



Internship Report On
Training & Development of Surma Garments LTD

Submitted To:

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Letter of Submission

22 October 2024

To, Nujhat Anjum Ani

Senior Lecturer

Department of Business Administration

Faculty of Business & Entrepreneurship

Daffodil International University

Subject: Submission of Internship Report on “Training & Development on Surma Garments LTD”.

Dear Maam,

Respectfully, I am presenting my internship report as part of my BBA program on the subject of Training & Development of Surma Garments LTD. I’m happy to let you know that I have already concluded my internship at Surma Garments LTD, a reputable company in Bangladesh. It was a wonderful chance to learn about and gain experience with operational tasks, procedures, and functions unrelated to my area of study. This report is an integral aspect of my BBA degree, which emphasizes the importance of our academic backgrounds in terms of joining the workforce. I made every effort during the preparation of this report to gather pertinent data from all of the sources accessible. If you would be so kind as to receive this intern report paper, it would be greatly appreciated. As a result, I genuinely hope that you will recognize my efforts, and I will be eternally grateful if my report is approved for the challenging but necessary purpose.

Sincerely Yours,



.....
MD Nayeem khan

ID: 201-11-940

Major in HRM

BBA Program

Department of Business Administration

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Acknowledgment

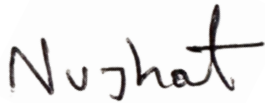
The internship opportunity with **Surma Garments LTD** provides an excellent chance for study and professional growth. I am grateful to Surma Garments LTD for enabling me to join their organization. First and foremost, I would want to thank the All-Powerful Allah (SWT) for providing me with the chance, courage, and poise to complete my undergraduate degree as well as the internship program.

Second, I want to express my gratitude to my supervisor, Ma'am **Nujhat Anjum Ani**, Senior lecturer in the Department of Business Administration Faculty of Business & Entrepreneurship at Daffodil International University, for all the support she gave me as I prepared my report.

And last, without the help of several members of the staff of Surma Garments LTD, my internship would not have been complete. I will always keep all the help I require. My sincere gratitude and appreciation to my internship supervisor for providing me with helpful guidance, suggestions, and assistance in understanding concepts that were unfamiliar to me as well as for sharing resources and materials on the Company Training & Development process which were crucial to the completion of my internship report.

Supervisor's Declaration

This is to certify that, the internship report on Surma Garments LTD, titled “Internship Report on Training & Development of Surma Garments LTD” is prepared by a student of the Department of Business Administration belonging to MD Nayeem khan, for the partial fulfillment of the BBA program of Daffodil International University. I certify that this work and the contents of this internship report have been conducted under my supervision and guidance. She is permitted to submit the internship report. I wish her very success in her life.



.....
Nujhat Anjum Ani
Senior Lecturer
Department of Business Administration,
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Daffodil International University

Executive Summary

This internship report is based on the Training & Development Of Surma Garments LTD is one of the largest professional producers of T-shirt, polo t-shirt, underwear, jacket, swim wear, Top bottom set, joggers, Night wear, kids item, All kinds of knits fabrics products and has established a reputation for its unrivaled capacity to produce fabrics items in the most competitive manner in terms of quality, pricing, design, and innovation.

This report is basically divided into Six chapters:

Chapter One: Of the report deals with an introduction that presents the objectives, methods, scope, and limitations of the study.

Chapter Two: Of the report deals with an organizational overview.

Chapter Three: Of the report deals with training & development process of Surma Garments LTD.

Chapter Four: Of the report deals with main duties & background analysis.

Chapter Five: Of the report deals with finding.

Chapter Six: Of the report deals with recommendation & conclusion.

