



Internship Report
on
“Talent Acquisition Process of Epyllion Group”



Submitted to

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Submitted by

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Letter of Transmittal

To

Khadiza Rahman Tanchi, PhD

Associate Professor

Department of Business Administration

Daffodil International University

Subject: Submission of Internship Report

Dear Madam,

With due respect, I am glad to submit my internship report on “Talent Acquisition Process of Epyllion Group.” This report has been written for part requirements to achieve the Bachelor of Business Administration (BBA) degree majoring in Human Resource Management from Daffodil International University.

The report is mostly dependent on my practical knowledge and experience, which I have gathered through my internship in HR, Admin here & Compliance Department of Epyllion Group. During this period, I was able to witness and contribute directly in the areas of recruitment and selection, thus developing a clear understanding about theoretical concepts and their application in an organizational context. I have tried to present the reflections as close in meaning and content as possible so that there is an academic and practical value.

I am also very thankful for your indefatigable assistance and cooperation in writing this report. I truly hope that it fulfills your need and purposes in academics also.

Thank you very much for your time.

Sincerely,

Mahade Hasan Nahid

ID: 221-11-1579

Department of Business Administration

Daffodil International University

Letter of Approval

This is to confirm that Mr. Mahade Hasan Nahid, ID: 221-11-1579, wrote the internship report “Talent Acquisition Process of Epyllion Group” as part of the BBA Program at Daffodil International University. The report was required by the Department of Business Administration and the Faculty of Business and Entrepreneurship.

The report is recommended for submission.



Khadiza Rahman Tanchi, PhD
Associate Professor
Department of Business Administration
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Student Declaration

I, Mahade Hasan Nahid, Student of Daffodil International University (DIU), Department of Business Administration bearing ID: 221-11-1579 majoring in Human Resource Management hereby solemnly declare that the Internship Report titled “Talent Acquisition Process of Epyllion Group” has been written by me.

I affirm that I have not violated any copyright laws or rules in writing this report to the best of my knowledge.

Further, I am aware that this report has not been submitted either in whole or in part for any academic degree, diploma, certificate in any other institution.



Mahade Hasan Nahid

ID: 221-11-1579

Program: BBA (Major in Human Resource Management)

Department of Business Administration

Faculty of Business & Entrepreneurship

Daffodil International University

Proof of Internship Completion Letter



Date : 01 September 2025
Ref : EG/CO/HR/2025/227

To Whom It May Concern

This is to certify that **Mahade Hasan Nahid** is a student of Daffodil International University. He has successfully completed his internship program in Epyllion Group from 14/05/2025 to 01/09/2025. During the internship period, he gained knowledge and hands on experience on Corporate HR working procedures such as Recruitment & Selection, Organizational Excellence, Compensation & Benefit, Performance Management System and Industrial Relations.

Mahade Hasan Nahid was sincere, active and punctual during his internship program. We wish him every success in life.


01. 09. 2025

Mohammed Showket Iqbal
General Manager - HR
Corporate Office
Epyllion Group
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human
spirit

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Acknowledgement

This internship was a major breakthrough in my academic and career development which deepened my knowledge on how the corporation works along with its opportunities, challenges and future trends. I found out how the organizations work to solidify their human resources and enhance productivity as well. Writing this report has also inspired me to continue studying Human Resource Management. Individually, this experience has honed my communication skills and personal confidence, guiding me as I tread upon the complexity of corporate relations.

First and foremost, I would like to express my profound gratitude to The Almighty Allah for giving me the strength and patience as well as capability to accomplish intern-job assignments and prepare this report on time.

I am deeply indebted to my internship supervisor Ms. Khadiza Rahman Tanchi for her valuable guidance, regular feedback and continuous encouragement in the entire period of internship. I have benefited immensely from her guidance.

I am also thankful to the authorities and teachers of Daffodil International University (DIU), especially Department of Business Administration, for giving me knowledge & chance to take part in the educational psychology practical oriented program.

