

Report on
Supply Chain Management of Ha-Meem Group

By

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An internship report submitted to the BIGD, BRAC University in partial fulfillment of the requirements for the degree of
Masters in Procurement & Supply Management

Brac Institute of Governance and Development (BIGD)
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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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Letter of Transmittal

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Professor, BRAC BIGD

BRAC University

66 Mohakhali, Dhaka-1212

Subject: Report submission on Supply Chain Management of Ha-Meem Group.

Dear Sir,

I am delighted to inform you that my report on “**Ha-Meem Group**” has been completed which is a requirement for my Post graduation credential. Based on my experience at Ha-Meem I have completed this report on “Supply Chain Management” of Ha-Meem. This report is focused on procurement and supply chain activities of Ha-Meem.

I hope you find this report satisfactory in terms of BRAC University criteria. If I can pass this thesis report with a good grade, I will be grateful to you.

Thank you for your support.

Sincerely,

Abida Sultana

Abida Sultana

Masters in Procurement and Supply Management
(MPSM)

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BRAC Institute of Governance and Development (BIGD), BRAC University

Date: 07.04.2022

Non-Disclosure Agreement

This agreement is made and entered into by and between Ha-Meem Group and the undersigned student at Brac University Abida Sultana.

Acknowledgement

Without the help of some tales, our lives would be less peaceful and our progress will be slower. I received help from many kind people in order to complete my internship at Ha-Meem.

To begin, I would like to thank Mrs. Afreta Motaleb, Executive Director, for taking on the role of report supervisor. Mrs. Afreta has been guiding me to produce this report possible since the beginning of my report. She has shown me how to understand both theoretical and practical parts of Supply Chain Management. She took the time after finishing the report to review the draft of my report and provide me with useful input.

Some personnel at Ha-Meem's headoffice were constantly assisting me in learning various facets of supply chain management. Among those individuals, I would like to express my gratitude to Tanvir Hossain, Manager Procurement, for his time and advice. During my time there, he taught me every possible aspect of logistics and procurement and assigned me to various tasks.

In addition, from my first semester, I was fortunate to meet our esteemed instructor Md Zikrul Islam, who enlightened me with many Supply Chain theories and supplied knowledge whenever needed. During my MPSM journey, I took a couple courses under his supervision.

Ms. Tanzina of BIGD should be remembered for her earnest cooperation and assistance on numerous times. I will be eternally grateful to all of BIGD's other officers and personnel for their cooperation.

Lastly, I have gotten a great deal of assistance from many wonderful people, but due to a lack of space, I am unable to list them all. My heartfelt apologies and gratitude go out to each and every one of them.

Executive Summary

In Bangladesh, ready-made garments (RMG) represents a big opportunity, especially for export. Readymade garments account for over 80% of total exports in our country. In addition, the garment industry is a tremendous source of women empowerment because 80 percent of garment workers are women. The RMG sector has been the largest foreign exchange earner in our country's economy since the beginning of 1990. Bangladesh generated almost \$20 billion in revenue from garment exports in 2013-14, with RMG accounting for 75% of total exports and the majority of the currency of the country. The Ha-Meem Group, a leading garment factory, is fast expanding in order to reach \$1 billion in export income. After covid, they have become the highest exporter of Bangladesh.

Gap, Esprit, American Eagle Outfitters, H&M, Abercrombie & Fitch, Kohl's, Tommy Hilfiger, JC Penney, Mango, Zara, Next, Tom Tailor, and Oshkosh are among the major purchasers of Ha-Meem Group's \$535 million yearly exports. The company already produces 3 million yards of denim fabric per month, and the two additional facilities will increase that to 6 million yards. Ha-Meem has decided to increase their denim manufacturing in response to increased global demand for the fabric. The company currently employs 50,000 people across its numerous divisions and is trying to increase its workforce.

Ha-Meem Group has established itself as one of Bangladesh's leading garment enterprises, both at home and internationally. The ongoing growth of this organization goes hand in hand with the industrialization of its own nation, Bangladesh. They also made a significant contribution to the country's economic development.