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Chapter 1

Introduction

1 Introduction

Surma Garments LTD is a knit vertical unit having established with in the savartex group, now nearly more then two decades. The group started its journey as the pioneer of the sock industry in the late 80s then gradually diversified and has been growing in the apparel sector. After covering the project and material part of the sustainability journey we envisioned, Before it became mainstream, our facilities are currently under due process to be Green leed certified with in 2022, so that product, facility and the future all speak the same language which is important and close to all of our hearts today more then ever. We need to make sure they have the right people working for them so they can do their best work. The most valuable thing about a business is its employees. In today's very competitive business world, every company needs to have the right people with the right skills to be successful. For an inspection company to reach their long-term goals, they need to train their employees well. Human resource planning is an important part of any business's long-term growth. Several steps need to be taken by every company to make sure that the right number and types of people are given power. In these situations, training and growth are very important. A lack of skills and the fast spread of new technologies are putting a lot of pressure on how businesses do things after training. To fix this, a step-by-step strategic review of training and development processes is being suggested.

As per the job requirements, when a new position or a replacement for a current one is needed, the division in question must fill out an application form and get approval from the division supervisor before sending it to HR. The process that businesses use to find and hire people to fill open jobs is known as recruitment. Most businesses need to keep hiring new workers to replace those who are leaving or starting out, train new workers in new skills, and help their businesses grow.

1.1 The Rationale of Study

I am placed at SURMA Garments Ltd.'s Human Resource Division as part of a program of internship. As part of this study, I looked at the "Training and Development Method of SURMA Garments Ltd" and also tried to feel responsible for the hiring part. As one of the students who got to work as an intern at SURMA Garments Ltd., I feel very lucky. Because I specialized in HRM, this job will give me the chance to improve my practical skills and learn more about this topic so I can move up in my work.

1.2 The Internship Report's Beginnings

This internship report provides an overview of the experience at SURMA Garments along with specifics on the knowledge, skills, and information that were gained. I completed this paper for my BBA program at Daffodil International University. I owe a debt of gratitude to numerous individuals for helping, mentoring, and encouraging me during my internship. This program's primary objective is to acquaint graduates with the corporate and professional worlds.

1.3 The Goal of Internship

The main point of the study is to find out more about SURMA Garments LTD's Human Resource Management Process. Other's Objectives are:

- SURMA garment's training and development programs.
- To evaluate the employee performance of Surma Garments after getting training.
- Documents needed for a person to join.
- Joining process fulfillment of Surma Garments.
- To assess the attitude of a worker toward training.

1.4 Report's Methodology

Information for the study came from a number of different places and was gathered in a certain way. The main focus of this work is analysis. To get the knowledge, both Primary and secondary sources were used.

1.4.1 Primary Sources

The internship report has been constructed using primary source obtained through direct interaction, including engaging in discussion with

- HR personal Discussion.
- Practical work experience.
- Personal observation.
- Interaction with the employee.
- Through discussion with known employee.

1.4.2 Secondary Sources

It has also been used for preparing the report. Data have collected from published materials, like:

- Journal
- Books
- Internal meeting notes
- Annual report, Articles

1.5 The Objectives of the Study

Broad Objective

The report will mostly be about the steps that "Surma Garments LTD" took to training and development its employees. It will also look at how their employees feel about the company. Anyone who reads that whole report can learn about "The Training and Development Process of Surma Garments LTD," as well as their HR development level and how they can help their employees grow.

Specific Objective

- To discover Surma Garments LTD training and development philosophy.
- To analyze the different sources of training and development of Surma Garments LTD.
- To assess the Surma Garments LTD's training and development methodologies.
- To identify a few issues of Surma Garments LTD's training and development process.
- To make more suggestion for increased development.

1.6 Limitations of The Study

There are not enough books, papers, data, or numbers; these problems made it hard to do a full analysis. Also, the internet does not have enough knowledge. As the study went on, the following problems came up:

- **Time constraint:** Time constraints are a big problem. Learning so much about business in such a short time is really hard. The amount of time given wasn't enough to finish the work. And because of that, the study's time limit is getting in the way of a lot of work, and it's hard to finish a report in time.

