

**Internship Report on: “Internship Report on
Production Planning and Operational Coordination at
Haramayn Fashions Ltd.”**



Shafikul Islam

This report is submitted to the school of Business and Economics, United International University as a partial requirement for the degree fulfillment of Bachelor of Business Administration

Internship Report on: “Internship Report on Production Planning and Operational Coordination at Haramayn Fashions Ltd.”

Submitted to:

Ahmed Imran Kabir

Assistant Professor, School of Business and Economics

United International University

Submitted by:

Shafikul Islam

111 202 136

Major: Management Information Systems

Department: Bachelor of Business Administration

Registration Trimester: Summer 2025



**School of Business and Economics
United International University**

Date of submission: March 11, 2026

Letter of Transmittal

10th March, 2026

Ahmed Imran Kabir

Assistant Professor, School of Business and Economics

United International University Madani Avenue, Badda, Dhaka

Subject: Submissions of The Internship Report

Dear Sir,

I am glad to submit my internship report on "Internship Report on Production Planning Operations at Haramayn Fashions Ltd." as a partial requirement of the completion of Bachelor of Business Administration (BBA) degree under the School of Business and Economics at United International University.

This report has been prepared on the basis of my internship experience for three months period at Haramayn Fashions Ltd. where I worked as a MIS Intern in the Production Planning Department. During my internship I was involved in several operational activities such as production planning support, orders tracking, maintenance of production data, coordination with Human Resources department about manpower availability. This hands-on experience enabled me to learn a lot about the operational workflow of the Ready-Made Garments (RMG) industry and understand how the different departments coordinate to keep production operations running smoothly.

While preparing this report, I have followed your valuable guidelines and instructions from to ensure that the report is representative of my internship experience and learning outcomes that has been achieved during my internship. I would like to express my sincere gratitude for your on-going guidance, support and encouragement during the preparation of this report. Your suggestions and supervision have contributed to a great extent in making me complete this report successfully.

Thank you for your time and consideration.

Yours sincerely,

Shafikul Islam

111 202 136

Management Information system

School of Business and Economics

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Declaration of the Student

I hereby declare that-

I This internship report is an original work conducted by me during the period of December 7, 2025, Sunday to February 28, 2026, Saturday, which is titled as “Internship Report on Production Planning and Operational Coordination at Haramayn Fashions Ltd.”.

ii. This report does not contain any material that has recently been distributed or composed by any other, aside from where this is referred to through full and exact referring to.

iii. This report does not consist any material that has been used for any other degree or diploma at any other institution, nor does it form the basis of any other award, profession or otherwise.

iv. This report has been prepared solely for the partial requirement of the internship program for the degree fulfillment of Bachelor of Business Administration under United International University.

v. I also acknowledge the fact that all the provided information and assistance to me was during the period of preparation of this report.

Sincerely yours,

Shafikul Islam

Student Identification: 111 202 136

Program: Bachelor of Business Administration

Major: Management Information Systems

School of Business and Economics

United International University

Corporate Evidence

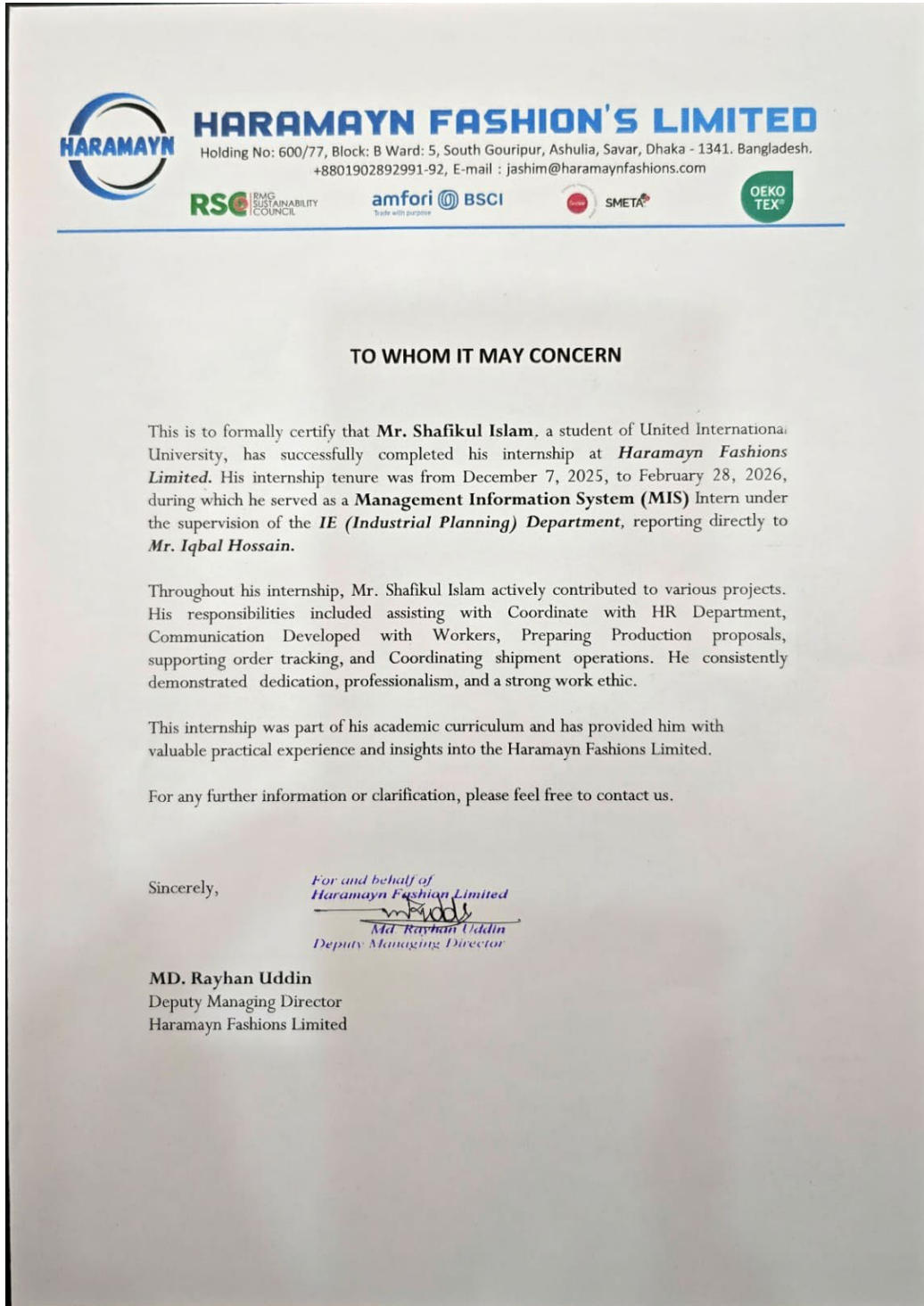


Figure 1 letterhead from Haramayn Fashions Ltd.