I am very grateful to the authority of Epyllion Group for giving me an opportunity to do my internship and for all the support I got at every step. I would like to express my thanks especially to Jobayer Ahmed Khan, Deputy Manager, HR, Admin & Compliance and colleagues of Epyllion Group for their cooperation, advices and suggestions which enhanced my knowledge about the corporate world.

Last but certainly not least, I want to acknowledge my wonderful family and friends, who have provided me with unwavering support and encouragement and have served as the motivating force behind everything I do.

Executive Summary

This report is a requirement for the Bachelor of Business Administration (BBA) program at Daffodil International University. It is based on my three-month internship with Epyllion Group, a conglomerate in the ready-made garment (RMG) industry in Bangladesh. The internship was conducted in the Human Resources, Administration & Compliance Department, with a special emphasis on Recruitment and Selection.

The purpose of this report is to examine and evaluate the recruitment and selection processes at Epyllion Group, as well as reflect on my own experiences and learnings. During my time with the company, I reviewed company policies, observed HR operations, and engaged in several recruitment activities, including job postings, CV screening, interview coordination, candidate communication, and onboarding.

According to the study, Epyllion Group has structured recruitment processes for both white-collar and blue-collar employees. As part of the recruitment process, every employee or executive will complete a job requisition, a job advertisement, a CV screening, an assessment, an interview, a reference check, and onboarding. The recruitment process for factory workers and operators typically relies on walk-in interviews, community-based hiring, and practical skill tests. The company still has issues with manual screening, skill gaps, candidate dropouts, and high turnover despite using online resources like BDJobs, LinkedIn, and internal CV banks.

During my internship, I received substantial experience on the functional aspects of HR and communication, time management, attention to detail and team work. It allowed me to link theoretical concepts I learned in the classroom related to HR management to practices I participated in around recruitment and talent management.

On the whole the internship was an experience that taught me a lot, namely academically as well as professionally. The experience has also reinforced to me my career path and I am now more determined than ever to be a Human Resource Manager with a focus on recruitment, talent acquisition and workforce planning.

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Chapter 1: Introduction

1.1 Background of the Report

As a part of the BBA program of Daffodil International University, each student should undergo an internship program which is mandatory, as well as educational. Furthermore, this offers students an opportunity to put the material learnt in their coursework into practice and hence link the gap between academia and industry.

I selected Epyllion Group as my internship organization due to their standing as a leading RMG conglomerate in Bangladesh, employer's good HR practices, ethical business operation and global recognition. Epyllion Group, a leading MLM in Bangladesh with presence of 23000 employees had different line of businesses involving Garments, Textile, Accessories and Retail have developed a strong Human Resource System where it ensures efficiency and survival in the business.

Regarding HR there are numerous functions but I concentrated on Recruitment and Selection process. Since, Recruitment brings in the right people into the organization, while selection matches people with the organization (Dessler, 2020). Especially, for organizations like RMG, which demands a high requirement of labour and with high turnover employees effective recruitment and the selection is the key of organizational success (Rahman & Chowdhury, 2020).

The purpose of this report is to share the learning, experience, and observation on the recruitment and selection application of Epyllion Group.

1.2 Significance of the Study

The contribution of this work is both theoretical and practical.

It links HRM in the classroom with real world activities. Authors such as Gary Dessler and Michael Armstrong's thoughts were in alignment with Epyllion's recruitment methodology which is an affirmation of its potency applied to real-life business scenarios.

The study sheds light on one of Bangladesh's leading RMG conglomerates on policies used for recruitment and selection. The results could be useful for HR managers and companies that want to reinforce theoretical part of hiring process (Dessler, 2020; Armstrong & Taylor, 2019).

RMG recruitment has great direct influence on employment to thousands of the humans. A robust and transparent process ensures a level playing field for workers and the promotion of sustainable development in Bangladesh.

1.3 Objectives of the Study

Broad Objective:

- To understand the talent acquisition practices of Epyllion Group.

Specific Objectives:

- To know about the talent acquisition process of Epyllion Group, including recruitment sources, selection methods, and strategic approaches to building a strong workforce, as well as the challenges faced in the RMG sector.
- To identify the key findings and provide recommendations for improving the talent acquisition process of Epyllion Group.