- **A hectic work environment:** The authorities were pressed for time due to their enormous daily workload. While writing the report, time was a major constraint or issue.
- **Inadequate data:** Private company information cannot be displayed in this report. Departmental secrecy prevents access to certain sensitive information.

Chapter 2

Organizational Overview

2 Organizational Overview

Surma Garments LTD is Bangladesh's largest manufacturer. They have the biggest factory in the country, which operates nonstop to achieve the goals of the country.

2.1 The Objective of Surma Garments

The main divisions of Surma Garments include Sales and marketing, customer relations, administrative, human resources, finance, and information technology. The administrative and HR divisions can work together to produce the best outcomes. Finding the best solution for their customers and staff is a constant goal for the management of Surma Garments. Surma Garments constantly tries its hardest to improve the business.

2.1.1 Broad Objective

Surma Garments wants to establish Bangladesh as an industrialized nation by becoming a worldwide recognized brand in the apparel industry and by exporting its "Made in Bangladesh" products.

2.1.2 Targeted Goals

Acknowledge how important selection and recruitment are. Employee "Quality of Life" is taken into consideration during the education and training of qualified and driven staff.

- Fostering a positive perception of itself as a producer and provider of premium apparel equipment
- Quality monitoring.
- establishing a single sales office and taking the beach company global.
- Learn about the recruiting and selection procedure for a corporation.

2.2 Surma Garments Background in History

Surma Garments established in Dhaka Bangladesh. Surma Garments LTD and others items are among the group's subsidiaries. The Surma Garments was established in 1998. The company's initial chairman is Faisal Samad. It began as a trade enterprise during the time. Surma Garments LTD is a knit vertical unit having established with in the Savartex group, now nearly more then two decades. The group started its journey as the pioneer of the sock industry in the late 80s then gradually diversified and has been growing in the apparel sector.

Surma Garments has entered the clothing equipment business in the manufacture of clothing products. Surma Garments manufacture T-shirt, polo t-shirt, Underwear, jacket, swimwear, Top bottom set, joggers, Night wear, kids item, All kinds of knits fabrics. This expansion has become a major source of income for the company.

2.3 Surma garment's Business Overview

In Bangladesh, it directly and indirectly employs more than 2124 people. An average of five people are under the supervision of each of these workers. The lives of some 150,000 people nationwide may therefore be said to have been impacted by Surma Garments. Because of this, there is respect for each individual, their opinions, and their beliefs, and individuals from different educational, social, religious, and cultural backgrounds work here. People with a wide range of educational backgrounds, including technical, business administration, social science, and scientific, are employed at Surma Garments.

2.4 Mission of Surma Garments

As a responsible business, our goal is to become the best clothes company in Bangladesh in every way. We want to do right by our customers, workers, owners, and the environment.

- Individual growth.
- Serving as an ambassador for Bangladeshi, the best-quality brand.
- Change-management techniques (adopting change via innovation).
- To make sure that all business actions are fair and equal.
- To make things fair in rural places.

2.5 Vision of Surma Garments

Our vision is to become the most profitable player in the global clothing market by creating the best products that meet and meet customer expectations. To make sure that there is a good job opportunity, nice tools, and a good place to work.

2.6 Value of Surma Garments

- Responsible to country.
- Speed & Quality.
- Creativity.
- Simplification.
- Honesty and Integrity.

2.7 SOWT Analysis of Surma Garments

Strengths:

- Bangladesh's most extensive clothing base.
- Nationwide staff and facilities that are exceptional.
- The benefit of first service.
- Highly skilled management personnel.
- Well-recognized brand name and reputation.

Weakness:

- Occasionally fall behind in the manufacture of raw resources.
- The software frequently isn't updated on occasion.

Opportunities:

- There are numerous products available.
- Increasing revenue by introducing new items.
- Opportunity to hire expert workers.
- New items are being introduced.
- The sole business exporting clothing equipment.

Threats:

- In the market, there may be unethical competition.
- Political instability hinders sales.
- Multicultural customer demand.
- Pandemics and natural disasters like Covid19.