I started working with Ha-Meem group on October 2021, in the PSM Department. I have tried my best to write this report with my job responsibilities and the working conditions with many activities. Lastly, this report is quite beneficial because it gives a thorough overview of the Ha-Meem group's supply chain management. This department has its own set of problems, and I've done my best to come up with a solution that addresses them.

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List of Acronyms

SCM-Supply Chain Management

PSM-Purchase and Supply Management

TFM- Transport and freight management

TMS- Transport Management System

KPI- Key Performance Indicator

GM-General Manager

Sr.Off-Senior Officer

Asst.Off-Assistant Officer

ED-Executive Director

PO-Purchase Order

RFP-Request for Price

Chapter1-Introduction

1.1 Introduction

Bangladesh's economic growth is aided by the readymade clothing industry. The "Made in Bangladesh" mark has also brought credit to the country, establishing it as a globally acknowledged brand. Bangladesh has developed from a "bottomless basket" to a "basket full of miracles," according to cynics. Despite its limited resources, the country has achieved outstanding social and human development, with an annual average GDP growth rate of 6%.

The readymade garment (RMG) industry, which is now Bangladesh's single largest export earner, has been vital in the country's economy recovery. 83 percent of the country's overall export profits come from this sector. The garment industry of Bangladesh began in the 1980s and has subsequently evolved to its current position. NuroolQuader Khan, Bangladesh's late originator of the readymade garment industry, was a pioneer. He had a vision for the country's transformation. In 1978, he sent 130 trainees to South Korea to learn how to create ready-to-wear garments.

The Ha-Meem Group of Bangladesh is the world's largest wholesale garment manufacturer. The company has one of Bangladesh's most comprehensive and resourceful manufacturing plants, producing some of the most fashionable denim fabrics and confectionary. Ha-Meem presently works with some of the most well-known fashion labels in the world. The company began in the textile industry 30 years ago and has since expanded into industries like shipping, newspapers, and tea gardens.

1.2 Objective of the report

Being a BRAC (BIGD) student, I have to complete PSM -665; Report course, and I have to maintain a file based on my activity at the top of my to-do list. I started my report at Ha-Meem Group on the Supply Chain Dpt. on November 2,2022. The following are the primary objectives of this document:

- Use real-life scenarios to apply theoretical business procedures. Specific Supply Chain theories and Ha-Meem's techniques have been connected in this paper.
- Another purpose of this report is to understand the supply chain of the organization

1.3 Methodology

I have collected data to make this report from the sources below-

Primary sources

To write the report I have gathered knowledge from few expert of Ha-Meem Group. They are Elahi Manzurul Haque-GM, PSM; Tanvir Hossain-Manager, PSM; and Imarat Hossain-Senior Executive,PSM. I was amazed to see how Ha-Meem Group runs its business in our country for such a long time.

Secondary sources

I had to study articles and gather material in order to create the Supply Chain theory. I've even provided references where they're needed. Furthermore, I have studied several Ha-Meem's files in which the recommendations and techniques are written. These documents greatly aided me in writing this report.

Personal sources

I am working at Ha-Meem Group for 5 months. In this time I have worked with few regions of PSM. And this experience helps me to complete the paper.

1.4 Limitations

While making this report, I have faced few limitations. Being an intern, I was unable to access in many aspects of their business as they maintained proper privacy. I would like to be able to realize the general approach and theoretical aspects in the most efficient way possible.

Ha-Meem has strong regulations about its software program and internal documentation, which I was unable to investigate further. As a result, I was unable to write about some internal concerns because it is prohibited to share information outside of the company.

Chapter2-Organizational Overview

2.1 History of Ha-Meem

In Bangladesh, the Ha-Meem Group is the leading garment manufacturer. The company is well - known as one of Bangladesh's most extensive and resourceful manufacturing facilities, producing the most stylish clothing products as well as denim and woven fabrics.

Today, Ha-Meem works with many of the world's famous fashion houses. The company has a nearly 40-years of history in the garment industry and since then has expanded and included printing, embroidery, labels, poly & packaging, carton, belt & tape, shipping, a TV channel, newspapers, and tea gardens, among other things.

