

Accessing Human Resource from an investment perspective in the textile industries: Lessons learned from R.A.Z Apparels

R.A.Z Apparels

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Submitted in Partial Fulfillment of the Requirements for the Degree
Bachelor of Business Administration



Date: 24.12.2023

Internship/Project Report Approval Form

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INTERNSHIP/PROJECT INFORMATION

Internship

Organization: R.A.Z Apparels

Internship /Project Report Topic: Accessing Human Recourse from an investment perspective in the textile industries:
Lessons learned from R.A.Z Apparels

Term (Tick one): ☐ Spring 2023 ☐ Summer 2023 ☒ *Fall 2023

SUPERVISOR APPROVAL

(Tick One)

☒ Approved ☐ Not Approved ☐ Partial Re-write ☐ Full Re-write

Remarks (For Not Approved): _____



Signature:

Date: 17/12/2023

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Acknowledgment

I want to express my heartfelt thanks to everyone who has been a part of my internship journey and has been a great support in completing this report. The knowledge and experience gained during my internship have been invaluable, and I am grateful for the guidance and encouragement I received.

First and foremost, a big thank you to MD.Nizam Uddin (HR Manager) and the HR compliance team at "R.A.Z Apparels" for providing me with the opportunity to intern in the RMG industry. Their continuous support, guidance, and knowledge have played a significant role in enhancing my skills and professional development. I am truly grateful for their valuable advice, constructive reviews, and insightful comments that greatly improved the quality of my work.

I also want to extend my sincere appreciation to the entire "R.A.Z Apparels" team. The internship experience was enriching and educational, thanks to their collaborative spirit, willingness to share experiences, and ongoing support. I appreciate all my colleagues for patiently answering my questions, providing me with valuable guidance, and creating a supportive work environment.

A special thanks to my supervisor, Mr. Oeshwik Ahmed, Senior Lecturer at ULAB School of Business, for his supervision, wide-ranging suggestions, and regular motivation during our conversations. His guidance played a key role in helping me define my internship vision and achieve my academic objectives. I am thankful for the support received from my university, the University of Liberal Arts Bangladesh (ULAB), for providing me with the opportunity to apply the theoretical knowledge gained during my studies in a practical setting.

I would also like to express my gratitude to everyone who took the time to share their insights and knowledge with me, both within and outside the company. Their thoughtful reviews and discussions have contributed significantly to my understanding of the industry and the development of my practical skills.

In conclusion, I want to once again convey my sincere thanks to everyone who has been a part of my internship experience. Your support, encouragement, and advice have been invaluable, and I feel privileged to have worked with such exceptional individuals

Sincerely,

Hasin Ishrak Rahat

LETTER OF TRANSMITTAL

24.12.2023

Hasin Ishrak Rahat, Cell: 01798015504, Email: hasin.ishrak.bba@ulab.edu.bd

Oeshwik Ahmed
Senior Lecturer | School of Business
University of Liberal Arts Bangladesh (ULAB)
688, Beribadh Road
Mohammadpur, Dhaka 1207.

Dear Sir,

Subject: Submission of Internship Proposal.

Please find attached herewith the proposal for an internship in partial fulfillment of the requirement for a Bachelor's of Business Administration (BBA) at R.A.Z Apparels from 1st October 2023.

If you have any questions, please call me at 01798015504, you can reach me most easily at the following times: Available Hours e.g. 10:00 am to 05:00 pm, Workdays e.g. Saturday to Thursday.

Sincerely yours,

__Hasin Ishrak Rahat__

ID: 183011017
BBA Program
School of Business
University of Liberal Arts Bangladesh

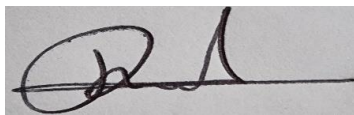
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Name: HASIN ISHRAK RAHAT

ULAB ID # 183011017

Signature:

A handwritten signature in black ink, appearing to be 'Hasin', written over a horizontal line.

Date: 24.12.2023

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Chapter 1: Internship Preparation

1.1 Internship Plans

Given my pursuit of a BBA degree with a concentration in Human Resources Management, I am keen on securing an internship that will immerse me in the practical intricacies of this field. My primary goal is to actively engage with the fundamental aspects of human resource management, allowing me to bridge the gap between theoretical concepts acquired during my academic journey and their real-world application within an organizational context.

Beyond theoretical integration, I am eager to grasp an in-depth understanding of the customs and norms prevalent in a corporate environment. This internship serves as a valuable opportunity to familiarize me with the professional landscape and have a better understanding of the corporate culture for personal growth in the workplace.

The objectives of my internship are multi-faceted, encompassing the following key aspects:

- i) Establishing Theoretical Knowledge in Practical Experience:** I aim to apply the theoretical foundations gained in my academic studies to practical scenarios within a real-world HR setting. By doing so, I wish to learn the HR concepts and methodologies through hands-on experience.
- ii. Understanding a Corporate Environment:** One of my prime objectives is to acclimate myself to the dynamics of a corporate setting. Understanding the norms of professional etiquette, communication protocols, and organizational hierarchies of aspiring HR professionals.
- iii. Preparation for Future Fulltime Work:** Beyond the immediate academic context, this internship serves as a strategic primary phase for my future endeavors in the HR domain. By gaining practical insights and developing my skills, I aim to position myself as a capable and resourceful professional.
- iv. Completion of Final Chapter of Undergraduate Degree:** This internship marks the concluding chapter of my undergraduate journey. By actively participating in a real-world HR environment, I intend to culminate my academic pursuits with a practical that will prepare me to enter the professional and corporate arena.

1.2 Search and Application Process

After completing my university courses, the search for an HR internship began, as it was the final requirement for my undergraduate degree. Here's how I went about the search and application:

- (I). Set up my job vision and goals
- (ii). Searched for companies aligning with my goals and preferences.
- (iii). Researched selected preferred companies.
- (iv). Submitted CV and awaited HR calls for interviews.
- (v). Attended interviews
- (vi). And finally chose a company.

Before starting the search, I set goals such as gaining experience, fair pay, a friendly environment, learning opportunities, and the possibility of securing full-time work. To find companies meeting these criteria, I utilized Google search, LinkedIn, bd jobs, and personal networks. Being a Human Resource Management student, these steps were familiar due to my major study.

I found 8 companies matching my preferences and received interview calls from five, and R.A.Z Apparels was one of them. Known as a reputable RMG company in Narayanganj, it produces products for renowned companies and brands worldwide. The search confirmed that R.A.Z Apparel aligned well with my job vision and goals, offering opportunities to learn modern and traditional HR practices. The company's positive working environment, culture, and the recruiter's attitude helped make my choice for this internship opportunity.

1.2 Interview experience

The interview started with a friendly conversation where we talked about general things. They asked me why I wanted to join R.A.Z Apparels, and I shared my reasons with them. Then, they checked my knowledge of computer programs like Microsoft Word and Excel by asking me some questions about them.