2.8 Company Profile of Surma Garments

	
Type	Surma Garments LTD
Industry	Knit Garments
Founding year	1992
Corporate Office	Niketon ,Dhaka
Key people	Khairul islam
Factory	Aicha Noadda , Rajashon Road, Savar, Dhaka
Products	All kinds of knits fabrics
Number of Employees	2124
Contacts	Phone- Head office -27710653 Email- log@savartex.com Website:www.savartex.com

Chapter-3

Training & Development Process of Surma Garments LTD

3.1 Training & Development

Training and development are essential for both an organization's ongoing expansion and the management of its human resources. They comprise systematic processes designed to enhance employees' skills, knowledge, and talents inside an organization.

Training:

A brief process called training tries to convey the specific skills and information needed to do a particular profession.

Goals: Our primary goal is to enhance productivity and work performance.

Techniques: Seminars, workshops, online courses, in-person instruction, role-playing, and mentorship are just a few of the numerous training methods available.

Development: Personal and professional growth are both facilitated by development, which is an ongoing process that takes time and effort.

Goals: The primary objective of development is to prepare employees for future opportunities within the organization.

Methods: Development often includes a bigger range of experiences, such as switching jobs, coaching, mentoring, formal schooling, and leadership programs.

Advantages:

Individuals: Workers learn new skills, get better at the ones they already have, and find better job prospects.

Organizations: A more skilled staff, higher happiness, and more work getting done are all linked to more skilled employees. Also, it can help keep good employees and plan for their future.

3.2 Training program at Surma Garments

Surma Garments knows that training is a key part of making sure that it stays effective and makes money. All employees must follow the company's training policy, which aims to give them the skills they need to do their jobs well. The Surma Garments is an expert at making and providing high-quality learning and development programs that are customised for each employee. The company cares a lot about its employees and offers benefits like training and chances to move up. However, each person is also expected to take charge of their own professional development. For the company, employees are their most valuable asset, so they put a lot of effort into helping them grow as people and as workers.

3.3 Different Types of Training of Surma Garments

1. Orientation Training
2. Product Knowledge Training
3. Behavioral Training.
4. Anger Management Training.
5. Soft Skill Training.

3.3.1 Orientation Instructions: This training program quickly and accurately introduces new employees to the company and gets them used to the way things work there. During training, employees can learn how to do their job in their field as well as the rules and laws of the company. Each new worker must successfully complete this training lesson before they can start doing their job. The introduction lesson will give them all the skills they need to do their jobs on a daily basis.

3.3.2 Product Knowledge Training: Every single person who works at Surma Garments gets training on their products. This includes the company manager, the assistant manager, the sales officer, and the sales executive. Their main goal in product awareness training is to make sure they know everything there is to know about Surma Garments goods so they can easily give people correct information about them.

3.3.3 Behavioral Training: Good customer service is just as crucial as offering high-quality goods when it comes to keeping consumers happy. Attracting and retaining consumers in this competitive period requires appropriate behaviour on the part of the business. That is why the management and employees of Surma Garments participate in behavioural training. Speaking politely and respectfully to customers is the primary goal of behavioural training.

3.3.4 Anger Management Training: Within a short time, some consumers and staff are becoming violent. So that they can properly handle consumers like that, Surma Garments offers anger management training to its team. Staff members may learn to handle hostile consumers and meet their requirements effectively via anger management training. Thanks to this training, Surma Garments LTD is able to satisfy a wide variety of consumers.

3.3.5 Soft Skill Training: The development of "soft skills," which include things like one's character, communication ability, and personality qualities, is a priority in the realm of professional and social competence. Staff at Surma Garments get soft skill training to help them interact with customers, adhere to company dress code policies, and promote a positive work atmosphere. Among the many domains that include soft skill training are:

- Leadership and Management.
- Team Building.
- Business Etiquette.
- Emotional Intelligence is a term used to describe the ability to understand and manage emotions.
- Managing your time.
- Communication Ability & Ability to Solve Problems.

