



Daffodil
International
University

**“Training and Development Practices and Procedures of
Texstream Fashion Ltd”**



**“Training and Development Practices and Procedures of
Texstream Fashion Ltd”**

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Letter of Transmittal

27th June, 2025

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Subject: Submission of Internship Report on “Training and Development Practices and Procedures of Texstream Fashion Ltd”.

Dear Miss,

I respectfully inform you that I must give the internship report "Training and Development Practices and Procedures of Texstream Fashion Ltd." in due time. I regret for any inconvenience. I regret to inform you of this option. This report's organisation will show you Texstream Fashion Ltd.'s extensive training and development approach. My paper would have been difficult to write without your guidance and aid. Please review the report and provide intelligent feedback. Having you find my paper interesting would be a huge triumph. If you find it useful, thanks.

Sincerely Yours,

Mashiur Rahman

.....

Mashiur Rahman

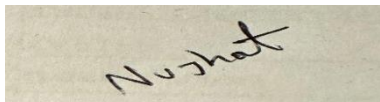
ID: 191-11-1193

Program: BBA

Certificate of Supervisor

The Internship report titled "**Training and Development Practices and Procedures of Textstream Fashion Ltd**" has been submitted to the partial fulfilment of the requirements for the degree of Bachelor of Business Administration (BBA), major in Human Resource Management by Mashiur Rahman, ID: 191-11-1193, Department of Business Administration, Faculty of Business and Entrepreneurship, Daffodil International University under my supervision. The report has been approved for presentation.

I wish him very successful in life.

A rectangular box containing a handwritten signature in black ink. The signature appears to be 'Nujhat' written in a cursive style.

.....
(Ms. Nujhat Anjum Ani)

Senior Lecturer

Department of Business Administration

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Student's Declaration

I certify the "Training and Development Practices and Procedures of Texstream Fashion Ltd." internship report. My research under **Ms. Nujhat Anjum Ani, Senior Lecturer in the Department of Business Administration at Daffodil International University**, is complete.

My report does not violate any copyrights or draw from earlier degree work.

I also agree to pay for damages caused by breaking the promises.

Mashiur Rahman

.....
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Acknowledgement

At first, I thank Allah for my strength, perseverance, and talent in completing this report. He needed great wisdom and blessings to do this.

I'm grateful to my supervisor, Ms. Nujhat Anjum Ani, Senior Lecturer in Daffodil International University's Faculty of Business and Entrepreneurship's Department of Business Administration. Her great instruction, faithful support, and constructive criticism during report preparation influenced my perspective and methods. Her guidance helped me overcome this research's challenges and grow academically and emotionally. I appreciate her patience, support, and determination in finishing this report.

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Executive Summary

Staff must be trained for today's competitive and changing corporate environment. Rapid technological advances, shifting market demands, and global competitiveness present opportunities and challenges for modern companies. This climate necessitates ongoing professional development for companies and individuals. Without skills and expertise, employees struggle to meet performance targets, compromising organisations' competitive advantage. Textstream Fashion Ltd. developed and implemented training and development to boost employee skills and organisational performance. This strategy needs HRM to identify skill shortages, develop training programs, and give employees the tools they need to grow. HRM trains unskilled or semi-skilled individuals to into highly trained professionals who increase the organization's success. The paper describes how Textstream Fashion Ltd. training data was obtained. We use surveys, employee and HR professional interviews, and company documentation analysis of training programs and HR rules. The technique ensures accurate data display. It describes Textstream Fashion Ltd.'s training programs in the training and development process area. These courses teach leadership, productivity, and job skills. Digital technologies, educational materials, and qualified trainers are discussed. This section discusses the company's training-business objective alignment strategy. Data analysis shows research survey and interview outcomes. This includes work performance gains, employee satisfaction with training, and organisational effectiveness after training. Textstream Fashion Ltd.'s training processes and development prospects are examined. The report addresses training and development program difficulties in its findings and recommendations. It may indicate unmet developmental needs, training concerns, or resource distribution issues. The article offers targeted training program improvements based on these findings. Fast-paced fashion requires competitiveness, creativity, and adaptation. The Report highlights the report's results and evaluates Textstream Fashion Ltd.'s training and development initiatives. Better training is needed to adapt to changing corporate contexts. Conclusion gives stakeholders specific ideas for enhancing the organization's training procedures to better performance. Textstream Fashion Ltd.'s training and development plan is described here. It addresses current concerns, highlights HRM's role in producing a skilled workforce, and offers practical solutions to increase employee performance and organisational growth.

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Chapter 1

Introduction

1.1 Introduction

The term "training and development" refers to the formal and continuing efforts that are undertaken within organizations to improve the performance and self-fulfilment of their employees using a variety of educational methods and programs. These efforts are also known as "corporate training and development." In the contemporary workplace, these efforts have taken on a wide variety of applications, ranging from the teaching of highly specific job skills to the continuation of professional development over an extended period of time. Over the course of the past few years, training and development has developed into a recognized profession with its own distinct theories and practices, as well as a formal corporate role that is a vital part of strategy. The concept of "continual learning" and other parts of training and development are becoming increasingly popular among businesses of all sizes. This is done with the intention of fostering the growth of employees and gaining a workforce that is highly trained. For the purpose of ensuring the long-term survival and profitability of small firms, it is now commonly acknowledged that the quality of personnel and the continuous improvement of their skills and productivity through training are two of the most important components. The establishment of a company culture that encourages ongoing education is strongly recommended. During her time at Workforce, Charlene Marmer Solomon Employees in today's world need to have access to ongoing training of any kind in order to keep up with the times. The momentum of a lack of skills will cause you to lose ground if you do not actively stride against it. Should your employees remain inactive, your company will fall behind in the competition for competency.