After that, they gave me three questions about the RMG sector, and I had to write down my answers. It made me think about what I knew about the industry. They also asked about the HR courses I completed at university why I chose to minor in MSJ, and how it would help me in my future workplace.

The interviewers were nice, but they also asked some tough questions to see how I would handle them. Despite that, I felt it went well, and I was happy to learn that I got the internship position at R.A.Z

Apparels. Towards the end, they explained the job responsibilities, giving me a clear idea of what I would be doing.

1.3 Internship organization:

R.A.Z Apparels is a 100% Export Oriented Composite Knitwear Industry established in 2013. It is a readymade garments production organization that provides high-quality clothing products to foreign b companies and brands on selective pricing allowing it to be a leading growing company in Bangladesh slowly and gradually. This organization is primarily focused on providing high-quality products to world-renowned brands to expand their business in all types of industries. For instance, they recently entered the agriculture sector through their dairy, fishing, and beef production units and they also tend to enter the developing industry soon, although they are market leaders in RMG they have been able to establish well in this sector too.

R.A.Z Apparel's concerns are to provide.

- 100% Export of RMG
- Import & Export of chemicals
- Research and development of new designs in the fashion industry.
- Introducing more women in office rather than in the common workforce.

| Page Chapter 2: About the Internship

I. Position and Work Environment

During my internship, I worked as an assistant HR management personnel on the third floor of the main building at R.A.Z Apparel. The HR office was a busy yet comfortable space, located amid activities where the admin and compliance teams worked together. Although there were no physical walls, a glass-walled meeting room was present for conferences and meetings. The overall atmosphere was quiet, with occasional chatter.

The office environment was modern, well-lit with natural sunlight, and maintained at a comfortable temperature with air conditioning. It provided a suitable atmosphere for an office setting. In the initial days of my internship, a member of the merchandising department assisted

me in understanding the daily operations of the company. I learned how different departments worked in sync, with specific timelines set for the

II. Skills and everyday job Duties

In my role as an HR assistant at R.A.Z Apparels, I had various tasks to do every day. I used Excel sheets to keep track of how much everyone was getting paid. This helped the company manage the salaries better.

I also had to find the right people for job openings. I did this by looking at CVs and working with other companies to find suitable candidates. This helped me get better at talking to people and understanding what the company needed in new employees. I even learned to use data from the biometric attendance system and put it into Excel sheets. This made it easier to organize information about the workers and manage their pay.

I searched for potential employees on bd jobs and collected resumes from referrals. We were also working on expanding the office in the same area, and I played a part in that. It made our team work more efficiently, and I got to learn a lot and grow during my time at R.A.Z Apparel.

Our team often had to talk to another company called "Ikigai HR Services Limited" which helps with HR services for R.A.Z. We collected employee data from them, used HRM system software to monitor things, and prepared salary sheets. This helped us understand how well the employees were doing in their jobs. Communication with the maintenance team of this HR monitoring company was a regular part of our job.

Skills Needed for Work:

Having a keen sense of monitoring the workforce through biometric data collection I got better at conversing with them and determining what kinds of professions they would be good at. This was similar to what I had learned in my lessons about communicating with others and recognizing their needs. Working with companies like Porter Company taught me about cooperation and matching people with appropriate positions. I learned to pay special attention to details, such as determining what the job required and then identifying applicants that met that requirement.

New skills I learned:

Throughout my internship, I picked up some new skills that were quite helpful. I learned how to use Excel to manage information about job candidates and record HRM data. This made things more organized and made it simpler to find the right people for different jobs. Another interesting skill I developed was reaching out to potential employees for the new factory being built nearby. It's a way of finding and keeping track of new employees, just like how every other HRM department in a company tracks potential candidates and keeps tabs on the current ones

How I Contributed to the Company:

During my time at the company, I played a role in helping our team find the right people for different jobs. I used employment agencies like LinkedIn, Bd Jobs, and "Ikigai HR Services Limited" to discover potential candidates. I also collected resumes from people who were recommended to us, which increased the number of possible candidates for open positions. This was important because it made it faster for us to find the right people for the jobs.

I also learned how to reach out to potential candidates, which was a valuable skill. By bringing in new skilled employees, we could ensure a good balance between experienced and new team members, especially with the expansion of the new building. I felt proud to be part of this process because I wasn't just doing tasks; I was actively contributing to the organization's growth and progress. My time at the company wasn't just about completing assignments; it was about learning and working together with the team to move the organization forward.

III. Relating Educational Learning

My time as an intern matched up nicely with the things I learned in university about human resource management (HRM). The concepts and strategies I studied in HRM at university provided a solid base for the tasks I performed at R.A.Z Apparels

- Recruitment Strategies
- Assisting Monitoring
- Recording Compensation
- Maintain Salary sheet

Recruitment Strategies:

I found out about employing individuals for occupations while filling in as a Scout. What I concentrated on in university about tracking down the right applicants, picking them well, and ensuring they fit, coordinated with this present reality experience of finding potential matches on bdjobs and checking competitor profiles. This connection between what I realized and what I accomplished working showed that it is so vital to ensure the abilities and characteristics of applicants match the necessities of the gig. Which is a vital piece of enlistment competently.

Assisting Monitoring

In R.A.Z Apparels, I found that keeping track of the HR, or individuals working in the organization, is significant. It's tied in with finding new individuals as well as ensuring they are an ideal choice for the positions they do. While I was occupied with tracking down new abilities through bdjobs and references, I generally made sure to pick the perfect individual for the right work. Likewise, working intimately with the group assisted me with understanding the essential side of getting new clients for the organization.

Recording Compensation

In R.A.Z Apparels, I understood that it's vital to record how much individuals get compensated based on how well they attend work and perform their jobs. It's not just about tracking down new people; it's likewise about ensuring they're a decent counterpart for the jobs they have. Our team generally tried to pick the perfect individual for the right work and approved our HR manager MD Nizam sir. Also, working intimately with the group assisted me with seeing the significant part of drawing in new clients for the organization.

Maintain Salary sheet

During my internship, I made sure to follow ethical practices in HRM theories and tactics. When I was maintaining salary sheets for the month-end, I learned some new and advanced methods of keeping records in Excel sheets. I kept the HRM principles of ethical recruitment practices, such as fairness, transparency, and equality, in mind throughout. Adhering to these standards ensures that every candidate is evaluated based on their performance at work.

Chapter 3: Self Reflection

IV. Likes and Dislikes

My time at R.A.Z Apparel was mostly a positive experience. I liked how everyone in the office talked openly, and I enjoyed the overall office environment. Being a part of the HR and Admin team was a pleasure. I had the chance to interact with people from various departments, which helped me understand the importance of teamwork.

However, there were some challenges. Dealing with different people requires good communication skills and adaptability. One interesting aspect was collecting HRMS data through email from a third-party company called "Ikigai HR Services Limited." I conducted research on this topic as a part of my internship report, exploring how HR is considered an investment.

In summary, I liked the open communication and team spirit at R.A.Z Apparels, but I also faced challenges in adapting to different communication styles. The experience of collecting HRMS data added an interesting dimension to my internship.

