



INTERNSHIP REPORT
on
“Recruitment & Selection Process of Corus Fashion Ltd.”

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This Internship Report is presented to the Department of Business Administration at Daffodil International University to satisfy the partial requirements for the Master of Administration (MBA) degree.

Letter of Transmittal

Date: 28 December, 2025

Dr. Mohammad Shibli Shahriar

Professor & Director MBA Program

Department of Business Administration

Faculty of Business and Entrepreneurship

Daffodil International University

Subject: Submission of Internship Report.

Dear Sir,

I am delighted to present my internship report, which is an essential requirement of our MBA program. This experience has granted me a significant opportunity for practical application. The report centers on the "Recruitment & Selection Process of Corus Fashion Ltd." I had the honor of working at Corus Fashion Ltd., Savar Bazar Bus Stand Branch, situated in Savar Bazar Bus Stand, Dhaka, under your esteemed guidance. This internship has provided me with both academic and practical insights.

To begin with, I acquired an understanding of the organizational culture of one of the nation's foremost garments. Additionally, the program allowed me to adapt to the corporate environment effectively. I would be extremely grateful if you could kindly accept this report and provide your esteemed feedback. It would be a pleasure to learn that you find this report both beneficial and informative, offering a clear perspective on the subject matter.

Sincerely Yours



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Declaration

I, H.M. Mahmud Alam, hereby formally declare that the report regarding the internship program titled "Recruitment & Selection Process of Corus Fashion Ltd." has been solely authored by me after the successful completion of a three-month internship at Corus Fashion Ltd., Dhaka.

I hereby confirm that this report has been generated exclusively for my academic needs and is not meant for any other use. It may be relevant to the opposing party of the corporation. Additionally, I guarantee that this report has not been submitted in any other context within Bangladesh before this submission.

H.M. Mahmud Alam

Signature of Student

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Approval Certificate

This document is intended to certify that H.M. Mahmud Alam, who is identified by ID: 241-14-013, has produced the internship report entitled "Recruitment & Selection Process of Corus Fashion Ltd." This work was carried out under my supervision and guidance. It serves as a partial fulfillment of the requirements for the four-year Bachelor of Master's Administration degree, majoring in Human Resource Management, at Daffodil International University.

I have thoroughly reviewed the final paper and can affirm that she has independently completed the report under my supervision.

I wish her every success in life.



.....
Dr. Mohammad Shibli Shahriar

Professor & Director MBA Program

Department of Business Administration

Faculty of Business and Entrepreneurship

Daffodil International University

Preface

The internship program constitutes a vital part of the requirements necessary for obtaining a Bachelor of Master's Administration (MBA) degree. During my internship at Corus Fashion Ltd., I was fully engaged in a practical working environment that significantly enhanced my learning experience. While university education primarily focuses on theoretical knowledge, it is evident that such knowledge alone is insufficient for real-world applications. The internship provided me with a valuable opportunity to bridge this gap and cultivate practical skills.

At Corus Fashion Ltd., I was tasked with a project centered on the "Recruitment and Selection Process of Corus Fashion Ltd." This assignment allowed me to delve deeply into the practical aspects of the corporate environment and mentally prepare myself for future professional challenges. Through this project, I gathered a substantial amount of information crucial for my report, thereby improving my understanding of the operations at Corus Fashion Ltd.

Human Resource Management is a critical area within any organization, encompassing the recruitment, training, and development of staff.

In conclusion, I would like to express my gratitude to Allah for granting me the strength to successfully complete this internship.

H.M. Mahmud Alam

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Acknowledgement

I would like to start by conveying my sincere gratitude to Almighty Allah for providing me with the chance to complete the entire internship process and to prepare this report. I am also profoundly grateful to my internship advisor, Dr. Mohammad Shibli Shahriar, Professor & Director MBA Program, Department of Administration at Daffodil International University, whose guidance and support were crucial in the development of this report. It was an honor to work at Corus Fashion Ltd. I would like to express my appreciation to all the staff for their warmth and cooperation. Their attentive assistance enabled me to acquire many important lessons during my internship. I wish to convey my deep appreciation and special thanks to Al-Amin Khan, Head of the HR Department at Corus Fashion Ltd, along with Anowerzzaman Khan, Assistant Manager of the HR Department; Aminul Islam, Senior Executive at Corus Fashion Ltd. Their invaluable advice, guidance, and information were of great help to me throughout my internship. Finally, I must recognize the exceptional environment and collective dedication of these garments, which afforded me numerous opportunities to participate in and observe developmental activities during my internship. I also want to express my heartfelt thanks to my friends, whose encouragement in various forms inspired me to finalize this report.

Dedication

Every action performed by a person is frequently influenced by a source of inspiration. In particular, I would like to dedicate this report to my cherished parents, whose prayers, love, and steadfast support have continually inspired me to reach my objectives. Additionally, I wish to express my dedication to my respected supervisor, Dr. Mohammad Shibli Shahriar, Professor & Director MBA Program, Department of Administration, his guidance and faith in my capabilities have provided me with the confidence required to carry out this work. Without her support and mentorship, the successful completion of this report would not have been achievable.

May Allah bless all of them.

Executive Summary

This report examines the Recruitment and Selection Process of Corus Fashion Ltd., a leading ready-made garment (RMG) manufacturer in Bangladesh. The purpose of this study is to understand how the company attracts, evaluates, and appoints qualified personnel to meet its operational and strategic needs.

Corus Fashion Ltd. operates within the highly competitive RMG sector, where efficiency, compliance, and skilled human resources are key to maintaining international standards. The company's human resource management practices emphasize ethical recruitment, equal opportunity, and workforce competence. Recruitment at Corus Fashion is carried out both for factory-level operational roles and office-based managerial or merchandising positions.

The recruitment process begins with workforce planning and job analysis, followed by job advertisements published through the company website, notice boards, and sometimes local recruitment drives. Applicants submit their CVs or application forms, which are screened by the HR department. Shortlisted candidates then undergo written, oral, or practical tests, depending on the position. This is followed by interviews conducted by HR and departmental heads to assess technical expertise, attitude, and cultural fit.

After successful evaluation, candidates are required to undergo medical and background checks to ensure compliance with the company's ethical and safety policies. Selected candidates receive appointment letters outlining their employment terms, followed by an orientation program to familiarize them with the company's culture, policies, and safety standards.

The study found that the recruitment process at Corus Fashion Ltd. is systematic and compliance-focused, aligning with international labor and ethical trading standards. However, like many firms in the RMG sector, there is scope for improvement in areas such as digital record keeping, employee feedback systems, and structured performance-based assessments during probation periods.

