

Report On
“Assessing Effective Training and Development: Challenges Identified
and Resolved in the Apparel Sector: A Case Study of Pimkie Apparels
Ltd., Bangladesh”

By
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An internship report submitted to the BRAC Business School in partial
fulfillment of the requirements for the degree of
Bachelors of Business Administration

BRAC Business School
BRAC University
18 February, 2025

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Declaration

It is hereby declared that

1. The internship report submitted is my/our 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/We have acknowledged all main sources of help.

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Supervisor's Full Name & Signature:

Mukit Anis
Lecturer, BRAC Business School
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Letter of Transmittal

18 February, 2025

To
Mukit Anis
Lecturer
BRAC Business School
BRAC University

Subject: Submission of internship report.

Dear Sir,

I am delighted to submit my internship report titled “Assessing Effective Training and Development: Challenges identified and resolved in the Apparel Sector: A Case Study of Pimkie Apparels Ltd, Bangladesh” as part of the Bachelor of Business Administration (BBA) program at BRAC University. This report provides an in-depth analysis of Pimkie Apparels Ltd.’s training effectiveness, gender-sensitive workplace initiatives, and strategies to overcome challenges in training and development.

During my internship, I gathered valuable insights from employees and managers at Pimkie Apparels Ltd., which helped me understand the dynamics of workplace training. Thank you for your continued guidance and support in completing this report.

I sincerely appreciate you taking the time to review my work. If you require any clarification or additional information, I would be happy to discuss this with you.

Thank you for your cooperation.

Sincerely,

Fariha Rahman
21104109
BRAC Business School
BRAC University

Non-Disclosure Agreement

This agreement is made and entered into by and between Pimkie Apparels Ltd. and Fariha Rahman the undersigned student at BRAC University, in order to protect the confidentiality of the company's information.

.....**Fariha Rahman**.....

Acknowledgment

First of all, I would like to express my deepest gratitude to Almighty Allah for giving me the strength and perseverance to successfully complete this internship report.

I would like to express my sincere gratitude to my parents for their continuous support and encouragement throughout my educational journey. Their guidance is my greatest motivation.

A special thanks to my internship supervisor, Mukit Anis Sir, lecturer at BRAC Business School, BRAC University, for his valuable feedback, patience and guidance which played a vital role in the making of this report.

I would like to thank my company supervisor, Md. Murad Hossain Sir, AGM- HR, Admin & Compliance, Pimkie Apparels Ltd. for guiding me throughout my internship journey.

I would also like to thank the 300 employees and workers who participated in my survey and interviews. Their willingness to share their experiences and challenges made this research possible.

Executive Summary

This internship report examines and scopes the training and development initiatives of Pimkie Apparels Ltd., highlighting how they are effective in improving employee skills and providing a gender-sensitive work environment. The study assesses employee responses, highlights strengths and weaknesses of current training programs, and makes recommendations for improvements. Employees of Pimkie Apparels Ltd. provided qualitative and quantitative data for the report, which was based on a mixed research methodology.

Chapter One overviews the Pimkie Apparels Ltd. internship program through its focus on HR department work in training development initiatives. It covered multiple areas such as internship scope, contributions, and challenges faced, including limited digital infrastructure and workers reluctance towards training and recommendation for future internships.

Chapter Two provides an overview of Pimkie Apparels Ltd., including its mission, vision, product offerings, and training programs. In order to enhance the capabilities of its employees, the company uses a variety of training methods, both internal and external. This chapter also discusses the various forms of training provided by the company, emphasizing the importance the company places on employee development.

Chapter Three introduces the background of the study and emphasizes the importance of employee training in the garment industry. It also describes the significance of the study, statement of the problem, objectives and scope of the study. To fully understand the limitations of the study, the limitations encountered during the research are also presented. Literature review that examines previous studies on training and development in the garment industry. Investigate the role of training in driving employee performance, successful training methods, and previous research on industry training. It also discusses the concept of gender-sensitive workplaces and the importance of training in achieving gender equality and inclusion. And discusses the research methodology, including research design, data collection procedures, sampling procedures, and data analysis methods. To examine the effectiveness of the training, this study used a mixed research technique, combining survey data with qualitative employee feedback. Ethical issues regarding data collection and participant anonymity are also discussed.

Chapter Four summarizes the findings, including an examination of employee demographics, perceptions of training effectiveness, and problems in implementing the training program. Analyze employee feedback on training frequency, preferred methods, and skills gaps. This chapter further explores training barriers, communication issues, and suggestions for improvement. In addition, the study assesses the monitoring and feedback methods needed to maintain the long-term viability of gender-responsive workplaces. Review employees' knowledge of gender-sensitive policies, participation in gender equality training, and attitudes toward women's empowerment programs.

The Five and final Chapter presents recommendations to improve the effectiveness of Pimkie Apparels Ltd.'s training program. The paper explicitly acknowledges its shortcomings and suggests areas for future research. The document goes on to emphasize the necessity of successful training programs for workforce growth and business success.

Lastly, by emphasizing the importance of inclusive and structured training programs, Pimkie Apparels Ltd. may empower its staff and establish a more gender-responsive and inclusive workplace by removing existing obstacles and implementing efficient monitoring procedures.

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List of Acronyms

BBA	:	Bachelor of Business Administration
HR	:	Human Resources
HRD	:	Human Resource Development
OJT	:	On-the-Job Training
T&D	:	Training and Development
CSR	:	Corporate Social Responsibility
RMG	:	Ready-Made Garments
KPI	:	Key Performance Indicator
TNA	:	Training Needs Assessment
ILO	:	International Labor Organization
UNSDG	:	United Nations Sustainable Development Goals
GSP	:	Generalized System of Preferences
DEI	:	Diversity, Equity, and Inclusion
L&D	:	Learning and Development
EEO	:	Equal Employment Opportunity
GDP	:	Gross Domestic Product

Glossary

1. **Apparel industry:** An industry dedicated to the manufacture, distribution and sale of clothing and textiles.
2. **Internship Report:** A formal document summarizing the intern's learning experiences, research findings, and observations during the internship.
3. **Employee Training:** A structured program designed to improve employees' skills, knowledge, and performance in their respective jobs.
4. **Skill development:** The process of improving employees' technical and soft skills to increase their productivity.
5. **Training effectiveness:** Measures the extent to which a training program achieves its intended objectives and improves employee performance.
6. **Workplace challenges:** Issues faced by employees and employers, such as skills gaps, lack of resources, and ineffective training methods.
7. **Employee Satisfaction:** How satisfied employees are with their job responsibilities, work environment, and company policies.
8. **Pimkie Apparels Ltd.:** The Company where I did my internship was engaged in the clothing manufacturing industry.
9. **Survey Participants:** Pimkie Apparels Ltd. employees and workers who participated in the study by providing feedback on the challenges and effectiveness of training.
10. **Human Resources Policy:** Guidelines and regulations established by a company's human resources department to effectively manage employees.
11. **On-the-job training (OJT):** A hands-on learning method where employees learn practical skills while performing job duties.
12. **Workplace productivity:** How effectively employee's complete tasks within a specified time frame.
13. **Performance Appraisal/Evaluation:** An evaluation of an employee's job performance, often used to determine training needs and career development.
14. **Occupational safety:** Workplace practices and policies designed to ensure the physical and mental health of employees.
15. **Gender Sensitive workplace:** Promote a work environment that is equal, inclusive and respectful to all employees, regardless of gender, by addressing bias, discrimination and gender-specific challenges.
16. **Gender Sensitivity Training:** Training programs designed to ensure equal opportunities and inclusion for all employees, regardless of gender.
17. **Mixed methods research:** A research approach that combines qualitative and quantitative methods to conduct a comprehensive analysis of the research topic.

Chapter One

Overview of Internship

1.1 Student Information

Name – Fariha Rahman

ID – 21104109

Program – Bachelor of Business Administration

Major – Major in Marketing and Minor in Computer Information Management

1.2 Internship Information

1.2.1 Internship details

Period – From October 6, 2024 to January 5, 2025

Company name – Pimkie Apparels Ltd.

Department – Human Resource Department

Address – Plot: 327 & 328, Block-F, Tongi Industrial Area, Tongi, Gazipur, Bangladesh.

1.2.2 Internship Company Supervisor's Information

Supervisor's Name- Md Murad Hossain

Position- Assistant General Manager (HR, Admin & Compliance)

1.2.3 Job Scope – Job Description/Duties/Responsibilities

As mentioned earlier, I did my internship at Pimkie Apparels Ltd. my responsibility as an HR Intern for training and development involved developing training programs. I organised training sessions for both workers and mid-level staff at Pimkie Apparels Ltd. while supporting session execution. The HR team and I provided new workers with orientation guidance that introduced them to the company policies. Additionally, I created training resources along with manual content and presentations which helped improve learning outcomes alongside responsibility for updating employee training history. My work involved training analysis and report preparation for workers development alongside cooperation with production and quality assurance teams to

determine training requirements. I also provided support to my supervisor time to time in various aspects of his work, including documentation, and meetings.

1.3 Internship Outcomes

1.3.1 Contribution to the company

During my internship at Pimkie Apparels Ltd. I helped by restructuring training schedules to improve participation rates and by making standardised manuals and presentations for regular trainings and by assisting with converting paper-based documents to digital formats.

1.3.2 Problems/Difficulties

During my internship at Pimkie Apparels Ltd. I didn't face any major challenges. I only faced some challenges which are the organization used outdated manual HR techniques that slowed down processing times and document handling. Training several sessions in a short time is difficult because of the need to maintain high-quality content standards. Another challenge is that, some workers didn't want to be part of the training sessions, so had to make extra effort to convince them to participate in the training sessions.

1.3.3 Recommendations

Pimkie Apparels Ltd. need to develop a formalised internship program which includes clear goals as well as proper schedules to enhance leanings and work outcomes. Installing a learning management system (LMS) would organise training procedures better and provide better tracking of development progress. Providing interns with additional HR functions such as recruitment, payroll and compliance involvement would both promote their professional development and improve their learning experience at Pimkie Apparels Ltd.

Chapter Two

Company Overview

2.1 Company Profile

Pimkie Apparels Ltd. is a well-known garment manufacturer in Bangladesh that specializes in producing high-quality fashion products (Abagroupbd.com, 2024). Founded in 2005 (BGMEA website, 2024), the company caters to global needs by providing cutting-edge design and sustainable manufacturing practices. Pimkie Apparels Ltd. goes beyond basic production to offer a full range of value-added services such as custom embroidery, fabric printing, and garment washing. These ready-made solutions enhance the appeal of its products and make them stand out in the highly competitive fashion manufacturing sector (Abagroupbd.com, 2024).



Pimkie Apparels Ltd. is located in Tongi, Bangladesh and is primarily engaged in the import and export of RMG. Its expertise lies in the manufacturing of apparel, trousers, pants, and denim shorts (BGMEA website, 2024). The company is headed by Managing Director Shaokat Ahmed and has over 2300 employees, a large proportion of whom are women. Pimkie Apparels Ltd. has a large production capacity with 17 production line and produces 8.4 million garments annually and annual turnover is \$60 million

(Abagroupbd.com, 2024). Regarding certification and awards, Pimkie Apparels Ltd. has achieved WRAP, LEED Gold, GSV, and ISO 9001, which demonstrate its commitment to high quality sustainable manufacturing standards.

2.1.1 Mission

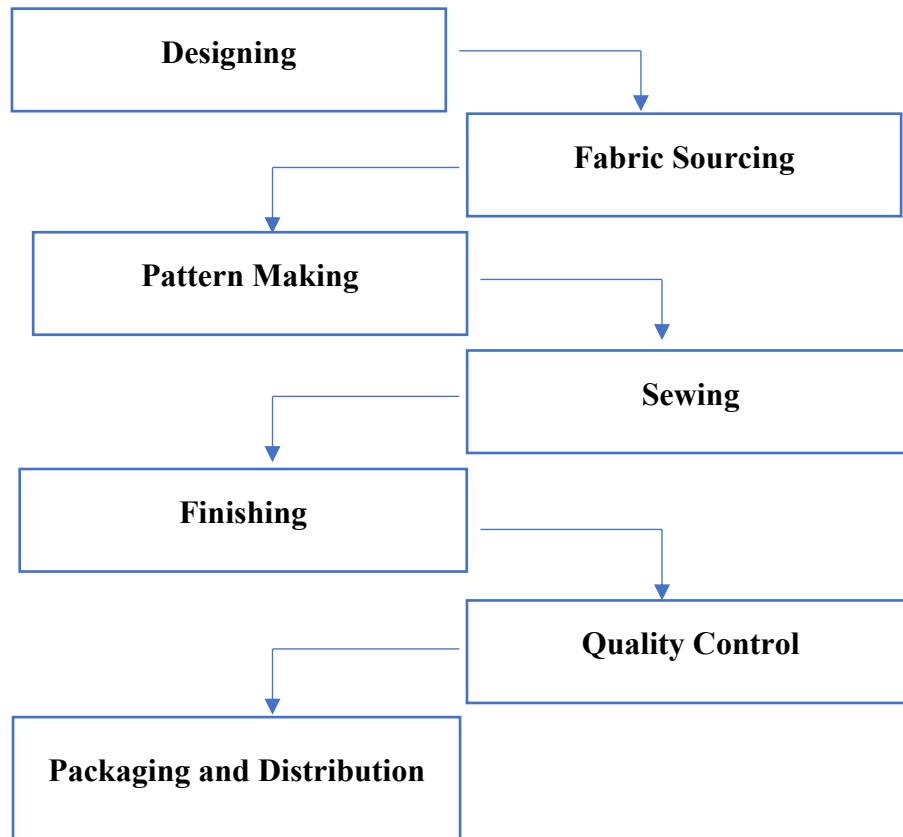
Pimkie Apparels Ltd. is committed to delivering high-quality, sustainable fashion products that meet the ever-changing needs of consumers around the world. We strive to create innovative designs, streamline production processes, and build strong relationships with our customers.