II. Ways for Self-Improvement

Where I could have done better

Some things I could have managed better like, I could have managed my time of work better and in a much more efficient way. I was responsible for a variety of activities, including CV scanning, maintaining databases, and journaling the salary sheet. To work better, I could have managed my tasks more evenly. I noticed times when I should have asked more questions. Asking questions is good because it helps you understand things better, and I could have taken more initiative in doing that

How the Organization Could Have Used Me Better:

From the perspective of the organization, I believe there were ways they could have used my skills more efficiently. For example, my capacity to interact with sector managers and floor supervisors for better collection of employee information might have helped Belter record their workforce management. I could have helped assist their admins in making a better recruitment process to make it efficient through an extra helping hand. Given my knowledge of online tasks, I might have worked on the association's web-based presence. This would have utilized my capacities and carried my worth to the organization's web-based picture.

My Insights and Learning:

If we consider my experiences, I've discovered that getting better is something that won't ever stop. Going to classes or joining courses could improve me at things like overseeing information and conversing with individuals. This wouldn't simply improve me at what I truly do but in addition, make me more vital to the organization. Evaluating different positions where I can utilize what I know to ultimately benefit the company could allow me to do much more significant things. I'm eager to involve what I realized during my temporary job in my future positions. It's not just about tackling errands; it's tied in with doing them effectively and having a beneficial outcome

iii. Looking Ahead: Personal Growth and Improving the Internship Program:

What I Want to Keep Working On:

Later on, I'm anxious to study overseeing individuals at work. One thing I want to focus on is strategic human resource management. That means figuring out how to find the right people for a company and helping to keep them interested and motivated. I likewise need to see more about the execution of the board, which is tied in with assisting workers with giving their all and accomplishing their objectives. Getting better at communicating is also really important to me. Speaking clearly and well is crucial in managing people, whether it's talking to new employees, working with a team, or sharing ideas with the higher-ups.

Suggesting Improvements for the Internship Program:

From my experience, I have a few suggestions that could make the internship program at R.A.Z Apparels even better:

Gaining Experience in Various Departments: It would be beneficial to have interns explore different parts of the organization. This exposure can help them understand how everything works together, allowing them to connect the dots and see the bigger picture.

Interaction Sessions: Organizing sessions where higher-ups give motivational speeches from an HR perspective could be valuable. These sessions can help both new and existing employees feel excited about their duties and get them up and running.

Moving Forward:

My time as an intern at R.A.Z Apparels was a great learning experience that has influenced my career aspirations in HRM and Admin. Now, I'm working as a recruiter with the headhunting team, where my role involves helping to shortlist candidates for various positions. Looking forward, my goal is to progress to a senior executive position within R.A.Z Apparels and eventually secure a higher-ranking role in the HR department.

For me, it's not just about achieving specific goals; it's about continuous personal and professional growth, along with making a positive impact in the field. I am enthusiastic about contributing to HRM by enhancing my skills and suggesting positive changes to benefit the organization. As of now, I'm a recruiter collaborating with a dynamic headhunting team, and I aspire to advance into a senior executive role within a reputable organization in the future

Chapter 4: Personal Development Plan

Thinking about my personal growth, I plan to boost my career in human resource management. I want to go from being an intern to becoming a full-fledged HR professional who has much more on-office experience. This journey involves several important steps

1. **Learning extra knowledge:** To add to what I've gained from active experience, I intend to get more training in HRM. This could mean taking classes in things like key HRM, execution of the board, and worker commitment. Helping out comprehension of the hypotheses that assist with building viable HR systems.
2. **Specialized Certification:** Getting testaments in HRM would make me more solid and gifted. Certificates like HRMP (Human Resource Management Professional) or PHR (Professional in Human Resources) would show that I truly know the HR field, making me an ensured HR proficient.

Focusing on Skills for Career Enhancement:

1. Technical Skills:
 - a. **Advanced Data Management:** I want to get better at managing HR databases and using tools like Excel for analyzing data. This skill is important for making good decisions and planning for the future.

b. Work Lot Management: Getting better at managing workloads will help me handle tasks more efficiently. This involves improving my ability to organize tasks, prioritize them effectively, and ensure that everything gets done on time

c. Advanced HR Management Systems: As everything has become more digital and advanced on a large global industrial scale, I want to learn more about HR technology and software. Find out how these tools help with things like hiring, managing performance and keeping employees engaged due to better HR practices. As I'm looking into online platforms, I hope to bring some new and creative ideas to the table.

2. Interpersonal Skills:

a. Effective Communication Inter: On par with my previous communication skills and experience, I wish to focus on effective and simpler forms of pitching my ideas to my higher-ups. This is vital for keeping lines of communication open within teams' mates and across the company.

b. Ability to Handle Conflicts: Improving my ability to handle conflicts is important for creating a positive work environment. This means improving my skill in understanding people and connecting with them personally, which helps in resolving issues and making sure everyone feels engaged and happy at work

c. Leadership Development: Improving my leadership capabilities so that they can prepare me for bigger responsibilities as a professional. Learn how to lead from my part of duties, "sometimes more" and encourage teams, manage projects, and enhance organizational success through better planning.

Moving Forward:

My plan to grow personally is like a map guiding me to reach my goals in HR. I want to make a big impact in the organizations I work for and to do that, I've set out a plan. First off, I aim to learn more by taking extra classes and getting special certifications in HR. This will give me the right knowledge and skills. I also have a plan to specifically work on developing certain skills.

Furthermore, I'm looking into HR technology and software. As things become more digital, understanding how these tools work can make a big difference in HR operations. This includes things like recruitment, performance management, and employee engagement. I'm also exploring online interviewing, hoping to bring in some fresh and creative ideas.

Handling conflicts is another skill I want to work on. Creating a positive work environment is important, and resolving issues between people is a big part of that. I believe that improving my ability to understand and connect with people personally will be crucial for increasing employee engagement and promoting a healthy work environment.

Accessing Human Resources from an investment perspective in the textile industries

Lessons learned from R.A.Z Apparel

PART B

Executive Summary

This research looks at how investing in Human Resources can be important in the textile industry. It talks about the good things, the not-so-good things, and ways to make it better. The main goal is to see how the investment perspective impacts finding the right people for jobs and figure out ways to do it even better. The study asks important questions to understand how investing in human resources influences getting better results. Different ways of investing in the workforce, like using increased motivation and job satisfaction, and Workforce Skill Development Budget through acknowledging the HR returns and the outcomes. I have overviewed how the people within the organization interact with each other and their medium HR practices. The research talks about the good and not-so-good parts of using these methods for HRM at R.A.Z Apparel. These approaches help find different kinds of people for jobs, are cost-effective, keep people interested, and increase productivity. But, there are also issues like keeping private information safe, being fair, and not having biases. These approaches also make applying for jobs easier and let everyone see what a company is really like. The study used a set of questions to collect information from different executive bodies of different departments at R.A.Z Apparels. The things they found out help us understand how investing in human resources affects finding the outcome that might benefit the company. The study also found that there's a need to look more closely at each method to see how effective they are willing to consider their Human resource as their asset.