Overall, Corus Fashion Ltd.'s recruitment and selection process ensures that the company attracts skilled and motivated employees, supporting its vision of being a reliable and socially responsible apparel manufacturer in Bangladesh

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CHAPTER ONE

INTRODUCTION

1.1 INTRODUCTION

Recruitment and selection are essential functions within human resources that have a direct impact on an organization's efficiency and productivity. This process encompasses the attraction, screening, and selection of qualified candidates for various job roles. Corus Fashion Ltd., a prominent institution in the garment industry, adheres to a structured recruitment and selection process to secure skilled and capable employees. This report aims to analyze how Corus Fashion Ltd. oversees its recruitment and selection processes to achieve organizational objectives and sustain a competitive workforce.

1.2 BACKGROUND OF THE STUDY

Corus Fashion Ltd. has positioned itself as a distinguished entity in the garments industry, demonstrating a robust dedication to customer service and innovation. Within the garments sector, human capital is an essential resource, and the recruitment and selection process is crucial for developing a competent workforce. This study examines the methods and strategies utilized by Premier Garments to effectively recruit and select candidates. Gaining an understanding of these processes will offer valuable insights into best practices in human resource management within the garments industry.

1.3 SCOPE OF THE STUDY

This research mainly concentrates on the recruitment and selection procedures at Corus Fashion Ltd. It encompasses several phases including job postings, application evaluations, interviews, assessments, and the ultimate selection. The report analyzes the efficiency of these processes and their congruence with the organization's goals. The focus is restricted to the HR practices concerning recruitment and selection in the garments sector and does not include other HR activities such as training or performance evaluation.

1.4 OBJECTIVES OF THE STUDY

Broad objective:

To analyze the Recruitment and Selection process of Corus Fashion Ltd.

Specific objectives:

The primary objectives of this study are:

- To comprehend the recruitment and selection process at Corus Fashion Ltd.

- To evaluate the effectiveness of the methods and techniques employed by the garments.
- To recognize the challenges encountered during the recruitment and selection process.
- To offer recommendations for enhancing the recruitment and selection process.
- To acquire practical knowledge and experience in human resource management through internship exposure.

1.5 METHODOLOGY

The methodology used for this study involves qualitative and descriptive research methods. Data collection was conducted through observation, interviews, and review of official documents related to the recruitment and selection process of Corus Fashion Ltd. The study focuses on gathering both theoretical and practical insights during the internship period to analyze the effectiveness of the garments' human resource practices.

Research Type:

This study is fundamentally descriptive, with the objective of delivering a comprehensive overview of the recruitment and selection procedures employed by Corus Fashion Ltd.

Data Collection Methods:

- **Observation:** Throughout the internship, direct observation of the daily operations of the HR department concerning recruitment and selection was undertaken. This facilitated an understanding of the practical implementation of policies and procedures.
- **Interviews:** Informal and semi-structured interviews were carried out with HR staff, recruitment officers, and selected candidates to gather insights into the recruitment process, associated challenges, and overall effectiveness.
- **Document Analysis:** Official documents, including recruitment guidelines, job descriptions, selection criteria, and policy manuals, were examined to comprehend the formal framework that governs recruitment.

The gathered data were qualitatively analyzed by categorizing information into themes such as recruitment methods, selection criteria, challenges, and overall effectiveness. The results were subsequently compared with theoretical frameworks from HR management literature.

1.6 SOURCES OF DATA

1.6.1 Primary Sources of Data

- Direct observation of the recruitment activities and human resources procedures at Corus Fashion Ltd.
- Conducting interviews and engaging in informal discussions with human resources personnel and members of the recruitment team.
- Interacting with newly hired employees to gain insights into their experiences throughout the selection process.

1.6.2 Secondary Sources of Data

- Official documents, policy manuals, and reports related to recruitment and selection from Corus Fashion Ltd.
- Relevant books, articles, and journals on recruitment and selection processes.
- Internet resources and publications on HR best practices and garments sector recruitment trends.

1.7 LIMITATIONS

Despite efforts to conduct a comprehensive study, some limitations were encountered:

- The duration of the internship was constrained, which limited the extent of data gathering and analysis.
- Some HR documents and internal procedures were classified and not available for access.
- Data obtained from interviews and observations might have been swayed by the personal perspectives of the respondents.
- The research concentrated solely on recruitment and selection processes, excluding other HR functions that might have affected recruitment results.

CHAPTER TWO

ORGANIZATIONAL PROFILE OF CORUS FASHION LTD.

2.1 HISTORY

Corus Fashion Ltd., legally recognized as Corus Knit Composite Ltd., is a distinguished knitwear manufacturing company that is entirely export-oriented, located in Mirpur, Dhaka, Bangladesh. Founded in the early 2000s, the company was established with the aim of producing top-quality knit garments for prominent international buyers while upholding high ethical, social, and quality standards.

Since its inception, Corus Fashion Ltd. has prioritized innovation, quality assurance, and compliance, which has enabled it to swiftly gain recognition among international clients. The company began with a modest sweater production unit and progressively expanded its operations to encompass knitting, dyeing, sewing, finishing, and packaging — all consolidated within a single composite facility. This vertical integration has allowed Corus to exert greater control over product quality and delivery schedules.

Throughout the years, Corus Fashion Ltd. has developed a reputation for its professional management practices, skilled workforce, and dedication to sustainable production. The company employs a significant number of trained workers and technical experts who enhance its production efficiency and ensure compliance with international standards, including the prohibition of child labor, fair wages, and safe working conditions.

Currently, Corus Fashion Ltd. caters to a diverse array of global apparel brands, exporting to markets in Europe, North America, and Asia. The company remains committed to investing in modern machinery, employee development, and environmentally friendly production technologies to reinforce its status as a socially responsible and quality-focused garment manufacturer within Bangladesh's competitive textile industry.

2.2 MISSION

The objective of Corus Fashion Ltd. is to provide high-quality knitwear products to international markets while adhering to the utmost standards of ethics, efficiency, and sustainability. The company is committed to achieving customer satisfaction through ongoing enhancements in product quality, timely delivery, and responsible manufacturing practices.

Corus Fashion Ltd. endeavors to:

- Uphold world-class quality standards by utilizing advanced technology and skilled personnel.
- Guarantee ethical and socially responsible operations, including adherence to all labor, safety, and environmental regulations.
- Empower employees through training, collaboration, and equitable employment practices.
- Foster long-term relationships with global buyers based on trust, reliability, and consistent performance.
- Advocate for sustainability by implementing eco-friendly production methods and reducing waste and resource consumption.