2.1.2 Vision

To become a leading global apparel manufacturer known for superior quality, ethical practices, and customer satisfaction.



2.1.3 Production Process



2.1.4 Products

Pimkie Apparels Ltd. produces a wide variety of high-quality apparel for both style and use. Its product line consists of premium denim bottom-wear including jeans and jackets in numerous cuts, fits and washes to compete with their contemporary fashion trends. The company also offers a vast range of non-denim products, joggers, chinos to shorts that can be worn to offer casual comfort and versatility. The company applies the latest washing and finishing techniques to come up with the unique styles, and therefore different textures of every product creating it with the most distinctive appeal. Although Pimkie does not have washing facility but they are sub-contracted to one of their subsidiary washing factories. The company is positioned as a leader in bringing the combination of modern, durable and trendy clothing to the global market through this comprehensive portfolio.

2.1.5 Organizational Structure

Organization structure has been built to optimize operational efficiency and promote innovative thinking while maintaining customer satisfaction. The organization implements a hierarchical structure that divides its departments into leadership team, design and product development, production and manufacturing, merchandising and marketing, human resources (HR), finance and accounts, sustainability and Corporate Social Responsibility (CSR).

2.2 Types of training provided by the organization

SL No	Internal Training Program	Internal Body	External Training Program	External Body
1	New Employee Orientation	Pimkie Apparels Ltd.	Training on Bangladesh Labor Law & Labor Rules, Industrial Relations	IRI
2	First Aid Training	Pimkie Apparels Ltd.	Facility Ambassador Program (FAP)	Better Work
3	Fire Training	Pimkie Apparels Ltd.	Training of Trainer (TOT)	Varner, Batter Work
4	Compensation & Benefit Awareness	Pimkie Apparels Ltd.	ISO 14001:2015 and ISO45001:2018	AJA Bangladesh Ltd.
5	Security Awareness	Pimkie Apparels Ltd.	Training on Occupational Health and Safety	GIZ
6	EMS Training	Pimkie Apparels Ltd.	Training On Gender Sensitive Workplace	ETI & H&M
7	PPE, Machine Safety & Sharp Tool Awareness	Pimkie Apparels Ltd.	Training on Social Dialogue	H&M & ETI
8	Waste Handling & House Keeping Awareness	Pimkie Apparels Ltd.	Training on Fire Fighting, Fire Prevention, Rescue & First Aid	Bangladesh Fire Service & Civil Defense Directorate

9	Disciplinary & Anti Bribery Training	Pimkie Apparels Ltd.	Functional Grievance Management	H&M
10	Risk Assessment Awareness	Pimkie Apparels Ltd.	Anti-Harassment & Abuse Training	Better Work
11	Mid-Level Management Training	Pimkie Apparels Ltd.		
12	OHS & Ergonomics Training	Pimkie Apparels Ltd.		
13	Discrimination & Force Labor Training	Pimkie Apparels Ltd.		
14	Chemical Handling Training	Pimkie Apparels Ltd.		
15	Anti-Harassment & Abuse Training	Pimkie Apparels Ltd.		
16	Grievance Mechanism	Pimkie Apparels Ltd.		

2.2.1 Comprehensive training program, including internal and external training efforts

To enhance employee capabilities and meet industry standards, Pimkie Apparels Ltd. conducts a comprehensive training program, including internal and external training efforts.

a) Internal Training Program

Pimkie Apparels Ltd. provides introductory training to new employees to familiarize them with the company culture and standards.

- o Conduct internal first aid training for staff.
- o An internal program focused on fire safety procedures is called “fire training.”
- o Salary and Benefits Awareness – Informing employees about their salary levels and benefits.

- o Safety Awareness – Courses designed to increase understanding of workplace safety.
- o Environmental Management Systems Training or EMS Training is designed to encourage sustainable practices.
- o Machine Safety, Sharp Tool Awareness, and Personal Protective Equipment (PPE) training ensure workers understand machine safety procedures and PPE.
- o Waste Removal and Housekeeping Awareness area focuses on keeping the workplace clean and properly managing waste.
- o Educate employees on the company's disciplinary and anti-bribery procedures through disciplinary and anti-bribery training.
- o Risk Assessment Awareness increase knowledge about identifying and controlling hazards at work.
- o Mid-level Management Training is designed to help mid-level managers become more capable leaders.
- o Occupational health and safety training that focuses on ergonomics is known as OSH and ergonomics.
- o Discrimination and Forced Labor Training covers topics related to labor rights and workplace discrimination.
- o Ensure safe handling of chemicals used in production through chemical handling training.
- o Teach employees how to avoid workplace harassment and abuse through antiharassment and abuse training.
- o Grievance mechanism training provides guidance on how to handle complaints within the company.

b) External Training Program

- o Bangladesh Labor Relations and Labor Laws and Regulations Training is conducted by IRI to ensure compliance with labor standards.
- o Better Work offers a Facilities Ambassador Program (FAP) designed to improve working conditions.

- o Varner and Better Work offer Training of the Trainers (TOT) to improve the skills of trainers within a company.
- o AJA Bangladesh Limited was ISO 14001 certified in 2015 and ISO 45001 certified in 2018, providing training focused on occupational health and safety standards and environmental management.
- o Occupational Health and Safety Training provided by the German Agency for International Cooperation (GIZ) to promote health and safety in the workplace.
- o ETI and H&M offer gender-responsive workplace training to promote an inclusive workplace.

H&M and ETI conducted social dialogue training to improve communication between management and employees.

The Bangladesh Fire and Civil Defense Service provides emergency preparedness training in firefighting, fire protection, rescue and first aid. Functional complaints management training - provided by H&M to improve the complaint resolution process.

2.3 Operations Management and Information System Practices

2.3.1 Use of Information Systems

- o Pimkie Apparels Ltd use “**Kormee**” for employee management, payroll, attendance tracking, recruitment, and performance evaluations. These systems ensure that the workforce is well-organized and that HR-related processes are automated, improving efficiency.
- o Financial Accounting Systems use “**CSL Software**” to manage our finances, track expenses, and monitor revenues. These systems help generate financial statements, manage budgets, and forecast cash flow.
- o ERP software for supply chain management.

2.3.2 Quality Management

- o The Quality Management Systems implement standards that help products meet specifications. The quality control process uses tracking defects combined with inspections for the purpose of meeting industry standards. The documentation and reporting of quality control tests becomes more efficient through information system technologies.
- o The integration of Automated Testing and Inspection with automated systems enables fabric quality testing as well as stitching examination while boosting the speed and reliability of the quality control operations. This delivers faster inspections decrease human mistakes and precision improves.
- o Regular compliance audits.

2.4 SWOT Analysis

Strengths:

- o Pimkie Apparels Ltd. has established industry reputation in the global market and produces high quality denim wears.
- o Have skilled workforce which helps to run operations efficiently.
- o With sustainable practices Pimkie Apparels Ltd. attracts environmentally conscious buyers while actively reducing its environmental footprint.

Weaknesses:

- o Pimkie Apparels Ltd. is dependent on a few major buyers.

Opportunities:

- o Pimkie Apparels Ltd. has major potential to enter new markets that would help it expand customer diversity while minimizing reliance on present buyers.
- o They can achieve operational efficiency through automated investments which decreases production expenses and delivers increased profitability.

Threats:

- Raw materials are getting expensive day by day which can be a challenge for maintaining profit margins and might lead to higher production costs.
- Local and global manufacturers might be offering the same products at cheaper rates.

2.5 Summary and Conclusions

The RMG sector represents a major earning sources for the Bangladeshi economy. Labor costs in Bangladesh allow the country to provide RMG products at lower prices compared to China because of its affordable workforce. The progressive expansion of the RMG sector serves as a significant advantage for Pimkie Apparels Ltd. Pimkie Apparels Ltd. demonstrates high abilities to manage and produce products. They have a clear organizational design along with knowledgeable and experienced management team that brings expertise at its highest level. The organization currently holds a powerful market standing that can improve through systematic organization development. The production quality and operational efficiency at Pimkie Apparels Ltd. depends on ongoing training that the organization provides to all workers. The training sessions delivered high standards of effectiveness through higher operational output and decreased manufacturing issues and satisfied workers. Pimkie Apparels Ltd. can enhance its market competitiveness through continuous improvements to its training development initiatives.

Chapter Three

Project part

3.1 Background of the Study

The garment & apparel industry is the foundation of Bangladesh's economy, contributing significantly to employment and export earnings. As a labor-intensive industry, it highly relies on the ability and productivity of its employees. Training and development programs are essential for improving employee performance, filling skills gaps and adapting to rapid technological developments in the industry. According to recent research, only 68% of garment workers (RMG) have received pre-employment training, with many expressing dissatisfactions with the quality and suitability of the training they received. This shows that many RMG workers do not receive adequate training.

Effective training techniques can improve worker engagement, quality and productivity. Organizations can improve employee capabilities and foster a culture of continuous improvement by investing in training programs. This is crucial in a very competitive market. The difficulties presented by technologies and changing customer demands emphasize the need for effective training so employees are not only competent but also flexible.

3.1.1 Problem Statement

While training and development plays a role in apparel industry, many apparel industries faces difficulty to establish these programs like Pimkie Apparels Ltd. Most current training programs lacks consistency and are often inadequate for modern industry. Due to lapse of curriculum and lack of funding and trainers who are not well trained, their effectiveness is hampered.

Furthermore, the skills an organization requires and the skills its people possess are substantially different. As a result of this uncertainty, production gets lower for lack of career development, which in turn increases turnover in the form of people looking for

better opportunities. To enhance performance of Pimkie Apparels Ltd employees and to sustain competitiveness in the international arena; the issues need to be addressed.

3.1.2 Research Objectives

The objectives of the research are listed below:

- a) To analyze the effectiveness of current training and development strategies implemented at Pimkie Apparels Ltd.
- b) To explore challenges faced in conducting effective training.
- c) To identify the proper implementation process for training and development program of gender-sensitive workplace.
- d) To analyze the proper monitoring processes and feedback procedures to ensure the sustainability of a gender-sensitive workplace.
- e) To identify and recommend strategies for overcoming challenges in creating a gender-sensitive workplace.

3.1.3 Significance of the Study

This study is important in bringing about an understanding of effective training and development practices in the apparel industry with a special focus on Pimkie Apparels Ltd, Bangladesh and insights into productivity practices and results regarding employee performance. In the face of competitive apparel industry and an increasingly demand for more improvement in efficiency and quality, this is crucial. The findings can act as a benchmark for other businesses in the industry, by highlighting best practices that can be used to enhance employee performance overall.

Furthermore, important variables influencing the effectiveness of training programs were identified in this study. For maximum effectiveness, organizations must know these elements of their training expenditure. This research can enable managers to make more effective training programs by selectively identifying characteristics such as employee involvement, resource allocation and program relevance. This coordination is necessary in order to build a proactive workforce capable to react to market specifics requirements.

Lastly, the study recommends what Pimkie Apparels Ltd. and related businesses can do to provide gender sensitive workplace training. This study proposes to deliver solutions that can be implemented to enhance employee performance and productivity based on the lack of effective implementation of training programs inside a gender sensitive workplace. This not only benefits individual worker but also benefits the organization overall and enhances its comparative advantage within a very competitive apparel industry. This research aims to cultivate an industry wide ethos of continuous learning and development as this is fundamental to long term success.

3.1.4 Scope & Limitations of the Study

Scope

Scope of this study includes full analysis with Pimkie Apparels Ltd. training and development activities with special focus on how the activities specify employee performance. It is the evaluation of existing procedures, their factors affecting them, investigation of implementation problems and suggestions for improvement. Other businesses in the Bangladeshi RMG industry might also find use for the results, even though Pimkie Apparels Ltd. is the main subject.

Limitations

While this study provides insight into training and development at Pimkie Apparels Ltd., some limitations are noted. First, the study contained a small sample size; although 300 employees were surveyed, the survey may not have accurately represented the views of all departments and positions within the organization, which could have misrepresented the results. Furthermore, using self-report data can lead to more shortcomings such as recall bias and social desirability bias, which can change how employees rate the success of training. The short duration of the study prevented monitoring of the long-term effects of training measures on employee performance and job satisfaction, further limiting its conclusions. In addition, more in-depth interviews and focus groups may have provided deeper insights into the issues and required adjustments to the training program, although qualitative responses provided valuable

information due to limited opportunities for in-depth qualitative analysis. Last but not least, the lack of external benchmarking limits the study's ability to assess Pimkie Apparels Ltd.'s procedures against industry standards or global best practices, which would provide a more comprehensive understanding of the effectiveness of training in the apparel industry.