When referring to the general improvement and education of an organization's workforce, the terms "training" and "development" are typically used simultaneously. This is because the two concepts are often used interchangeably. The terminologies, on the other hand, are closely connected to one another; yet, there are significant variations between them that revolve around the scope of the application. In general, training programs have highly precise and quantifiable goals, such as the ability to operate a particular piece of machinery, the comprehension of a particular process, or the execution of particular processes with a high degree of precision. On the other hand, developmental programs focus on larger abilities that may be applied to a wider variety of settings. These skills include the ability to make decisions, leadership skills, and the ability to set goals.

Common Training Methods

There are a number of typical training methods that have been shown to be quite effective, despite the fact that new ways are constantly being developed. Continuous learning and development efforts that are successful typically involve the utilization of a number of distinct approaches that, when combined, result in the creation of a single training program that is very effective.

Orientations

When it comes to assuring the success of new staff, orientation training is absolutely necessary. New employees should receive information on the company's history and strategic position, the key people in authority at the company, the structure of their department and how it contributes to the mission of the company, as well as the company's employment policies, rules, and regulations. This information should be provided to new employees regardless of whether the training is delivered in the form of an employee handbook, a lecture, or a one-on-one meeting with a supervisor.

Lectures

Lectures, which are a form of information presentation that is delivered verbally, are especially helpful in circumstances in which the objective is to convey the same knowledge to a large number of individuals all at once. Lectures are among the most cost-effective training approaches since they allow for the elimination of the requirement for individual instruction. The lecture method, on the other hand, does have a few limitations. Lectures are generally a kind of communication that only goes in one direction, thus it is possible that they do not deliver the most fascinating or effective training. Furthermore, it may be challenging for the trainer to obtain an accurate assessment of the degree of comprehension of the topic among a big group of participants.

Case Study

Students receive practical case reports to examine as part of the case method, which is a pedagogical approach that does not involve any direct instruction. The case report contains a comprehensive description of a circumstance, either one that was simulated or occurred in real life. It is feasible to encourage students to think independently by having them analyse the difficulties that are mentioned in the case report and come up with viable solutions. This is much more effective than having students rely on the direction of an instructor. Through open

conversation with a group, independent case study can be complemented with additional information. Real-life scenarios are utilized in the case technique, which is the primary advantage of this approach. The learner is provided with a practical learning experience rather than a collection of abstract knowledge and ideas that may be difficult to apply to practical situations. This is because the multiplication of problems and possible solutions provides the student with a learning experience.

Role Playing

During the process of role playing, students take on a character that is not themselves and then act out that character within a group setting. A scenario is crafted by a facilitator, and the participants are tasked with acting it out while the facilitator provides direction during the process. Despite the fact that the circumstances may have been fabricated, the interpersonal relationships remain genuine. Additionally, participants are provided with quick feedback from both the facilitator and the scenario which they are participating in.

This enables them to have a better grasp of their own actions. The training strategy in question is one that is frequently utilized for management and marketing training due to its cost-effectiveness.

Simulations

The activities of games and simulations consist of organized competitions and operational models that simulate situations that occur in real life. A better grasp of the organization as a whole, the capacity to study actual problems, and the ability to grab the student's interest are some of the benefits that may be gained from using games and simulations. Other benefits include the improvement of problem-solving and decision-making skills.

Computer-Based Training

Instruction based on the computer as the major mode of training, cognitive behavioural therapy (CBT) places an emphasis on the utilization of computers and materials that are based on computers. In order to structure and display educational materials, as well as to make the learning process easier for the learner, computer-based training systems are built. One of the most significant advantages of cognitive behavioural therapy (CBT) is that it enables workers to study at their own pace and at times that are suitable for them. Instruction in computer hardware, software, and operational equipment are the primary applications of cognitive behavioural therapy (CBT). CBT may offer the student with a simulated experience of

operating a specific piece of equipment or machinery, hence avoiding the chance of damage to expensive equipment by a trainee or even a novice user. This is the final point, and it is of particular relevance because of the fact that CBT can provide the student with this experience. At the same time, the actual equipment is employed to its fullest extent for operational purposes because it is not required to be used as a medium for training. The utilization of computer-based training makes it possible for a small firm to decrease the expenses associated with training while simultaneously increasing the efficiency of the training. There is a reduction in costs as a result of a reduction in travel, training time, and downtime for operating hardware, equipment damage, and instructors. Standardization and individualization are two methods that can be utilized to enhance effectiveness.

Internet-based instruction the use of WBT as a kind of CBT is becoming increasingly common. This method of cognitive behavioural therapy (CBT) is now feasible as a result of the rapidly growing number of companies that have access to the Internet through high-speed connections. Because the training material is presented on a web page that can be accessed through any Internet browser, cognitive behavioural therapy (CBT) is within the reach of any business that has access to the internet. When referring to WBT, the words "web-based instruction" and "online courses" are commonly used interchangeably with one another.