Acknowledgement

The credit for the help in the completion of this report goes to a number of people for their involvement. Without their help it would have been impossible for me to generate this report. Even though there were a lot of people who have helped me with the report, only a few special people can be acknowledged here.

First and foremost, I would like to thank my honorable academic supervisor Ahmed Imran Kabir, Research Scientist, Lecturer of Business Intelligence in the School of Business and Economics, United International University (UIU), also the Lecturer of Management information systems, Institute of Business Administration (IBA) for humbly taking me under his supervision, who is also highly responsible for educating me on the basics field of Management information systems. Also, I want to express my selfish thanks for your support, supervision, suggestion and motivation. These were very much needed in the completion of this report.

I would like to express my sincere gratitude to Haramayn Fashions Ltd. for providing me with the opportunity to do my internship in the company. This internship helped me to get some practical knowledge of the IE Department and how the operational workflow in the Ready-Made Garments (RMG) industry. I am particularly thankful to the management and employees of the organization for giving me the chance to work in an accommodating setting and be able to observe and engage in various operational activities.

I would also like to express my appreciation to my internship supervisor and the team members of the IE Department for their guidance, cooperation and continuous support to me throughout my internship period. Their valuable instructions, professional suggestions and encouragement helped me to understand various aspect of production planning, tracking of orders, and coordination amongst the various departments in the organization.

Finally, I would like to express my heartfelt thanks to my family members, friends and well-wishers for their encouragement, patience and understanding during my preparation of this report and my internship period.

Executive Summary

This internship report is the presentation of the practical experience and knowledge that were gained during an internship program of 3 months in Haramayn Fashions Ltd., a Ready-Made Garments (RMG) manufacturing and exporting company in Ashulia, Savar, Dhaka. The internship was taken as one of the requirements of the undergraduate program and its goal was to give real-world exposure to organizational operations and to bridge the gap between theoretical knowledge and practical experience in the workplace. During the internship period, I was working as an MIS Intern in IE Department where I was helping in planning team to manage the production related information as well as helping for day-to-day operational activities. My responsibilities included maintaining production records, tracking customer orders, assisting in the preparation of production proposals and coordinating with different departments such as Human Resources (HR), production teams. These activities have helped me to know the importance of good data management, communication, and coordination within the department in order to maintain efficient production operations. The report also gives an overview of the Haramayn Fashions Ltd. including its history, organizational structure, mission, vision, and operational capabilities. The company specializes in manufacturing woven tops and activewear apparel for international fashion brands and works with modern manufacturing machines and skilled manpower with multiple production lines. Additionally, an analysis of the Ready-Made Garments industry in Bangladesh has been presented in the report to understand its contribution in the export earnings, employment creation and economic development of Bangladesh. Furthermore, the report assesses the organization using a SWOT analysis and addresses the problems encountered during the internship, skills used and learning outcomes achieved. Through this experience, I gained essential professional skills such as communication, teamwork, organizational ability and problem-solving. Overall, the internship gave me good practical exposure to the operational environment of the garment manufacturing industry and helped me reinforce my understanding of production planning and business operations that will aid my future professional development.

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CHAPTER 1: INTRODUCTION

1.1 Background of the Report

Internship programs are an important part of academic education because internships allow students to gain practical knowledge, as well as real-world work experience. Through internships, students are able to see how the concepts they have been learning in university are applied in professional organizations. Internship experiences help students understand the culture of the workplace, how organizations work, and the responsibilities of being a professional.

This internship report has been prepared as a requirement of the completion of the undergraduate program. The report explains the practical experience that was gained during three-month internship in Haramayn Fashions Ltd., which is a ready-made garments (RMG) manufacturing company located in Ashulia, Savar, Dhaka. The company makes woven tops and activewear garments for international fashion brands and retailers and has modern production technology and skilled manpower. During the internship period of time, I was employed as a MIS Intern in the IE (Industrial Planning) Department. My responsibilities were to assist in production planning activities, coordinate with the HR department, communicate with workers, prepare production proposal, keep track of production orders and aiding in shipment coordination. Through this experience, I learned many things about the operational workflow of the garment manufacturing industry.

The report focuses on a description of my internship activities, learning outcomes and operational environment of the organization. It also highlights the role played by different departments like HR, production, logistics in ensuring smooth production operations.

1.2 Objectives of the Report

The main objective of this report is to give a detailed overview of my internship experience and the knowledge gained during the internship period.

The specific objectives of this report are:

- To describe the organization structure and functioning activities of Haramayn Fashions Ltd.
- To explain the responsibilities and duties that are done during the internship.
- To know the production planning process in the readymade garments industry.
- To analyse the coordination between different departments such as HR, production and logistics.
- To identify the skills and knowledge that are developed throughout the internship experience.
- To highlight the problems encountered during the internship and the lessons learnt from it.

It is these objectives that help present a complete picture of how the internship contributed to my professional and academic development.

1.3 Rationale of the Report

The rationale of this report is to bridge the gap between the theoretical knowledge and the practical experience in the organization. Academic education gives students conceptual knowledge, but we need to gain practical experience to know how such concepts are put into practice in real organization.

The internship program offers a chance to see the real workplace settings of a company and how the business functions are handled. By working in the IE Department of Haramayn Fashions Ltd., For me, I was able to understand the practical side of production planning, managing the manpower, and coordinating the shipments. The report is also a documentation of my internship experience with emphasis on the tasks carried out, skills gained, and knowledge in the internship period. It gives insights to the knowledge of the operational activities of the garment manufacturing industry, which plays a significant role in Bangladesh economy.

Furthermore, this report is useful to assess the contribution of internship experiences towards professional development, workplace readiness and career preparation for students.

1.4 The Scope and Limitations of the Report

1.4.1 Scope of the Report

The scope of this report focuses mostly on the description of the internship experience and operations activities of Industrial Engineering or Production Planning Department at Haramayn Fashions Ltd. The report gives an overview of the organization and the Ready-Made Garments (RMG) industry that the company is operating in. It also explains the different responsibilities and tasks that were carried out in the internship period.