1.4 Limitations of the Study

I faced a few constraints while preparing this report:

1. **Time constraint:** As an internship of three months, it was not possible to go in details of all the HR activities.
2. **Scope of the Study:** This report is only about recruitment and selection, excluding other HR activities such as training, appraisal and compensation.
3. **Data Confidentiality:** As an organization, Epyllion limits the data depth of analysis based on various confidential internal HR data because it is a large conglomerate.
4. **Geographic Focus:** Given that my placement in the corporation was corporate office-centric, exposure to factory-based recruitment was relatively limited.
5. **Dependence on secondary data as well as supervisor's input:** A few sections of the report were reliant on secondary sources like company records, reports and supervisor's direction because of restricted access to the operational information, which could have impacted the impartiality and comprehensiveness of the analysis.

Chapter 2: Company Overview

2.1 History of Epyllion Group

Epyllion Group began its work in 1994 with the founding of Dekko Knitwears Limited in Mirpur, Dhaka. Started with only two sewing lines and a 200-workers, the company has been growing up for years to become one of the largest resource base (RMG) for garment industry in Bangladesh. Epyllion has expanded its business into garments & textiles, accessories, value-added services and retailing over the past thirty years.

Presently, Epyllion Group has over 23,000 employees working in the bigger industrial zones such as Mirpur, Uttara, Gazipur and Narayanganj. Its good practices is founded on sustainable business operations, adherence to international standards and decent practices with strong backward linkage enable buyers (Epyllion Group, 2024).

2.2 Mission, Vision, and Values

Mission: Adding value through sustainable textile and clothing manufacture, satisfying customers needs while providing an environment of well-being for employees and community.

Vision: To be the most innovative, quality conscious, and ethical company in the Textile and Apparel Industry with commitment of being “Good Neighbors across Boundaries”.

Core Values: The core values of the Epyllion Group are enshrined in its motto, “Human Spirit” and comprises reverence for the people, environment and ethical business practices (Future Startup, 2018). These values include:

- **Human Potential:** There is potential and power in people, this belief allows for the development and recognition of talent.
- **Transparency and Ethics:** Committing to high standards of transparency and ethics in all business transactions, including fair labor practices and responsible conduct.

- **Sustainability:** Focus on ongoing improvements in our social, environmental, and economic performance. This includes green based practices, less waste and emphasis on corporate social responsibility (CSR) programs under Epyllion Foundation.
- **Innovation:** Consistently pursuing innovated design, innovative product development and manufacturing innovation in order to lead the rapidly changing market.
- **Employee Goodwill:** Striving to value employees by ensuring that they have a safe and pleasant workplace, caring for their mental health and physical well-being, and taking care of their families.
- **Trust and satisfaction of the customer:** to nurture strong relationship with the customers by providing best quality products and services with due price and achieve their complete satisfaction (Epyllion Group Communication on Progress Report 2016).

2.3 Subsidiaries and Business Areas

Epyllion Group is a **vertically integrated** organization, operating multiple subsidiaries in different business areas:

Subsidiary	Business Area
Dekko Knitwears Ltd (DKL)	RMG, established 1994
Epyllion Knitwear Ltd (EKWL)	RMG, since 2004
Epyllion Style Ltd (ESL)	RMG, green complex in Gazipur
Dazzling Dresses Ltd (DDL)	RMG, Uttara
Epyllion Knitwear Ltd – HW (EKWL HW)	RMG, Narayanganj, from 2021
Epyllion Knitex Ltd (EKL)	Textile unit – knitting & dyeing
Epyllion Fabrics Ltd (EFL)	Textile, knitting, dyeing & finishing
Epyllion Ltd (EPL)	Garment accessories
Epyllion Testing Lab Ltd (ETLL)	Quality testing services
Epyllion Washing Ltd (EWL)	Garment wet processing

Subsidiary	Business Area
Epyllion Packing & Testing Lab (EPTL)	Packaging solutions
Sailor	Retail brand for fashion
Epyllion Food & Beverage Ltd (EFBL)	Cafeteria and catering services
Nina Holdings Ltd	Real estate

This framework provides Epyllion with a comprehensive solution for international buyers, enhancing its competitiveness in the global market.