Self-Instruction

The term "self-instruction" refers to a training approach in which the students take main responsibility for their own education and educational development. Students have a greater degree of control over the things they learn about, the order in which they learn them, and the pace at which they study them, in contrast to education that is led by an instructor or a facilitator. Students have the potential to attain a higher degree of tailored learning at varying degrees, depending on the structure of the educational materials. Programed learning, individualized education, personalized systems of instruction, learner-controlled instruction, and correspondence study are all examples of different types of self-instruction. Benefits include a robust support system, the ability to receive feedback immediately, and the ability to systematize.

Audio-visual Training

The uses of television, movies, and videotapes are all examples of audio-visual training approaches. As is the case with case studies, role acting, and simulations, they can be utilized to provide employees with an opportunity to experience "real world" scenarios in a manner that is both time and cost efficient. Audio-visual training methods have a number of drawbacks, the most significant of which is that they cannot be tailored to a specific audience, and they do not permit participants to ask questions or engage with one another while the content is being presented.

Team-Building Exercises

Team building is the process of actively creating and maintaining productive work groups which have aims and objectives that are similar to one another. The informal, ad hoc construction and use of teams in the workplace is not to be mistaken with the official process of forming work teams and formulating their aims and goals, which is typically guided by a third-party consultant. Team building is a process that is not to be confused with this phenomenon. In order to address issues such as poor group dynamics, labor-management relations, quality, or productivity, team building activities are frequently implemented. Team building provides a structured and guided process that recognizes the challenges and difficulties associated with the creation and development of work teams. The benefits of this process include increases in the ability to manage complex projects and processes, flexibility to respond to changing circumstances, and increased motivation among members of the team. There is a wide variety of training methods that can be utilized for the purpose of team building. Some of these approaches include brainstorming sessions and outdoor immersion activities. Formal team building has a number of drawbacks, the most significant of which is the expense involved in utilizing outside specialists and taking a group of individuals away from their work during the training session.

Apprenticeships and Internships

Apprenticeships are a type of on-the-job training in which the trainee works alongside a more experienced employee for a period of time. During this time, the trainee acquires a set of skills that are connected to the job or function that they will eventually be qualified to perform upon successful completion of the apprenticeship. Apprenticeships are frequently utilized in occupations that provide a focus on production. Internships are a type of apprenticeship that

combine classroom learning with on-the-job training under the supervision of an employee with more experience.

Job Rotation

Small enterprises, which often have fewer roles that are specialized than bigger organizations, may benefit the most from job rotation because of the potential for greater job rotation.

1.2 Background of the Study

As a result of reading this report, one can anticipate gaining a greater grasp and comprehension of the numerous operational operations that are carried out by Texstream Fashion Ltd., with the exception of the Training and Development Department. Beginning with the most recent three months of the company's activity, Texstream Fashion Ltd. has been making every effort to incorporate everything into the particular form. Only scholarly reasons should be considered appropriate for using this report. I have, from a wide variety of primary and secondary sources, gathered all of the necessary and pertinent information together. After putting in a lot of effort over the course of three months, I was finally able to put together a report that was both comprehensive and significant. The information is supplied in a truthful and correct manner, and no one is permitted to utilize any of its components in whole or in part.

1.3 Scope of the Study

While participating in this internship program, I was able to get a significant amount of knowledge and practical experience in a variety of garment-related sectors. It is possible that this report may not include all of the information that pertains to Texstream Fashion Ltd.'s Human Resources. The only information that is agreed upon is that which pertains to training and development procedures. This was determined through both primary and secondary research. For the purpose of advancing my career in the organizational sector, it not only helped me acquire a great deal of knowledge about this sector but also expanded my network of contacts.

1.4 Significant of the Study

The term "proper training" refers to a strategic effort made by an organization to facilitate the ability of its employees to acquire skills that are related to their professions. The information, talents, and actions that are exemplified by these competencies should be considered crucial for achieving successful job performance.

Successful businesses view their employees not as crucial assets but rather as essential

participants in the company's progress. When it comes to the modern-day corporate world, people are extremely important for a number of different reasons. Larger amounts of knowledge, skill, and capability are required for technology. The personnel of the smaller business need to be able to perform a great deal of work across a larger range of skill areas than they ever have before. It is difficult to find intelligent employees, and it is even more difficult to keep good employees. "Employees' area sector is our energetic assets," is a statement that is frequently used in the workplace. As of right now, a day's is incorrect. When it comes to the proper employees, the correct places are in place. In addition, it is correct. Through the provision of demand that is primarily based on training and development, it is only possible to do this.

1.5 Objectives of the Study

Broad Objective:

The primary aim of this study is to explore and evaluate the training and development practices implemented by Texstream Fashion Ltd.

Specific Objectives:

- To conduct an investigation of the methods of training and development utilized by Texstream Fashion Ltd.
- To assess the training and development strategies utilized by Texstream Fashion Ltd.
- To determine the goals that want to be accomplished through the training and growth of Texstream Fashion Ltd.
- To determine the issues that are associated with the training and development procedures that are utilized by Texstream Fashion Ltd.
- To offer some recommendations based on the issues that have been identified.

1.6 Limitations of the Study

Producing a high-quality report demands substantial information and expertise. Challenges in finalizing the report may arise due to certain limitations.

- A portion of the material will be withheld because of the need to maintain company secrecy and confidentiality.
- Time constraints are a significant problem.
- There was a lack of appropriate availability of topic-related journals, reports, and books on the internet.