3.2 Literature review

3.2.1 Overview of training and development in the Apparel Sector

An essential component of human resource management in the garments and apparel sector is training and development. A skilled and flexible workforce is necessary due to rapid improvements in technology, changing consumer preferences, and intense global competition. Because the apparel sector is labor-intensive, large investments in training are essential to ensure operational effectiveness and maintain high quality standards (Go2HR, 2023). Organizations can boost organizational outcomes, including lower employee turnover and higher job satisfaction, by improving employee skills through efficient training programs, in addition to improving individual performance (Whatfix, 2024).

The garment & apparel industry in Bangladesh is a major contributor to the country's economy and a significant source of export earnings. However, there are significant skills gaps that reduces productivity because many employees in the industry lack formal education and access to sufficient training options (Explorance, 2024). In this situation, effective training is especially important as companies must put in place comprehensive training plans that not only close these gaps but also foster a culture of continuous learning and development. Employee empowerment and their ability to adapt to changing industry demands depend on it.

The apparel sector offers extensive and diverse training and development opportunities. It covers a wide range of topics such as the technical skills required for garment manufacturing, soft skills such as cooperation and communication, safety training to ensure compliance with occupational health regulations, and management talents required for successful leadership (Groyyo Consulting, 2024). Training programs must continue to change as the sector increasingly incorporates contemporary technologies

such as automation and digital design to provide employees with the knowledge needed to make the most of these advances. Combining modern technology with conventional labor is essential to remain competitive in a fast-paced sector.

In addition, training programs are crucial for career advancement and employee retention, in addition to upskilling. Companies can increase employee motivation and loyalty by funding their professional development (Textiles Today, 2023). Opportunities to improve skills can greatly reduce employee turnover and contribute to greater job satisfaction. Therefore, the value of training and development in the apparel sector cannot be overstated and creating a workforce that can lead innovation and maintain a competitive advantage in an increasingly interconnected global economy is essential.

3.2.2 Importance of training for enhancing worker performance

The role that training plays in improving employee performance is a critical factor in organizational success, especially in the dynamic apparel industry. Research consistently shows that well-planned training programs can significantly improve employee satisfaction, performance, and job quality (SafetyCulture, 2024). Training is an important tool that helps employees with the skills and knowledge they need to perform their jobs effectively and adapt to new processes or technological advances. This adaptability is critical in an industry where consumer preferences and technological advancements are changing rapidly.

Training can also foster employee engagement and belonging, and improve personal capabilities. Companies that place a high emphasis on employee development typically have lower employee turnover rates because employees feel valued and engaged at work (Claned, 2024). When employees believe the company is committed to advancing their careers through training opportunities, employee loyalty increases and they are less likely to look for work elsewhere. In the apparel industry, skilled labor is an important factor in determining competitive advantage, so talent retention is very important.

In addition, effective training can improve a company's overall competitiveness. Companies in the apparel sector that invests in employee training have a greater ability to adapt to changing consumer preferences and market conditions (Whatfix, 2024). For example, training programs that emphasize sustainable practices or innovative production methods can improve operational efficiency and support global sustainability trends. By encouraging innovation and continuous improvement, this proactive strategy can help companies maintain long-term success while maintaining market share.

Improving company culture can be done through training measures as well. The development culture shaping an environment of community and learning where employees are encouraged to take initiative and take responsibility for the possibility of professional and personal advancement (Daffodil International University, 2021). Not only does this environment boost performances of the individuals, it also strengthens the collective success, by allowing employees to collaborate better and sharing their knowledge between peers.

Moreover, numerous studies have shown a correlation between good training and good organization performance. As will be evident from the Aktar et al. (2012) study, companies with strong training programs have lower production costs, higher productivity, better management skills, etc. The research of Kessy and Temu (2010) shows that training directly affects such efforts to increase market diffusion and increase profitability. These results underscore the need for apparel companies to think of training and education as a high return strategic investment, rather than an expense.

3.2.3 Effective training and development strategies

To achieve maximum benefit from training programs in the apparel industry, effective training methods are an essential part of training. The first step in establishing a systematic training plan that allows for prioritization of training requirements is a thorough needs assessment (Explorance, 2024). This assessment is a vital role to tailor training programs to employee's real needs and match them to the company's

objectives. By knowing what an individual currently know and what they don't know, organizations can create specific training programs to fill in the skill gaps.

Setting clear goals and objectives is another important part of an effective training program. These goals should be consistent with the organization's overall objectives and guide the creation and execution of the training program (SafetyCulture, 2024). For example, if an organization wants to increase productivity, training programs should focus on developing specific skills related to industrial processes, machine operation, or quality control. In addition to providing guidance to participants and trainers, clear objectives make it easier to measure the benefits of a training session.

In addition to needs assessment and goal setting, learning can be significantly enhanced by using a variety of training techniques. Using strategies such as on-the-job training, e-learning modules, simulation exercises, and collaborative learning can accommodate a variety of learning preferences, as different employees may respond better to different training methods (Whatfix, 2024). While e-learning offers flexibility for self-paced learning, on-the-job training provides employees with the opportunity to learn in a real-world environment. By replicating complex situations that workers may face, simulation exercises can develop useful problem-solving skills. Through collaborative learning, teamwork and knowledge sharing are promoted, and employee capabilities are further enhanced.

By keeping a training program relevant and in view, a proper evaluation of its effectiveness is necessary. Organizations should conduct regular evaluations on performance metrics and participant feedback to improve training programs (Claned, 2024). An ongoing evaluation of what is working and what isn't provides a framework so companies can make sure that they are meeting the changing needs of employees and the industry. Feedback strategies can help organizations to inform data driven decisions about their training programs, increasing the quality of training programs provided.

3.2.4 Previous studies on training in the apparel industry

An analysis of numerous studies shows how training influences employee performance in apparel industry and how training helps increase production and satisfaction. Using Hossain et al. (2020) for example, effective training programs were found to significantly increase productivity for Bangladeshi apparel manufacturers. The research has proven that when the employee needs are considered and the jobs are tailored, employees are ready for their jobs. Not only does this professionalization strategy improve individual performance, but also it leads to higher organizational performance. According to Rahman et al. (2019) a well-known study finds that organizations which implements intensive training methods to employee satisfaction and retention rates compare with those that have not engaged in much or no training. The results show that continuing professional development is essential to developing a motivated workforce. Regular training helps employees become more professionally competent and because they are more satisfied with their jobs and because of greater standing career opportunities, they tend to stay with their employers.

Also, other research shows that better results in corporate performance are associated with investments in employee development. For instance, according to Walmart Vridhhi (2023), a study shows that the companies where training is at an acceptable level, the employee performance is at a high level with respects to many variables. The report said that properly trained employees are better able to respond to changing customer requirements and adapt to technological advancement. With trends in the fast pace apparel industry changing so rapidly, this flexibility is important.

Groyyo Consulting (2024) additionally adds that learning and development (L&D) programs additionally target soft skills vital to company leadership and teamwork, apart from technical skills. Ultimately, employee development focuses on these two because companies can have a workforce that is innovative enough to continue to drive innovation and keep them competitive in the global marketplace.

3.2.5 Gender-sensitive workplace

To provide an inclusive and fair work environment for all, a gender-responsive workplace recognizes and addresses sociocultural norms, biases, and inequalities that impact employees based on gender. To promote equality and mutual respect, gender sensitivity involves developing policies and procedures that take into account the different needs, rights and responsibilities of men, women and non-binary people (UN-REDD, 2024). According to research, gender-responsive workplaces implement anti-discrimination policies, gender-neutral spaces, and training programs to help employees learn more about their unconscious biases and stereotypes (Berkshire Associates, 2023). Ensuring that all employees feel valued and empowered to contribute, these programs not only create a respectful and safe workplace, but also improve employee morale, productivity, and retention (Talkspace, 2023). Furthermore, gender awareness programs play a key role in overcoming persistent biases by teaching employees about the socially constructed nature of gender roles and promoting more inclusive attitudes (Upceed Consulting, 2024). Lower employee turnover, increased employee engagement, and a stronger employer brand are all advantages for organizations that actively foster a gender-responsive culture (Ungender, 2024). However, achieving this level of inclusivity requires sustained effort from upper management to successfully implement and monitor policies while addressing organizational resistance to change (Workable Resources, 2024).

3.2.6 Gender-sensitive workplace training and development programs

Training and development programs are crucial to creating gender-responsive workplaces, especially in the garment industry where women make up a large proportion of the workforce. Research has shown that successful training programs can empower female employees and provide them with the skills necessary to assume supervisory and managerial positions, thereby reducing gender imbalances in the industry (Rahman, 2022). The GEAR program, a collaborative effort between the International Finance Corporation (IFC) and the International Labour Organization (ILO), has successfully trained hundreds of women workers in Bangladesh's garment

factories, increasing their career opportunities and overall productivity (Rahman, 2022). Furthermore, gender sensitivity training programs also help to eliminate bias and discrimination that hinder women's advancement in the workplace (GIZ Bangladesh Gender Working Group, 2022).

Despite the many benefits of training programs, there are challenges in implementing them within a gender-sensitive framework. Many apparel manufacturers still lack adequate resources and are unaware of the importance of gender issues in training settings (Hossain Chowdhury et al., 2022). According to a BRAC study, while women make up a large portion of the workforce, they often face barriers to skill development due to biased assumptions about their abilities (BRAC, 2022). Lack of appropriate working conditions and limited training opportunities contributes to this situation, leading to a significant increase in female attrition rates (FSG, 2022). To create an inclusive workplace, companies must adopt extensive monitoring methods and feedback mechanisms to ensure the effectiveness and sustainability of training. Companies that build a culture of continuous improvement through employee feedback can better connect their training activities to the needs of their employees and promote gender equality throughout their operations (World Benchmarking Alliance and United Nations Development Program, 2022).

3.3 Research Methodology

3.3.1 Research Design (Mixed Research Method)

In order to thoroughly understand the effectiveness of training and development at Pimkie Apparels Ltd., this study adopted a mixed research method that combines qualitative and quantitative methods. While the qualitative insights help explain the difficulties and best practices related to training programs and gender-sensitive workplace initiatives, the quantitative component is the analysis of survey data collected from workers and employees. This approach ensures a comprehensive assessment of the study objectives.

3.3.2 Data Collection Method

To achieve the research objectives, we collected primary data by structured surveys distributed through online and offline methods. We provided the questionnaire to employees through Google Forms to ensure simple accessibility. Due to literacy challenges we chose to translate the survey into Bangla and then conduct face-to-face interviews to gather responses from workers. Manual recording of responses initially took place before entry into Google Forms served for digital processing and analytical



Images 1: Providing instructions before Survey Data Collection Process

purposes. The method provided a complete data collection process which supported every participant according to their convenience. The purpose of the survey is to collect feedback from people in various positions within the organization. The survey included structured questions on workplace difficulties, gender sensitivity efforts, training effectiveness and monitoring procedures. The combined approach ensures higher response rates, accessibility, and ease of participation.

Additionally, for company related information, company website and internet available information are used and for literature review contents several articles and journals published by renown authors are utilized as part of secondary data sources.

3.3.3 Sampling Techniques and Sample Size

A total of 300 employees and workers from various departments of Pimkie Apparels Ltd. participated in the survey. The sample was selected using the random sampling technique to ensure diversity in different job roles. The distribution of participants by job position is as follows:

Table 1: Designation of the participated employees and workers

Job Title	Count
Operator	146
Quality Inspector (QI)	49
Supervisor	22
Cutting Assistant	10
Helper	16
Iron Man	14
Packer	9
Numbering Man	5
Assistant Scissor Man	6
Manager	6
Senior Welfare Officer	1
Welfare Officer	1
Safety Officer	1
HR Officer	2
Deputy Manager	1
Deputy Manager - Compliance	1
QMS Executive	1
NQC	1

Housekeeping Officer	1
Senior IT Officer	1
AQC	2
Senior Executive (Laboratory)	1
Junior Executive (Lab)	1
Assistant Manager - Lab	1
Total	300

This diverse sample ensures that employee insights are collected at multiple levels, resulting in a comprehensive understanding of training practices and workplace challenges.

3.3.4 Data Analysis Techniques: Visual Representation

The collected data were analyzed using descriptive statistics and presented visually in tables, bar graphs, and pie charts. These visualization tools increased the clarity of the findings and made it easier to interpret the effectiveness of the training programs, the challenges faced, and the impact of gender-sensitive measures. The use of graphical representations ensures that key trends and patterns are communicated effectively.

3.3.5 Ethical Considerations

The study strictly followed ethical guidelines to ensure confidentiality, anonymity, and voluntary participation of the respondents. All participants were informed of the purpose of the study, and their consent was obtained before answering the survey. No personal information was collected, ensuring responses remained anonymous. The study also complied with ethical standards related to workplace research, ensuring that no participants were exposed to any risk or discomfort as a result of participating in the survey.

Chapter Four

Findings of the Study

4.1 Introduction

This chapter presents the analysis and conclusions drawn from the survey responses provided by 300 Pimkie Apparels Ltd. employees. The information, obtained through a survey created through Google Forms, provides new perspectives on the success of existing training and development programs, the difficulties in implementing training, and the process of building a gender-responsive workplace. The findings also examine the feedback and monitoring systems required to sustain such a workplace and identify solutions to current problems. To ensure thorough understanding of the study objectives, we present the findings methodically using relevant tables and figures.