In addition, the report highlights the training and development experiences obtained throughout the internship and discusses how these experiences helped me to understand the operations of an organization. The report also explains the different skills that were applied and developed during the internship including communication, teamwork and data management skills. Another important part covered in this report is the hardships encountered during the internship and the learnings from the experiences. These

challenges helped me to develop problem-solving skills and a greater understanding of dynamics in the workplace. Furthermore, the report provides information about how different departments within the organization work with each other to ensure that production operations are running smoothly. In particular the report analyzes the interplay between departments such as Human Resources (HR), IE, merchandising and logistics that collaborate in managing garment manufacturing activities in an efficient manner.

Overall, the scope of this report is to give an overall picture of the internship experience while demonstrating the role played by a practical exposure in the workplace in a professional learning and development of myself.

1.4.2 Limitations of the Report

Despite all the efforts to prepare this report in a proper and comprehensive way, there are a few limitations which were encountered during the course of preparing the report.

One of the main limitations was the duration of the internship that was only lasting for three months. This short duration of time limited the opportunity to study and understand the full operational activities of the organization in detail. Another limitation was connected with the confidentiality of organizational information. Certain internal data and working information could not be disclosed in the report due to company policies and the need for confidentiality. In addition, the busy schedules of employees and supervisors made it sometimes difficult to get detailed information of some processes and operational procedures. As a result, some aspects of the company's activities could not be gone through into as much as i was intended. Furthermore, inadequate access to internal documents and operational records as well as time constraints limited the level of depth in some sections of the report. Consequently, the report may not include all the aspects of the operation of the organization.

Despite these limitations, the report gives an overview of the internship experience that is realistic and meaningful and provides valuable information on the working environment of the IE department of the Haramayn Fashions Ltd.

1.5 Definition of Key Terms

Key Term	Definition
RMG	Ready-Made Garments (RMG) are clothes that are manufactured in large quantities in standard sizes and sold in finished form
RSC	RMG Sustainability Council
ESG	Environmental, Social, and Governance.
LDC	Least Developed Countries
SMV	Standard minute value
Bottleneck	The slowest operation in the production line that limits output.

Chapter 2: Company and Industry profile

2.1 Company Analysis

2.1.1 Overview and History

Haramayn Fashions Ltd. It is a high-profile manufacturer and exporting company of Ready-Made Garments (RMG) that is situated in Ashulia, Savar, Dhaka, Bangladesh. The company is involved in the business of producing woven tops and activewear clothes of foreign fashion companies and retailers. Incorporating both the modern tools of production and experienced workforce, Haramayn Fashions Ltd. plans to maintain the high standards and quality of the production, efficiency and reliability in the international apparel market. The company history in the garments business becomes traced back to 1992 when it was established as a small manufacturing unit of garments in Shyamoli, Dhaka called Goldstar Garments Ltd on a joint venture basis. With time the organization gained a lot of experience in garment making and exports. Based upon the experience, Haramayn Fashions Ltd. has been established as a modern manufacturing plant to meet the growing needs of the international fashion market. Haramayn Fashions Ltd. is focused on the combination of innovation and craftsmanship in the development of the clothing that will be able to match the international requirements. The company has continued to strive to, perform optimal production efficiency, quality of product and on time delivery to its customers. The organization wants to have an impact in the global garment industry in a positive way by ensuring that the sustainability and ethical production and operation transparency are taken into account.

Garment industry in Bangladesh is the growth and development of Haramayn Fashions Ltd. Firstly the founders of the company began Goldstar Garments Ltd. in the year 1992 as a small manufacturing plant. The garment industry in Bangladesh was gradually being developed into one of the most significant export business of the nation at those periods. The management began to acquire good skills over years in the management of the production, quality control, international trade and coordination of the supply chain. As the

world marketability of garments started to increase with more opportunities in the RMG industry, the company decided to increase its operations and set up a modern production plant. That is why Haramayn Fashions Ltd. was established as a special clothing production unit that focused in production of woven tops and active wear. The decision to set up the new factory was a significant milestone in the path of that organization because the new factory allowed them to exploit more advanced and superior machinery, improve the capacity for production and meet the expectations of international purchasers in a more effective manner.

Haramayn Fashions Ltd. has developed itself as a competitive company in the global apparel manufacturing industry through continuous investment in infrastructure, development of the workforce and technological advancement.

.2.1.2 Company Profile

Haramayn Fashions Ltd. is a manufacturer and exporter of readymade garments. The main goal of the company is to create high-quality garments that satisfy the demands of international buyers while being able to keep the production processes efficient.



Figure 2 logo

The factory is situated in 600/77 South Gouripur, Ashulia, Savar, Dhaka-1341 which is an industrial region famous for garment manufacturing activities. The company is registered as a member of Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and its membership number is 6626.

The factory premises are a six-story building with a total floor space of about 65,000 square feet, which allows the company to have multiple production lines, administrative offices, quality control units and storage areas.

The management team also consists of senior professionals who are in charge of marketing, merchandising, production management, and administrative operations. Their combined efforts ensure smooth coordination between the departments and efficient order execution.

Organogram of Haramayn Fashion:

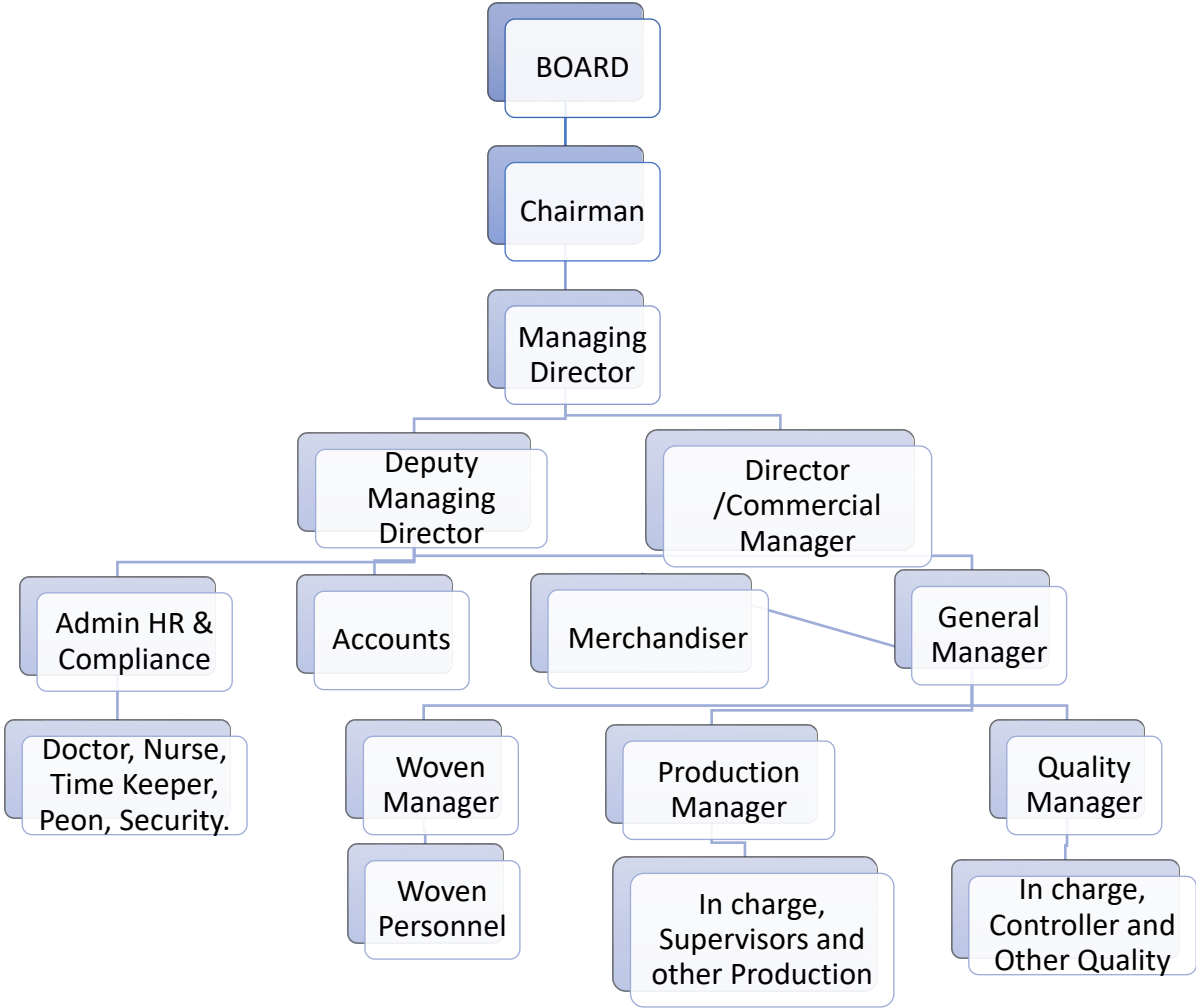


Figure 3organogram

We all know that Garments industry comprises of huge number of people. Without proper management of these people, an organization can't think of any progress and development. In this regard, an HR professional plays an important role.

2.1.3 Mission of the Company

The mission of Haramayn Fashions Ltd is to combine innovation with expert craftsmanship to create quality garments without compromising on sustainable and ethical manufacturing practices. The company is committed to achieving excellence in fashion production by a focus on quality, efficiency, and environmental responsibility.

2.1.4 Vision of the Company

The vision of Haramayn Fashions Ltd is to be a world recognized leader in the garment manufacturing industry. The company has aspirations to have a reputation with regards to quality, sustainability and ethical standards of production. Through continuous innovation and strategic development, Haramayn Fashions Ltd aims to establish itself in the international world and build long term partnerships with leading brands across the globe. The organisation is also looking to encourage positive change in the fashion industry, by promoting responsible manufacturing and environmentally sustainable production processes.

2.1.5 Products and Services

Haramayn Fashions Ltd specializes in the production of woven tops and activewear garments. The company manufactures various kinds of apparel products that are meant for international markets.

The principal categories of products are:

- Casual shirts
- Formal woven shirts
- Sportswear garments
- Jackets and outerwear
- Activewear tops
- Shorts and sports bottoms



Figure 4 products

These products are produced as per the specification of international buyers and fashion brands. The company takes great care in ensuring a strict quality control throughout the production process to ensure consistency and customer satisfaction. The organization also offers comprehensive services of garment manufacturing services that include product development, sampling, bulk production, quality inspection.

2.1.8 Production Capacity and Work Force

Haramayn Fashions Ltd. have a strong force of workers and a good-structured production structure for efficient production operations. The factory has about 857 workers supported by administrative personnel, merchandising staff and management personnel. There are 12 production lines in the production facility, which means that the company can cope with a number of orders simultaneously. The production lead time varies typically between 90 to 120 days based on factors such as fabric sourcing and quantity of order and complexity of product design. The company emphasizes on worker training and skill development in order to improve their productivity to maintain quality standards.

2.1.9 Machinery and Technology

To have high production efficiency, Haramayn Fashions Ltd. uses the latest machinery models from famous brands in the world including JUKI, KANSAI, JACK, HASHIMA, NISSIN and NISHO. These machines are used for different stages of garment manufacturing including sewing, stitching, attaching buttons, finishing and quality control. The factory has over 600 machines - single needle sewing machines, overlock machines, double needle machines, buttonhole machines, bar tacking machines and fabric inspection machines.

The use of modern machinery helps in the efficient production process, reducing the number of defects, and ensuring the consistency of the quality of the garments produced.

SL NO.	TYPE OF MACHINE	BRAND	QTY
1	Single Needle Sewing Machine	JUKI	350
2	Over Lock Machine	JUKI	50
3	Single Needle Lockstitch Machine	JUKI	20
4	Double Needle Lockstitch Machine	JUKI	20
5	Double Needle Chain Stitch Machine	JUKI	25
6	Feed of The Arm (Two Needle)	JUKI	20
7	Button Hole Machine	JUKI	20
8	Button Attach Machine	JUKI	25
9	Bar Tacking Machine	JUKI	15
10	Zigzag Stitching Machine (Single Needle)	JUKI	2
11	Flat Lock Machine	JUKI	2
12	Kansai (11 Needle)	KANSAI	20
13	Kansai (4 Needle)	KANSAI	3
14	Snap Button Attaching Machine	NISHO	2
15	Collar Point Trimming Turning Machine	NISSIN	2
16	Auto Elastic Joining Machine	SUPREME	1
17	Flat Seamer Interlock Sewing Machine	JACK	2
18	Fusing Machine	HASHIMA	1
19	Thread Sucking Machine	LOCAL	2
20	Iron	LOCAL	10
21	Steam Iron	LOCAL	20
22	Spot Cleaning	LOCAL	1
23	Fabric Inspection Machine	LOCAL	1
24	Boiler (500 kg - LPG)	LOCAL	1
25	Generator (500 KVA)	CUMMINS	1
TOTAL			617

Figure 5 list of machines

2.1.10 Compliance and Certification

Haramayn Fashions Ltd. is concerned with keeping up compliance with international labor and environmental standards. The company strives to ensure that its manufacturing processes comply with global safety, sustainability and ethical business practices.