It all began in 1984 with a garment firm and an intelligent man named Mr. A. K. Azad's ambition to break into the garment industry and establish the Ha-Meem Group as Bangladesh's leading wholesale clothing manufacturer. Under his energizing leadership, the Ha-Meem Group's business activities have been steadily increasing. As a result, Ha-Meem became a pioneer in Bangladeshi garment manufacturing and are well-known for wholesale apparel manufacture in Europe and America. Ha-Meem Group now employs almost 60,000 people and operates 26 garment factories with 350 production lines and washing machines capable of producing 10.5 million pieces per month.

2.2 Mission and Vision:

Mission

To be an ethical, sustainable and resourceful garment company that aims to innovate, lead, enhance, and provides best-value products and services to global customers.

Vision

To be a company that is most reliable and manufactures the highest quality garments in the world with the philosophy of corporate sustainability.

2.3 Different Business Units and Buyers:

Different Business fields in Ha-Meem Group

- Sweater factories
- Woven factories
- Wash
- In house laboratories
- Denim Mills

- Spinning Mills
- Jute Mills
- Carton factory
- Label factory
- Poly bags
- Tea state
- Transport
- News Channel (Channel 24)
- Daily Newspaper (The Shamakal)
- Own CnF company in every port of Bangladesh
- Sourcing offices in Hong Kong and China
- Chemical formulation plant

Buyers of Ha-Meem Group

GAP, Abercrombie and Fitch, KOHL'S, PVH, Vf, American Eagle Outfitters, H&M, Lindex, Espirit, Justice, Jcpenny, Aeropostale, CK, Carter's, Cecil, Garage, Hollister, Cleo, Nautica, Next, ZARA, RICKI'S, Rock & Republic, Reitmans.

2.4 Ha-Meem's Factories, Business Units, Major Products and Specialization:

Woven factories

There are 26 weaved factories with 300 production lines spread across six different locations. A workforce of approximately 50,000 people is working together to achieve their aim. Auto trimmers and advanced machines are used on all lines to transition production between intricate tops and bottoms such as pant, jeans, cargoes, skirts, shirts, jackets, and ladies dresses. Being able to cut automatically saves time and effort. Ha-Meem manufactures 70% of the bottoms and 30% of the tops. Denim is 50% of the fabric, and non-denim is 50%. At the production level, all lines are kept at 2.5 AQL.

Sweater factories

Ha-Meem Sweater Factories are located in Ashulia and Zirani, and they have two units with 400 German Stoll and Shima Seiki Japan jacquard machines that can produce 400,000 sweaters per month. GAP, Old Navy, Aeon, Mango, NewYorker, H&M, and others are among the international brands for which it produces sweaters.

Wash

The washing facility is one of the largest in Bangladesh, a high quality facility with state of the laundry equipment and technology from Italy. Ha-Meem has nine washing plants with a monthly capacity of 10.5 million pieces. It is equipped with the most up-to-date sustainable technologies such as E-Flow, Ozone Washing, Nano-bubble, rainforest, jet dyeing, Oven curing from different brands such as Tonello, Denis, Yilmark& high performance laser from Jeanologia as well as Tonello and bohemian machines for dry processes, 3d flexible hanger machine, auto vacuum crinkle, laser, PP spray, ozone washing, and many others that are added on a regular basis. Quality production with on-

time delivery is ensured by experienced professionals from Italy, Turkey, and Sri Lanka, as well as local trained operators.

In house laboratory

Ha-meem has a well-equipped textile laboratory that can conduct 45 tests using 127 different test techniques in the mechanical, colorfastness, and chemical domains. Since fabric moisture content influences performance in physical testing, the 'Physical lab' must maintain a specified relative humidity [654 percent RH] and temperature [202o C] to ensure uniformity of test findings. The temperature and relative humidity of the 'Physical lab' are managed by a climate control system with humidifier. CWL Lab participates in various proficiency testing programs organized by ASTM, AATCC, Global PT provider, and other international proficiency testing providers, as well as various inter-laboratory correlation programs organized by other third-party laboratories, to ensure the accuracy of its testing results. Every year, ISO/IEC 17025 recognized third-party calibration laboratories calibrate the laboratory's whole equipment.