3.4 Evaluation of Training & Development of Surma Garments LTD

To guarantee that the investment in staff development leads to overall organizational performance, it is essential to assess Surma Garments training and development programs.

- The goals of the development and training programs should be defined clearly. What are the most important things for workers to learn? What impact will they have on the organization's objectives?
- Using methods like as surveys, interviews, performance evaluations, and management feedback, determine where the organization is in terms of skills and knowledge.
- Using methods like as surveys, interviews, performance evaluations, and management feedback, determine where the organization is in terms of skills and knowledge.
- Make training programs that workers will really want to participate in and that are directly related to their jobs. Workshops, online courses, in-house training, and mentorship are just a few of the learning approaches to think about.
- Collect assessment comments from supervisors on trainees' progress. Find out whether their abilities and contributions to the squad have significantly improved.
- Training programs should be reviewed and updated on a regular basis to accommodate evolving organizational demands and industry trends. Make ongoing enhancements by using feedback and assessment outcomes.
- Collect assessment comments from supervisors on trainees' progress. Find out whether their abilities and contributions to the squad have significantly improved.

Chapter 4

Main Duties & Breakdown Analysis

4.1 Job Description

I got all the same benefits as a full-time job even though I was a student. As an intern at Surma Garments Limited, I worked in the HR department in the Training and Development department. Because of this, I can learn about the business roles of human resources management in a lot of different fields.

4.2 Specific Responsibilities of the Job

I worked under the direction of the Director of Human Resources during my job. My supervisor gave me new tasks to do every day, and I had to stick to my plan as well as any other meetings or activities that were called for. The work I have to do for my job program is listed below:

Offline Training: Carefully supply them accurate training knowledge per the direction of supervisors or other employees. Take attendance throughout the first hour of the offline training day. During the first hour of offline instruction, members must sign in. At the conclusion of the offline course, you will learn how to correctly generate a result sheet by counting marks.

Online Training & Viva: Get the correct information about online training and the viva by contacting supervisors or other employees as instructed. Please share the URL to the online Google form where the questions are set to the trainer. On occasion, provide instruction online and then administer a test in the same virtual environment.

Orientation Program: We trained or orientated them before they joined. They get the right understanding of the organization and its culture as a result. Additionally, it will be very beneficial for the candidate's bright future. As part of the new hire orientation Pay attention to everyone who is taking part. Please print out the questions and take the test together. After the test is over, go over the multiple-choice questions and make a score report.

Associated Works:

Here are a few of the most important things I have learnt about human resources development:

- Ready some document and check some document file on Microsoft Word.
- Some information related work on Microsoft Excel.
- Collecting some future manager's exam paper and create result sheet of them.
- Create some budget list of office.
- Some work on Pdf to word file, image to text. scanning paper and create important document.

4.3 Internship Program's Takeaways

Through my internship, I was able to get insight into Job's real-life experiences. I have learnt a lot of useful skills for my future career thanks to this internship program, which is both efficient and fruitful. Among the many things I learnt during my internship were:

- **Importance of IT Skills:** It is very important to get better at IT skills. It really helped me during my job. I'm much better at doing things that have to do with IT now than I was before.
- **Organizational Behavior:** The behaviour of people in a business is called organizational behaviour. Various businesses have their own rules and laws that must be followed. I found out how to sign up for the job program. In a certain way within your business. The company's mindset, organization, technology, and work setting were all things I learnt.
- **Multi-Tasking:** In the Internship Program, I had to quickly finish a number of tasks given to me by my supervisor. Although it was hard, I was able to finish this exercise thanks to this training. Getting along with coworkers: It was the hardest thing for me to do. During my job, I had to deal with candidates all the time, which was definitely a task for me.
- **More responsible while under pressure:** Being more responsible is important when I'm under a lot of stress. I need to meet my KPI, which means I have to work hard, which is good for my skills and leads to a better result.