Through this mission, Corus Fashion Ltd. aims to establish itself as a leading, responsible, and innovative apparel manufacturer, contributing to both the national economy and the global fashion industry.

2.3 VISION

The vision of Corus Fashion Ltd. is to establish itself as a globally recognized and trusted manufacturer of apparel, distinguished by its innovation, quality, and dedication to ethical business practices. The company aims to set new standards in the knitwear sector by integrating advanced technology, skilled personnel, and sustainable production techniques.

Corus Fashion Ltd. envisions:

- Becoming the preferred supplier for prominent international fashion brands.
- Fostering a safe, inclusive, and inspiring workplace that prioritizes employee development and well-being.
- Attaining sustainable growth through environmentally friendly operations and ongoing innovation.
- Improving Bangladesh's standing in the global apparel market through excellence in quality and responsible manufacturing.
- Contributing to the nation's economic and social progress by creating jobs and advocating for ethical trade.

Through this vision, Corus Fashion Ltd. seeks to lead the industry not only in production capacity and quality but also in corporate responsibility and sustainable business excellence.

2.4 PRODUCT AND SERVICE OFFERED BY ORGANIZATION

Corus Fashion Ltd. (also referred to as Corus Knit Composite Ltd.) is a fully export-oriented knitwear manufacturing enterprise that specializes in the production of high-quality garments for global brands. The company offers a comprehensive range of knit apparel products and associated manufacturing services, ensuring adherence to quality standards, compliance, and prompt delivery.

1. Main Products

Corus Fashion Ltd. produces a diverse array of knit garments for men, women, and children, which includes:

- Sweaters (Primary Product Line)
 - o Pullover sweaters
 - Cardigans
 - Turtle necks
 - V-neck sweaters
 - Crew neck sweaters
 - Cable knit and jacquard designs
- Knitwear Products
 - T-shirts and Polo shirts
 - Sweatshirts and hoodies
 - Tank tops and casual wear
 - Children's knitwear
- Seasonal and Custom Apparel
 - Winter collections tailored for export markets
 - Fashion knitwear customized for buyers based on seasonal trends and designs

All products are crafted from premium materials such as cotton, acrylic, wool, viscose, and blended yarns, procured from reputable suppliers to fulfill buyer requirements.

2. Services Offered

Corus Fashion Ltd. provides extensive apparel production and export services tailored to fulfill the demands of international clients. The primary services offered include:

- Product Development & Sampling
 - Interpretation of designs and product sampling according to buyer specifications.
 - Creation of prototypes and pre-production samples to guarantee product quality and precision.

- Knitting & Dyeing Services
- In-house facilities for knitting and yarn dyeing to ensure uniformity in color and texture.
- **Garment Manufacturing**
 - Comprehensive production processes encompassing linking, sewing, finishing, ironing, and packaging.
- **Quality Control & Compliance**
 - A multi-stage inspection process (inline, midline, and final inspection) to assure superior quality.
 - Compliance with international labor and safety standards (prohibition of child labor, fair wages, and safe working environments).
- **Logistics & Export Support**
 - Effective management of shipments, documentation, and export coordination with global clients.
- **Customer Relationship & Merchandising**
 - Dedicated merchandising teams responsible for managing buyer communications, tracking orders, and providing product updates.

3. Unique Selling Points (USP)

- A completely integrated composite unit (from knitting to finishing all under one roof).
- A management team with extensive experience and a highly skilled workforce.
- Timely delivery accompanied by rigorous quality control measures.
- A strong commitment to sustainability and ethical manufacturing practices.

2.5 VISION FOR THE FUTURE

Vision for the Future

As a swiftly expanding entity within Bangladesh's ready-made garment (RMG) industry, Corus Fashion Ltd. has established a distinct vision for its future progress. The organization seeks to enhance its status as a globally acknowledged, sustainable, and innovation-oriented apparel producer. In accordance with the evolving global market trends, Corus Fashion Ltd. is concentrating on ongoing enhancement, technological innovation, and social accountability to guarantee sustained growth and competitiveness.

1. Expansion of Global Market Reach

Corus Fashion Ltd. is set to broaden its export presence beyond its current markets in Europe, North America, and Asia. The organization aims to forge partnerships with new international buyers and fashion retailers, thereby enhancing Bangladesh's standing as a center for high-quality knitwear production.

2. Adoption of Advanced Technology

In order to boost productivity and efficiency, the company plans to invest in state-of-the-art knitting machines, automated quality control systems, and digital production tracking tools. This technological advancement will facilitate quicker lead times, minimize waste, and enhance consistency in production.

3. Commitment to Sustainability

Corus Fashion Ltd. aspires to become a frontrunner in environmentally friendly apparel manufacturing. The company intends to adopt green production methods, including wastewater recycling, energy-efficient machinery, and sustainable raw materials, to lessen environmental impact and comply with global sustainability standards.

4. Workforce Development

Acknowledging that its workforce is its most valuable asset, Corus Fashion Ltd. intends to invest in employee training, skills enhancement, and leadership initiatives. The company seeks to cultivate a more knowledgeable, motivated, and safety-oriented workforce capable of adapting to technological advancements and market fluctuations.

5. Innovation and Product Diversification

To maintain competitiveness in the rapidly evolving fashion sector, Corus Fashion Ltd. intends to broaden its product range by launching functional, stylish, and sustainable knitwear designs. The organization aspires to partner with international designers and embrace global fashion trends to develop products with greater added value.

6. Strengthening Corporate Social Responsibility (CSR)

Additionally, the company seeks to reinforce its position as a socially responsible entity by advocating for fair labor practices, gender equality, and community welfare. Through its CSR initiatives, Corus Fashion Ltd. aims to make a positive impact on social and economic development in Bangladesh.

2.6 CORUS FASHION LTD CORPORATE SOCIAL RESPONSIBILITIES

Corus Fashion Ltd. firmly asserts that enduring business success is contingent not solely upon profitability but also on its dedication to social, environmental, and ethical obligations. As a conscientious entity within Bangladesh's ready-made garment (RMG) industry, Corus Fashion Ltd. incorporates Corporate Social Responsibility (CSR) into its everyday practices to guarantee sustainable development and a beneficial impact on the community.