Denim Mills

Ha-Meem is vertical in denim. It has a monthly capacity of over 5 million yards, with in-house spinning production of up to 1200 tons, and an end-to-end process from spinning to finished denim textiles, with modernization and state-of-the-art machines, making it a comprehensive vertical setup. We have Picanol looms, Morisson machines, Open-end spinning, Flat Finishing, Mercerizing, Sucker Muller Slasher-dyers, and Wet Finishing processes. Ha-Meem offers a high-tech finishing and mercerizing system, as well as coated finishing, to produce superior finishes. Ha-Meem presently uses their own Denim fabric in their numerous goods for AEO, A&F, GAP, Zara, JCPenney, KOHL'S, PVH, NEXT, and other brands.

Spinning Mills

In May 2016, Ha-Meem Group opened its first spinning mill, with a production limit of 1200 tons per month, with the goal of supporting denim and weaved mills. It manufactures knit, denim, and other yarns.

Unit of Business

Sample section

The sample section at Hameem has 500 machines and can produce roughly 800 samples each day. The Sample Section has auto pattern cutters, Lectra& Garber CAD systems, fitting mannequins, and bespoke Computer base pattern masters for each buyer. Some of the sample section's technical personnel have international fit certifications from firms such as KOHLS, GAP, JC PENNY, and others, and are qualified to provide technical solutions for Fit & PP samples. Hameem uses advanced 3D software for fit approval, such as Optitex, Browzwear, and CLO, which helps to create true-to-life digital samples and improves productivity, speed to market, and sustainability.

Accessories unit

Ha-Meem's accessories section is capable of making high-quality belts, twill tape, elastic, hangers, and various types of paper and woven labels for sale to the United States and Europe. Special quality control measures are in place to ensure yarn dyeing DTM, D-ring buckle preparation, and machine printing peaks of 8 million yards of narrow cloth and elastic each month. Furthermore, the Ha-Meem label is being set up with Swiss Muller using the most up-to-date production machines, with a monthly capacity of 3.5 million pieces.

Embroidery Unit

Tajima and China machines from Japan, Ha-Meem's embroidery unit has a huge capacity. The machines are perfectly positioned to produce the best quality thread embroidered, sequin, chenille, quilting, applique, laser cut, and schiffli embroideries.

Print Unit

To print on woven, twill, and knit fabrics, eco-friendly screen printing equipment and tables are set up. Nylon, pigment, emboss, picture, rubber, digital print to sublimations are all done using 8 head octopus machines, standard glass & ready tables, oeko-tex approved colors & chemicals, and a production capacity of 1.4 million pieces per month.

Packaging unit

Ha-Meem has the potential to generate all of the packing materials for all of its transportation requirements because to its world-class set-up for producing carton boxes, poly bags, and tapes.

Principal Products:

The Ha-Meem Group's major products are listed below. Male and female shirts and pants, outwear like jackets, cargo pants, joggers, denim including hi fashion washes and laser finish.

Specialization:

There are a few characteristics that distinguish this organization from others. They are: on time delivery, maintaining product quality, modern machineries to fulfill the contract, well-trained employees, working environment, and safety system.

Chapter3- Ha-Meem's Supply Chain, Procurement and Theory to reality

3.1 Supply chain management (SCM)

SCM refers to the flow of goods and services, and it encompasses all of the processes that transform raw materials into finished items. Supply chain management keeps companies out of the news and out of expensive recalls and lawsuits. SCM refers to the centralized management of the flow of goods and services, and it includes all processes that turn raw materials into completed goods. Through supply chain, suppliers concentrate on creating and maintaining distribution networks that are as efficient and cost-effective as possible. Supply chains include everything from manufacturing to product development, as well as the information technologies that enable these operations to be coordinated.