4.2 Demographic Profile of the Survey Respondents

Duration of Employment

Pimkie Apparels Ltd. survey participants provided valuable insight into the impact of training and development on employees at different stages of their careers. 38 of the 300 respondents had been with the organization for less than a year, indicating that there were many new employees who needed basic training. Of these, 97 workers have been employed between one and three years, suggesting that a significant proportion of the workforce is still developing their skills.

Table 2: Duration of Employment

Duration of Employment	Count
Less than 1 year	38
1-3 years	97
4-6 years	78
More than 6 years	87
Total	300

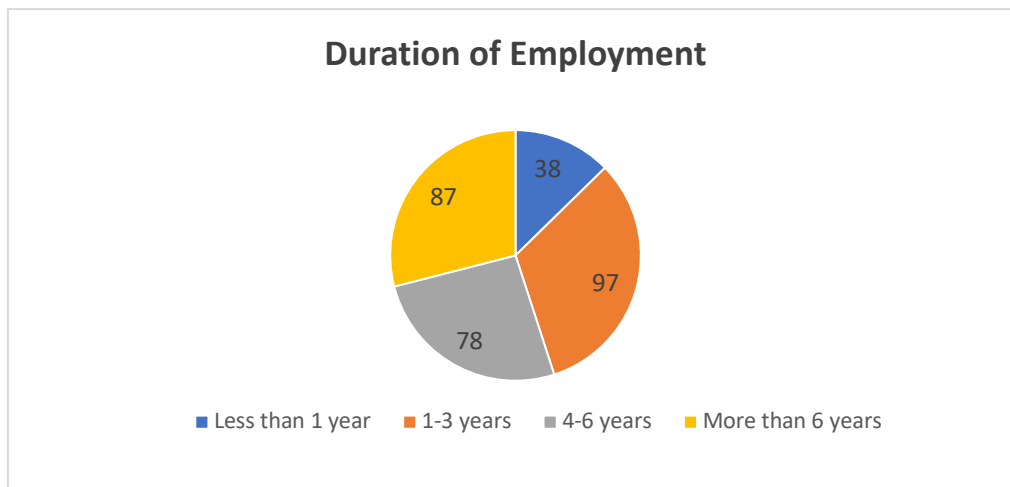


Figure 1: Duration of Employment

In addition, 78 workers had been with the organization for between four and six years, indicating that they are experienced and may have participated in multiple training programs. The remaining 87 employees have been with the organization for more than six years and are the most experienced, likely with extensive knowledge of how the organization works and how successful training is. Because the range of experience is so wide, specialized training programs need to be developed to accommodate employees with different levels of experience.

4.3 Analysis of current training strategies at Pimkie Apparels Ltd

4.3.1 Key factors affecting training effectiveness

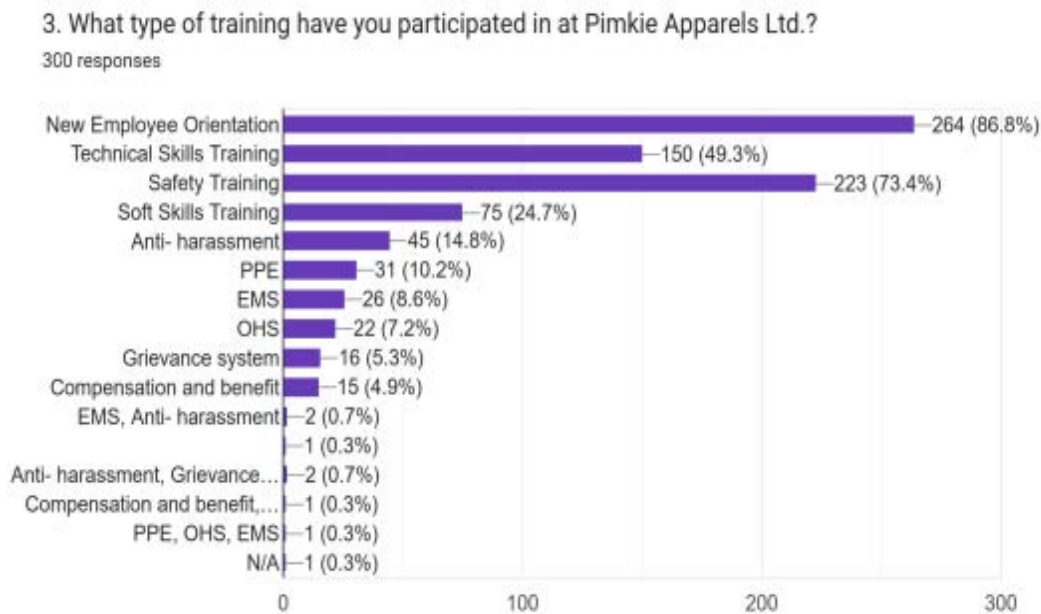


Figure 2: Key factors affecting training effectiveness

The survey results showed a high participation rate of 86.8% in the induction training for new employees, which shows the strong commitment of Pimkie Apparels Limited to employee development, especially in orientation training. This foundational training is essential in order to successfully bring in new employees into the working culture and understand their roles. In addition, both safety training and technical skills training attracted high interest, with a participation rate of 73.4% and 49.3%. This means that the organization places a high priority on providing employees with the essential skills needed to maintain performance efficiency and workplace safety. Furthermore, Pimkie Apparels Limited's recognition of the value of interpersonal skills in improving employee performance and encouraging teamwork is clear from its low participation rate in soft skills training (24.7%). But the survey also found that EMS (9.3%), OHS (7.7%), PPE (10.7%), grievance system (6%), anti-harassment (15.7%) and wages and benefits (5.3%) - all factors contributing to the workforce's overall health and safety.

The level of professional training category is also low. These figures demonstrate the need to improve access and awareness of these training programs.

These findings imply that there are many possibilities for improving training methods at Pimkie Apparels Limited. Conducting awareness campaigns or incorporating these topics into existing training courses can help increase participation in training programs. Promoting a culture of continuous learning through advanced training courses can also help employees maintain a high level of skills. Using technology such as e-learning platforms can make it easier for employees to access various training modules and study the material at their convenience.

4.3.2 Employees perception regarding effectiveness of the training programs provided by the organization

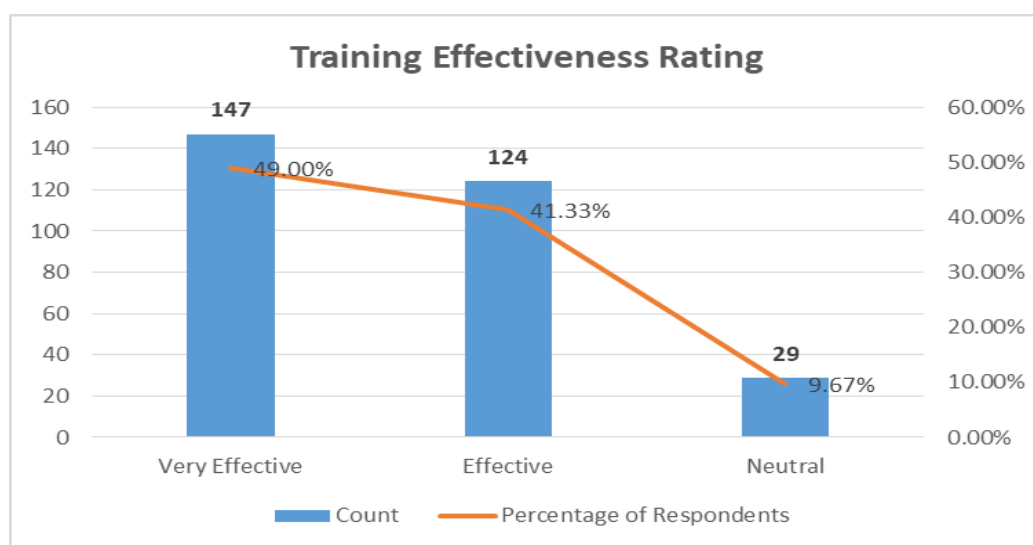


Figure 3: Training Effectiveness Rating

The findings indicate that most employees at Pimkie Apparels Ltd. believe that the training program is beneficial. Of the 300 respondents, 147 employees (49%) rated the training as “very effective”, while 124 employees (41.33%) rated the training as “effective”. This indicates that 90.33% of the workforce has a positive attitude towards the training program, highlighting their overall success in terms of skill development and productivity. Meanwhile, 29 employees (9.67%) remained neutral, indicating that

while they did not believe the training was ineffective, they may not have felt a significant impact. It is noteworthy that no respondents rated the training as ineffective or very ineffective, which further supports the effectiveness of the training measures implemented by the organization. These findings suggest that while the current training program is well received, there is opportunity for further improvement to engage the remaining neutral respondents and maximize the impact of the training.

4.3.3 Distribution of Employee Training Frequency

Table 3: Training frequencies of the employees

Training Frequency	Count	Percentage of Respondents
Monthly	228	76.00%
Quarterly	63	21.00%
Rarely	4	1.33%
Annually	5	1.67%
Total	300	100.00%

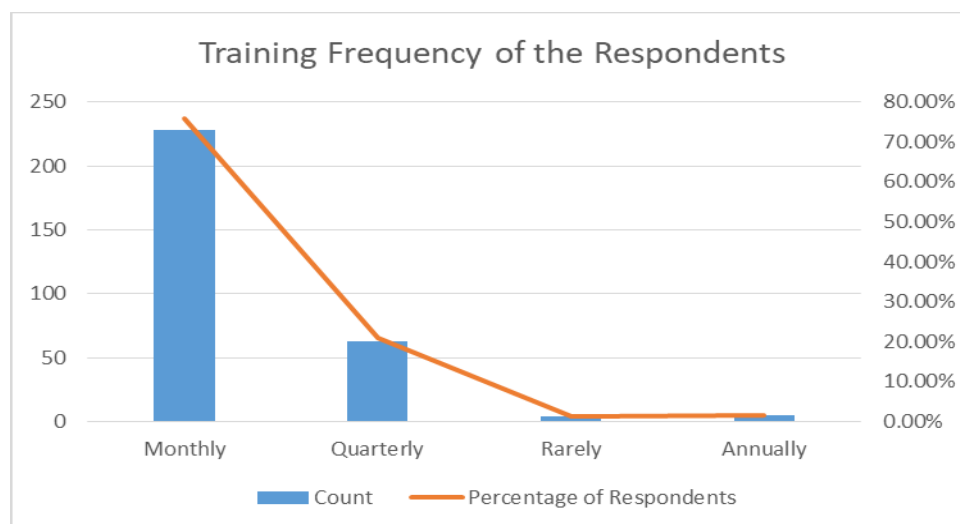


Figure 4: Training frequency of the respondents

The frequency of employee participation in training programs is depicted in the above table and image. According to the data, the majority of workers (76%) get training once a month. With 21% of responders, quarterly training is the second most frequent frequency. Only a small portion of workers receive training either yearly (1.67%) or

infrequently (1.33%). This distribution makes it apparent that the organization places a high value on ongoing training and development, with a particular emphasis on monthly sessions. In order to guarantee that every employee has access to the required training opportunities, the low numbers for "Rarely" and "Annually" might call for additional research.

4.3.4 Training methods preferred by employees

6. What methods of training do you prefer? (Select all that apply)

300 responses

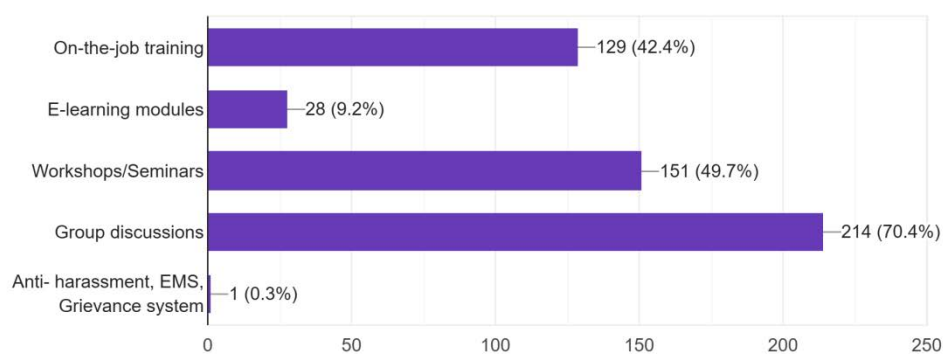


Figure 5: Methods of training employees prefers

The findings from the survey results showed that all 300 respondents from Pimkie Apparels Ltd. clearly preferred group discussions – 214 (70.4%) of them chose this method. This preference suggests that employees value an interactive learning environment where they can interact with their colleagues, exchange stories and develop ideas together. Group discussion is an effective way to develop skills and share knowledge because it creates a sense of community and leads to deeper learning and retention of the material. The next choice was seminars/workshops, according to 151 respondents (49.7%). Employees can enhance their network and professional skills by attending these structured learning sessions, participating in targeted discussions and learning from industry experts.

In addition to these methods, 129 respondents (42.4%) preferred on-the-job training, which emphasizes the importance of experience learning in the workplace. This approach enhances knowledge through practical application by allowing employees to

use their skills quickly. On the other hand, only 28 respondents (9.2%) selected e-learning modules as their first choice, suggesting that while some employees value the flexibility of online learning, it may not be as engaging as other interactive methods. Finally, only one respondent (0.3%) selected specialized training topics including anti-harassment, EMS and grievance system, indicating a lower interest in these topics. This suggests that even though these topics are central to workplace culture and compliance, employees do not prioritize them when choosing their preferred training method. In summary, these results suggest that Pimkie Apparels Ltd. should focus on engaging and practical training methods that suit employee preferences to improve the engagement and effectiveness of professional development programs.