Factory has been audited by the RMG Sustainability Council (RSC) and in the process of getting other certifications: BSCI, SMETA and OEKO-TEX Standard 100. These certifications are evidence of the company's commitment to responsible manufacturing and adherence to international requirements from buyers.

2.1.11 SWOT Analysis of Haramayn Fashions Limited

SWOT analysis is a simple framework for generating strategic alternatives from a situation analysis. SWOT analysis means analyzing Strengths, Weaknesses, Opportunities and Threats of an organization; it includes all internal and external aspects of the organization. The main objective of SWOT Analysis is to find out the internal strengths that is, in which areas the organization is forward than its own competitors and in which area it has lacking. At a time, the organization can understand about the opportunities that are available in the market place for his organization and the threats ahead from its competitors.

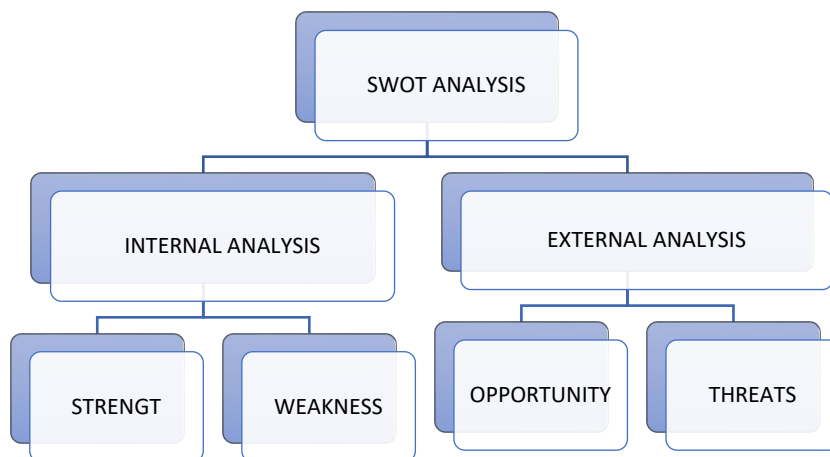


Figure 6 SWOT analysis

Strengths:

- 1 Haramayn Fashions Ltd. has a six-story factory building with around 65,000 square feet, enabling the company to have multiple production lines and efficient operation activities.
- 2 The factory is equipped with modern machinery, from globally renowned brands like JUKI, KANSAI, JACK, and HASHIMA, which helps improve the efficiency of the production process and assure a high-quality garment manufacturing process.
- 3 The company has about 850 workers that are backed by experienced management and merchandise teams. This subsequent skilled workforce helps in efficient production and quality control.
- 4 Haramayn Fashions Ltd. cooperates with some of the famous international brands like NKD, Slazenger, Piazza Italia and Marisa, which proves the company's capability to meet the international standards and have international business relationship.
- 5 The company focuses on quality excellence, sustainability, innovation, transparency, and ethical manufacturing practices, which has helped to build its reputation among international buyers.
- 6 Being a member of Bangladesh Garment Manufacturers and Exporters Association (BGMEA) enhances the credibility and gives access to industry support and networking opportunities.

Weaknesses:

- 1 Like many garment manufacturers based in Bangladesh, the company is dependent on international buyers, and therefore vulnerable to fluctuations in the international market.
- 2 The production lead time is 90 to 120 days which might be a setback for the companies compared to the shorter production cycle of the other companies.
- 3 Haramayn Fashions Ltd. is more of a manufacturer and exporter firm and is not yet a brand with an international presence.

Opportunities:

- 1 The total apparel market is growing worldwide and so more opportunities are available for garment manufacturers in Bangladesh to export more.
- 2 As worldwide brands are more and more focusing on sustainable and ethical ways of manufacturing, Haramayn Fashions Ltd. can strengthen its position by taking these certifications like BSCI, SMETA, and OEKO-TEX.
- 3 Adopting automation, digital production systems and advanced manufacturing technologies can enhance productivity and lower the cost of operations.
- 4 The company can seek new export markets in North America as well as emerging markets to diversify its customer base.

Threats:

- 1 Bangladesh is strongly competing with other countries that produce garments like Vietnam, China, India and Cambodia.
- 2 Changes in the price of fabrics, yarn and accessories can impact the cost of production and the margin of profits.
- 3 Global economic downturns, trade restrictions or political instability can adversely affect the demand for exports.
- 4 International buyers demand strict adherence to labor laws, environmental and workplace safety regulations. Failure to comply with these requirements could impact on business relationships.
- 5 Delays in sourcing of fabric, logistics problems or disruptions in transportation can impact production schedules and delivery commitments

2.2 Industry Analysis

The Ready-Made Garments (RMG) industry is the most important industry of the economy of Bangladesh with an important contribution to the country's export earnings, employment creation, and economic growth. Bangladesh is currently one of the largest exporting garment countries in the world. Bangladesh's ready-made garment (RMG) sector remains the country's dominant export engine, contributing ~81–82% of Bangladesh's total exports in each of the most recent five fiscal years (FY2020-21 to FY2024-25). The industry has evolved rapidly in the last couple of decades because it offers competitive cost of labor, skilled workforce and favorable government policies. The RMG sector makes substantial contribution to the Gross Domestic Product (GDP) of Bangladesh and provides the bulk of the export earnings of the country. It is a source of job opportunities for millions of people, especially women, and is crucial to enhance socio-economic conditions.

Companies such as Haramayn Fashions Ltd. work in this industry by producing clothes for the international buyers and brands. The industry has a number of stages, from sourcing raw materials to making the garments, quality control, logistics, and their export to different countries.

2.2.1 Specification of the Industry

The Ready-Made Garments (RMG) industry of Bangladesh is the assemblage of firms involved in the production and export of apparel goods such as woven garments, knit wear and active wear. The industry works primarily on an export-oriented basis with garments manufactured domestically and supplied to international fashion brands and retailers.

2.2.2 Size, Trends and Maturity of the Industry

Size of the Industry

Ready-Made Garments industry is the largest export-oriented industry of Bangladesh. The country is currently in the top list as an exporter of garments in the world while it competes with countries such as China, Vietnam and India. The sector accounts for over 80 per cent of the total export earnings of Bangladesh and employs over four million workers in thousands of factories. The industry has played a major role in poverty reduction and enhancing economic development in the country.