SCM intends to centralize or link the manufacturing, shipment, and distribution of a product. By improving the supply chain, businesses may lower costs and deliver things to customers faster. Operational inventory, inbuilt manufacturing, delivery, retail, and vendor stocks are all being closely monitored. SCM is based on the idea that nearly every product that reaches the market is the result of numerous firms working together to form a supply chain. Despite the fact that supply chains have existed for a long time, most organizations have only recently recognized them as an important part of their operations.

The plan or strategy, source of goods (raw materials)/services, productivity and efficiency, distribution, delivery, and logistics are the five aspects of the supply chain. The goal of SCM is to maintain costs as low as possible while avoiding scarcities. More than merely logistics and inventory purchases are part of the job. According to Salary.com, supply chain managers oversee and manage overall supply chain and logistic activities in order to improve efficiency and lower supply chain expenses.

3.2 SCM of Ha-Meem Group

A service provider system can be a series of actions linked together by a network of people. In the same way that the SCM in manufacturing is connected, all actors in the service industry are connected. The whole network of partakers involved in the delivery service named supply chain, the goal of attaining proficiency and receptiveness is equally significant and relevant. Supply chain entities can be organized in a variety of ways, from a modest successive supply chain to a large network of supply chain entities.

All Ha-Meem group's purchase and distribution has taken place through the PSM office, which is an individual division. For each of its workplaces and capacities, the Ha-Meem group follows a coordinated acquisition system with a procurement strategy to meet daily and emergency requirements.

3.3 Procurement Department of Ha-Meem Group

The department has been separated into three sections. Employees in each of these three sections have distinct products to source. The following are the responsibilities-

- Machineries and heavy duty utilities which includes garments spare parts of machineries of washing, spinning and other necessary machineries for the production.

- Colors and accessories for washing which includes chemical, raw materials and related accessory items.
- Cotton requirements, band fixation, thread, yarn for production

For each sections all the documents need to be presented in the system for billing and follow up purpose. Employees from each sections have to ensure on time delivery of goods both from local or foreign suppliers to run the production smoothly in the factories.

3.4 Procurement Process and Importance of Procurement in SCM:

It is the means by which your firm can obtain the goods and services it requires to carry out its strategy. Creating value measures, financing purchases, placing purchase orders (PO), assembling RFQ, getting goods, inventory regulation, inventory management , and the relocation of waste items, such as hustling, are only a few of the tasks related with the procurement operation. When company owns the product, the acquisition process ends. To generate profit, the cost of acquiring goods must be less than the amount one can sell them for, minus any costs associated with preparing and selling them. When it comes to the supply chain, everyone involved in getting the product into the hands of a customer is included. Raw material gatherers, manufacturers, transportation businesses, discount distribution centers, in-house workers, stock rooms, and the cashier's child are all involved. Quality control, statistical surveying, procurement, and key sourcing are among the projects and competencies that contribute to moving that item. Using the correlation above, the supply chain may be thought of as the whole chair, with procurement and sourcing as parts of it. Ha-Meem operates a procurement operational structures aim to create a balance between global and local governance by combining a central procurement foundation with distributed buyer teams, combination of scale and adaptability.