- The employees are not willing to reveal any material that is considered confidential.
- Access to the training and development website for Texstream Fashion Ltd. is restricted to participants only.

1.7 Methodology

The study has been developed mostly on the basis of secondary data. Additionally, the officials of Texstream Fashion Ltd. have provided information that has been incorporated into the report wherever it was deemed appropriate to do so in order to preserve the report's singularity and clarity. This report has been compiled on the basis of the experience that was gained throughout the course of the internship that lasted for a duration of three months. During the course of the internship, this individual gained personal experience by working at a variety of desks. The information that was gathered comes from a collection of different sources, some of which are shown below.

1.8 Research Design

The design of the research is an essential component of the research. The methods of data collection can be broken down into several categories. Among them, this research is carried out using both primary data and secondary data analysis as its foundation. The approach of surveying has been utilized in order to acquire all of the primary data. The basic data for the survey approach was gathered through the use of a questionnaire.

Primary Data: As for the primary data, the primary portion that was used to construct the data was the talk that was obtained from the management and other employees of Texstream Fashion Ltd. In addition to my own personal experience, inspection, and a little bit of interactive session assistance contribute to the creation of this report.

Secondary Data: The first step in the process of collecting secondary data is to make use of the website of Texstream Fashion Ltd., annual reports, training and development-related journals and academic books, daily newspapers, and a large number of research reports that are connected to the training course on Texstream Fashion Ltd.

1.9 Sampling Technique

In total, there were ten questions in the poll, and there were eight respondents. Texstream Fashion Ltd. staff were the ones who were referred to as the mark people. They have asked me to participate in a conversation for qualitative research, and I have successfully completed it. For the purpose of ensuring the accuracy of the data, they were the genuine source for

information gathering. I asked them questions and had conversations with them about the various aspects of the training program in order to have a better understanding of their organizational structure for training.

1.10 Sampling Size

A significant topic in the field of statistics, sampling size refers to the quantity of individual data points that are gathered through the administration of a survey. When it comes to establishing the accuracy and trustworthiness of a survey's conclusions, the sample size of a survey and statistic is an important factor to consider. There should be a balance between the size of the sample and its size.

I have chosen eight employees from Texstream Fashion Ltd. to serve as the sample size for my research. These employees were chosen at random.

1.11 Instrument Used

The questionnaire is the instrument that is considered to be used for primary data collecting. One of the purposes of the questionnaire is to make the tabulation and analysis of the data that is going to be collected easier

1.12 Summary

Business success and employee satisfaction require growth and training. These strategies improve output, safety, health, and personal growth. Development aims include long-term growth and leadership. Employees learn job skills through training. A corporation must train and develop its employees by law. Long-term success depends on strong training programs, so corporations invest much in them. This investment shows the corporation realises competent personnel boost productivity, innovation, and market share. Training and growth costs rise when hiring experts. These experts create, deliver, and evaluate company- and employee-specific training. Many companies fund employee training. Compensation may include bonuses, paid time off, or payment for classes, certifications, and professional development. Training and development costs include rooms, resources, and technology beyond employment. Simulation equipment, specific training rooms, and remote or self-paced e-learning platforms and software may be needed. These technologies are updated to keep training programs fresh, effective, and customisable for corporate and employee needs.

Manufacturing, repair, sales, marketing, and management support professionals are trained. Training may require these staff to teach or be experts. Workers must take a break from their vital tasks to participate, even if it helps them learn and contribute. Short-term trade-offs occur

when jobs that help the company immediately are ignored. But this temporary modification is smart. Training temporarily lowers productivity but boosts worker performance, inventiveness, and capacity. Organisations thrive with training and growth. Workers improve their skills, motivation, and engagement. Training and development are critical investments that affect many organisation areas. These programmes enhance workplace safety, employee growth, business efficiency, and competitiveness. These charges cost time, money, and staff but expand the organisation and boost productivity.

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Chapter 2

Background of the Company

2.1 Introduction

Following the country's attainment of its independence, Bangladesh became notorious for its penalties and natural calamities. People told us that the baskets were inseparable. We considered ourselves to be among the poorest nations in the world. On the other hand, we are currently concerned about the developing nation. Despite the fact that agriculture is the most important part of our economy, the garment industry is the most important contributor to our foreign exchange earnings. The economy relies on this as its primary support. "Made in Bangladesh" is now a moniker that we can proudly display.

At the beginning of the 1980s, the garment industry established its beginnings. Over 5500 factories are currently operating within the industry at the present time. 82% of the entire amount collected from exports is accounted for by RMG. The availability of low-cost labor is the primary factor that has contributed to the rapid rise of this industry. There are more than four billion people who are employed in this area. It is important to note, however, that almost 16 billion pesos worth of ready-made clothing are imported from Bangladesh each year by 86 percent of women. Products that are "Made in Bangladesh" are provided by every prominent worldwide brand to ensure the quality and effectiveness of our services and goods.

There are two categories that might be associated with the readymade clothes sector. The first category is the woven category, and the second category is the knit category. Shirts, pants, and trousers are three of the most common types of clothes that are woven. On the other side, knitwear is responsible for the production of sweaters, lingerie, socks, and T-shirts, as well as polo T-shirts. The contribution of knitwear to earnings from exports is greater. On the other hand, the production of things that are knitted is fast being increased.