4.3.5 Skills or Knowledge that respondents believe are lacking in current training programs

In response to the question of what information or skills were missing from existing training at Pimkie Apparels Ltd., several important topics appeared. A significant number of respondents indicated that there were no visible gaps in the training provided, with many selecting “no” or “not applicable”. However, it is noteworthy that employees mentioned a number of specific areas where they felt further training might be useful. For example, regularly emphasize soft skills training and the value of communication, teamwork, and interpersonal skills to improve workplace dynamics. Other respondents mentioned the importance of practical training and on-the-job learning, that real-world experience is essential for developing skills and applying knowledge effectively.

Respondents also called for more professional training courses such as digital literacy, leadership development, and quality management system certifications such as Six Sigma and ISO 14000. Other areas identified for improvement included additional safety training, emphasis on critical thinking and adaptability, and occupational health and safety training. Overall, while a significant number of workers feel that the training, they currently receive meets their needs, there is a essential need for more comprehensive training programs that cover both technical and interpersonal skills.

4.3.6 Factors that contribute most to the effectiveness of the training programs

Table 4. Relevance of content to job role

Relevance of content to job role based on Employees Responses	Count
Most important	168
Important	99
Neutral	25
Less Important	2
Not Important at All	6
Total	300

The results of Table 4 regarding the relevance of training content to employees' job roles revealed that there is considerable room for improvement. 168 respondents (56%) considered the training content to be "very important", 99 respondents (33%) considered the training content to be "important", but a total of 8 respondents (2.67%) considered the training content to be "slightly important" or "not important at all". 25 respondents (8.33%) remained neutral. These results suggest that while most employees value the training content, a significant number of them believe that it is not consistent with their job responsibilities. To improve the effectiveness of training, it is recommended to focus more on customizing training plans based on individual job tasks and needs.

Table 5. Quality of trainers/instructors

Respondents rating on Quality of Trainers/Instructors	Count
Most important	129
Important	78
Neutral	38
Less Important	29
Not Important at All	26
Total	300

A key factor in evaluating the effectiveness of a training program is the quality of the instructors and trainers. Of the 300 respondents to the study, the vast majority (129, or 43%) said the trainer's skills were the "most important" with another 78 respondents (26%) responded as "important". Another 38 respondents (12.67%) did not express any opinion. 26 respondents (8.67%) considered it not important at all, and 29 respondents

(9.67%) considered it less important. These results strongly suggest that participants value teachers who are competent and can deliver the training material. Organizations should prioritize highly skilled trainers, enhanced instructional techniques, and interactive learning methods to enhance engagement and knowledge.

Table 6. Availability of materials and resources

Respondents rating on Availability of Resources and Materials	Count
Most important	151
Important	75
Neutral	34
Less Important	27
Not Important at All	13
Total	300

The success of a training program is largely influenced by the availability of learning materials. A significant number of the 300 respondents (50.33%) ranked resources and materials as “most important” emphasizing that they are essential for providing effective training outcomes. Another 75 respondents (25%) rated resources as “important”. A total of 226 respondents (75.33%) acknowledged the importance of having adequate resources, while 34 respondents (11.33%) were “neutral” about it. Fewer respondents rated resources as “not at all important” (4.33%) and “not very important” (9%). Based on these results, providing excellent, accessible, and up-to-date learning materials is necessary to maximize the effectiveness of training programs.

Table 7. Opportunities for practical application

Respondents rating on Opportunities for Practical Application	Count
Most important	214
Important	56
Neutral	22
Less Important	6
Not Important at All	2
Total	300

Among the 300 respondents, 214 (71.33%) believed that practical application was "most important" and 56 (18.67%) believed that it was "important". The respondents attached great importance to this. Few respondents indicated that it was less important (6 respondents, 2%) or not important at all (2 respondents, 0.67%), and only a small

number of respondents (22 respondents, 7.33%) were neutral. This clearly suggests that training programs should place a high priority on the integration of role-playing games, practical exercises, and on-the-job training.

Table 8. Employee engagement during Training

Respondents rating on Employee Engagement During Training	Count
Most important	214
Important	56
Neutral	22
Less Important	6
Not Important at All	2
Total	300

To ensure a successful training program, employee engagement is essential. The Survey of 300 participants focused on the perceived value of engagement during training. The vast majority of respondents (214 people, representing 71.33%) believe that interaction is “most important,” and 56 people (18.67%) believe it is “important.” Only 22 respondents, or 7.33%, said they were “neutral”. The percentage of respondents who felt that interaction was “not important at all” (2 respondents, representing 0.67%) and “less important” (6 respondents, representing 2%). These results clearly demonstrate that employees understand how important engagement is to the success of training programs. To increase engagement and improve learning outcomes, interactive and collaboration should be prioritized in training design.

In short, an effective training program depends on many important aspects. According to a survey of 300 employees, relevant training materials, expert instructors, easily accessible learning resources, practical application possibilities and employee involvement were highly valued. Some respondents indicated that there was room for improvement, but the majority stressed the need to customize training materials to their job’s materials. The vast majority of respondents believe that trainer quality is very important, prioritizing professional trainers and engaging teaching strategies. A large majority also said access to educational resources is important. Additionally, the study found that the ability to actually apply newly acquired skills and the overall level of employee engagement during training are essential to achieving positive training outcomes.

4.3.7 Alignment of training programs with job requirements

The majority of employees believe that the training programs are appropriate with their job requirements, according to the results. The training programs are “very well” matched with their job requirements, according to 189 respondents (63%) and “well” matched, according to 93 respondents (31%).

Table 9: Alignment of training programs with job requirements

Particulars	Count	Percentage of Respondents
Very Well	189	63.00%
Well	93	31.00%
Neutral	18	6.00%
Total	300	100%

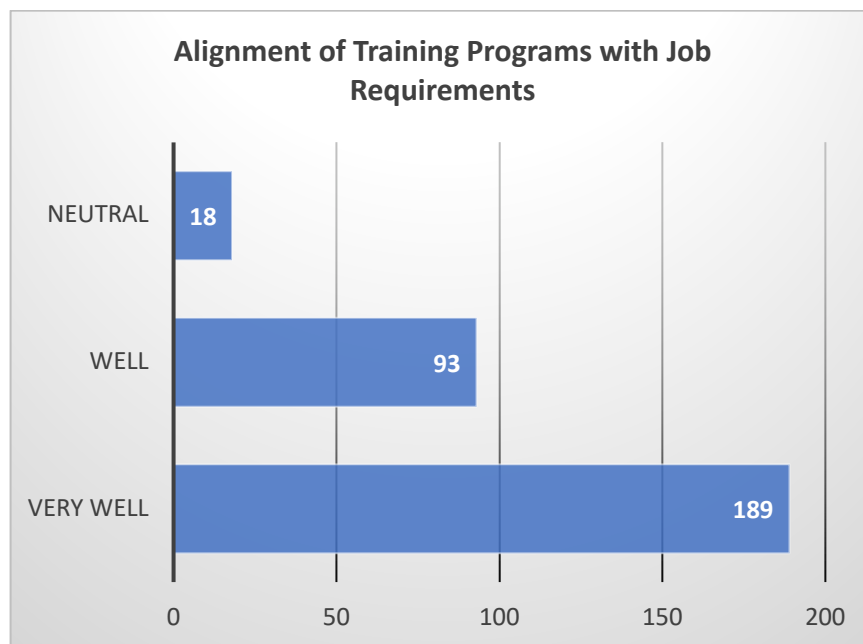


Figure 6: Alignment of training programs with job requirements

This implies that the training material is applicable and helpful to workers in their particular positions. 18 respondents (6%) responded “neutral” suggesting that there is still opportunity for development in a few areas. Organizations can think about improving training modules to make sure they address particular job-related issues and changing workplace expectations, even though the general alignment is strong.

4.4 Challenges in implementing effective training programs

4.4.1 Barriers to accessing training opportunities

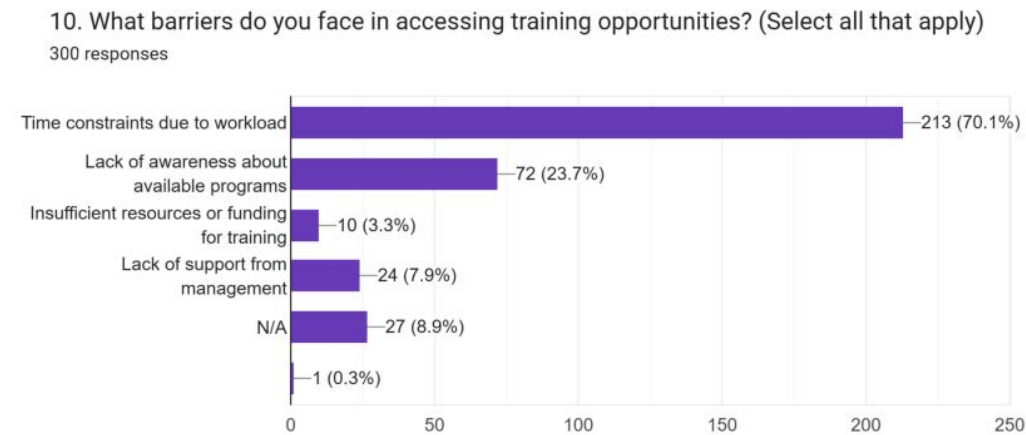


Figure 7: Barriers employees face in accessing training opportunities

According to data of the survey of 300 respondents, there are significant barriers for attending training. The most serious barrier was time constraints due to workload, which affected 213 people. This suggests that workers find it difficult to balance the time required for training with their regular work obligations. High workloads mean that additional staff may need to be hired or workload management techniques might need to be improved to allow employees sufficient time for professional growth. In addition, 72 respondents stated that they were not aware of trainings, indicating a communication barrier within the organization.

In addition to time and awareness, other barriers included lack of funding or resources for training (10 respondents) and lack of support from management (24 respondents). Manager support is essential to promote employee engagement and awareness of the importance of training. When management promotes training, employees are more likely to set aside time for training. Organizations must set aside adequate funds for employee development, as lack of funding for training can limit the scope and quality of programs offered. A diverse strategy including flexible scheduling, improved communication, management support, and adequate funding, is needed to overcome these barriers and ultimately promote a culture of continuous learning and growth.

4.4.2 Communication rating during the training program

Table 10. Rating of communication during the Training Programs

Particulars	Count	Percentage of Respondents
Excellent	138	46.00%
Good	131	43.70%
Fair	22	7.30%
Poor	9	3.00%
Total	300	100%

The survey findings reveal that communication in the training program of Pimkie Apparels Ltd. is generally accepted by employees. Communication was regarded as excellent by most respondents (138, or 46.0%) and good by 131 (43.7%) respondents. This demonstrates how well the trainer engaged the participants and delivered the material. To guarantee clarity, participation, and interactivity during meetings, there is still opportunity for development, as by the 22 respondents (7.3%) who assessed the communication level as fair and the 9 respondents (3.0%) who ranked it as poor. Communication effectiveness can be further increased by addressing these problems with improved trainer preparation and interactive trainings.

4.4.3 Employees suggestions for improving the training programs of Pimkie Apparels Ltd.

Based on the responses to the suggestions for improving Pimkie Apparels Ltd.'s current training and development strategy, we can group the suggestions into a few key themes. Below is a table summarizing these recommendations, followed by an explanation of each theme.