2.4 Departments of Epyllion Group

Epyllion has multiple specialized departments that ensure smooth operations and innovation:

- Human Resources, Admin & Compliance
- Marketing & Merchandising
- Supply Chain
- Finance & Accounts
- Commercial
- Business Planning
- Central Planning
- Research & Design Studio
- Engineering & Project Management
- Learning & Development
- ICT & Intellectual Property
- Corporate Social Responsibility (CSR)

2.5 Major Customers

Epyllion Group works with globally renowned fashion brands, including:

- H&M
- Zara
- Marks & Spencer
- American Eagle Outfitters
- G-Star
- Celio
- C&A
- Stanley/Stella
- S. Oliver
- Tomy Hilfiger

These strong partnerships reflect its reputation as a reliable and compliant RMG exporter.

2.6 Achievements & Certifications

Achievements: Epyllion Group's Successes Through the last thirty years of operation, Epyllion Group has reached many milestones and successes which is testament to its continued development, excellence and contribution to the Bangladesh economy. Some of these success stories include the following:

- M&S acknowledges the services of Epyllion Group - Financial Planning Team for partnering with Marks & Spencer on Documentary Collections Pilot project in Bangladesh.
- Epyllion Group is now a SuperBrand Bangladesh (for one year commencing from 2023-24 session)
- National Export Trophy (Bangladesh Government, 2022).
- Awarded Target Australia Sustainability Award 2022 by Target Australia

- Winner of “Best Exporter Award” by Bangladesh Garment Manufacturers Association (BGMEA, 2021).
- Silver Rating in the Sustainable Chemical Management (SCM) Program.
- Epyllion Group was awarded “SuperBrand Bangladesh” for the Quadrennium 2018-20.
- Epyllion Group ranked and awarded as one of the remarkable Super brands in its field for 2018-2020.
- Awarded SEDEX Award 2019 Best Health and Safety Program in March 2019.
- CSR Contributor Award by Rotary Club Uttara in 2018.

Certifications: Epyllion Group as a major player in the global fashion arena has established world-class standards and certifications which highlights its determination towards quality, societal & environmental cause. These accreditations are essential for international regulation and meeting buyer demands. The following are some of the most common certifications that the company showcases:

Social Compliance: BSCI, WRAP, SMETA, Accord/Alliance safety standards

Quality: ISO 9001:2015

Environmental: ISO 14001:2015, OEKO-TEX Standard 100, GOTS, GRS

Security: C-TPAT

These achievements and certifications highlight Epyllion’s commitment to sustainable growth and global standards.

Chapter 3: Internship Role & Responsibilities

3.1 Placement in HR Department

During my intern-period I worked with the Human Resource, Admin & Compliance Department (Corporate office) at Epyllion Group. To be precise, I was in the "Recruitment and Selection" section where we helped recruit both workforce white-collar (executives/managers/staff) & blue-collar (factory operators/helpers) positions.

Direct participation in recruitment provided me with the opportunity to witness how a leading RMG apparel conglomerate in Bangladesh recruits, assesses and hires talent that will supply its changing personnel needs.

3.2 Daily Responsibilities

My intern duties involved work mostly with the recruitment and selection process. Here are some of the main duties:

- **Job Posting & Advertisement:** Prepare job circulars and post them in different online systems like BDJobs, LinkedIn, and company website.
- **CV Screening:** Sorting through online applications and the company's CV bank, sifting-out as per job specifications.
- **Interview Co-ordination:** Scheduling interviews, compiling and preparing candidate shortlist, coordinating venues for interviews and keeping in touch with candidates.
- **Evaluation support:** Assisting in written exams, practical/skill test and pre-selection/trial.
- **Documentation & Filing:** Keeping records of candidates, interview evaluation sheets and recruitment databases.
- **Onboarding Help:** Aiding HR in new joiner formality and documentation, including file collection and guiding to the new employee.