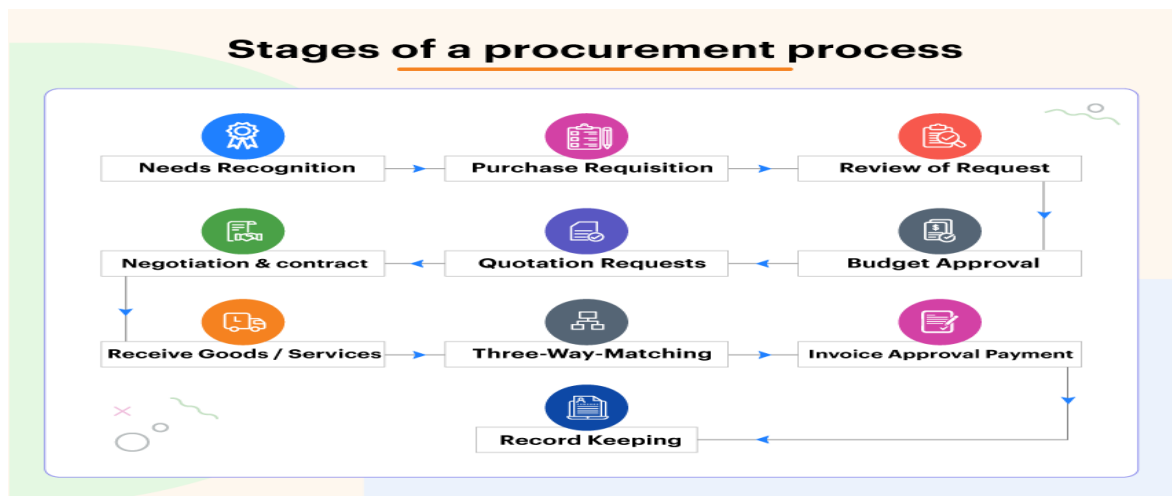


Fig: Stages of Procurement Process

To cope with rapidly shifting notice designs and agile commercial model, today's supply chain is undergoing a transformation from calm, one-dimensional arrangements of distinct capacities to dynamic, bold, and linked systems. Capabilities such as production, planning, acquisition, stock management, and coordination are all used to bridle the start to finish supply chain in order to meet company objectives and deliver maximum customer loyalty.

New age developments have aided the aforementioned complete process. Distributed computing as a model, with fixings like built-in compliance, system, inbuilt investigation, and availability, helps organizations to gain an edge in the business sectors. Nevertheless, it is insufficient. Newer ideas are being considered, in which suppliers are expected to deliver much more and have a big impact on an organization's success. Their ability to meet consumer desires, store network execution, and overall company execution and benefit results.

Procurement management ensures that all commodities and services are correctly procured, allowing projects and procedures to proceed successfully. Procurement, more than a business need, can be used to advance a competitive edge if it is elevated to save money, time, and resources. Procurement is considered as assisting in the streamlining of operations, the reduction of raw material prices and costs, and the identification of better supply sources. In other words, assisting in the reduction of the bottom line.

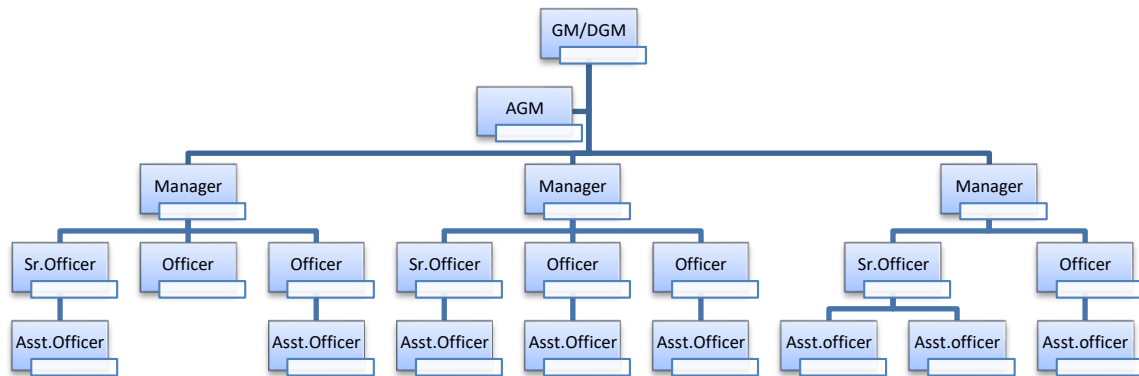


Fig: Organogram of PSM

3.5 Transport and Freight Management (TFM) of Ha-Meem:

One of the major part of PSM is timely delivery. To sustain and meet the KPI, Ha-Meem works with both inbound and outbound freight, evaluating the methods of shipments such as trucks, cargo van or ships. They, on the other hand, examine shipment regularity, product weight, and route, among other factors. TFM employees in Ha-Meem assess cost-effective transportation while maintaining high-quality products, ensuring that the route and mode of transportation are convenient. Follow the steps outlined below to maintain a high-quality transportation system.