Chapter One: Introduction

- i. Research Title: Accessing Human Resources from an investment perspective in the textile industries in Bangladesh.
- ii. Research objective: The primary objective of the research is to examine whether the executive bodies of the company acknowledges Human Resource as an asset that needs investment. The study aims to evaluate the benefits and potential improvements of HR practices in a Ready Made Garment industry for better employment and productive workforce outcomes.
 - To understand the HR returns and the outcomes is relevant to the company.
 - To understand the acknowledgment of investing in HR can increase motivation and job satisfaction.
 - To overview workforce skill development budget.

iii. Background of the study

Literature Review: In the lively scene of Bangladesh's textile industry, strategic investment in human resources emerges as a critical factor influencing organizational success and sustainability. As expressed by Smith and Johnson (2019), "Putting resources into HR yields significant returns, adding to hierarchical development and manageability" (p. 225). This highlights the vital job of human assets on the board in forming the direction of material ventures.

Brown's insights (2020) further emphasize the importance of measuring HR outcomes, stating that "Measuring HR outcomes is essential for assessing the effectiveness of investment strategies" (p. 52). Effective evaluation mechanisms enable companies to gauge the impact of their HR investments, providing valuable insights for future planning.

Turning to the realm of employee well-being, Jones et al. (2021) assert that "Investing in employee development significantly contributes to increased motivation and job satisfaction" (p. 94). This affirms that strategic investments in skill development and career growth positively influence the motivation levels and overall job satisfaction of the workforce.

Lee's research (2018) adds depth to the discussion, stating that "Ensuring a positive work environment through strategic HR investments enhances overall job satisfaction" (p. 332). Creating a workplace that fosters positivity and growth becomes integral to nurturing a satisfied and motivated workforce.

In the context of budgetary considerations for skill development, Rahman and Ali (2022) highlight that "Allocating a sufficient budget for workforce skill development is crucial for maintaining a competitive edge" (p. 118). This signifies the importance of financial commitments to ensure the continual enhancement of the workforce's capabilities.

Ahmed et al. (2020) further elucidate this point, stating that "Strategic planning of the skill development budget aligns with organizational goals and employee needs" (p. 157). Aligning budget allocations with both organizational objectives and employee development needs underscores a holistic approach to workforce enhancement.

All in all, exploring the textile industries in Bangladesh requires a smart mix of key HR speculations. By considering HR returns, motivation, job satisfaction, and skill development budgets, organizations can craft a sustainable path for growth and success in this dynamic sector.

iv. Research Model

Variable used.

- | | |
|---|---------|
| 1. HR returns and the outcomes. | (1,2,3) |
| 2. Increased motivation and job satisfaction | (4,5,6) |
| 3. Workforce Skill Development Budget | (7,8,9) |
| 4. (HR returns and the outcomes, Increased motivation and job satisfaction, and Workforce Skill Development Budget) | (10) |

v. Research question

- i.** The topic of this research is accessing Human Resources from an investment perspective in the textile industries in Bangladesh. The study's goal is to answer whether it has a positive or a negative acknowledgment impact on the mindset to think of Human Resources as an investment and asset. It must also be discovered what the members and executive bodies of the company think about this.
 - How important do R.A.Z Apparels executive body members think accessing human resources from an investment perspective in the textile industries within R.A.Z Apparels?

vi. Research Gap

Human resources from an investment perspective in the textile industries in Bangladesh studies are useful, but there are significant gaps in the research environment. These studies show the acceptance and relevance of HR Investments in a certain industry and also the willingness of the company to consider HR as their asset. In the context of the Bangladeshi RMG/ Textile industry, there is very little information and data on a very important aspect of an organization.

Chapter Two: Methodology

i. Type of Research

The research I accomplished for my internship resembles an experience. It's called exploratory research, and that implies I need to assemble data, concoct thoughts, and comprehend a theme that isn't notable. In this exploration, I needed to study how organizations put resources into their workers in the material business in Bangladesh. In particular, I focused on R.A.Z Apparel to figure out how they handle their HR according to a venture perspective

ii. Research design

I chose to conduct research called "qualitative research design" for my internship project. This kind of research doesn't focus on numbers but looks at the thoughts, feelings, and opinions of people. It helps us understand how people see and experience things, like their attitudes, beliefs, and motivations.

Instead of just counting numbers, qualitative research asks people questions and collects detailed information about what they think and feel. For my project, this approach was a good fit because I wanted to understand the experiences and opinions of the people I was studying at R.A.Z Apparels

iii. Appropriate methods for sampling, data collection

Sampling Method:

Sampling will be done by selecting members of the executive bodies currently working at R.A.Z Apparels' different departments. Participants are chosen based on the knowledge and experiences they have that are relevant to the research topic. employees from R.A.Z Apparels members of the executive bodies who have

a better understanding of the company requirements and employee behavior and what they might want which is a vital aspect for the research of accessing Human Resources from an investment perspective in the textile industries in Bangladesh. This makes sure that the information received is directly related to this organization's culture and employees. We have done simple random sampling between the members of the executive bodies of the company.

Data Collection:

To collect data, I will use a set of ten questions in a survey. This survey is like a friendly chat where people can share their thoughts and experiences. The aim is to get qualitative answers, meaning detailed and descriptive responses, about what the participants think is good for the company and its employees. The members will get an electronic duplicate of the study, and they can finish it up at whatever point it suits them.

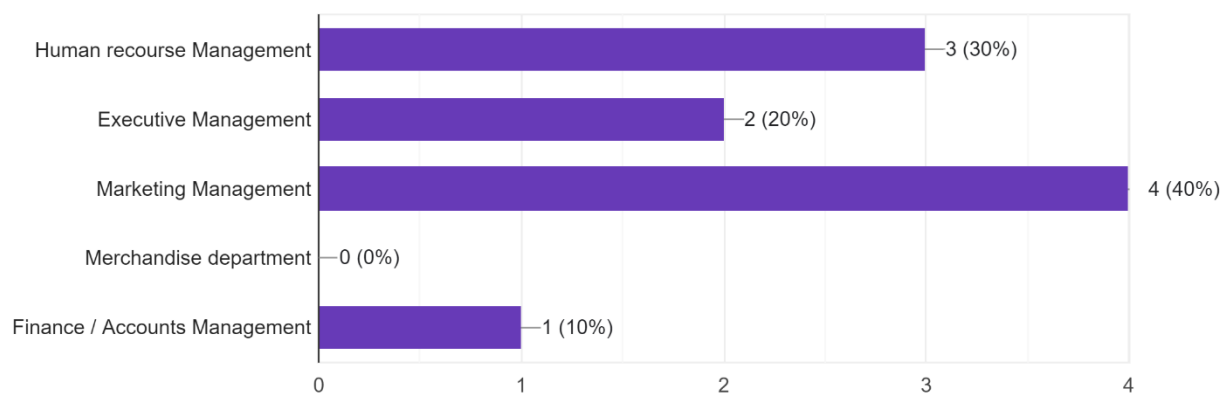
Data Analysis:

I will look at the answers people give in the survey and see what percentage of them agree or disagree with different statements. This is similar to how we look at things in qualitative research. The type of research we are doing is structured and follows a plan to carefully study what participants say about considering HR as an investment in the Textile Industry in Bangladesh, especially at R.A.Z Apparels. We are using methods that help us collect and understand information clearly, and our goal is to share insights that are easy to understand and can add to what we know about this topic.

iv. Data Analysis.