Table 11: Employees suggestions for improving the training programs

Suggestions	Key Recommendations	Count
Video Presentations	Incorporate more video presentations and visual learning tools to enhance engagement and understanding.	29
Group Training	Increase opportunities for group training and discussions to foster collaboration and shared learning experiences.	23
Skilled Trainers	Ensure that training sessions are led by skilled and knowledgeable trainers who can effectively convey information.	17
More Training	Offer more frequent training sessions to cover additional topics and reinforce learning.	30
Practical Learning	Emphasize hands-on and practical learning experiences that relate directly to job functions.	10
Time Management	Allocate adequate time for training sessions to ensure thorough understanding	8
Continuous Feedback	Implement continuous feedback mechanisms to assess training effectiveness and make necessary adjustments.	5
Soft skills development	A focus on developing soft skills, such as communication, teamwork, and leadership.	7
Technology Integration	Utilize technology and digital tools to facilitate learning and keep up with industry trends.	6
Evaluation of training impact	Measure the impact of training programs and conduct evaluations to ensure alignment with job requirements.	4

Interpretation of the suggestions

o Video Demonstration

One notable suggestion from respondents was to make video presentations in training programs. Many employees agree that incorporating visuals can significantly increase engagement and comprehension during training. Video presentations can provide dynamic content that captures attention more effectively than traditional methods, making complex topics easier to understand.

o Group Training

Another key issue is the call for group training opportunities. A collaborative learning environment where employees can engage in discussions, share ideas, and learn from

each other's experiences. Group training encourages teamwork and builds relationships among coworkers, which can improve workplace culture and boost overall morale.

o Well-trained instructors

The importance of having a qualified trainer is mentioned several times in the recommendations. Skilled trainers not only provide valuable information but also create an engaging atmosphere that encourages questions and discussions. This highlights the need for ongoing development of trainers to ensure they continue to be effective trainers and are able to adapt their teaching methods to meet the different needs of the workforce.

o More training

There was strong demand for more training courses, indicating that employees felt the need for ongoing development opportunities. Regular training can help them stay on a level of industry trends, improve their skills, and prepare for changing job requirements.

o Practical Learning

Respondents also emphasized the need for hands-on learning experiences that were directly related to their job responsibilities. Hands-on training enables employees to apply knowledge to real-world scenarios, strengthening their understanding and gaining confidence in their skills

4.4.4 Employee satisfaction with training and development

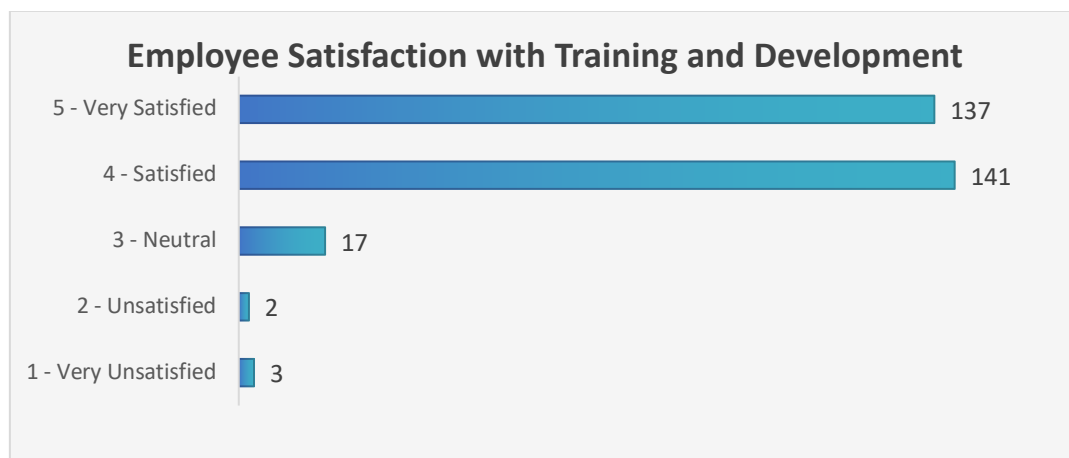


Figure 9: Employee satisfaction with training and development

From the above figure, it is clear that employee satisfaction with training and development opportunities at Pimkie Apparels Ltd. is very satisfied. Of the 300 responses, 278 employees rated the training they received positively, 141 employees were satisfied, and 137 employees were very satisfied. According to these data, approximately 93% of the workforce is satisfied or very satisfied with their current treatment. Only a small number of respondents were dissatisfied and 17 respondents were neutral. While improvements may still be needed to address the concerns of neutral or dissatisfied individual overall this suggests that Pimkie Apparels Ltd.'s training programs are well received by employees.

4.4.5 Willingness to participate in future training sessions

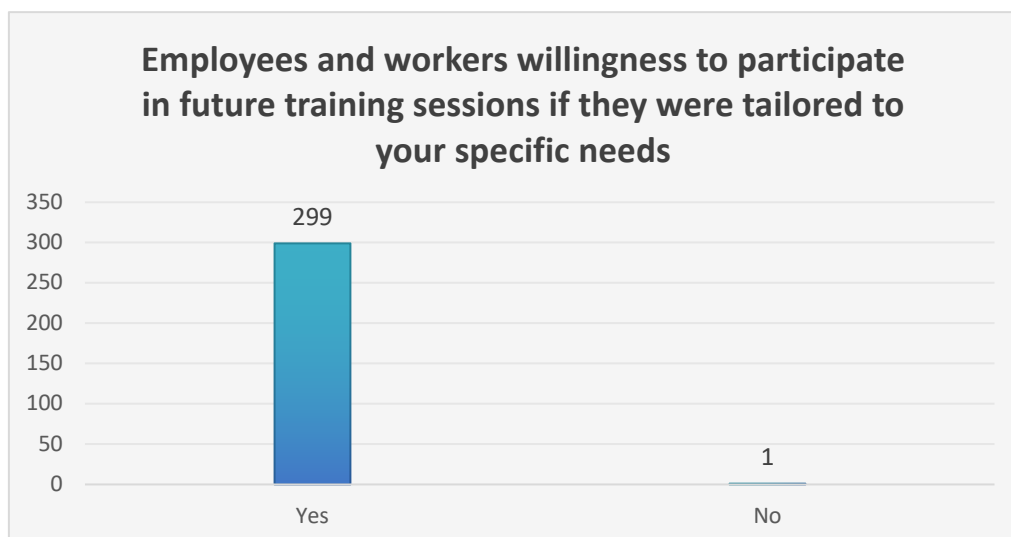


Figure 10: Willingness to participate in future training sessions

The survey results showed that employees and workers responded extremely positively to their willingness to attend future training courses if the training courses could be tailored to their specific needs. Among the 300 respondents, 299 (99.67%) expressed their willingness to participate in customized training programs, demonstrating their strong passion for skill enhancement and continuous learning. This shows that employees highly value training opportunities that are consistent with their job roles and career growth.

4.5 Analyzing proper monitoring processes and feedback procedures to ensure the sustainability of a gender-sensitive workplace

4.5.1 Employees feedback on training experience

Table 12. Employee feedback

Rank	Feedback	Frequency
1	Generally positive experience (Good/Very Good)	122
2	Effective learning & skills development	50
3	Need for more frequent training sessions	20
4	Importance of hands-on approach in training	15
5	Need for increased time allocation for training & awareness/communication improvement	10
6	Others	83
Total		300

In their feedback, Pimkie Apparels Ltd. employees overwhelmingly expressed satisfaction with their training experience. The most common feedback was “overall positive experience,” with 122 respondents rating their experience as “good” or “very good.” This means that a considerable number of employees support and value the organization’s training programs.

In addition to overall satisfaction, specific elements of the training were highlighted for their effectiveness. For example, 50 respondents stated that the training contributed to “effective learning and skills development,” indicating that these measures significantly contributed to the improvement of skills. In addition, 15 employees praised the value of hands-on training methods. These results highlight the importance of experiential learning for professional growth.

However, there are other areas that can be improved to further increase employee skills development. For example, 20 respondents indicated that training should be conducted more regularly to ensure the possibility of continuous learning. Time allocation and communication need to be improved. 10 respondents suggested increasing training time during production planning and strengthening official awareness. The remaining comments, totaling 83 out of 300 respondents, were categorized as miscellaneous

(other) and included a range of suggestions, such as investing in materials to improve training effectiveness or completing a survey after training.

4.5.2 Employees familiarity with the gender sensitive workplace initiatives

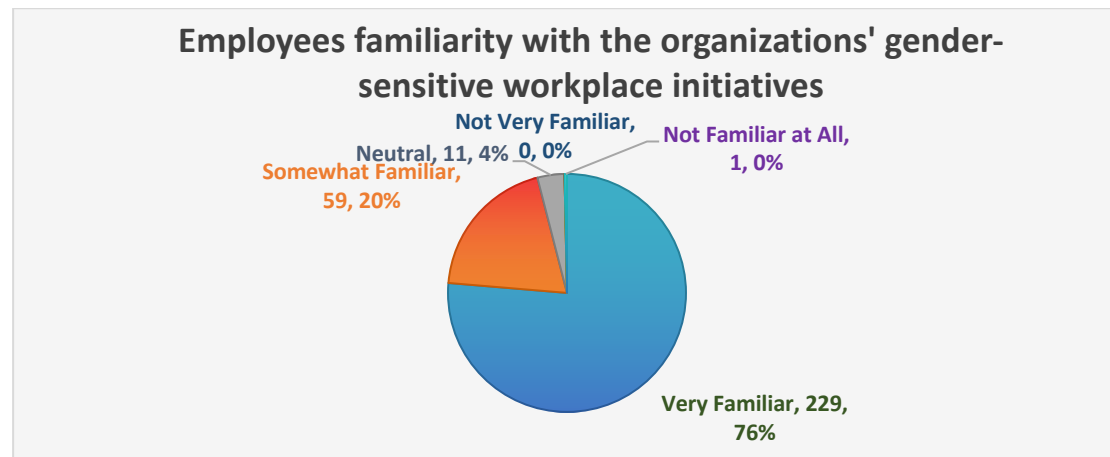


Figure 11: Employees familiarity with the organizations gender-sensitive workplace initiatives

The survey results showed that the majority of Pimkie Apparels Ltd. employees are aware of the organization's gender-sensitive workplace policy. Of the 300 respondents, 229 employees (76.33%) said they were very familiar with these programs, indicating that the organization's efforts to improve gender sensitivity and inclusion are well known. Additionally, 59 workers (19.67%) indicated that they were somewhat familiar, indicating that they had a moderate level of knowledge. On the other hand, 11 workers (3.67%) were neutral, meaning that they were neither very knowledgeable nor ignorant. The gender sensitivity policy has been effectively communicated throughout the organization, as evidenced by the fact that no respondent selected "not very familiar" and only one employee (0.33%) indicated "not at all familiar." These results indicate the success of the organization's awareness and point of areas where further engagement is needed to ensure full understanding and implementation of gender-sensitive programs.

4.5.3 Employees participation in gender equality training

Table 13. Employees participation in gender equality training

Responses	Frequency
Yes, frequently	232
Occasionally	56
Rarely	8
Never	4
Total	300

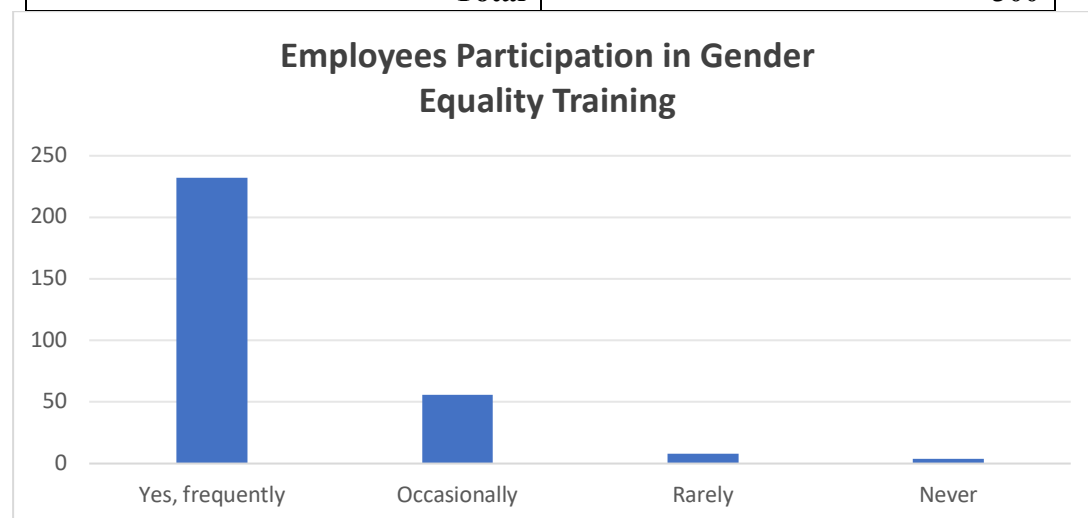


Figure 12: Employees familiarity with the organizations' gender-sensitive workplace initiatives

The survey results show that employees of Pimkie Apparels Ltd. are very interested in gender equality training. 232 employees (77.33% of the total employees) reported that they regularly participated in training, which indicates that gender equality training is a highly comprehensive program and is carried out regularly within the organization. In addition, 56 employees (18.67%) stated that they occasionally participated. Only 4 employees (1.33%) said they had never participated in any gender equality training, while 8 employees (2.67%) rarely participated in training. These results suggest that the organization has been successful in promoting employee participation in gender-related training initiatives. However, the small proportion of employees with little or no participation provides an opportunity to adopt more participatory strategies to ensure adequate engagement in gender equality programs.

4.5.4 Employee perceptions on women empowerment programs

Table 14. Employees perception regarding women empowerment programs

Particulars	Count
Extremely Important	219
Very Important	75
Somewhat Important	6
Total	300

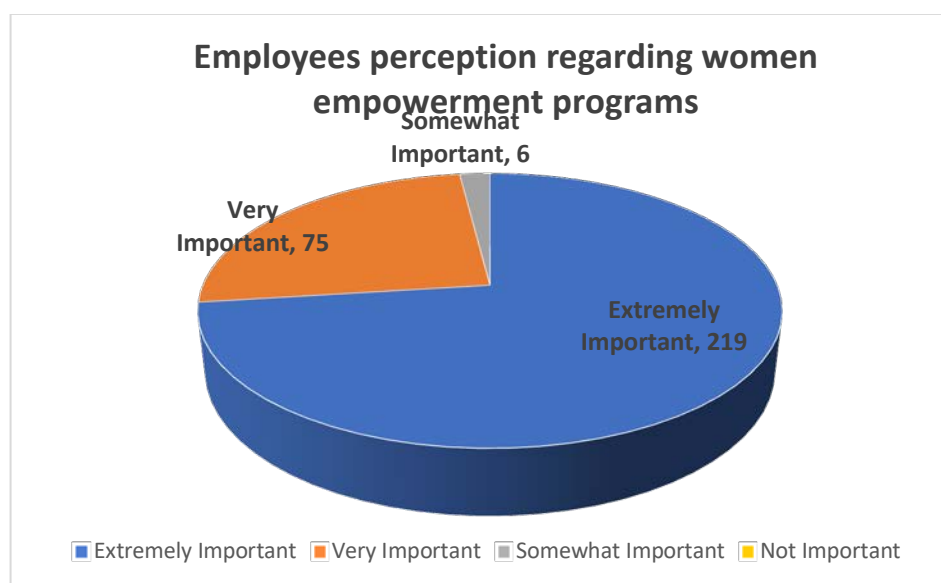


Figure 13: Employees perception regarding women empowerment programs

The survey results showed that Pimkie Apparels Ltd. employees strongly supported women empowerment initiatives. Of the 300 respondents, 219 employees (73%) rated these programs as “extremely important” which indicates a widespread recognition of their importance in promoting equality in the workplace. In addition, 75 employees (25%) considered these measures to be very important. A small number of employees (6.2%) rated these initiatives as “somewhat important,” suggesting that while they recognize the value of such initiatives, they may not consider them a top priority. Notably, no respondents rated women empowerment programs as “not important” highlighting a strong organizational culture that values gender inclusion and empowerment.