Bangladesh has exported garments to many international markets such as: European Union countries, United States, Canada, Japan, Australia. The rapid growth of the industry has turned Bangladesh into a key supplier in the global supply chain of the fashion industry.

Scale, production, and export performance

Bangladesh's RMG output is overwhelmingly export-oriented; therefore, export value trends are the most operationally meaningful "production proxy" at national scale. BGMEA's export performance portal (compiled from EPB data) provides a consistent five-year fiscal series:

RMG exports and composition over the last five fiscal years

Table 1 Export comparison

Fiscal year (July–June)	Woven exports (US\$ m)	Knit exports (US\$ m)	Total RMG exports (US\$ m)	Bangladesh total exports (US\$ m)	RMG share of total exports
FY2020-21	14,219.09	17,237.64	31,456.73	38,758.31	81.16%
FY2021-22	19,398.84	23,214.32	42,613.16	52,082.66	81.82%
FY2022-23	17,817.93	20,324.16	38,142.09	46,430.71	82.15%
FY2023-24	16,869.16	19,282.15	36,151.31	44,469.74	81.29%
FY2024-25	18,187.89	21,159.08	39,346.97	48,283.93	81.49%

Major product categories

RMG's "main apparel items export" section highlights Bangladesh's concentration in a handful of apparel types:

Table 2 Major product categories comparison

Fiscal year	Trousers (US\$ m)	T-shirts & knitted shirts (US\$ m)	Sweaters (US\$ m)	Shirts & blouses (US\$ m)	Underwear (US\$ m)
FY2020-21	10,681.52	7,239.74	4,051.83	2,048.40	1,789.70
FY2021-22	14,507.50	9,857.54	5,640.45	2,765.91	2,343.56
FY2022-23	12,412.33	8,730.67	4,939.16	3,185.49	2,012.09
FY2023-24	11,926.81	7,734.13	4,823.22	2,932.87	2,048.45
FY2024-25	12,982.48	8,547.52	5,122.16	3,044.12	2,179.53

Table :2

Industry Trends

Some key trends that are currently influencing the RMG industry include:

Global buyers are also increasingly demanding environmentally friendly and sustainable production processes. Factories are buying green and energy-efficient manufacturing systems. Automation, digital manufacturing systems and advanced machinery are being introduced to enhance productivity and cut costs of operations. International brands mandate that factories adhere to stringent compliance rules in terms of worker safety, labor rights and environmental protection. Fashion brands demand shorter production cycles and delivery times to keep up with the changing consumer preferences. Garment manufacturers are widening their product range to include sport and activewear and technical garments. The RMG industry in Bangladesh can be regarded as a growing but mature industry. In the past 30 years the sector has built a robust infrastructure, supply chains and international trade networks.

The industry has surpassed the development stage and now points to better quality of the product, efficiency of the technology, sustainability and valued-added production. Many factories have updated their facilities to be in line with the international standards and also to keep them competitive in the global market. However, the industry still faces challenges such as increased costs of production, global competition, and the need for constant technological innovation.

2.2.3 Industry SWOT Analysis

A SWOT analysis helps in evaluating the internal strengths and weaknesses of the industry as well as external opportunities and threats that affect the development of the industry.



Figure 7 Industry SWOT analysis

Strengths

- Scale and export capability: sustained ~\$36–\$42B annual exports in recent fiscal years, with recovery to \$39.35B (FY2024–25).
- Deep integration with EU/US/UK demand and established buyer relationships. EU alone ~94% textiles in EU imports from Bangladesh in 2024.
- Cost-competitive mass manufacturing base, with structured minimum wage regulation enabling predictable wage floors.
- Institutionalized safety remediation and complaint handling via Accord/RSC-linked programs, covering 1,659 factories and tracking remediation at scale.
- Growing sustainability signaling strengthening competitive positioning with ESG-driven buyers.
- Buyer anchoring: major global brands describe Bangladesh as a key production hub.
- Trade preference advantage under EU EBA and UK preference schemes while LDC status persists and transition arrangements apply.
- Diversification tailwinds into “non-traditional” markets that show positive FY2024–25 performance in BGMEA data.

Weaknesses

- High market concentration in a few destinations EU, USA, UK increasing exposure to demand shocks, policy changes, and buyer bargaining power.
- Safety remediation backlog persists: large numbers of unresolved or unverified fire-system and safe-egress measures remain
- Worker relations volatility: wage revisions and enforcement disputes have been associated with significant unrest in recent years.
- Wage–living cost tension: the gazetted wage structure provides a legal floor, but external stakeholders continue to debate adequacy and buying-practice alignment.
- Regulatory reform pressure: labor law reform remains a recurring issue in international engagement and monitoring frameworks.

- Logistics and lead-time constraints in time-sensitive fashion cycles, magnified during disruptions.
- Data transparency gaps making benchmarking and policy targeting harder.

Opportunities

- Post-LDC trade strategy upgrades: negotiating pathways EU GSP+ eligibility work, potential bilateral instruments can preserve or redesign market access.
- Upgrading to higher value and sustainable product lines to match buyer expectation and lower-impact materials commitments.
- Operational excellence and remediation completion can reduce buyer risk perception and financing costs
- Green manufacturing branding can attract long-term sourcing commitments and ESG-linked finance.
- Selective new trade arrangements as global trade policy becomes more fragmented.
- Non-traditional market growth: BGMEA reports positive export growth into Japan and other markets in FY2024–25.
- Digital traceability adoption across supply chains can reduce reputational risk and improve order predictability for compliant factories.

Threats

- LDC graduation and preference erosion risk: Bangladesh is scheduled to graduate on 24 Nov 2026, with EU preference continuity time-limited under transition arrangements; failure to secure a new EU framework by end of transition could materially raise effective tariffs.
- Tariff competitiveness shock vs competitors: commentary highlights that competing suppliers can face ~9–12% EU tariffs while Bangladesh faces zero under EBA; reversal of that differential would compress margins and could shift orders.
- Political and macro instability disrupting production and logistics; even when buyers report continuity, instability is recognized as a supply-chain risk factor.

- Labor-rights scrutiny from the EU and others, linking reforms to ongoing trade cooperation and future preference eligibility.