According to the information provided by the Bangladesh Garments Manufacturers and Exporters association (BGMEA), at the present time, knit products account for 41% of the gross revenue generated by RMG exports. The entire export earnings from the ready-made garment (RMG) industry in 2019 were \$30.63 billion, as reported by the Export Promotion Bureau (EPB). This figure represents a performance that is 1.53% higher than the total target of \$31.17 billion for 2019. The entire performance of knitted items is \$15.19 billion, while the performance of woven items is just \$15.44 billion in this amount.

Obtaining a degree through an internship is an essential component of our higher education experience. It is via internships that we are able to acquire first-hand knowledge of the ways in which a company organization does its business operations in this highly competitive market. I joined Texstream Fashion Ltd., Ashulia, Savar, Dhaka with the intention of completing my

internship. This is a garment manufacturing company that focuses on exporting. Within the scope of this report, I have made every effort to provide an explanation of the numerous actions that have been carried out by the excellent training and development department.

2.2 Overview of Texstream Fashion Ltd

A single garment production unit was the starting point for Texstream Fashion Ltd.'s journey, which began in the year 2012. Late in 2015, we expanded to three additional garment manufacturing units as a consequence of our level of commitment and the increasing level of satisfaction we provided to our customers. Garments Export Village Limited GEVL has once again been founded in order to fulfill the unfulfilled requirements of our clientele and to enter the market for value-added products by the year 2018. GEVL is a ten-story structure that houses eight distinct production units. These units include a Wrinkle Free Trouser Unit, a Dress Shirt and Trouser Unit, a Multi-gauge Jacket Unit, an In-House Washing Unit, a Printing Unit, an Embroidery Unit, and Other Supporting Units.

Our strengths are not only dependent on our big manufacturing facilities and our extensive experience, but also on the members of our highly skilled human capital professional operational team, our quality control team, our experience, and our youthful entrepreneurial merchandising team. In addition, our manufacturing facilities are outfitted with machinery of the highest quality brand. We are in the midst of launching our fourth largest factory in the state of our industry's LED Certified Green Building. This particular plant is located in the state of California. As part of our continued commitment to environmental sustainability, we are in the process of constructing a Biological ETP (Effective Treatment Plant) in order to lessen our carbon footprint and waste footprint.

The beginning of the narrative of Texstream Fashion Ltd.'s success can be traced back to the year 2012, when we began operations with a single garment unit. A progressive expansion with three (three) garment production units has occurred as a result of our commitment and the growing pleasure of our customers near the end of the year 2015. As part of our efforts to increase our backward linkage assistance, we also established a production plant for accessories and cartons during this time period.

We have grown once again and established Garments Export Village Limited (GEVL) in order to fulfill the requirements of our customers that have not yet been satisfied and to enter the market for value-added products by the year 2018. GEVL is a ten-storied structure that houses eight distinct production units, some of which are as follows: a wrinkle-free trouser unit, a dress shirt and trouser unit, a multi-gauge jacquard unit, an in-house washing unit, a printing unit, an

embroidered unit, and various support units.

In total, their working space encompasses a total area of 41,000 square feet. Everyone who works there, including management, employees, and staff, is incredibly committed, and they are extremely enthusiastic about the tasks they have. A total of 2800 people are employed by them, and they have a very significant team consisting of 64 management and correctional staff.

2.3 Mission and Vision of Texstream Fashion Ltd

Mission

Get advice on how to run your business more efficiently by using the highest quality items, and you will guarantee complete satisfaction for your customers.

Vision

In order to sustain the socioeconomic development of Bangladesh and to establish itself as a prominent garments manufacturer in South Asia, the goal is to establish Bangladesh as one of the largest garments industries in the world.

2.4 Company Summary

- Company Name: Texstream Fashion Ltd
- Number of total production line: 25
- Number of employees: 42
- Number of workers: 2800
- Working Floor area: 60000 Square Feet
- Major products: Woven Garments
- Lead Time: 90 Days
- Average Production per month: 600000-700000 piece
- Maximum Capacity: 1500000 Pieces