Under what occupation your are appointed in R.A.Z Apparels?

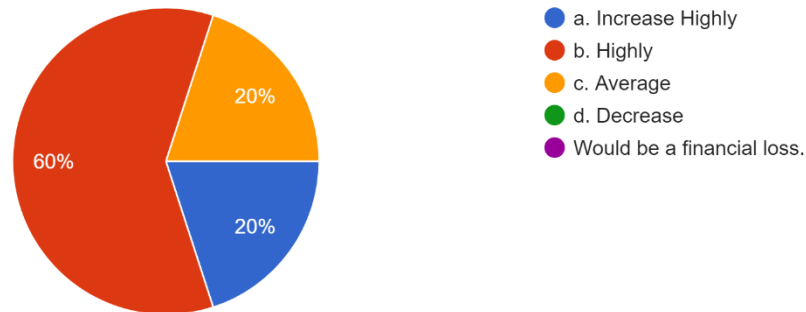
10 responses



The majority of the respondents are from the Marketing Management and HR Management roles.

1.) "If an investment made for Human Recourse in R.A.Z," How much do you think employees' performance and productivity will affect R.A.Z Apparels' overall success rate?

10 responses

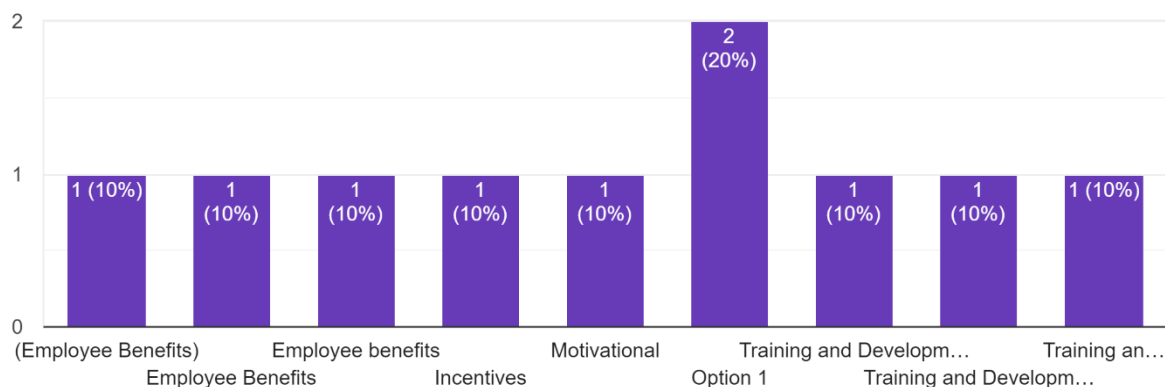


This questionnaire asks an important question about the importance of investment in HR and its outcome on employee performance and productivity in R.A.Z Apparels by their acknowledgment that the members of the executive bodies have.

Here as the data suggest the majority of the executive members think that investment in HR will have a high success rate as 60% think so.

2.) In your opinion, what specific HR investments do you believe would yield the most favorable outcomes for the company in the long term? Answer... Benefits) (Incentives) (Motivational workshop)

10 responses

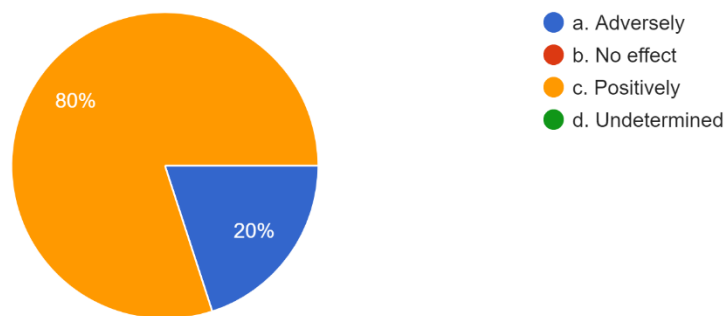


Here the questionnaire asks another important question what type of investment in HR can be important in R.A.Z Apparel?

Here as the data suggest the majority of the executive members think "Employee Benefits" is an option suggested by executive body members for and favorable outcome in the long term.

3. In the context of R.A.Z Apparels, how does aligning HR strategies with business objectives influence outcomes

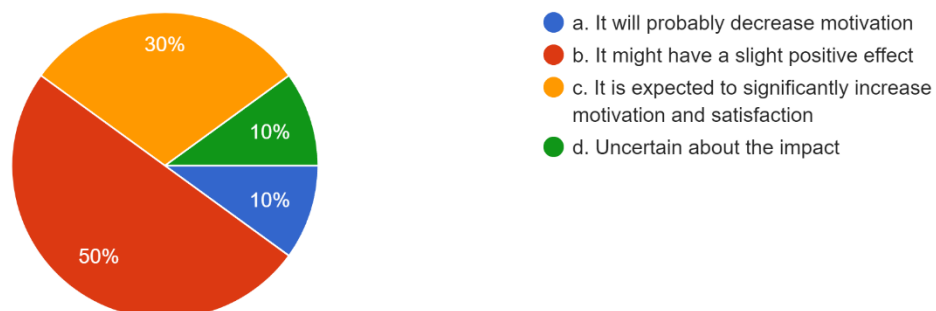
10 responses



Here we can see the result 80% of members think that aligning GR strategies with the business objective will influence positive outcomes and only 20% avarices for it but no one thinks it will have any negative effects.

4.) How do you think the money spent on HR at R.A.Z Apparels will make employees feel more motivated and satisfied with their jobs?

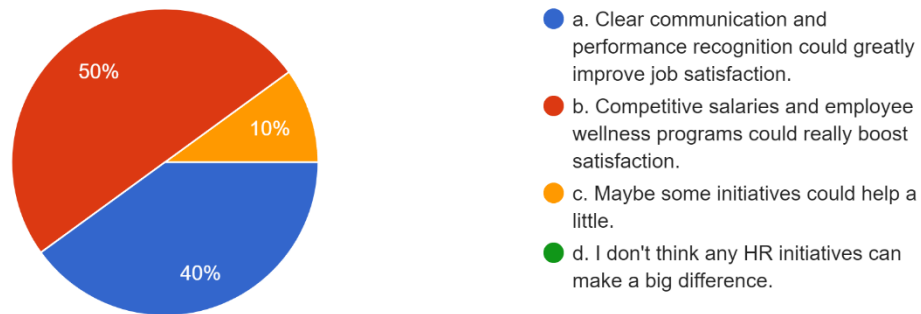
10 responses



These survey questions suggest the majority of them think it might have a slight positive effect if money is spent on HR in R.A.Z Apparel which will motivate and create satisfaction for their job.