1. Employee Welfare and Fair Labor Practices

Corus Fashion Ltd. adheres to international labor standards and national labor regulations to safeguard employee rights. The organization guarantees:

- No child labor or forced labor, in accordance with ILO conventions.
- Equitable wages and equal opportunities for all employees, irrespective of gender or background.
- Safe and healthy working environments, complemented by regular safety drills and training sessions.
- Access to medical facilities and health check-ups for workers.
- Skill enhancement programs aimed at improving employee capabilities and fostering career advancement.

The organization fosters a positive and inclusive workplace culture where employees are treated with respect and dignity.

2. Environmental Protection and Sustainability

Corus Fashion Ltd. acknowledges its duty towards environmental preservation and has implemented eco-friendly measures to lessen its ecological impact. These measures encompass:

- Waste management and recycling systems aimed at reducing pollution.
- Energy-efficient machinery and lighting designed to lower power consumption.
- Appropriate treatment of wastewater prior to discharge to safeguard local ecosystems.
- Utilization of sustainable raw materials whenever feasible, such as organic cotton and low-impact dyes.

The company aspires to transition towards a "green production process," in alignment with global sustainability objectives.

3. Community Engagement and Development

In addition to its factory operations, Corus Fashion Ltd. plays a role in social development through various community initiatives. Illustrative examples include:

- Supporting educational programs for underprivileged children in nearby areas.
- Engaging in community welfare projects such as health camps and sanitation initiatives.
- Offering employment opportunities to local residents, particularly women, thus aiding in poverty alleviation and women's empowerment.

Through these initiatives, the company fortifies its connection with the community and promotes inclusive development.

4. Ethical Business Practices

The company upholds rigorous ethical standards across all facets of its business operations. It guarantees:

- Transparency and accountability in relationships with suppliers and dealings with buyers.
- Adherence to international codes of conduct, including ethical trading and anti-corruption policies.

- Regular internal audits and third-party compliance assessments to uphold integrity and reputation.

5. Occupational Health and Safety (OHS)

Corus Fashion Ltd. prioritizes the establishment of a safe and hazard-free work environment.

The company undertakes the following measures:

- Regular fire safety training sessions and emergency evacuation drills.
- Installation of firefighting equipment and safety signage across the factory premises.
- Designation of safety officers and the formation of safety committees to oversee compliance.

Through these actions, the company guarantees worker safety and adherence to Accord and Alliance standards for factory safety.

CHAPTER THREE

RECRUITMENT & SELECTION PROCESS OF CORUS FASHION LTD.

3.1 RECRUITMENT

Recruitment is defined as the process of identifying, attracting, and motivating individuals to submit applications for job vacancies within an organization. In large corporations such as Corus Fashion Ltd., this process may be conducted by internal HR professionals or delegated to specialized recruitment agencies to enhance efficiency. The goal is to attract a diverse array of qualified candidates for various positions. This phase occurs prior to selection and aims to create a pool of talent from which the most suitable candidates can be selected. Ultimately, recruitment serves as a link between prospective employees and the employer, with the primary aim of hiring the right individual at the right moment to fulfill organizational requirements.

3.2 PURPOSE & IMPORTANCE OF RECRUITMENT

The Purpose and Importance of Recruitment are given below:

- Increase enthusiasm among individuals regarding applications to our institution.
- Establish a robust pool of candidates to assist in selecting the most suitable individuals.
- Assess the present and future requirements of the institution in conjunction with our staffing strategies and job evaluations.
- Recruitment serves to link employers with prospective employees.
- Expand our applicant base without compromising quality.
- Begin identifying the ideal candidates for our available positions.
- Enhance the institution and investigate diverse effective recruitment strategies and resources for all types of job seekers.

3.3 SOURCES OF RECRUITMENT

According to Snell and Bohlander (2013), organizations can choose candidates for their recruitment processes from two separate categories of sources: internal and external. Internal recruitment sources pertain to candidates who come from within the organization, such as the transfer of employees between different departments. In contrast, external sources include applicants from all other origins, such as outsourcing agencies and similar organizations.

3.4 HUMAN RESOURCE PLANNING

Effective human resource planning is essential for identifying the shortcomings within the existing workforce of the organization. Furthermore, it assists in ascertaining the number of employees needed for recruitment and the qualifications they should hold.

- **Size of the Firm:**

The size of the organization significantly influences the recruitment process. When a company aims to improve its operations and expand its Master's activities, it will evaluate the need to recruit additional personnel to effectively manage these operations.

- **Cost:**

Recruitment incurs costs for the employer; therefore, organizations strive to leverage recruitment sources that will reduce the expenses associated with hiring each candidate.

- **Growth & Expansion:**

The organization will contemplate hiring more staff if it is in the midst of expanding its operations.

3.5 EXTERNAL FACTORS AFFECT RECRUITMENT

The external factors that affect recruitment are elements that lie outside the institution's control. The main external forces consist of:

1. Supply and demand
2. Labor market conditions
3. Institutional image and goodwill
4. Political, social, and legal contexts
5. Unemployment levels
6. Competitors in the market

3.6 THE RECRUITMENT PROCESS

The recruitment process involves the advertisement of job vacancies and the dissemination of role information to potential candidates.

Job Promotion

The promotion of job openings acts as a magnet for attracting prospective candidates, encouraging them to seek further information about the position. It is crucial to furnish adequate details to render the role appealing and inspire interested individuals to submit their applications. Care must be taken to prevent the imposition of excessive barriers to the application process; for example, mandating a CV could discourage some candidates from applying.

Crafting an Advertisement

Newspaper advertising continues to be the most common method of recruitment; therefore, this document will focus on this specific strategy.

3.7 COMPONENTS OF A GOOD ADVERTISEMENT

There is considerable evidence suggesting that qualified candidates are less likely to respond to advertisements that are vaguely worded or inadequately defined, whereas unqualified applicants tend to submit applications more often.

A standard format for advertisements typically comprises the following components:

- Title of the advertisement
- Promotional message
- Job title and location
- Description of the role
- Responsibilities associated with the job
- Profile of the ideal candidate
- Contact details and concluding statement
- Date of publication

3.8 GIVING THE JOB

Prior to issuing a formal job offer, it is essential for employers to meticulously prepare in order to facilitate a transparent and professional hiring process. Important steps encompass:

- Evaluating and finalizing the terms and conditions pertinent to the position
- Ensuring the offer is consistent with the organization's financial limitations
- Compiling a detailed information package for the chosen candidate, if required

Such preparation aids in presenting the opportunity in an organized fashion and enhances effective onboarding.