2.5 Capacity of Texstream Fashion Ltd

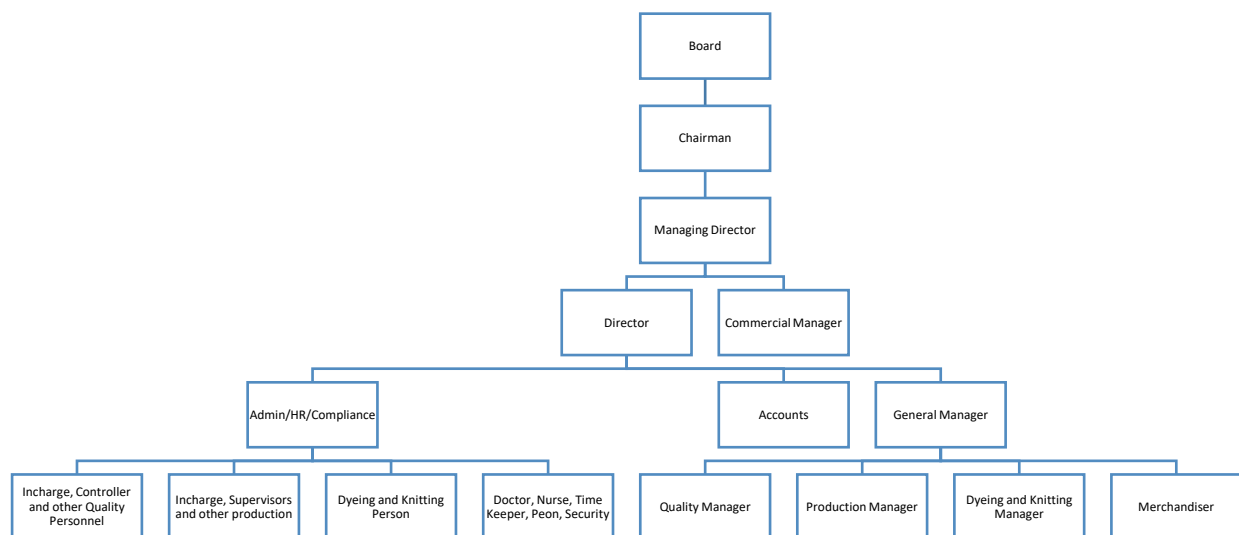
Facilities	Capabilities	Capacity/Day	Machine
Knitting	All types of knit Fabrics	15000 KGs	Fukahara, Jung Lung
Dyeing	Dyeing	23000 KGs	Thies, Sclavos
Cutting	Cutting	170000 Pcs	Gam, Spreader-Gerber
Sewing	121 Sewing Line	120000 Pcs	Juki, Brother
Embroidery	11 Machines	21 Mill Stitches	Tajima-Japan
Washing	Any Wash Effects	22000 Pcs	Omi-Italy
Printing	Any Type Printing	1050000 Pcs	Alpha-8, Schenk-Spider

2.6 Cutting Activities of Texstream Fashion Ltd





2.7 Organogram of Texstream Fashion Ltd



2.8 Different Departments of Texstream Fashion Ltd

Texstream Fashion Ltd operates through five major departments, each playing a crucial role in ensuring the smooth functioning and overall success of the company. These departments are interconnected, contributing to various aspects of the garment manufacturing process, from raw material procurement to employee management and financial reporting. Below is a detailed overview of each department, their functions, and responsibilities.

Department	Description & Key Responsibilities
Production Department	The Production Department is the core of Texstream Fashion Ltd, focusing on transforming raw materials into finished garments. The Production Manager oversees the supply of raw materials, ensuring efficient workflows, minimizing waste, and maximizing productivity. Responsibilities include: - Managing the entire manufacturing process - Ensuring timely production schedules - Monitoring quality standards during production - Coordinating with the maintenance department for equipment functionality
Merchandiser Department	The Merchandiser Department bridges the gap between production and sales, playing a pivotal role in planning and product management. Merchandisers analyze market trends, sales statistics, and customer feedback to forecast demand. Key duties include: - Collaborating with buyers, suppliers, and distributors - Negotiating prices, quantities, and delivery timelines - Ensuring the products meet quality standards - Managing the supply chain efficiently to reduce costs and maximize profitability
Maintenance Department	The Maintenance Department ensures that all machinery, equipment, and facilities are operational and in good condition. Maintenance workers, also known as repair personnel, are responsible for: - Repairing and maintaining mechanical equipment and factory infrastructure

Department	Description & Key Responsibilities
	- Performing plumbing, electrical repairs, and HVAC maintenance - Overseeing the upkeep of building structures and factory floors - Ensuring minimal downtime in production by proactively addressing equipment issues
Accounts Department	The Accounts Department is responsible for managing the company's financial operations. This includes recording and reporting cash flow transactions, ensuring accurate financial reporting, and maintaining internal controls. Their responsibilities are: - Managing accounts payable and receivable - Overseeing payroll processing and ensuring timely salary disbursement - Preparing financial statements and reports - Ensuring tax compliance and financial audits - Budget planning and cost control
Human Resource Department	The Human Resource (HR) Department manages all aspects related to the company's workforce. It plays a vital role in recruiting, training, and ensuring legal compliance. The HR department fosters a positive work environment and maintains good employer-employee relations. Key responsibilities include: - Ensuring compliance with labor laws and regulations - Overseeing recruitment, onboarding, and employee training - Maintaining accurate employee records and ensuring tax compliance - Managing payroll and employee benefits - Handling employee relations, grievances, and performance management

Detailed Overview of Each Department

Production Department:

As the heart of Texstream Fashion Ltd, the Production Department ensures that raw materials are efficiently converted into high-quality garments. The department focuses on optimizing production processes to meet deadlines and maintain product standards. The **Production Manager** ensures that materials are supplied on time and that the production process runs smoothly without unnecessary delays or defects.

Merchandiser Department:

This department is crucial in understanding market dynamics and aligning production with customer demands. Merchandisers analyze sales data, monitor trends, and communicate with suppliers and buyers to ensure the right products are produced at the right time and price. They also play a significant role in maintaining product quality, ensuring that the final garments meet both company standards and customer expectations.

Maintenance Department:

Without functional equipment, the production line would come to a halt. The Maintenance Department ensures that machinery and facilities are always in optimal condition, performing regular checks, repairs, and updates. They handle everything from plumbing and electrical repairs to heating and air-conditioning system maintenance. This proactive approach minimizes production downtime and extends the lifespan of the factory's equipment.

Accounts Department:

Financial health is vital for the sustainability of any business. The Accounts Department ensures that all financial transactions are recorded accurately, payroll is processed on time, and financial reports are prepared for stakeholders. They also manage tax filings, budget planning, and financial forecasting, providing the company with the insights needed for strategic decisions.