4.4 Company Level Analysis

This part looks at how the Human Resources Management Process of Surma Garments relates to different characteristics of employees. Surma Garments always tries to give their employees the best training, and before and after the training, they use different review methods to see how much their employees have learnt.

4.5 Organizational Implications

As part of their academic program, Daffodil International University sends its students to work as interns for three months at different local and international businesses. This gives them a chance to learn about the organization, its structure, and the way things work there. Since I started my job at the Surma Garments head office, he has helped me learn more about the company's human resources department and understand how they think in general.

- **Taking on New Tasks:** Taking responsibility and achieving what is wanted is a tough job in and of itself. I learnt a lot about it from Surma clothes. Everyone I've seen working for a company does their job every day. When I was at Surma Clothes for this short time, the level of trust was higher than I thought it would be.
- **Interaction with company personnel:** Working at Surma Garments has taught me that talking to business people is an art. Because this is one of the biggest companies in the business, I had to go see enough people in one day. Excellent use of body language, style of speech, and smiles to help staff. Everything I know I learnt from Surma Garments. There is one area where I have become more flexible, and I think that is something I will be able to do well in the future.

- **Knowledge gained:** Among other things, my job taught me how to hire people, what the selection process is like and what factors should be taken into account, as well as how to judge the applicants who were chosen.

4.6 Consequences for University Internship Programs

This internship report on the Surma Garments training and development process says that the central office is ready to meet part of the requirements for the Daffodil International University internship program. I learn more about the human resources department by getting hands-on training with Surma Garments during my jobs. The general training and growth method for Surma Garments was talked about in this training link. We also know that practical knowledge is invaluable and that real knowledge lasts longer and works better than academic knowledge. This study will help me get a more accurate and up-to-date picture of the real business world, especially in the clothes industry. It will also help me learn more about many aspects of the high-tech industry.

- **Presentation skill:** As a university student, I was required to deliver presentations in a wide variety of classes every semester. As a result, I would prepare the presentation slides and do more practice runs before our class final.
- **Communication ability:** During my time at university, English has been my primary language of communication. Every member of the faculty uses English while interacting with students and giving presentations. The chance to study and develop my English skills, which are essential in any field, was a huge blessing in my professional life. What this means is that I learnt how to speak English correctly in university.
- **Making decisions:** I've become better at deciding what to do and when to do it. I had done my homework before each semester of the course.
- **Discipline:** At my university, DIU, there are a lot of rules and laws. Likes having shoes and ID cards, and they always show up to class on time, which is closely watched by the university administration.
- **Teamwork:** Many times during my stay at university, I worked with other people in groups. Presentations, case solving, question answering, and brainstorming are just a few of the many things I've done with the team. When we worked together as a team, we shared what we knew. The chance to have a fresh perspective was fantastic.

Chapter 5

Findings

5.1 Findings of Surma Garments LTD

Insufficient Manpower in Training Section of HR:

The Training Section of Surma Garments' HR department does not have enough staff. While it is the first department's job to make sure that the right people with the right skills are sent to the right departments, I was also surprised to learn that they hire too many interns at once because they save money on HR costs because they don't have to pay interns as much as they do regular workers. This leads to uneven performance because not every intern they hire can do what they need them to do.

Offline Training:

Surma Garments should do more training in person instead of online. Trainers and trainees can talk to each other directly during in-person training, which makes the learning experience more personalised. People can ask questions or get more information about ideas right away. People who go to classroom training are more likely to work together, have group talks, and feel like they are part of a community. But some people may miss the face-to-face contact and participation that comes with standard school setups when they do their training online.

Inconsistent Training Across Departments:

In Surma Garments, training classes aren't always the same for different teams or areas. Something that can make things hard to understand.

Breach Leave Policies:

The first thing that caught my attention as a policy violation in Surma garment's HR was that the department doesn't follow its written policy when it comes to weak leave. Their policy says that they should give their workers 1.5 to 2 days off a week, but in reality, they only give them a weak holiday of one day.