3.9 SELECTION

Prior to issuing a formal job offer, it is essential for employers to meticulously prepare in order to facilitate a transparent and professional hiring process. Important steps encompass:

- Evaluating and finalizing the terms and conditions pertinent to the position
- Ensuring the offer is consistent with the organization's financial limitations
- Compiling a detailed information package for the chosen candidate, if required

Such preparation aids in presenting the opportunity in an organized fashion and enhances effective onboarding.

3.10 OVERVIEW OF SELECTION TECHNIQUES

Choosing the appropriate candidate necessitates employing a blend of evidence-based techniques to guarantee a just and efficient recruitment process. Below is a summary of best practices for three frequently utilized selection methods:

1. Curriculum Vitae (CVs), Resumes, and Written Applications

CVs and resumes offer essential insights into a candidate's educational background, work experience, and professional accomplishments. To enhance their effectiveness:

- Always confirm the accuracy of the information provided, particularly regarding employment gaps or discrepancies.
- Motivate candidates to explicitly address both essential and desirable criteria in their applications to facilitate the shortlisting process.

2. Structured Interviews

Structured interviews are widely acknowledged for their dependability and impartiality. They entail posing the same set of standardized questions to each candidate and assessing their responses based on established scoring criteria.

- These questions should be directly associated with the current job description and responsibilities of the role.
- Two prevalent types of structured interview questions include:
 - Situational questions ("What would you do if...?")
 - Experience-based questions (Tell me about a time when you...")

Structured interviews promote consistency and fairness, simplifying the process of objectively comparing candidates.

3. Reference Checks

Reference checks assist in confirming a candidate's employment history, character, and performance. They can validate or elucidate details provided during the interview and in the CV.

- While reference checks are important, they should be utilized alongside other selection techniques, as they may not always offer sufficient differentiation among candidates.

Acknowledging Applicants

Professional etiquette entails recognizing the receipt of applications. This can be accomplished through an email, phone call, or formal letter, particularly when CVs are requested as part of the application procedure.

The Selection Process: Step-by-Step

A standard selection process comprises the following essential stages:

- Preliminary Screening – An initial assessment of applications to shortlist qualified candidates
- First Interview – Typically employed to evaluate general suitability and communication abilities
- Reference Verification – Reaching out to referees to confirm candidate information
- Follow-Up Interview – A more comprehensive assessment to evaluate technical or role-specific competencies
- Job Offer – Proposing an employment offer to the most qualified candidate

This organized methodology aids organizations such as Corus Fashion Ltd. in upholding a consistent, efficient, and equitable selection process.

3.11 WHO SHOULD BE INVOLVED IN THE INTERVIEW?

Conducting the interview with two individuals is a highly effective strategy, as each participant contributes unique viewpoints to the process. It is crucial to clearly

define the responsibilities of the interviewers. Furthermore, whenever possible, the candidate's direct manager should be involved in the interview.

3.12 OBJECTIVE OF SELECTION

The main aim of the selection process is to identify and appoint the candidate who most closely aligns with both the specific job requirements and the overarching objectives of the organization. To accomplish this, Corus Fashion Ltd. methodically gathers and evaluates information pertaining to each applicant's:

- Academic and professional qualifications
- Skills and competencies
- Work experience
- Personality traits and other pertinent factors

By matching individual abilities with organizational demands, the selection process guarantees that the most qualified and suitable individuals are recruited.

3.13 SELECTION PROCESS

The selection process consists of a systematic series of steps, each aimed at assessing a candidate's potential for success in a specific role. Candidates are required to successfully navigate each stage to be eligible for final hiring consideration.

A mix of interviews, assessments, and evaluations is employed to achieve a comprehensive understanding of each applicant.

Assessment tools hold significant value as they can reveal skills, tendencies, and aptitudes that might not be immediately apparent through resumes or interviews alone. These tools are crafted to forecast future job performance, evaluate behavioral patterns, and identify external factors that could affect productivity. The information gathered is dependable and can be corroborated through scientific and statistical methods.

The typical stages in the selection process include:

- Applicant Reception – The initial interaction and documentation of candidate interest
- Initial Interview – A preliminary screening process to evaluate general suitability
- Completion of Application Form – A standardized method for collecting data on education, work history, and personal details
- Employment Assessments – Instruments designed to assess specific job-related characteristics
- Cognitive Ability Tests – Evaluating reasoning, problem-solving, and decision-making capabilities
- Skills Assessments – An evaluation of technical or functional skills
- Performance Evaluations – Practical or simulated tasks aimed at testing job-specific competencies
- Personality Assessments – Gaining insights into personality traits and cultural alignment within the organization

Each stage is essential in ensuring that the most qualified and appropriate individuals are chosen to contribute to the ongoing success of Corus Fashion Ltd.

3.14 RECRUITMENT

Recruitment is a strategic process aimed at identifying, attracting, and selecting qualified candidates for employment within an organization. At Corus Fashion Ltd. (CFL), this process may engage the internal Human Resources team or, in certain instances, external recruitment agencies. Recruitment initiatives are generally launched to address both existing and expected job vacancies. The objective is to ensure that the organization acquires individuals who are in harmony with its operational requirements and organizational culture.

3.15 TYPES OF RECRUITMENT

CFL employs two main types of recruitment strategies that are determined by organizational planning and immediate staffing needs:

Yearly Recruitment:

This process is carried out annually in accordance with the HR strategy and workforce planning of the garments. It guarantees a consistent flow of talent and is generally synchronized with the garments' Annual Job Empowerment Plan.

Need-Based Recruitment:

This type of recruitment is activated on an as-needed basis when unexpected or sudden vacancies occur. It provides the necessary flexibility to meet urgent staffing demands without having to wait for the annual recruitment cycle.

3.16 RECRUITMENT SOURCES AND METHOD

CFL utilizes both internal and external recruitment strategies to meet its staffing needs.

Internal Recruitment:

- The company prioritizes the advancement of internal talent, fostering employee growth and motivation.

External Recruitment:

In instances where internal resources are inadequate, CFL seeks a range of external sources, which include:

- Esteemed universities and educational institutions
- Competing garment manufacturers and financial entities
- Unsolicited applications from prospective candidates

Recruitment efforts are generally directed by the Annual Job Empowerment Plan, overseen by the HR department. For entry-level roles, campus recruitment is crucial. CFL focuses on institutions with a history of strong engagement and synchronizes recruitment activities with university placement timelines. When considering external hiring, the following criteria are evaluated:

- The availability of qualified candidates
- The financial implications of the recruitment campaign
- The duration required to finalize the process

External Recruitment Methods:

- Advertisements in newspapers
- Job listings on the official CFL website
- Employee referral initiatives
- Internship programs serving as a talent pipeline

Entry-Level Recruitment and Career Progression

CFL emphasizes the recruitment of the following entry-level officer roles:

- Probationary Officer
- Junior Officer (General)
- Junior Officer (Cash)

Each newly appointed officer receives a consolidated salary during their probationary or temporary employment phase. Upon successful completion of this period, employees are promoted as follows:

- Probationary Officer → Officer
- Junior Officer (General) → Assistant Officer (General)
- Junior Officer (Cash) → Assistant Officer (Cash)

This well-defined progression framework encourages employee development and facilitates a seamless transition into more responsible positions within the company.