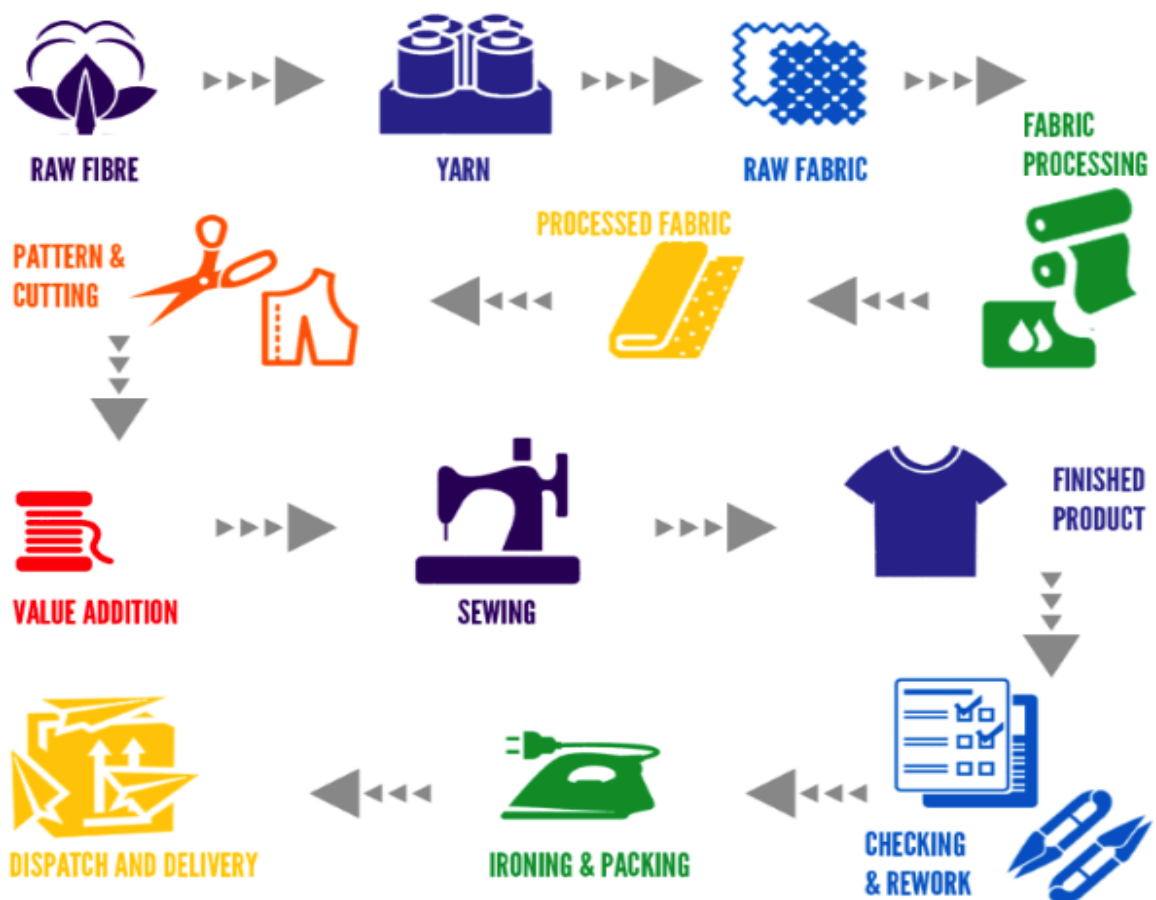
Human Resource Department:

The HR Department is responsible for managing the company's most valuable asset—its people. They handle recruitment, training, and employee development to ensure that Texstream Fashion Ltd has a skilled and motivated workforce. In addition to maintaining compliance with labor laws, the HR team fosters a healthy work environment, resolves conflicts, and manages payroll and benefits, ensuring employees are satisfied and productive.

2.9 Company Workers



2.10 Production Process of Texstream Fashion Ltd



2.11 Business Ethics of Texstream Fashion Ltd

Texstream Fashion Ltd always follows the following ethics;

Texstream Fashion Ltd. promotes fairness, respect, and social responsibility to sustain the best corporate ethics. The company's ethics foster honesty in all activities and a safe, inclusive, and supportive workplace. The main moral ideals of Texstream Fashion Ltd. are:

- Child labour is prohibited at Texstream Fashion Ltd. The company observes local and international labour rules to avoid hiring minors. This policy's strict application across divisions and supply chains underlines the company's commitment to moral labour and children's rights. For compliance and ethical and sustainable business, the organisation audits its partners and activities.
- Safety and Fair Working Conditions: The organisation prioritises employee well-being. Following all safety requirements, Texstream Fashion Ltd. provides a safe, comfortable, and hazard-free workplace. Ensure proper lighting, ventilation, ergonomics, and safety gear. Leaders uphold labour laws and improve circumstances. Training and safety drills prepare staff for emergencies, and they should report unsafe circumstances.
- Texstream Fashion Ltd. strongly campaigns against workplace bias. No matter ethnicity, religion, region, gender, political views, or other factors, the company hires equally. This dedication includes hiring, pay, advancement, training, and benefits. The diverse and inclusive workplace values everyone. The sole hiring criteria are performance, credentials, and merit.
- All Texstream Fashion Ltd. decisions are unbiased and open. Authorities' final decisions should be honest and, in the company's, and employees' best interests. The company emphasises open communication and lets employees voice issues or challenge unfair choices. The company fosters trust and accountability.
- Ethics and Recruitment: Texstream Fashion Ltd. hires ethically and transparently. To retain talent, the organisation offers competitive pay and benefits. We teach and develop employees for career advancement. By establishing a pleasant learning environment, Texstream Fashion Ltd. helps businesses and people succeed.
- Social Responsibility and Community Engagement: Texstream Fashion Ltd. prioritises social responsibility beyond its operations. The company emphasises sustainability, environmental conservation, and social welfare. Promote community development and

eco-friendly production to reduce environmental effect. The corporation thinks good business practices assist society beyond the workplace.

