals of the establishment. This exposure provided me with an understanding of the operational structure of a large apparel manufacturing facility.

The internship experience allowed me to gain a deeper understanding of teamwork, leadership dynamics and professional communication across various departments and levels of management as well as providing me with increased responsibility, discipline and professionalism in the workplace. Throughout my internship, I developed several professional skills: I improved my ability to analyse problems methodically, think critically under pressure, manage my time and adapt to the fast-paced garment industry; working with different teams created an increased level of confidence and an improved ability to co-ordinate my efforts when completing tasks.

Additionally, the practical experience in performance management concepts provided me with firsthand experience in measuring production efficiency, determining production capacity, reviewing workflow processes and identifying production bottlenecks; thus, these analytical skills will be valuable tools for increasing production productivity and operational efficiency within the garment manufacturing industry.

Finally, by facing real-life challenges, I was able to build upon my confidence, and therefore, motivated me to continue developing my technical knowledge and advancing my professional skills; thus, the internship not only enhanced my understanding of the textile industry, but also prepared me to make an impact in my future career.

Chapter 4

Conclusion

My journey at Fakir Apparels Ltd., and suddenly those school lessons aren't just words on a page—they're buzzing, moving, and alive in the factory. Instead of only reading about how things are made, I watched every step happen, up close. Ideas turned real, right there on the floor. The routines I studied became more than just lists—they actually showed me why every little task matters. From the very start, each department had its own rhythm, and it all fit together without anyone barking orders. Watching decisions in the moment beat any lecture I've ever

taken. That's what this report is really about—how I moved from just thinking about these things to actually living them.

In Marketing and Merchandising, I learned how to handle buyer questions and get all that pricing stuff nailed down. I saw firsthand how simply talking with buyers keeps the gears turning. Later, I spent time in the Design Studio, where trend research mixed with picking out fabrics, and then I jumped into hands-on design to create new collections. Putting it all together, I realized something: great products really only happen when imagination gets paired with careful planning.

After that, I switched gears and started studying manufacturing. In Knitting, I watched bundles of yarn turn into fabric—just tiny tweaks to the machines changed the whole feel and strength of the cloth. Dyeing had its own flow: fabrics soaked up color, every shade checked and rechecked to meet buyer's needs. Finishing was where things got their final look and feel, ready to be turned into products. Seeing all those stages proved one thing—nothing works in isolation. Every part pulls its weight, all connected like threads on one busy loom.

Looking back, this internship changed me in ways I didn't see coming. I got sharper at solving problems, not just in my head or on paper, but in real situations. I got better at saying what I meant, whether I was talking to someone or going over data. My confidence crept in slowly, and then just seemed to click into place—sometimes showing up and trying matters a lot more than getting everything exactly right. There's a huge difference between sitting in a classroom and being part of actual meetings, but after a while, that switch didn't feel strange anymore. The textile world doesn't seem like some far-off thing now—it feels real, and like something I'm ready to take on.

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