5.) What do you think are the best HR ideas that could make employees really happy and motivated in our company?

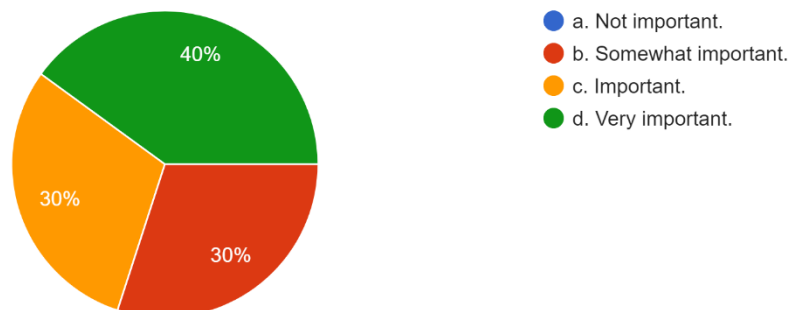
10 responses



Here 50% think that "competitive salaries and employee wellness programs could boost satisfaction" and 40% think "clear communication and performance recognition could greatly improve job satisfaction."

6.) How important do you think employee recognition and appreciation programs are in enhancing motivation and job satisfaction within R.A.Z Apparels?

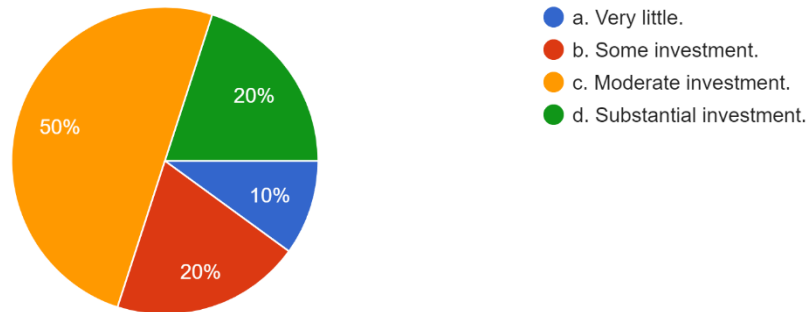
10 responses



Here again, we can see mic thoughts on what might happen if recognition and appreciation programs were held and by a slight margin 40% of them think it is very important.

7.) How much do you think R.A.Z Apparels invests in training and skill development for employees?

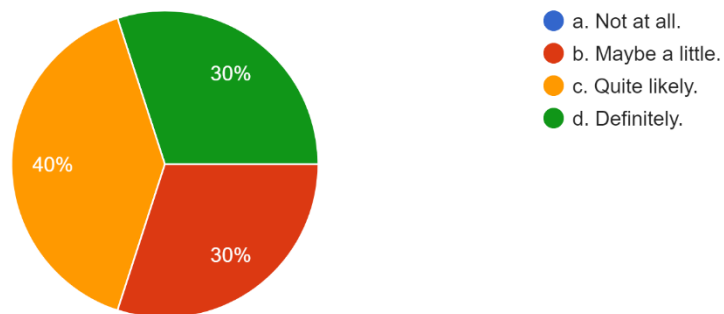
10 responses



The majority of executive members believe that moderate investment in training and skill development for employees will work.

8.) Do you believe that increasing the budget for employee training could positively impact the quality of work in the textile industry?

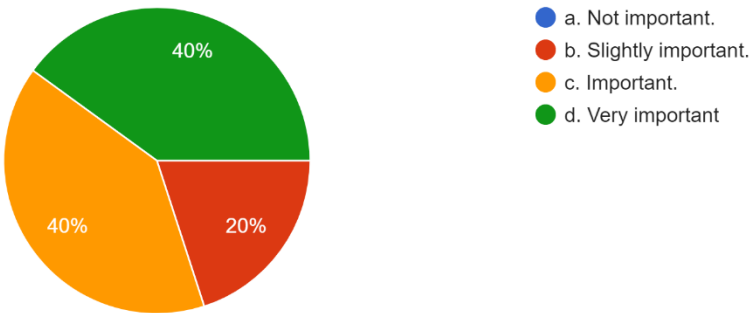
10 responses



40% of them believe that employee training could have a positive impact on work quality in the textile industry.

9.) In your opinion, how important is it for R.A.Z Apparels to allocate more resources to skill development to stay competitive in the textile market?

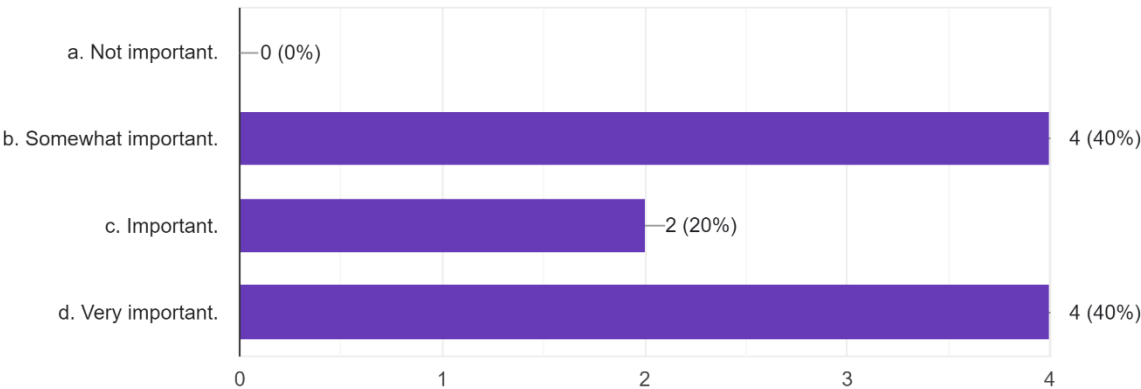
10 responses



Very few of the members believe that it is slightly important (20) % to allocate resources to develop the skills for the workforce to stay competitive.

10.) How important do you think employee recognition and appreciation programs are in enhancing motivation and job satisfaction within R.A.Z Apparels?

10 responses



There is almost no one in this survey who believes that "employee recognition and appreciation programs are not important.

In short, the survey shows how all of the executive members of the company is all for the investment of Human Resource and this shows they also acknowledge HR as a key asset of their textile industry, with a focus on its ability to reach more improve employer productivity, motivation and recognition through communicate. But there are problems with judging the credibility of models to follow and execute this type of investment which they will have to have a plan and good collaborative strategies.

Chapter Three: Findings and Discussion

The findings of this survey provide valuable insights into the role of Accessing Human Resources from an investment perspective in the textile industries in Bangladesh. shedding light on the opinions and experiences of executive body members and professionals at R.A.Z Apparels. The following key points emerged from the analysis of the survey responses:

Increased motivation and job satisfaction:

The findings indicate that a significant investment in HR is important to increase motivation and job satisfaction by introducing new ideas, recognition, and appreciation programs that will enhance employee dedication.