4.5.5 Effectiveness of current gender-sensitive training and development programs

Table 15. Employees perception regarding T&D addressing workplace gender issues

Particulars	Count
Very Effective	120
Somewhat Effective	122
Neutral	42
Somewhat Ineffective	9
Very Ineffective	7
Total	300

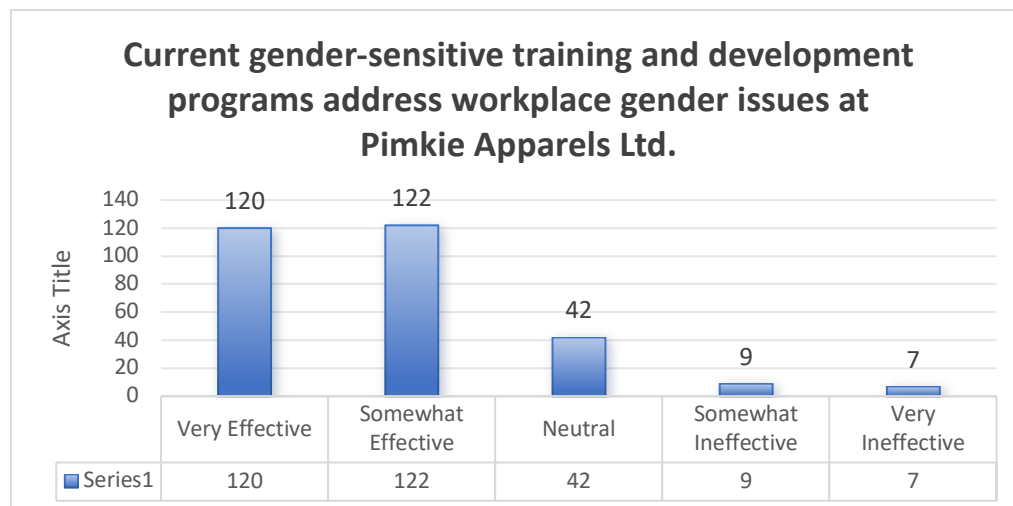


Figure 14: Effectiveness of current gender-sensitive T&D programs

The survey results provide important new insights into how employees evaluate Pimkie Apparels Ltd.'s gender-sensitive training and development programs. 120 workers considered the programs to be “very effective” and 122 workers (40.67%) considered the programs to be “somewhat effective” indicating that their assessment of their impact was positive. In contrast, 42 workers (14%) did not express a firm opinion and remained neutral. Another 9 employees (3%) and 7 employees (2.33%) (a smaller group) rated the programs as “somewhat ineffective” and “very ineffective,” respectively. These results suggest that although the majority of people believe that gender sensitivity

training programs are beneficial, there is still room for improvement, especially among those who believe that these have less impact.

4.5.6 Employee perception regarding the most important factor in successfully implementing gender-sensitive training programs

Table 16. Most important factor in successfully implementing gender-sensitive training programs

Particulars	Count
Clear communication of program goals	14
Management support and involvement	122
Employee engagement in the process	99
Regular assessments and updates	51
Adequate resources and materials	14
Total	300

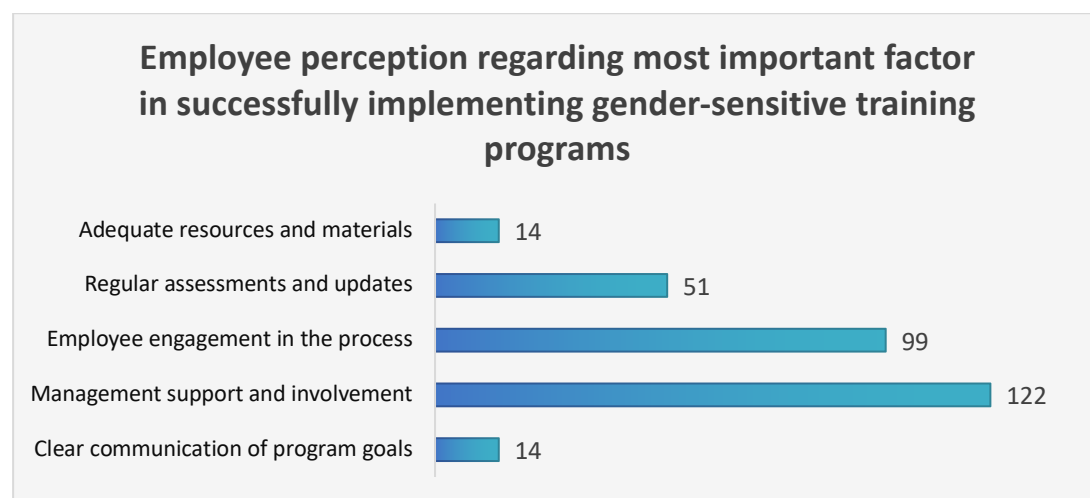


Figure 15: Employee perception regarding most important factor in successfully implementing gender-sensitive training programs

The survey results provide important insights into what employees consider to be the most important factors for the successful implementation of gender sensitivity training initiatives at Pimkie Apparels Ltd. The majority of respondents, 122 employees (40.67%), considered management support and involvement to be the most important aspect, highlighting the key role that leadership plays in ensuring the success of such

initiatives. 99 employees (33%) consider employee engagement to be a key factor for success, showing that employee commitment is also considered an important factor. In addition, 51 employees (17%) considered regular evaluation and updates to be essential, indicating that ongoing evaluation is needed to maintain the impact and relevance of the program. 14 employees (4.67%) considered clear communication of program objectives and provision of adequate resources and materials to be very important. These results suggest that although many factors influence the effectiveness of gender-responsive training initiatives, active employee participation and strong management support are considered the most important.

4.5.7 Employee feedback on the effectiveness of the gender sensitivity training program

Table 17. Effectiveness of the gender sensitivity training program

Particulars	Count
Yes, frequently	137
Occasionally	106
Rarely	38
Never	19
Total	300

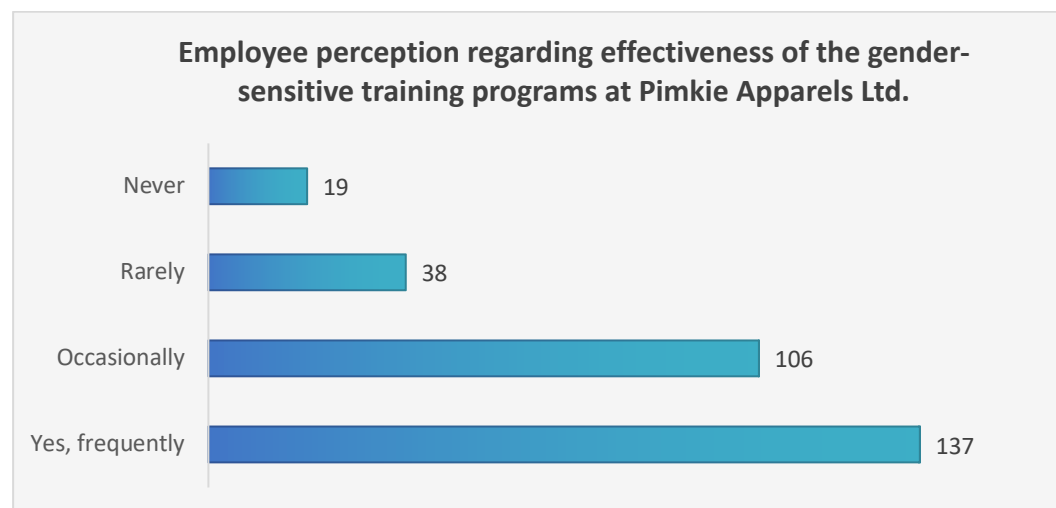


Figure 16: Employee perception regarding effectiveness of the gender-sensitive training programs at Pimkie Apparels Ltd.

According to the survey results, a considerable number of employees of Pimkie Apparels Ltd. believe that gender sensitivity training measures are beneficial to varying degrees. 106 respondents said they found the programs occasionally helpful, while 137 said they found the programs “frequently effective”. However, 19 respondents did not think these items had any benefit, and 38 respondents responded “rarely”. Based on these results, while the majority recognize the value of gender sensitivity training, there is still a need to improve the implementation, participation, and actual execution of programs to ensure that all employees benefit from these efforts.

4.5.8 Monitoring process that may improve the long-term sustainability of a gender-sensitive workplace

Table 18. Points focused on Monitoring process

Monitoring Process Suggestion	Count	Percentage
Regular surveys to assess satisfaction	102	34.00%
Monthly performance reviews focusing on gender sensitivity	93	31.00%
Open forums for employees to share concerns	41	13.67%
One-on-one interviews with employees	35	11.67%
Continuous training sessions for skill improvement	29	9.67%
Total	300	100.00%

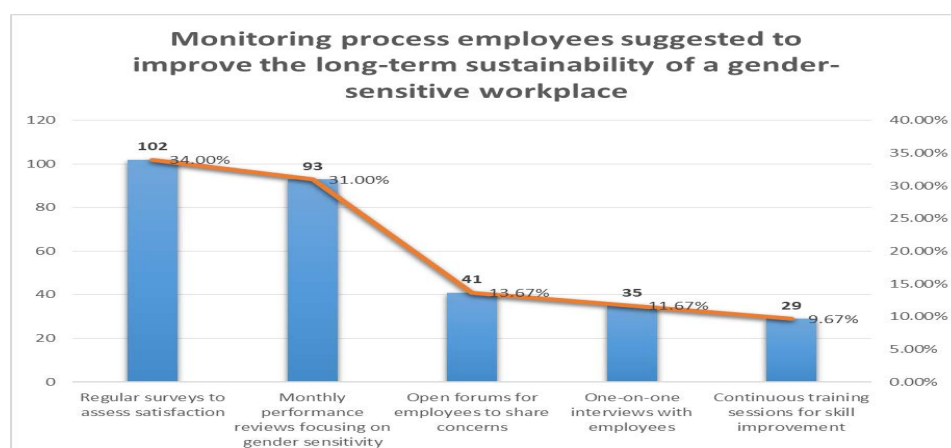


Figure 17. Monitoring process employees suggested to improve the long-term sustainability of a gender-sensitive workplace at Pimkie Apparels Ltd.

The survey responses shown in Figure 17 revealed a variety of suggested approaches to assess Pimkie Apparels Ltd.'s gender sensitivity activities. Conducting periodic surveys to measure satisfaction was the most preferred method among the 300 respondents, of which 102 (34%) chose this approach. While 41 respondents (13.67%) were in favor of providing employees with an open forum to raise their concerns, 93 respondents (31%) found monthly gender-responsive performance reviews useful. (11.67%) suggested conducting one-on-one interviews with employees. 29 respondents (9.67%) suggested continuing training to improve skills.

4.6 Discussion of Findings

4.6.1 Effectiveness of current training and development strategies

Overall perceptions of Pimkie Apparels Ltd.'s training programs were generally positive, with 90.33% of respondents rating the programs as "very effective" (49.0%) or "effective" (41.33%). This shows that, overall, employees value the structure and content of the training program. However, when we delve into specific factors, we see areas for improvement. While overall evaluations were encouraging, a detailed analysis of factors such as quality of trainers, availability of resources, opportunities for practical application, and employee engagement shown overall evaluations were positive. For example, over 71% of respondents rated the possibility of practical application as "most important," and a total of 43% of respondents "most important," with the quality of trainers. 50.33% of employees responded the availability of resources as "most important," with 25% as "important," Lastly, employee engagement during training was "most important" by 71.33% of respondents. These mixed results suggest that while training programs meet the basic requirements, the details that promote learning and skill development still need significant improvements to ensure that overall effectiveness translates into meaningful impact in the workplace.

Furthermore, through their efficient training programs, Pimkie Apparels Ltd. has fulfilled organizational objectives through trained and dedicated workers. Employment retention and absenteeism rates at the Pimkie factory are lower compared to other factories in the ABA Group because training programs effectively support job satisfaction and employee stability. Active training initiatives make workers feel

valuable and boost their motivation and engagement rates as well as extend their commitment to the organization.

6.6.2 Challenges to effective training

The survey responses pointed to a number of major issues with the current training setup. 213 of the 300 respondents said that time constraints due to heavy workloads are the main barrier that mainly reduces employee engagement. In addition, 72 respondents reported a lack of knowledge about accessibility training programs, and almost a quarter of respondents (24) mentioned a lack of managerial support. Adding to these difficulties were low satisfaction ratings (mostly negative) on aspects such as the quality of trainers, availability of resources, and possibilities for practical implementation. The combined impact of these issues suggests that, to improve the overall effectiveness of trainings, operational aspects such as scheduling, communication of training opportunities and resource allocation, the fundamental features of delivering training requires immediate attention.