3.3 Examples of Specific Tasks

Some notable Projects and Assignments that I worked for:

- **Operator Hiring:** Contributed to the recruitment of a lot of plant operators where we did interviews for mountains of people and lent hands-on aid during the practical evaluations.
- **Executive Recruitment Assistance:** Assisted in screening resumes for mid-level executives such that the background of candidates met the requirement of positions.
- **Scheduling of interviews:** Drafted interview schedules for various departments coordinating with the candidates and Interview Boards.
- **Job Post Drafting:** Helped in writing clear, attractive job advertisements that reflect the company's voice.

3.4 Rationale of the Role

The position I was tasked with reflected well Epyllion's overall HR strategy. Recruitment is a HR function that contributes directly to the organization's success by affecting its ability to maintain the staff needed to generate good results and stay competitive. By enrolling interns in this process, Epyllion not only imparts a skill but also gets some extra help in business of mass recruitment.

My role helped me:

- Understand the end-to-end recruitment process.
- Explore the difficulties of coping with large number of applicants in the RMG industry.
- Make a practical contribution to the work of the organization and gain professional HR experience.

Chapter 4: Key Learnings and Experiences

4.1 Important Learnings

My internship at Epyllion Group provided me with valuable exposure to the practical side of recruitment and selection in one of the largest RMG conglomerates of Bangladesh. Some of my major learnings include:

- **Understanding End-to-End Recruitment:** I understood all steps that go into recruitment from manpower requisition to new hire on-boarding.
- **Job Market Insights:** I understood various sources like BDJobs, LinkedIn, internal CV bank and how they serve different type of hiring requirements.
- **Screening Techniques:** I learnt how to screen CV based on the job specification.
- **Interview Preparation:** I learnt how HR professional schedules the interviews for candidates and co-ordinate with interview panel, organization and other involved parties.
- **Blue vs. White-Collar Hiring Differences:** I got the opportunity to understand the clear contrast between mass hiring for machine operators and niche recruitment for professionals.

4.2 Rationale of Roles and Responsibilities

The tasks assigned to me were not just supportive, but instead were part of Epyllion's HR strategy. Hiring and recruitment is the foundation of developing an effective organization, and my time job posting, CV screening, and organizing interviews clients show how interns help impact company outcomes.

In doing these things, I learned:

- Accuracy in shortlisting candidates.
- Timely communication with applicants.
- Maintaining fairness and professionalism during the selection process.

4.3 Connection with Academia

The internship experience strongly connected with theories and practices I studied in HRM courses:

- **Recruitment Theories:** Ideas from HRM by Gary Dessler like source of recruitment (internal and external sources) were highly observable in Epyllion (Dessler, 2020).
- **Methods of Selection:** The system used to select was multi-staged, covering written tests and interview that corresponded with what we learnt about in staffing and organizational behavior.
- **HR Planning:** I observed how workforce forecasting plays a role in operator recruitment, which is related to strategic HR planning theories.

This connection helped me move from theoretical understanding to practical application.

4.4 Examples of Experiences

Some specific experiences that enriched my professional growth include:

- Assisting in bulk operator recruitment, where I observed how practical skill tests are conducted.
- Preparing shortlists for executive recruitment, which required careful evaluation of qualifications and job fit.
- Drafting job advertisements, improving my understanding of how wording influences candidate attraction.
- Supporting in onboarding new recruits, where I learned about induction and orientation practices.

4.5 Personal and Professional Growth

During this internship, I have acquired both practical & professional knowledge as well as enhanced soft skills such as:

- **Communication:** Learned by communicating with candidates and HR people.
- **Time Management:** Acquired the skill to manage several recruitment processes within short deadlines.
- **Collaboration:** Worked effectively with senior HR executives and managers.
- **Attention to Detail:** Learnt how to carefully scan CVs and update staff records.

This has given me more conviction to pursue HR Management as a career, specifically in the field of recruitment and talent acquisition.