3.17 QUALIFICATION FOR PROBATIONARY OFFICER

To be eligible for the role of Probationary Officer at Corus Fashion Ltd. (CFL), candidates are required to fulfill the following academic and professional qualifications:

1. Educational Qualifications: Applicants must possess an MBA, MBA, or MBM degree from accredited public universities or esteemed private institutions such as North South University (NSU), BRAC University, American International University-Bangladesh (AIUB), Independent University Bangladesh (IUB), East West University (EWU), or other similarly recognized establishments.
2. Academic Achievement: Candidates must have attained at least a first division/class or a minimum CGPA of 3.50 out of 4.00 across all academic assessments.

3. **Application Procedure:** Qualified candidates are required to submit their applications online via the garment's official recruitment portal: www.jblbd.com. Applications that are incomplete or incorrectly submitted will not be taken into account.
4. **Technical Competencies:** Proficiency in computer applications and digital tools will be regarded as an additional advantage during the selection process.
5. **Application Submission Deadline:** All applications must be submitted prior to the official deadline. Late submissions will not be accepted under any circumstances.

3.18 QUALIFICATION FOR JUNIOR OFFICER

To be eligible for the position of Junior Officer at Corus Fashion Ltd. (CFL), candidates must fulfill the following criteria:

1. **Educational Background:** Candidates are required to hold an MBA, MBA, or MBM degree from accredited public universities or esteemed private institutions such as NSU, BRAC, AIUB, IUB, EWU, or other similar recognized universities.
2. **Academic Performance:** A minimum of a first division/class or a CGPA of 3.50 on a scale of 4.00 is mandatory in all academic assessments.
3. **Application Process:** Qualified candidates are advised to submit their applications online through the official website of the garments: www.jblbd.com.
4. **Technical Proficiency:** Preference will be accorded to those applicants who exhibit strong computer skills and digital competence.
5. **Deadline Compliance:** The application period is strictly defined, and no applications will be accepted beyond the established deadline.

3.19 RECRUITMENT OF EXECUTIVES /OFFICERS

Corus Fashion Ltd. may seek to hire executives or seasoned professionals from other garment or financial institutions as a component of its talent acquisition strategy. The assessment and ultimate selection of these candidates are managed by an Interview Board, established by the Board of Directors.

Recruitment notices are generally disseminated via advertisements in national daily newspapers, published by the Human Resources Department at the Head Office. In

certain instances, executives may also be appointed through direct recruitment, depending on the needs of the organization.

3.20 CRITERIA FOR RECRUITMENT OF EXECUTIVES /OFFICERS

Individuals applying for executive or officer-level roles are required to fulfill the following essential qualifications:

1. **Educational Criteria:** A Master's degree in a pertinent field is essential.
2. **Academic Achievement:** Applicants must have attained a minimum of a first division/class in all academic assessments.
3. **Professional Experience:** At least three years of relevant work experience in the garments or financial services industry is necessary.

3.21 RECRUITMENT OF STAFF

The recruitment process for non-officer personnel at Corus Fashion Ltd. (CFL) is carried out through a structured procedure supervised by designated authorities to guarantee transparency, equity, and alignment with the organization's requirements.

Authority and Decision-Making

- The Managing Director possesses the authority to sanction staff-level appointments.
- All such appointments are proposed by a Management Selection Committee, chaired by a senior executive who does not serve as Executive Vice President.
- In the case of branch-level recruitment, the Zone Head may choose appropriate candidates, contingent upon the prior approval of the Managing Director, and must adhere to the established organizational structure and recruitment protocols.
- The final endorsement of appointments is provided by the Board of Directors or a designated Committee.

Categories of Staff Recruited

The following categories are included in staff-level (non-officer) recruitment:

- Dispatcher / Godown Inspector (Regular & Casual)

- Computer Operator
- Telephone Operator
- Electrician
- Air Conditioning Technician
- Technician (General)
- Driver
- Security Personnel
- Office Attendant
- Lift Operator
- Plumber / Gardener / Cook
- Tea Server
- Cleaner
- Janitor

Criteria for Recruitment of Staff

The Management Selection Committee at the Head Office is tasked with the evaluation and selection of candidates for non-officer positions. The criteria for recruitment generally encompass:

- Educational Qualifications relevant to the position (e.g., a minimum of SSC or HSC for most support roles; technical certification for electricians or technicians)
- Physical Fitness, especially for roles that are physically demanding such as security, janitorial services, or driving
- Relevant Experience, when applicable (e.g., previous experience in technical or operational support roles)
- Behavioral Assessment, which includes fundamental communication skills and attitude
- Technical Skills, particularly for positions that involve machinery, computers, or telecommunication equipment

This recruitment process guarantees that qualified and competent individuals are appointed to effectively support the day-to-day operations of the garments.

The following table outlines the recruitment qualifications and maximum age limits for various non-officer positions at Corus Fashion Ltd. (CFL):

SL	Name of the Post	Minimum Qualification	Maximum Age
01	Dispatcher / Godown Inspector	Graduate (any division)	25 years
02	Receptionist	Graduate (any division)	25 years
03	Computer Operator	Graduate (any division), computer literacy required Typing speed: 40 WPM (English), 25 WPM (Bengali)	25 years
04	Telephone Operator	Graduate (any division) with minimum 3 years of experience in the related field	25 years
05	Electrician	SSC with technical certification in electrical work and minimum 3 years of experience	25 years
06	A/C Technician	SSC with technical certification and minimum 3 years of experience in A/C repair and maintenance	25 years
07	Driver	Minimum education: Class VIII, with at least 5 years of driving experience	25 years
08	Security Guard	Ex-Army/BDR/Ansar/Police or trained Ansar personnel with minimum education of Class VIII (pass)	25 years
09	Peon	Minimum education: SSC pass	25 years
10	Lift Operator	Minimum education: SSC pass, with 3 years of experience in lift operations	25 years
11	Plumber	Minimum education: Class VII, with relevant experience	25 years
12	Cook	Minimum education: Class VII, with relevant experience	25 years
13	Tea Server	Minimum education: Class VII, with relevant	25 years

		experience	
14	Sweeper	Minimum education: Class VII, with relevant experience	25 years
15	Cleaner	Minimum education: Class VII, with relevant experience	25 years