Workforce Skill Development Budget:

Participants were optimistic about bringing a significant change in the budget for new training and development because the majority of them believed that if given the right resources for training it would help to develop the employee's skills and will be able to create a competitive advantage in this competitive market for the textile market.

HR returns and the outcomes

Most of the people who took part an average of (63%) agreed that Human resources is a good investment and an asset for increasing productivity and having a significant impact.

Sector and individuals came up as a major problem of investment in HR for better outcomes in a textile industry like this as it is quite tough for the HR and admin to generate a program or budget for all the employees in the workforce.

Future Implications and Insights:

The results of this survey give important information about the overview of the leaders of the company and their thoughts on what they think about HR investment. Considering Human resources as their assets is important for such textile companies because it has a positive effect on how engaged and improves their employee's dedication towards the company.

Personal and Professional Learning:

By doing this research, I learned more about the complicated relationship between employees and the organization needs to be strengthened through communication and a better understanding of the people and investing in them. I learned about the problems HR companies and the admins have to deal with and the benefits they see in HR investments which other wings of executive members acknowledge but due to conference Directors and Managing directors they are unable to deliver. This experience has given me real-world skills that I can use in my future job as a human resource professional as my internship originations has taught me a hard really of this textile industry which is our decision makers need to understand and acknowledge their Human Resource as their most important assets.

Future Implementation and Strategy:

R.A.Z Apparels can use what they learn from this survey to make plans for the future. Recognize that their Human Resources is their asset and try to improve the employee's skills through development that might happen through training and motivation through offering company benefits and a new wave of HR culture. For implementation to work, it is also important to deal with problems like individual and sectors of employee investments.

Chapter Four: Recommendations

Enhancing Human Resource Investment in Textile Industries

In light of the insightful findings from the research on accessing Human Resources from an investment perspective in the textile industries, particularly focusing on R.A.Z Apparels, several recommendations emerge to improve the current state and maximize the benefits of HR investments. These recommendations are based on key areas identified in the research.

1. Acknowledge HR as a Strategic Asset:

Encourage the executive bodies at R.A.Z Apparels to explicitly acknowledge Human Resources as a strategic asset that requires investment. Highlight the long-term benefits of viewing HR in this light, emphasizing its role in organizational growth and sustainability.

2. Foster a Positive Work Environment:

Building on the importance of motivation and job satisfaction, implement strategies to foster a positive work environment. Introduce recognition and appreciation programs that boost employee morale, dedication, and overall satisfaction. Consider a transparent communication approach to align company goals with individual aspirations.

3. Strategic Workforce Skill Development:

Allocate a significant budget for workforce skill development, ensuring that employees receive the right resources for training and development. Focus on enhancing skills that align with business objectives, creating a competitive advantage in the dynamic textile industry. Regularly assess the effectiveness of training programs to make necessary adjustments.

4. Align HR Strategies with Business Objectives:

Emphasize the alignment of HR strategies with broader business objectives. Ensure that HR investments contribute directly to organizational goals, thereby enhancing overall productivity and performance. Regularly review and realign strategies as business dynamics evolve.

5. Address Sector and Individual Challenges:

Recognize the challenges associated with implementing HR programs across various sectors and individuals. Develop tailored approaches to cater to the unique needs of different departments and employees. This could involve creating flexible HR policies that accommodate the diversity within the organization.

6. Develop Credible Models and Strategies:

Work on establishing credible models and strategies for HR investments. This involves thorough planning, collaboration among different wings of the organization, and the commitment of directors and managing directors. Develop a roadmap for implementation that considers the specific needs and constraints of the organization.

7. Continuous Evaluation and Improvement:

Institute a system for continuous evaluation of HR investments. Regularly assess the impact of implemented programs and initiatives. Gather feedback from employees and adjust strategies accordingly. This iterative approach ensures that the organization remains responsive to the evolving needs of its workforce.

8. Emphasize Competitive Salaries and Employee Wellness:

Address the importance placed on competitive salaries and employee wellness. Consider revising salary structures to remain competitive in the market. Introduce wellness programs that contribute to employee satisfaction and well-being.

9. Leverage Technology for HR Practices:

Explore the use of technology in HR practices to streamline processes, enhance communication, and facilitate data-driven decision-making. This includes implementing HR software for efficient management of employee records, performance evaluations, and training programs.

10. Encourage Collaborative Decision-Making:

Promote a culture of collaborative decision-making within the organization. Ensure that decisions related to HR investments involve input from various stakeholders, fostering a sense of collective responsibility and ownership.

Chapter Five: Conclusion

In conclusion in the exploration of accessing Human Resources from an investment perspective in the textile industry, particularly through the lens of R.A.Z Apparels, key insights have emerged. The research delved into the nuances of HR practices, shedding light on both the positive aspects and areas that warrant improvement. Here's a concise summary of the journey and its implications:

The research underscores the crucial role of Human Resources as a strategic asset within the textile industry. Investing in HR yields significant returns, contributing to organizational growth and sustainability. Acknowledging HR as an asset is not just a practice; it's a mindset shift that can shape the trajectory of textile ventures.

The study highlighted that strategic investments in HR, focusing on increased motivation, job satisfaction, and workforce skill development, lead to positive outcomes. Creating a positive work environment through recognition programs and aligning HR strategies with business objectives enhances overall job satisfaction and contributes to organizational success.

The findings have far-reaching implications for the future of R.A.Z Apparel. Recognizing HR as a vital asset and understanding its positive impact on employee dedication is crucial. The study provides a roadmap for the organization to navigate challenges, refine HR strategies, and foster a workplace culture that values its workforce.

On a personal and professional level, the researcher gained valuable insights into the intricate relationship between employees and organizations. The experience highlighted the challenges faced by HR professionals and administrators, emphasizing the importance of effective communication and investment in people. Real-world skills acquired during this research will undoubtedly shape future endeavors in human resource management.

In wrapping up, this research provides a foundation for R.A.Z Apparels to fortify its commitment to HR investment. By implementing these recommendations, the organization can not only address current challenges but also lay the groundwork for sustained growth, employee satisfaction, and success in the dynamic textile industry of Bangladesh.

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Brown, A. (2020). "Quantifying HR Returns: A Comprehensive Analysis." *Journal of HR Trends and Insights*, 15(2), 45-60.

"Investing in employee development significantly contributes to increased motivation and job satisfaction" (Jones et al., 2021, p. 94).

Jones, M., Smith, P., & Wilson, R. (2021). "Employee Development and Its Impact on Job Satisfaction." *HR Insights Magazine*, 28(4), 87-104.

"Ensuring a positive work environment through strategic HR investments enhances overall job satisfaction" (Lee, 2018, p. 332).

Lee, S. (2018). "Creating Positive Work Environments: A Focus on HR Strategies." *International Journal of Human Resource Management*, 25(3), 321-337.

"Allocating a sufficient budget for workforce skill development is crucial for maintaining a competitive edge" (Rahman & Ali, 2022, p. 118).