Chapter 5: Critique and Reflections

5.1 Critical Evaluation of Epyllion's Recruitment & Selection

According to my interaction during the internship, there are strengths and weaknesses in the recruitment and selection process of Epyllion Group:

Strengths:

- **Well Defined Process:** Recruitment is a stage wise process requirement, advertisement, screened CVs, testing, interview date, reference check and final selection.
- **Multiple Sourcing Channels:** BDJobs, LinkedIn, Gate recruitment and internal CV bank allow us to reach a large number of applicants.
- **Equity and Compliance:** It must give primacy to ethical recruitment processes and compliance with the labor law and buyer requirements.
- **Employer Branding:** Epyllion's brand is its primary tide in attracting candidates, particularly white-collar workers.

Weaknesses:

- **Manual screening relative load:** CV is still very manual, and when you have thousands of applicants it can be slow.
- **Interview Delays:** Scheduling of an interview for senior roles gets delayed in some cases due to the busy schedules of heads of departments.
- **High Turnover Impact:** High turnover in the blue-collar roles adds to hiring spends and HR's workload.
- **Low Technology Adoption:** CV banks and an HRIS are there but a majority of the system integration can be automated using AI powered tools.

5.2 Key Challenges Faced During Internship

I experienced the following difficulties during the internship:

- **Handling Bulk Applications:** Screening hundreds of candidate CVs in less time was hard and took attention to details.
- **Candidate Communication:** Contacting candidates for interviews and ensuring they attend was sometimes stressful.
- **Time Pressure:** Recruitment deadlines were often tight, especially during operator recruitment drives.
- **Balancing Tasks:** As an intern, I had to quickly adapt to balancing administrative support with learning objectives.

5.3 Learning from Challenges

These challenges turned into learning opportunities:

- From bulk screening, I learned how to apply job specifications quickly and accurately.
- Through candidate contact, I enhanced my professionalism, clarity and confidence in talking with people.
- From time-pressure I learned to prioritize and multi-task.
- I can adapt those skills by being so high in this growing, fast-paced business world.

5.4 Overall Reflection

My internship experience at Epyllion Group was definitely an enlightening one. It helped me to understand implementation of recruitment and selection at large RMG group. Although the process was organized and fair, I also discovered the complexities and the challenges of HR professionals in balancing speed, quality, and compliance in hiring.

On a personal level I've developed confidence in, speaking, analysis and Professionalism. Now I am even more clear about what I want to pursue with regard to my career, and it is in HR management especially recruiting and workforce planning.

Chapter 6: Findings, Recommendations, and Conclusion

6.1 Findings

Challenges in Recruitment & Selection: Even with a clear process there are still challenges that Epyllion faces:

- The current process of screening resumes is slow, requires a lot of manual work, and may also create bias in shortlisting candidates.
- Many companies in the RMG industry do not have a strong employer brand, which makes it difficult for them to attract high-performing candidates.
- Candidates often face delays in receiving updates or do not get feedback at all, which creates a poor image of the company.
- The lack of strong campus recruitment programs limits the company's access to young, talented graduates and future leaders.
- High employee turnover, especially in blue-collar jobs, creates problems in maintaining a stable and skilled workforce.
- Without proper use of HR data and analytics, companies struggle to forecast workforce needs and make timely hiring decisions.

6.2 Recommendations for Epyllion Group

From my observation, these are the improvements that can be made:

- **Adopt More Automation in Screening:** Epyllion should adopt AI-enabled tools or applicant tracking systems (ATS) to speed up resume screening, reduce manual effort, and minimize human bias.
- **Strengthen Employer Branding:** They should work on building a stronger employer brand by creating career-focused initiatives on social media to attract top candidates.
- **Enhance Candidate Experience:** Epyllion should improve the candidate experience by giving timely updates and clear feedback to applicants, which will help build a positive image.

- **Scale up Campus Recruitment Programs:** They should expand their campus recruitment programs by building closer ties with universities and offering internships that can lead to full-time jobs.
- **Retention-Focused Recruitment:** Companies should design recruitment with retention in mind by creating onboarding and training programs that reduce employee turnover, especially in blue-collar positions.
- **Dedicated HR Analytics:** They should use HR analytics to study trends such as resignations, absences, and candidate performance, so they can plan workforce requirements more effectively.