3.22 SELECTION

The procedure for identifying the most appropriate candidate for a role entails a thorough assessment of an individual's skills, qualifications, and overall fit. The key competencies evaluated typically encompass communication skills, typing proficiency, and computer literacy. Evidence supporting a candidate's qualifications may be collected from various sources, including:

- Resumes and job applications
- Interviews
- Educational credentials
- Professional background
- References
- Internal evaluations assessing software skills, typing speed, numerical reasoning, and literacy capabilities

Additional elements taken into account during the evaluation of resumes include the length of previous employment, job titles held, and duration of service in past positions. In accordance with legal requirements, employers are frequently obligated to guarantee equal employment opportunities throughout the recruitment process. To improve efficiency and impartiality, numerous recruiters and staffing agencies employ applicant tracking systems (ATS) to filter candidates and implement psychometric assessments to evaluate personality traits and cognitive skills.

The selection process consists of identifying and selecting the most qualified candidates from both internal and external applicant pools for current or future job vacancies. This process is generally organized, commencing with an initial screening interview and culminating in a final hiring decision. Corus Fashion Ltd. adheres to a systematic and transparent selection protocol designed to identify candidates who align best with the organization's needs.

3.23 DIFFERENT TYPES OF SELECTION PROCESS ARE DESCRIBED IN BELOW

Corus Fashion Ltd. (CFL) employs a systematic and transparent selection process to identify the most suitable candidates for various roles. The key stages in this selection process are detailed below:

1. Receipt of Applications

This initial phase involves applicants submitting their CVs either in response to specific job openings or on an unsolicited basis for any available positions. A designated drop box is located in front of the HR department for the collection of unsolicited CVs. For advertised vacancies, applicants are typically provided with a minimum of three weeks to submit their applications, after which the application period is officially closed.

2. Sorting Out Applications

The HR department holds the primary responsibility for shortlisting CVs. To expedite this process, the HR team may assign this task to the relevant divisions. For the recruitment of experienced garmentsers, candidates may be sourced from unsolicited applications or identified from competing financial institutions. Shortlisted candidates are contacted and invited for interviews.

3. Informing Candidates

Candidates who have been selected receive notifications via phone regarding the written test (for entry-level positions) or interview schedules (for mid-level positions). Admit cards for written examinations are dispatched by courier approximately 7 to 10 days prior to the exam date.

4. Written Test

All candidates are required to complete a written test worth 100 marks, primarily focusing on general knowledge and mathematics. CFL frequently engages external experts to formulate the exam questions, oversee the testing process, and assess answer scripts. A confidential coding system is utilized to ensure anonymity and prevent lobbying. The HR Department at the Head Office is responsible for organizing the written examination.

5. Interview

The selection committee assesses candidates based on various criteria including appearance, personality, communication skills, presence of mind, and general understanding. Each committee member scores candidates individually, and the average score determines the overall interview rating.

The scoring criteria are as follows:

- Appearance and Personality: 10 points
- Evaluation (overall conduct): 10 points
- Common Sense and General Understanding: 10 points
- General Knowledge: 10 points
- Communication and Presentation Skills: 10 points

6. Medical & Physical Test

Candidates who successfully pass the interview and background checks will undergo a medical and physical examination carried out by CFL's authorized medical team. This evaluation assesses psychological fitness, physical health, drug screening, and stamina. The physician will provide a medical report to management for final review.

7. Final Decision

The management will make the ultimate hiring decision based on the results of the interview, the outcomes of the medical and physical tests, and the overall evaluation of the candidate's intelligence, personality, and communication skills. Given the stringent multi-stage process, reaching this final stage indicates significant potential in the candidate.

For entry-level positions such as Probationary Officer and Junior Officers (General and Cash), the total evaluation score is based on a maximum of 200 points, allocated as follows:

- Written Examination: 100 points
- Multiple Choice Questions (MCQ): 50 points
- Interview Assessment: 50 points
- Overall Total: 200 points

Educational marks

For General officer

Exams Div/Grade/Class	S S C	H S C	Degree/ Honas.	Masters
Ist/A	1 st /3.5	1 st /3.5	1 st /3	1 st /3

For Assistant officer

Exams Div/Grade/Class	S S C	H S C	Degree/ Honas.	Masters
Ist/A	1 st /3.5	1 st /3.5	1 st /3	1 st /3

Table -2 Educational marks

3.24 ANALYSIS OF THE RECRUITMENT AND SELECTION PROCESS OF CFL

Human resource planning is essential for facilitating an efficient recruitment and selection process. It not only meets the immediate human resource needs of an organization but also contributes to its long-term strategic goals. At Corus Fashion Ltd. (CFL), the recruitment and selection processes are overseen by the Head Office and coordinated by the Human Resource Management department. Internal recruitment, which encompasses promotions, transfers, and separations, is carried out within this structure. For external recruitment, CFL aims to attract both seasoned professionals and recent graduates.

Strengths of the Recruitment and Selection Process at CFL

- **Commitment to Quality:** The leadership at CFL prioritizes the maintenance of exceptional service standards while also focusing on the recruitment of a skilled workforce, which has contributed to the garments' strong reputation.
- **Integrity and Fairness:** The HR Division functions with transparency and equity, promoting an organizational culture rooted in honesty and accountability.

- **Internal Career Growth:** The focus on internal promotions and transfers enhances employee loyalty and equips the HR team with a more profound understanding of employees' skills and qualifications, thereby improving recruitment effectiveness.
- **Value-Based Hiring:** CFL's recruitment approach highlights the importance of alignment with organizational values, rather than merely matching candidates to job descriptions. This emphasis fosters a unique corporate culture and a nurturing workplace environment.
- **Robust Assessment Methods:** The implementation of written tests that assess aptitude and intelligence effectively gauges applicants' cognitive abilities, problem-solving, and decision-making skills. Structured interviews, featuring standardized questions and scoring, guarantee consistency and objectivity in the evaluation of candidates.

Weaknesses of the Recruitment and Selection Process at CFL

- **Rare Updates to HR Planning:** The human resource planning process could benefit from more regular updates to align with the swift transformations in the garments industry.
- **Insufficient Application of Statistical Tools:** Advanced statistical techniques, including correlation and regression analysis, are presently underused, hindering precise forecasting and assessment of recruitment requirements.
- **Poor Communication with Unsuccessful Candidates:** CFL does not consistently provide rejection letters to candidates who are not chosen, which may negatively impact the garments' reputation and the candidate experience.
- **Incomplete Reference Checks:** Reference verification is not always conducted thoroughly, which could expose the organization to risks related to hiring inappropriate candidates.