3 Internship Experience

3.1 Job Location, Responsibilities and Duties

During my three months internship, I worked as MIS Intern in the IE (Industrial Planning) Department in Haramayn Fashions Ltd. The primary goal of this role was to assist the production planning team in managing the operational data, monitoring the production activities and maintaining communication between various departments of the organization. The internship gave me the practical exposure to production planning in a real business context and how the various departments coordinate to ensure the smooth running of a business. My key responsibilities included:

- Coordinating with the HR department
- Preparing production proposals
- Supporting order tracking
- Coordinating shipment operations

3.1.1 Coordinating with the HR department

As an MIS intern, my tasks were primarily to assist with operational support and to assist the planning team with keeping production accurate. One of my important duties was coordination with Human resources (HR) department in terms of workforce availability. My task was to collect the attendance from fingerprint attendance checker software, then

input the time and date to the excel file for recording the employee's attendance. There were 857 employees in total in this Company. Then I have to calculate how many of the employees of production line are present and how many of them are absent. Then I have to check the lines if there are any worker shortage in any line. After that I have to compare the data with the required manpower data. If there are any shortage of man power in any line I have to submit a manpower shortage report to the production manager and the HR and have to mention which line have how many man power shortage. Production activities need sufficient number of workers on each shift. and thus, it is important to have proper coordination between the production planning department and HR department. I helped pass on information around quantitatively measuring how many workers are in, how many are absent, and what shifts we may have available so that the planning team could see whether there are any manpower shortages. This information helped HR organize replacement workers or make changes to the shift schedule when necessary.

My responsibility acts like a bridge between production and HR:



Figure 8 work flow

3.1.2 Preparing production proposals

I was also part of doing production proposals and helping with the production planning process. In mid-January the company receive a new order from a client for woven shirts. For starting the new order production, we have to create a production proposal within 3 working days to reallocate the man power and resources. Production plans help the management to make effective decision and it increases the efficiency of the factory. To create the production proposal first day were allocated for collecting various data line

capacity, worker efficiency, machine utilization, production output, manpower availability and input data the into a excel file. Then we have 1 working day to analyze and calculate the data for production plan. And in the last day we have summarize and finalize the production report. The analysis starts with order requirement analysis it give us the insight of required production per day. Garments product is made in multiple small steps so the industrial engineers calculate the SMV of each step and it also shows the efficiency of every operator. SMV analysis is important in a production plan it shows the standard minute value of the finished product and its used in the production capacity and man power analysis.

Table 3 total of a product

Operation	SMV
Front panel join	1.5 min
Shoulder join	1 min
Sleeve attach	3 min
Side seam	2 min
Collar attach	4 min
Button hole	2 min
Button attaches	2.5 min
Final finishing	2 min
Total SMV	18 min

Then we have to conduct the machine requirement analysis which ensures enough machines for smooth operation. Line balancing and efficiency analysis helps to find out bottlenecks improve line efficiency and identify the productivity gap. Production scheduling analysis shows the plan when production will start and end for smooth operations. Through this task, I learned how organizations plan the activities of production to meet the demand of customers within a specific period of time.

3.1.3 Supporting order tracking

Another responsibility was given to me, that of order tracking. I prepare a master tracking sheet in excel to monitor the progress of the orders and collect the daily updates from the production supervisor. And I have to compare the planned production targets with actual production output. I have mail it to my supervisor directly. Another task was to maintain the hourly production sheet which was maintained by line to see the targeted output vs actual output of the line. Order tracking is an important activity in production planning as it facilitates progress tracking of the production orders from the initial stage to the completion. My role included updating order tracking records, monitoring production progress and assisting the planning team in ensuring that production targets were achieved as per schedule. This task really helped me in understanding how the production performance is monitored and how the delays can be identified and handled.

3.1.4 Coordinating shipment operations

In addition, I helped with the shipment coordination activities. I have to track production completion by maintain a shipment tracking sheet I have to updated the daily completed quantity of product, quantity of packed product, and quantity of rejected products in a daily basis. This activity helped me to understand the linkage between production operations and supply chain management.

Overall, my MIS internship position enabled me to be a part of various operational activities in the IE department. These responsibilities helped me to gain practical experience of data management, communication and coordination between departments.

3.2 Training & Development

At the beginning of my internship, I was in an orientation program where I was introduced to the organization and how it was run. They showed me with various floors. This orientation provided an overview of the company's mission, organizational structure and the role of different departments. Understanding the organizational structure that made me to understand how different departments work in order to achieve business goals.

During the first stage of my internship, I was provided a basic training of the work flow of the IE Department. My supervisors shared information with me about how production schedules are developed, how customer orders are handled and how the availability of manpower influences production activities. This first training made me able to know the basic idea of the production planning. I was also trained on how to keep the production records, collecting and update operational data. This training included the learning of how production information is collected, recorded, and organized for purposes of monitoring production. It is important to maintain accurate records because production managers use this information to assess the performance and for taking decisions about the operations.

Another important aspect of my training was getting to know how to cooperate with the HR department on manpower management. I saw how the worker attendance records, shift schedules and workforce availability impacts the production efficiency. This training was in a way able to help me understand the significance of workforce planning in keeping production operations running smoothly. Throughout the internship I have had constant guidance from both my supervisors and my colleagues. They conducted practical demonstrations how different tasks should be done and gave advice whenever I got problems. Their support was an important factor in helping me develop my professional skills.

In addition to technical training, I also had interpersonal and communication skills while working on my internship. By interacting with workers, supervisors and HR staff, I learnt how to communicate in a professional set up. I was also able to see how experienced managers handle issues at work and work with different teams.

Through daily observation, hands-on involvement and with guidance of experienced professionals, the internship provided valuable opportunities for learning and professional development.

3.3 Contribution to Organization/Operations

Although my job as an intern was very hands-on, I had quite a bit of input in some operational activities within the IE department. My involvement in such activities helped the department have organized operations and also helped me understand the real business processes better.

One of my major contributions was helping to keep accurate production records and updating tracking information of orders. Production planning involves constant checking of production progress and proper records are needed to consider if production targets are met or not. By helping to manage the production data, I helped the planning team keep track of ongoing production activities.

Another important contribution was to help with communication between the HR department and production teams. Workforce availability is a major issue in terms of production performance and as such, good communication between these departments is imperative. By providing information about worker attendance and manpower needs, I assisted in the planning team in making sure that there were adequate workers to perform production activities.

In addition to the activity work, I also contributed to shipment coordination activities by helping to track orders for delivery. It is important to ensure that shipments are prepared on time because it is important to maintain customer satisfaction and meet the delivery deadline. My involvement in these activities helped the department to maintain efficient coordination between the production and logistics teams.