TFM workers devise transportation schemes built on user strategy, with priority and urgency measured. In addition, they examine excellence transportation, danger and risks, price, lesser lead time, and less stoppages while fixing transportation.

TMS permits and accepts the execution of this plan with some actions such as carrier rate

acceptance and carrier dispatching, which are designed by logistics employees.

For having TMS, Ha-Meem can easily trace the issues related in transportation like arrival time, delay reasons, and handle the custom issues, monitoring all the necessary documents like invoice, bills and also TMS able to handle other non-forecast issue like robbery.

TMS involves with many KPIs, which award points after a logistics task is completed. Operative logistics management in businesses ensures financial growth and economic success, which has an impact on day-to-day lifecycle quality, common interaction, and the environment. Logistic management satisfies people while meeting demand and supply. Even if no local goods are accessible, logistics management is the only option to get supplies.

For internal transportation Ha-Meem has own vehicles like pick-up van, truck, cargo etc. Modern Cargo is one of the Ha-Meem's venture to support transportation for goods. Ha-Meem has own CNF in every port for freight management.

3.6 Cost Mitigation

To keep costs down Ha-Meem examines past records, does evaluations, keeps track of damage, and performs other procedures. Ha-Meem has a lifespan that improves environmental performance in various ways. Those can be found in the below-mentioned section.

- Minimizing the production cost
- Workplace source and reducing interval time
- Performing the duty in a long-lasting manner

Logistics cost management optimization is a strategy that allows businesses to save money on their operations. Cutting costs is necessary to keep a firm afloat since it ensures profitability. And, in order to advance in logistics cost management, a robust strategy must be established through which costs will be controlled following logistics planning.

3.7 Relationship with suppliers:

Handling relationship with suppliers is a critical business role in which equally both sides contribute to the organization's profit. Maintaining supplier relationships necessitates segmenting vendors and then determining a plan. To put it another way, there are numerous strategies that can be used by suppliers. Suppliers are the first tier inputters in this situation, giving supplies or raw materials to start the business wheel of a firm.

3.8 Employee relation with the organization in SCM

Handling personnel and their hierarchies is an important aspect of supply chain management, but many businesses overlook the issue of valuing human resources in their awards. Employees that work in supply chain and logistics in an organization should be well-trained, loyal and dedicated to the firm, and motivated and inspired to do better. The productivity of the organization should ensure all of these concerns. In addition, when employing employees, companies should consider if they are enthusiastic and engaged in

the task they will be doing, as well as their efficiency and relevant abilities. Different levels of education are needed for different layers of logistics employees.

3.9 Customer handling service

Consumer feedback has a big influence on the business. It helps to identify actual problems. It can be transformed into a KPI using the problem Slovene record. It can be identified in three stages. A. Strategic - it employs a strategic approach to generate the value comparing with rivals, B. Effective: by combining sales and marketing together and ensuring proper services are delivered. C. Systematic—it examines customer records and estimates upcoming outcomes.

Chapter4-Observation & Recommendations

Observation

Some difficulties have come to my attention throughout my time at Ha-Meem. The following points should be taken into consideration.

Procurement experts wear many hats and they are accountable for an identifying needs, managing vendors, and collecting payments are just some of the responsibilities. There is never a dull moment in the procurement department. Supply chain managers are constantly concerned about managing organizational expenditure while implementing effective procurement standards. Unfortunately, these difficulties are only the tip of the iceberg when it comes to procurement challenges.

The supply chain environment is being flooded with a variety of operations such as collecting RFQ,RFP , PO procedure, Preparing CS,Maintaining contract, managing supplier, getting new vendors, and much more. Procurement leaders frequently do not have enough time to handle typical procurement concerns in the midst of upheaval. Here are some of the most typical procurement difficulties that I observed:

Risk modification: In the procurement procedure, supply risk is always a key concern. Market hazards, possible fraud, and budget, quality, and delivery concerns are the most frequent types of risk. Furthermore, compliance issues like as anti-corruption, policy conformance, and more leave the procurement directors awake at night.