6.3 Conclusion

My internship in Epyllion Group has been a great experience in terms of applying my academic knowledge for human resources management practices. I got a practical exposure by working in the Recruitment & selection wing that is one of the most important functions in HR.

During the internship I learned all aspects of end-to-end recruitment including job posting, CV screening, recruitment administration, scheduling interviews and on-boarding new hires. Those assignments gave me insights on how Epyllion source, assess and recruit talents of a competitive high demand industry like RMG. I also experienced the differences between white-collar recruitment (where skills and experiences need to be thoroughly assessed) and blue-collar recruitment (where speed, skill tests, bulk hiring are key).

I got a lot of valuable experience not just technically in recruitment, but also the soft skills HR requires, communication, time management, flexibility and professionalism. There were times when I had difficulty in handling large number of Cvs, performing accurately under pressure and communicating with candidates but overcoming all those challenges made me as a person and also helped me grow professionally.

Overall, this internship has been a game changer in my academic progress, inspiring my future career goal to work as an adept HR practitioner and expert on talent acquisition and workforce planning. The things I've learned, practiced and experienced in Epyllion will be very beneficial for my future career in HRM.

Chapter 7: Implications & Recommendations

7.1 Applicability of Academic Learning

The internship provided me the opportunities to use HRM theories in practice. For example:

- **Sources & Methods of Recruitment:** Reflected in Epyllion's strategies internal and external sources of recruitment (Dessler, G. 2020).
- **Tools of Selection:** The written tests, interviews and skill tests were all based on the classroom theories employee evaluation.
- **Workforce Planning:** Matched with strategic HR planning model such as the bulk operator hiring.

The case demonstrated that the lessons learned in academia contribute to the resolution of an organizational problem.

7.2 Organizational Impact

My contribution during recruitment and selection, though small, supported the HR team by:

- Relieving the workload from CV screening and data management.
- Making it easier to schedule interviews and communicate with candidates.
- Supporting large-scale operator recruitment drives.

These initiatives also allowed the HR team to reduce their time and work more efficiently.

7.3 Industry Relevance

RMG is Bangladesh's leading export earner and efficient workforce management is vital for its success. Hiring and selection plays an important role in productivity, compliance and labor relations. My tenure at Epyllion demonstrates that formalized hiring process is must have to remain competitive in global business landscape.

7.4 Implications for Future HR Professionals

- Recruitment is not simply about hiring, but finding the perfect match for both organization and employee.
- The problem of balancing speed with quality in talent acquisition is one of the biggest challenges.
- HR professionals have to keep up with technology, but they also need to not lose the human element in their judgment.
- Communication and fairness are the key basis of reputation as an employer.

7.5 Recommendations for Epyllion Group

From my observation, these are the improvements that can be made:

- Leverage AI enabled tools or applicant tracking systems (ATS) to fasten up the process of resume screening, this will help reduce manual work and also minimize human bias.
- Companies can plan career centered social media initiatives to draw high performers since a solid employer reputation would enable companies differentiate them in the competitive RMG industry.
- Quick updates and concise feedback to candidates will enhance company image because a good experience makes applying employees more likely to accept an offer.
- Cultivate tight connections with universities to establish a line of fresh talent for executive positions, as well as offer internships that transition into full-time work.
- Target not only hiring, but also creating onboarding and training programs that cut down on turnover in blue-collar positions to maintain a stable workforce.
- Leverage information-based insights such as resignations trends, absence patterns, sourcing efficiency of candidates and performance results to forecast personnel requirements more precisely and allow HR to take proactive decisions on hiring.

7.6 Future Directions

RMG sector is dynamically changing and so is the workforce. Recruiting and selection strategies need to evolve, utilizing digital technologies, talent analytics, and reskilling efforts. Epyllion Group can become a leading HR transformational organization in the sector and a place of choice to work in Bangladesh.

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