4.6.3 Adequate process of implementing gender-sensitive workplace training programs

The survey results show that, despite the high level of awareness among respondents about gender sensitivity training (76.33% stated that they were “very familiar” with such initiatives), there is still room for improvement in the actual implementation of training programs in this area. Despite a high percentage of people having participated in gender equality training, only 137 respondents said that they considered these gender sensitivity training programs to be “often” beneficial, while a significant number considered these training programs to be “rarely effective”. The study recommends a comprehensive approach for an efficient implementation process that emphasizes active learning, management involvement, and customized training to meet the unique needs of different employee groups, while ensuring that gender-sensitive content is incorporated into training modules.

4.6.4 Process and feedback process for monitoring gender-responsive workplace sustainability

Strong monitoring and feedback systems are essential to the long-term success of creating a gender-responsive workplace. A recent survey explored employee preferences for such monitoring processes and revealed several valuable approaches. Periodic surveys are a great choice, likely because their structured and anonymous nature facilitates honest feedback and quantifiable data on employee sentiment toward fairness, inclusion, and respect. Monthly performance reviews that incorporate gender-sensitivity criteria are also given high priority to ensure that these issues are regularly addressed and promote accountability among managers. These comments provide a platform to discuss personal experiences and identify potential biases.

Open forums and one-on-one interviews were also cited as useful strategies, as they provide space for employees to raise concerns and share experiences. Open forums can help employees communicate and can find issues, while one-on-one interviews can dig deeper into sensitive topics and build trust between employees and management. While ongoing training was seen as valuable for skills development, it was rarely considered a primary follow-up tool, suggesting that employees viewed it as a separate, proactive function in building a gender-responsive workplace. However, the survey emphasizes a diverse approach that combines structured feedback mechanisms, such as surveys and comments, with open communication channels, such as forums and interviews, to create a comprehensive framework for continuous improvement.

4.6.5 Strategies to overcome challenges in creating a gender-responsive workplace

Based on the information obtained, several strategies can be proposed to address current barriers creating gender-responsive workplaces. First, participation rates can be increased by incorporating micro-learning modules or offering flexible training programs that accommodate time constraints. Improving the quality of trainers through continuous professional development and the application of interactive and practical training techniques can reduce the problems associated with poor teaching quality and

poor practical application. Additionally, making training materials more accessible and up-to-date will help build a more enhanced learning environment. As the majority of respondents believe that current coordination is effective, gender sensitivity training materials must be clear and closely linked to job requirements. Last but not least, gender-sensitive measures and the promotion of an inclusive workplace culture can be maintained by strengthening management support and establishing transparent and frequent feedbacks such as surveys and performance reviews. Combined, these strategies should improve the effectiveness and long-term feasibility of training measures aimed at increasing gender awareness in the workplace.

4.6.6 Other general challenges identified

- o **Workforce skill gap:** The majority of workers lack technical skills for operating advanced equipment and advanced tools. Designated employees who are in charge of the overall factory and workforce operations may also be unfamiliar with sustainable concepts and new technologies, which limits innovation.
- o **Sustainability and ethical practices:** Many workers are not aware of how to do sustainable practices and waste standards. Sustainable and ethically oriented trainings will contribute to sustainable practices and ethical practices.
- o **Changing consumer trends:** With rising demand for more personalized and sustainable products, merchandisers have to be aware of changing consumer demands. Digital marketing and e-commerce expertise is a necessary for success in the expanding market.
- o **Adapting to technological advancements:** Workers are unable to adapt and change into technological advancements. Upskilling initiatives and continuous training are necessary.

Chapter Five

Recommendations and Conclusion

5.1 Recommendations for Enhancing Training Effectiveness

To improve the effectiveness of Pimkie Apparels Ltd.'s training and development programs, the following recommendations are encouraged to follow:

- i. **Improve practical application opportunities:** Training programs should include more hands-on experience, simulations, and real-life case studies, as 71% of employees considers practical application opportunities as “most important.”. This will ensure that workers can apply what they have learned in their daily work.
- ii. **Improving trainer quality:** Funding for trainers continuing professional development is essential as 43% of respondents rated “most important” and 26% as “important” with the quality of their trainers. Workshops, certificates and exposure to global best practices in apparel industry training can help achieve this goal.
- iii. **Flexibility in scheduling training sessions:** According to 213 respondents, the most frequently mentioned difficulty was time constraints due to heavy workloads. To address this, shorter learning modules should be incorporated into flexibly scheduled training sessions.
- iv. **Increased management support:** About 24 employees mentioned the lack of management support as a challenge. By incorporating leadership learning programs and motivating managers to actively participate in training programs, overall effectiveness and engagement can be improved.
- v. **Clearly communicate training opportunities:** Better communication skills are needed, as evidenced that 72 employees said they were not aware of training programs. Employers can ensure all employees are aware of available programs through email newsletters, action notices, or a dedicated training portal.

- vi. **Build a strong feedback system:** To assess the effectiveness of training, performance reviews and surveys should be conducted regularly. An organized feedback system will provide deep insights into the limitations of the training program and areas that needs improvement.
- vii. **Assessed Training:** To identify the specific need for particular job role in Pimkie Apparel Ltd may incorporate more training areas through assessing job/position. Such as below:
 - o **Upskilling and reskilling programs**
 - Training employees about automated machinery and digital tools.
 - Employees should be reskilled to upgrade their position.
 - o **Sustainability Training**
 - Workshops on sustainable outsourcing and minimizing waste. Ethical worker training on compliance and labor practices like fair trade, BCI.
 - o **Technology integration training**
 - Hands on training for AI and automation training.
 - Creating an environment which promotes creativity and adaptability.
 - o **Supply chain and logistics training**
 - Trainings on handling inventory, planning and handling risk management.
 - Trainings on global trade rules and logistics.

Pimkie Apparels Ltd. should develop their training programs further because these initiatives are reducing employee absences and boosting staff retention which leads to a stronger experienced workforce.

5.2 Suggestions for Future Research

Longitudinal studies that monitor the effects of training over time are essential to fully understand the effectiveness of training measures in the industry. These studies can provide insight into how initial training translates into long-term employee effectiveness and retention by taking into consideration variables like shifts in industry standards and technological advancements. Benchmarking studies comparing training programs with industry best practices in Bangladesh and around the world will help identify areas where certain companies can innovate and improve. The adoption of collaborative learning platforms by gradual developing of skills and understanding technologies such as virtual reality (VR) and augmented reality (AR), which are gaining popularity in skill development in the apparel industry, also other area such as reskilling programs, sustainability training programs, tech integration trainings, customer centric training, can be collided for such research.

Further qualitative research such as focus groups and in-depth interviews could provide a deeper understanding of the dynamics of the training programs, particularly in terms of gender sensitivity and practical application. To provide a more complete picture, future research should include an assessment of managers perceptions of training effectiveness and the difficulties of implementing programs. By adopting a holistic approach, training techniques will be aligned with corporate goals and employee needs, ultimately improving the competitiveness and sustainability of the apparel business.

5.3 Conclusion

My internship report “Assessing Effective Training and Development: Challenges Identified and Resolved in the Apparel Sector: A Case Study of Pimkie Apparels Ltd, Bangladesh” aimed to achieve several pre-determined objectives. Its main objective was to assess the effectiveness of the current training and development programs of Pimkie Apparels Ltd. Secondly, the study explored the difficulties in carrying out effective training. Thirdly, it specifies how training and development measures should be implemented in a gender-sensitive workplace. This internship report also attempts

to examine the appropriate feedback and follow-up protocols required to ensure the long-term survival of a gender-responsive workplace. Lastly, methods to address the problem of establishing a gender-responsive workplace are listed and proposed.

The study highlights the importance of training and development programs at Pimkie Apparels Ltd. in improving employee productivity and creating a gender-sensitive work environment. While the training program was generally reviewed positively, several important areas for development were noted, including the quality of the instructors, real-world applicability, and administrative support. Time constraints, ignorance, and limited access to resources prevent effective training from being fully achieved.

The organization should work to improve gender-sensitive training programs, implement flexible training schedules, and enhance the quality of trainers to overcome these barriers. Furthermore, maintaining the durability of gender-inclusive practices requires ongoing monitoring and systematic feedback systems. In addition to improving skills development and employee engagement, addressing these issues will make the workplace more productive.

Finally, future research should compare industry best practices, examine the impact of digital training solutions, and explore the long-term effectiveness of training. Pimkie Apparels Ltd. maintains its competitive edge in the apparel industry and creates a welcoming and efficient working environment by continuously improving its training methods.

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Appendix

A1. Survey Questionnaire

Assessing Effective Training and Development Strategies at Pimkie Apparels Ltd.

This survey aims to gather insights regarding the training and development strategies implemented at Pimkie Apparels Ltd. Your feedback is invaluable in assessing the effectiveness of these programs and identifying areas for improvement. Please answer the following questions honestly. All responses will remain confidential.

Section 1: Demographic Information

1. What is your job title?
 - Operator
 - Supervisor
 - Manager
 - Other (Please specify): _____
2. How long have you been working at Pimkie Apparels Ltd.?
 - Less than 1 year
 - 1-3 years
 - 4-6 years
 - More than 6 years

Section 2: Current Training and Development Strategies

3. What type of training have you participated in at Pimkie Apparels Ltd.?
 - New Employee Orientation
 - Technical Skills Training
 - Safety Training
 - Soft Skills Training
 - Other (please specify): _____

4. How effective do you find the training programs provided?

- Very Effective
- Effective
- Neutral
- Ineffective
- Very Ineffective

5. How often do you receive training or development opportunities?

- Monthly
- Quarterly
- Annually
- Rarely
- Never

6. What methods of training do you prefer? (Select all that apply)

- On-the-job training
- E-learning modules
- Workshops/Seminars
- Group discussions
- Other (please specify): _____

7. What specific skills or knowledge do you believe are lacking in the current training programs?

Section 3: Key Factors Influencing Training Effectiveness

8. In your opinion, what factors contribute most to the effectiveness of training programs? (Rank from 1 to 5, with 1 being the most important)

- Relevance of content to job role: _____
- Quality of trainers/instructors: _____
- Availability of resources and materials: _____
- Opportunities for practical application: _____
- Employee engagement during training: _____

9. How well do you think the current training programs align with your job requirements?

- Very Well
- Well
- Neutral
- Poorly
- Very Poor

10. What barriers do you face in accessing training opportunities? (Select all that apply)

- Time constraints due to workload
- Lack of awareness about available programs
- Insufficient resources or funding for training
- Lack of support from management
- Other (please specify): _____

11. How would you rate the communication regarding available training programs?

- Excellent
- Good
- Fair
- Poor
- Very Poor

Section 4: Challenges and Recommendations

12. What recommendations would you suggest to improve the current training and development strategies?

13. On a scale of 1 to 5, how satisfied are you with the overall training and development opportunities provided by Pimkie Apparels Ltd.?

- 1 - Very Unsatisfied
- 2 - Unsatisfied
- 3 - Neutral
- 4 - Satisfied
- 5 - Very Satisfied

14. Would you be willing to participate in future training sessions if they were tailored to your specific needs?

- Yes
- No

15. Please provide any additional comments or feedback regarding your experience with training at Pimkie Apparels Ltd.: _____

Section 5: Gender-Sensitive Workplace initiatives

16. How familiar are you with Pimkie Apparels Ltd.'s gender-sensitive workplace initiatives?

- Very Familiar
- Somewhat Familiar
- Neutral
- Not Very Familiar
- Not Familiar at All

17. Have you participated in any training sessions on gender equality practices (e.g., women empowerment, gender-sensitive workplace, anti-harassment & abuse training program, AHCC functionality) at Pimkie Apparels Ltd.?

- Yes, frequently
- Occasionally
- Rarely
- Never

18. How important do you believe women empowerment programs are in improving your job performance and leadership capacity?

- Extremely Important
- Very Important
- Somewhat Important
- Not Important

19. What outcomes do you associate with gender-sensitive training at Pimkie Apparels Ltd.?

- Improved collaboration
- Reduced harassment cases,
- Better leadership opportunities for women,
- Other

20. How effective do you think the current gender-sensitive training and development programs are in addressing workplace gender issues at Pimkie Apparels Ltd.?

- Very Effective
- Somewhat Effective
- Neutral
- Somewhat Ineffective
- Very Ineffective

21. Which of the following do you believe is the most important factor in successfully implementing gender-sensitive training programs at Pimkie Apparels Ltd.?

- Clear communication of program goals
- Management support and involvement
- Employee engagement in the process
- Regular assessments and updates
- Adequate resources and materials

22. How frequently do you receive feedback about the effectiveness of the gender-sensitive training programs at Pimkie Apparels Ltd.?

- Yes, frequently
- Occasionally
- Rarely
- Never

23. Which monitoring process would you suggest to improve the long-term sustainability of a gender-sensitive workplace at Pimkie Apparels Ltd.?

- Regular surveys to assess satisfaction
- One-on-one interviews with employees

- Monthly performance reviews focusing on gender sensitivity
- Open forums for employees to share concerns
- Continuous training sessions for skill improvement