Long process cycle: Goods and services are commonly purchased at the last minute due to a sense of haste. As a result, actual lead times and procurement cycles are frequently far longer than expected. Some of the most common causes of procurement delays are as follows:
Technical specifications are not being produced on time, and there are delays in the development of technical standards. Extending the deadline for bids and proposals, failing to examine the procurement timetable Failure to initiate the review procedure in a timely manner

Issues with suppliers: One of the most difficult aspects of buying is managing vendors. From identifying the right supplier to maintaining track on vendor performance and ensuring a consistent supply of high-quality items, the entire process is complex.

Sustainable procurement: Companies have recognized the benefits of having a sound procurement strategy in place as supplier selection becomes more collaborative and strategic. On the other hand, understanding the strategic implications of each stage and finding a way to implement it across all functional business units is a major challenge.

Data inaccuracy: In order to take sound procurement decisions, organizations require accurate and reliable data. Making purchases based on inaccurate procurement data can lead to inventory shortages, excess inventory, and other procurement concerns, all of which can negatively effect a company's bottom line.

Recommendations

Most significantly, the Ha-Meem Group has a track record of excellence in our country and around the world. In any case, there are a number of internal aspects that the company should address. In light of the findings of this research, I will just make a few recommendations for Ha-Meem's PSM department.

Employee satisfaction is essential for every organization's success; consider how satisfied they are with their work here. Several factors influence fulfillment, including compensation, working conditions, working weight, and so forth. Majority of employees are dissatisfied with their pay. In addition, the amount of labor and weight they must bear in comparison to the reward is insignificant. As a result, the salary for representatives working in the Supply Chain Management office should be increased.

Without a doubt, the PSM department is one of this organization's most important divisions. Nevertheless, this is as significant as other divisions, and I would say it has been overlooked from numerous angles. To make this office run well, the board must keep an eye on it and meet all of the requirements.

The majority of the workers here are new, according to the observation; only one or two representatives have been here for a long period of time, and the rest are new. Management must take steps to retain experienced personnel since they have more experience and a greater understanding of the organization's framework, and they can perform better than a new employee.

Whether it's for ordinary living or office runs, technology is important during this time. The Ha-Meem organization uses technology to make life relaxed for their employees but the technologies they use aren't groundbreaking; they're still using old model computers, scanners, and photocopy machines, among other things, that occasionally fail. As a result, I strongly advise that the administration look into this matter. Outdated procurement tools like spreadsheets, traditional systems, and others, are nearly defunct. Furthermore, automated procurement technologies have proven to be effective in resolving procurement issues.

Procurement solutions make it easy for firms to build and maintain a supplier network by improving visibility and communication. Using a single database to record all information related to suppliers, organizations may uncover process gaps, reduce the procure-to-pay cycle, cut costs, and review vendor performance with little to no human participation.

Despite the fact that this office is one of the most important divisions inside the business, there are currently insufficient people working here. As a result, the less well-paid employees are required to bear a great deal of weight on a regular basis. This is obstructing the organization's execution as well as demotivating the employees. As a result, they need hire more people to work here as soon as possible. The built-in reporting module provides a real-time snapshot of the entire process, allowing you to make smarter decisions faster. 360-degree visibility and audit trails ensure transparency in the procurement process and reduce rogue spending. By automating procurement policy enforcement, organizations may avoid potential risks and compliance difficulties.

Conclusion

Ha-Meem Group is a global leader in garments industry of Bangladesh. I am delighted to have completed my Internship here; I have learned a great deal that I believe will benefit me in the future. There are many different garment production operations that are becoming faster and larger. It will most likely be an extraordinary test for Ha-Meem to participate with them in the future. Nevertheless, I am confident that Ha- Meem will grow and improve significantly if they continue to improve themselves and work on their powerlessness. The bigger and better Ha-Meem Group becomes, the better it will be for our entire country and economy.



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