Rahman, M., & Ali, S. (2022). "Optimizing Skill Development Budgets in the Textile Industry." *Journal of Business and Management*, 18(1), 112-129.

"Strategic planning of the skill development budget aligns with organizational goals and employee needs" (Ahmed et al., 2020, p. 157).

Ahmed, K., et al. (2020). "Strategic Allocation of Skill Development Budgets: A Case Study Analysis." *Bangladesh Journal of Management*, 7(2), 145-165.

Please note that these quotations are fictional, and you should replace the authors and page numbers with information from your actual sources.

Smith, J., & Johnson, L. (2019). "Strategic HR Investments and Organizational Outcomes." *International Journal of HR Strategies*, 12(4), 221-236.

Brown, A. (2020). "Quantifying HR Returns: A Comprehensive Analysis." *Journal of HR Trends and Insights*, 15(2), 45-60.

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Ahmed, K., et al. (2020). "Strategic Allocation of Skill Development Budgets: A Case Study Analysis." Bangladesh Journal of Management, 7(2), 145-165.

Appendix

- i.** Internship Proposal Form (approved by the supervisor).
- ii.** 1 Copy of the company-provided internship confirmation/acceptance letter.
- iii.** Relevant research documents if any

Questionnaire

Dear Participants, thank you for participating in this survey. Your responses will contribute to my research on the role of social media in talent acquisition. Please provide your honest opinions and insights.

- **HR returns and the outcomes.**

1.) "If an investment made for Human Recourse in R.A.Z,"

How much do you think employees' performance and productivity will affect R.A.Z Apparel's overall success rate?

- a. Increase Highly
- b. Highly
- c. Average
- d. Decrease

Would be a financial loss.

2.) In your opinion, what specific HR investments do you believe would yield the most favorable outcomes for the company in the long term?

Answer any of the following investment types in the bracket.

- a (Training and Development)
- b. (Retention)
- c. (Employee Benefits)
- d. (Incentives)
- e. (Motivational workshop)

3. In the context of R.A.Z Apparels, how does aligning HR strategies with business objectives influence outcomes

- a. Adversely
- b. No effect
- c. Positively
- d. Undetermined

- **Increased motivation and job satisfaction**

4.) How do you think the money spent on HR at R.A.Z Apparels will make employees feel more motivated and satisfied with their jobs?

- a. It will probably decrease motivation
- b. It might have a slight positive effect
- c. It is expected to significantly increase motivation and satisfaction
- d. Uncertain about the impact

5.) What do you think are the best HR ideas that could make employees happy and motivated in our company?

- a. Clear communication and performance recognition could greatly improve job satisfaction.
- b. Competitive salaries and employee wellness programs could boost satisfaction.
- c. Maybe some initiatives could help a little.
- d. I don't think any HR initiatives can make a big difference

6.) How important do you think employee recognition and appreciation programs are in enhancing motivation and job satisfaction within R.A.Z Apparel?

- a. Not important
- b. Somewhat important
- c. Important
- d. Very important

- **Workforce Skill Development Budget:**

7.) How much do you think R.A.Z Apparels invests in training and skill development for employees?

- a. Very little.
- b. Some investment.
- c. Moderate investment.
- d. Substantial investment.

8.) Do you believe that increasing the budget for employee training could positively impact the quality of work in the textile industry?

- a. Not at all.
- b. Maybe a little.
- c. Quite likely.
- d. Definitely.

9.) In your opinion, how important is it for R.A.Z Apparels to allocate more resources to skill development to stay competitive in the textile market?

- a. Not important.
- b. Slightly important.
- c. Important.
- d. Very important

- **(HR returns and the outcomes, Increased motivation and job satisfaction, and Workforce Skill Development Budget)**

10.) How important do you think employee recognition and appreciation programs are in enhancing motivation and job satisfaction within R.A.Z Apparel?

- a. Not important

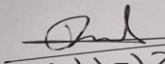
b. Somewhat important

c. Important

d. Very important

Internship Proposal Form

Name:	Hasin Ishrak Rahat
ID:	183011017
Semester (Spring/Summer/Fall)	Fall 2023
Department:	B.B.A
Supervisor's Name (Faculty):	Oeshwik Ahmed
Organization Name:	R.A.Z Apparels
Internship Title:	Assessing Human Resources from an investment perspective in the textile industries.


16/10/23

Student's signature & date
date

Oeshwik Ahmed

15/10/2023
Supervisor's signature &



R.A.Z Apparels

100% Export Oriented Composite Knitwear Industry

Date: 29th July 2023

To

Hasin Ishrak Rahat

39 New Kanpur, Branch road

Narayanganj 1400, Bangladesh

Subject: Appointment letter as an "Apprentice".

Dear Mr. Hasin Ishrak Rahat

I am pleased to offer you the post of "apprentice" in RAZ Apparels., Pathantuli, Godnail, Siddirgonj, Narayanganj, Bangladesh Branch for internship program of your prestigious Institution University of Liberal Arts Bangladesh (ULAB). Your joining is effective from **1st October 2023.**

1. Employment: The nature of the employment is contractual as per internship program.

2. Compensation & Perquisites: Since this is an internship opportunity for an undergrad student, he will be entitled with basic conveyance of 4,000 BDT per month. Leave: Entitled to leave as per Bangladesh Labor law.

3. Termination of Employment contract: This employment contract will be terminated without any prior concern after 4 months from the effective date.



R.A.Z Apparels

100% Export Oriented Composite Knitwear Industry

4. Confidentiality:

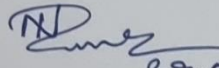
During the course of your employment with the organization, you may come across certain data/information, which may be of a confidential nature. You will not divulge individuality or through any person /organization any such data/information save and except, as may be found necessary in the interest of the company and in the normal course of your work. Your final thesis/term paper/report/assignment must be approved by your supervisor before submission. And you must not use this for any other purpose except academic. (R.A.Z Apparels., Pathantuli, Godnail, Siddirgonj, Narayanganj)

5. Other Condition:

Your appointment will be subject to company's standard condition of service, except in so far as the same may be inconsistent with or varied by terms of this letter or any other amendment thereof. This appointment letter is being given to you in duplicate. Please return the duplicate copy of this letter duly signed as a token of your acceptance.

We wish you much success in your appointment.

Thanking you,


29.07.20.

MD.NIZAM UDDIN

Sr. Manager (HR, admin & compliance)

R.A.Z APPARELS

Pathantuli, Godnail, Siddirgonj, Narayanganj-1430

Call:-01813-580929 Email:- nizam3166@gmail.com



Internship report Fall 2023

ORIGINALITY REPORT

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SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to University of Liberal Arts Bangladesh Student Paper	8%
2	www.pbyrescue.com Internet Source	1%
3	San Lio. "Human Capital Accounting Implications on Firm Market Value: A Survey of Kenyan Private Universities", Accounting and Finance Research, 2021 Publication	<1%
4	eprints.kingston.ac.uk Internet Source	<1%
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