3.4 Evaluation

During the internship period, my performance was evaluated based on several factors including punctuality, work discipline, communication skills as well as the ability to complete assigned tasks effectively. These evaluation criteria helped in the measurement of my ability to fit into the professional work environment and contribute to departmental activities.

I always kept punctuality and attach to the organizational rules and guidelines. Arriving punctually and being disciplined were important aspects of exhibiting professionalism in the workplace. I always had to finish my responsibilities in the timeframe required and make sure that the tasks assigned me by my supervisors were done well.

My supervisors also evaluated my ability to communicate and work in a team. Since my job was to coordinate with various departments such as HR, production, logistics and the likes, there had to be good communication in order to be able to complete tasks successfully. My supervisors were fond of my willingness to communicate with workers and supervisors on the production floor for the relevant information. Another aspect of my evaluation that was important to me was my attitude towards learning. Throughout the internship, I showed interest to know new working process and to develop my skills. Whenever I was encountering with issues, I would ask for guidance to the supervisors and tried to understand how things can be done better.

Overall, the evaluation revealed that I could adapt to the workplace environment, capable of performing assigned tasks responsibly and that I can exhibit a great commitment to learning and professional development.

3.5 Skills Applied

During my internship, I used several academic and professional skills that were useful to complete my responsibilities. One of the most important skills that I applied was

communication skills. Since my tasks involved communicating with the HR staff, supervisors and workers, effective communication was a crucial requirement. I learned the importance of being able to convey information clearly, being a good listener to operational updates, and being able to maintain professional communication in the workplace.

Another important skill that was applied during the internship was organizational and data management skills. Maintaining production records and keeping track of orders required careful organization of information. With accurate and updated records, I was able to assist the planning team in monitoring progress in production effectively.

I was also able to use teamwork skills as I worked with different departments. Working in the production planning department required working with the HR personnel, production supervisors, warehouse staff and the logistics people. Through teamwork, I was able to understand how different departments work together in attaining organizational objectives. Additionally, the internship helped me to use problem solving skills. In case where there was delay in production or shortage of manpower, I saw the way the supervisors came up with the solution and how they changed the operational plans. These experiences helped me to develop a better understanding of the way that challenges can be dealt with in the workplace.

Overall, the internship allowed me to combine the theoretical knowledge acquired from academics in a real working environment whilst acquiring key professional skills.

CHAPTER 4: Conclusions and Important Facts

4.1 Recommendations

Based on my experience of three months internship in IE Department, I would like to make some recommendations which might help to improve the efficiency of operations and coordination between departments.

First, the organization can attempt to enhance its digital data management system. During my internship, there were a lot of production records and operational data which were kept either by hand or put into other files. The implementation of a more integrated digital system or ERP-based platform would enable the departments to have easy access to information as well as to limit the possibility of making errors. Second, the communication between the departments can be enhanced. The IE department frequently needs information from the HR department, the logistics and warehouse departments. Regular coordination meetings or digital communication tools could be helpful in bettering the sharing of information and making sure that decision making is made faster.

Third, it will be good to give additional training programs to employees and interns. Training relating to production management systems, workplace communication and technical skills could help employees to improve their performance and adapt to changing operational requirements. Finally, the organization could also use simple MIS dashboards or automated reporting solutions to monitor production progress and shipment status. This would help managers to make better and quicker decisions.

4.2 Key Understanding

The internship provided me with several valuable insights about the way in which organizations manage the production and operations activities.

One of the important things I got to know was the importance of production planning in the business operation. Proper planning allows meeting customer orders on time without sacrificing efficient use of resources such as manpower, machinery and raw materials. Another important understanding was the role of the various departments co-ordination between them. Production planning does not work independently but requires constant communication with the HR people for manpower management, the production teams

about the update of operations and the logistics team with the coordination of shipments. And, I also learned about the importance of a proper management of data and report. Maintaining an updated production progress, worker attendance and order tracking is critical to making effective operational decisions. Additionally, the internship helped me to understand the importance of workplace communication and teamwork. Effective collaboration between the employees of different levels in the organization plays an important role in maintaining the productivity of the organization and the resolution of operational problems.

The experience also helped to underscore the importance of professional discipline, including punctuality, responsibility, and commitment to the assigned tasks. The experience also emphasized the importance of professional discipline, such as punctuality, responsibility, and commitment to the assigned tasks.

4.3 Conclusion

The internship experience in the Production Planning Department for three months was a worthwhile experience for me to gain practical knowledge and professional experience. It gave me a chance to understand how theoretical concepts found in academics are applied in the actual working of business. During the internship, I was involved in different activities like coordinating with the HR department, communication with the workers and supervisors, helping in the preparation of the production proposal, tracking the production orders and helping in the coordination of the shipment. These activities allowed me to grasp the workflow of the practical production planning and operational management. The internship also has helped me develop important professional skills such as communication, teamwork, data management and problem-solving. Working in a real organizational environment helped me with my confidence and for getting prepared for the future professional challenges.

Overall, this internship experience played an important role in increasing my understanding of business operation and bridging the gap between what I learned in

school and what I physically experienced in the workplace. It has provided me important insights that I can apply in my career development for the future.

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Appendix-A:



HARAMAYN FASHION'S LIMITED

Holding No: 600/77, Block: B Ward: 5, South Gouripur, Ashulia, Savar, Dhaka - 1341. Bangladesh.
+8801902892991-92, E-mail : jashim@haramaynfashions.com



TO WHOM IT MAY CONCERN

This is to formally certify that **Mr. Shafikul Islam**, a student of United International University, has successfully completed his internship at **Haramayn Fashions Limited**. His internship tenure was from December 7, 2025, to February 28, 2026, during which he served as a **Management Information System (MIS) Intern** under the supervision of the **IE (Industrial Planning) Department**, reporting directly to **Mr. Iqbal Hossain**.

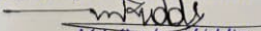
Throughout his internship, Mr. Shafikul Islam actively contributed to various projects. His responsibilities included assisting with Coordinate with HR Department, Communication Developed with Workers, Preparing Production proposals, supporting order tracking, and Coordinating shipment operations. He consistently demonstrated dedication, professionalism, and a strong work ethic.

This internship was part of his academic curriculum and has provided him with valuable practical experience and insights into the Haramayn Fashions Limited.

For any further information or clarification, please feel free to contact us.

Sincerely,

*For and behalf of
Haramayn Fashion Limited*


*Md. Rayhan Uddin
Deputy Managing Director*

MD. Rayhan Uddin
Deputy Managing Director
Haramayn Fashions Limited