Little Attention on Work Life Balance:

One thing I noticed about Surma Garments is that HR managers don't care much about their employees' work-life balance. Even though I was an intern, I had to work extra hours many times. The rate has become even higher over time between regular workers.

Over Interference of Higher Authority in HR Decisions:

During an early hiring process, I saw Surma garment's higher authority getting in the way of HR's decisions about the choice. It's clear that HR experts have been taught, and the people they choose are usually better for the job. But in Surma Garments, too much meddling from higher authorities in these kinds of HR choices makes HR work less well.

Chapter 6

Recommendation & Conclusions

6.1 Recommendations for Surma Garments:

Increase Manpower in Training Section of HR:

The first thing I would tell Surma Garments is to hire more people for the training area of HR. Surma Garments relies on casual workers and interns most of the time. But they forget to cut costs because a temporary worker or student will never be able to do the job of a full-time worker. Because regular employees are motivated by many things and benefits that make them do their best work. But there is always a chance that casual workers will switch jobs. So, if you want the best work, you need to make your workers feel like they own their company. And to make workers feel like they own the company, Surma Garments should hire more full-time workers in the HR Training Section.

Increase Offline Training:

What I think Surma Garments should do When compared to online training, Surma Garments should do more training in person. They should give their employees more and more offline training and also some offline tasks to do. Because When there is a skilled teacher, the lessons can be changed and adapted. In order to meet the needs of all individuals, instructors can change the pace and topic of their lessons.

Policy Alignment:

Surma Garments should also keep the policy he promised. For the best results, it's important that employees are happy. On the other hand, any kind of policy violation makes workers unhappy, which makes them more likely to leave, which costs more in the long run.

Increase Attention to Work Life Balance:

Every person is connected to their family, friends, and other people in their life. Most people work to support their family, and in every culture, family and life come first. Surma Garments should help its workers find a better mix between work and life by letting them leave the office at the right times. The extra hours shouldn't have to be done, but should be a choice.

Ensuring Competitive Compensation Plans:

The pay range in Surma Garments is very close to the market rate. Because of this, most workers leave Surma Garments as soon as they can find a better job. Surma Garments should make his pay plan more competitive and based on the market so that his employees don't leave as often.

Freedom of HR:

The people in charge at Surma Garments should think more about their choice before making it. People need to remember that HR workers have studied different HR tasks and have years of experience in the field. It takes longer to learn from experience than from gut feelings alone. They should give the HR staff more freedom and options so that they can make different decisions about HR.

6.2 Conclusion

The internship program is the prerequisite for the BBA degree. Through this program, students can learn about the situation in the real world. These days, time is the most important thing in business. It definitely depends on a lot of things, like how well an idea is created. It's become more competitive in the market Surma Garments is a big part of it. A strong argument for this claim comes from the fact that things in the real world often don't fit the brain theory. I picked almost all of the desks at some point while I was working for Surma Garments. And while three months isn't long enough to find all the differences between theory and practice, I did notice that the idea is somewhat different from working out. No matter how busy they are, the officials have always been polite, friendly, and willing to help. Even so, working in Surma Garments was a very nice experience.

Through the practical instruction, I learnt about the job of Surma garment's human resources department, which will help me a lot as I try to advance my career in human resources management in the future. Outside of the conversation above, it's possible to say that the way people negotiate with each other today is pretty accurate. Because the deal is done automatically, the system is green and strong. As a result of using the discussion method with clients during my reasonable introduction to Surma Garments, I have reached a solid and urban conclusion in a completely relaxed manner. The way Surma Garments has hired and chosen people over the last ten years has shown that if you have strong preferences and minds, you can get any job. Almost all of the big companies in our area have different ways of hiring and choosing employees than Surma Garments. However, it made the person more useful than many of their competitors. It was only possible because of good hiring practices and a good selection process.

Reference:

1. Surma Garments LTD. About Us. Retrieved from <https://surmaGarmentsbd.com/about>.
2. Surma Garments LTD official reports and papers.