CHAPTER FOUR

FINDINGS, RECOMMENDATIONS & CONCLUSION

4.1 FINDINGS OF THE STUDY:

The study on the Recruitment and Selection Process of Corus Fashion Ltd. has provided valuable insights into the company's human resource management practices, organizational culture, and overall operational strategies. The key findings are summarized below:

1. Systematic Recruitment Process

Corus Fashion Ltd. implements a well-organized recruitment and selection procedure that commences with workforce planning, job analysis, and the identification of vacancies. The Human Resources department is pivotal in the shortlisting of candidates and the coordination of interviews. Nevertheless, certain processes—particularly those concerning factory-level workers—remain partially manual and reliant on experience, rather than being entirely digital or standardized.

2. Emphasis on Skilled and Compliant Workforce

The organization places significant importance on recruiting skilled, disciplined, and compliant personnel. The recruitment process is centered on ensuring that all employees fulfill legal and ethical requirements, which include age verification, health assessments, and compliance with safety regulations.

3. Internal and External Recruitment Sources

Corus Fashion Ltd. employs both internal and external recruitment sources. For higher-level positions, resumes are gathered through email and professional networks, while for factory roles, the company depends on local recruitment initiatives, referrals, and walk-in applications. However, there is minimal utilization of contemporary recruitment platforms such as online job portals or LinkedIn.

4. Selection Based on Practical Skills

In roles related to production, the company prioritizes practical skill evaluations and hands-on assessments over academic credentials. For managerial and merchandising positions, interviews concentrate on experience, communication skills, and problem-solving capabilities. This approach guarantees that the chosen candidates can perform effectively in their roles.

5. Compliance and Ethical Standards

The research indicated that Corus Fashion Ltd. rigorously complies with labor regulations and ethical standards. There is a strict policy against child labor and discrimination, and the company guarantees fair compensation, safe working environments, and appropriate documentation for all staff members.

6. Employee Welfare and CSR Practices

Corus Fashion Ltd. demonstrates a robust commitment to employee welfare through medical assistance, skill development training, and workplace safety initiatives. The organization also engages in corporate social responsibility activities, further enhancing its community involvement.

4.2 RECOMMENDATIONS

Based on the findings of this study, several recommendations are proposed to help **Corus Fashion Ltd.** strengthen its **recruitment and selection process**, improve employee satisfaction, and enhance overall organizational effectiveness.

1. Implement Digital Recruitment and HR Systems

The organization ought to embrace a Human Resource Information System (HRIS) or digital recruitment software to streamline job postings, applicant tracking, and management of employee data. This initiative would reduce paperwork, enhance efficiency, and promote greater transparency in the hiring process.

2. Develop a Structured Training and Development Program

While some informal training is currently in place, Corus Fashion Ltd. should establish a continuous training and development program for employees at all levels.

- Provide technical training for production staff to elevate skill levels and productivity.
- Organize leadership and communication workshops for supervisors and managers.
- Launch career development initiatives to retain talented employees and minimize turnover.

3. Strengthen Employer Branding and Communication

The organization can improve its reputation as a desirable employer by enhancing communication with job applicants and current employees.

- Offer feedback to candidates following interviews.
- Frequently update the company's website and social media platforms with career opportunities and success stories of employees.
- Emphasize CSR accomplishments and employee benefits to attract skilled and motivated individuals.

4. Expand Recruitment Channels

To draw in a more diverse and qualified candidate pool, Corus Fashion Ltd. should utilize contemporary recruitment platforms, such as:

- Online job portals (BDJobs, LinkedIn, etc.)
- University career fairs and training institutions
- Employee referral programs with incentives

This strategy will widen the talent pool and facilitate more efficient vacancy fulfillment.

5. Introduce a Standardized Interview and Evaluation System

At present, the interview and selection processes differ by department. The organization should create a standardized evaluation form and scoring system to assess candidates fairly and consistently based on job-related criteria (skills, experience, communication, and cultural fit).

6. Strengthen Performance Appraisal and Promotion Systems

Corus Fashion Ltd. should enhance its performance appraisal and promotion systems to ensure that they are effective and equitable.

7. Improve Employee Welfare and Motivation

To enhance employee satisfaction and retention, management ought to:

- Provide incentive programs for high-achieving employees.
- Offer transportation and childcare services, particularly for female staff.
- Arrange team-building exercises and leisure activities to boost morale.

8. Commit to Sustainability and Green Initiatives

Corus Fashion Ltd. should persist in its commitment to environmental sustainability by:

- Increasing the utilization of eco-friendly materials.
- Implementing energy-efficient and waste recycling systems.
- Pursuing international green factory certifications (such as LEED or OEKO-TEX).

This will bolster the company's reputation among global buyers and aid in achieving long-term cost reductions.

9. Establish a Robust HR Audit and Compliance Monitoring Team

A specialized HR audit team should consistently evaluate recruitment methods, labor compliance, and employee documentation. This guarantees adherence to Bangladesh Labor Law, ILO conventions, and buyer compliance requirements.

4.3 CONCLUSION

The analysis of Corus Fashion Ltd.'s Recruitment and Selection Process indicates that the organization upholds a robust foundation in ethical standards, employee welfare, and quality-focused operations.

Its methodical approach to recruitment, emphasis on skill-based selection, and compliance with labor laws and regulations demonstrate the company's dedication to professionalism and social accountability.

Nevertheless, the analysis also pinpointed areas that require enhancement, such as the necessity for the digitalization of HR processes, the establishment of structured training programs, the implementation of standardized evaluation systems, and improved communication with candidates and employees.

Tackling these issues will lead to increased efficiency, higher employee satisfaction, and better talent retention.

Furthermore, Corus Fashion Ltd.'s proactive involvement in Corporate Social Responsibility (CSR), environmental sustainability, and community development underscores its commitment to ethical and socially responsible business practices.

By adopting innovative technologies, broadening training and development initiatives, and fortifying HR systems, the company can continue to achieve sustainable growth while preserving its global reputation.

In summary, Corus Fashion Ltd. exemplifies a model of responsible, quality-oriented, and ethical manufacturing within the knitwear industry, with significant potential for long-term growth and global competitiveness through ongoing enhancements in human resource management and sustainable practices.

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