Chapter 3

Analysis of Training & Development Practices of Texstream Fashion Ltd

3.1 Training and Development

Among the most important functions of human resources is training and development. The majority of organizations consider continuing education and professional development to be an essential component of the process of human resource development. Because of the turn of the century, there has been a greater emphasis placed on the equivalent in organizations all over the world. Many companies have made it mandatory for their employees to participate in training sessions throughout the year. This is done in light of the fact that technological advancements are rapidly reducing the number of skilled workers in the workforce.

Training

With the current state of affairs in the corporate world, we may expect to see consistent shifts in the business environment, particularly in the area of technology. Therefore, in order for organizations to be effective, they need to implement such adjustments. The efficacy of an organization is directly proportional to the efficiency of its employees. To ensure that the organization is able to successfully implement new technologies, its personnel should be prepared. The organization is interested in hiring people who come from a variety of different backgrounds. Training can take place either on the job or off the job, depending on whether or not employees acquire knowledge while they are working or outside of the workplace.

Development

It is a process that builds development, advancement, positive change, or the increase of physical, monetary, natural, and social and statistical segments. Development is a method that builds development. An increase in the level of personal satisfaction, as well as the creation or expansion of local job opportunities and pay in the area, is the driving force behind the development. This is accomplished without causing any damage to the natural resources of the planet. Advancement is not actually prompt, but it is obvious and beneficial, and it incorporates a portion of value change as well as the creating of conditions for the continuance of that change.

3.2 Importance of Training and Development

Training and development help every company grow. These keep organisations ahead in a competitive, changing market. Companies must invest in worker training as technology and business practices change. Not doing so may lead to stagnation, failure to fulfil market demands, and increased competition. A corporation must train personnel in new skills to grow

and compete. This boosts creativity, productivity, and staff adaptability. A company's success depends on training and development because:

- Training and development boosts productivity. Training boosts confidence and competence by explaining roles and responsibilities. Output, quality, and efficiency boost firm performance. Employee appreciation and motivation from good training help the company prosper.
- Innovations and Challenges: Today's fast-changing corporate environment necessitates adaptability to new technologies and market trends. Development programs help workers gain new skills and adapt to industry changes. This helps staff learn new software, procedures, and market expectations. Companies may overcome challenges and stay competitive by learning.
- Through training and development, organisations boost productivity. Well-trained workers work faster, make fewer mistakes, and need less supervision. Time is saved and processes are improved. Producing more with less boost's growth and profits.
- Organisational growth requires training and development. Companies need qualified staff to expand, add products, or give services. The company has a strong talent pool to accomplish its strategic goals thanks to leadership and other development programs. Training inspires people to innovate, advancing the firm.
- Training and development show employees that the organisation values their professional and personal growth, which boosts retention and satisfaction. Job satisfaction and company loyalty rise. Career advancement encourages retention, reducing attrition and recruiting and training expenditures. Long-term success demands motivated employees.

Many industries must follow laws and norms. Employee rule education reduces noncompliance and legal difficulties. Regular ethics, legal, and safety training increases workplace safety.

3.3 Training and Development Process

The ADDIE Model for Training and Development

When performance falls short of expectations, training becomes a necessary intervention. To understand the training process better, the **ADDIE Model** is widely utilized. This model is structured in five stages, each contributing to the design, development, and implementation of a training program. The five stages of the ADDIE model are:

- ✓ **Analyse**
- ✓ **Design**
- ✓ **Develop**
- ✓ **Implementation**
- ✓ **Evaluation**

1. Analyse

The analysis stage is the foundation of the entire training process. The goal is to compare the **current performance** with the desired **future performance**, identifying any gaps that need to be addressed through training. This stage is essential for understanding where employees or learners are currently falling short and what needs to be improved to meet future goals.

There are two main types of gaps identified in this phase:

- **Present Performance Gap:** This gap refers to issues or deficiencies that are being experienced in the present. These are immediate challenges that need quick fixes and adjustments.
- **Future Performance Gap:** This gap refers to anticipated challenges or areas for improvement that are expected in the future. This requires a strategic approach to address these gaps before they become problematic.
- The **Analyse** phase helps organizations clearly define the training needs and goals, setting a strong foundation for the rest of the process.

2. Design

In the **Design** phase, the output from the **Analyse** phase is used as input. The aim of this stage is to **plan** how to close the performance gaps identified earlier. During this phase, the training objectives are set, and the overall training strategy is formulated.

Key aspects of the Design stage include:

- Identifying the specific skills or knowledge that the training will focus on.
- Defining clear and measurable learning objectives.
- Choosing the most appropriate training methods (e.g., classroom, online, blended learning).
- Selecting the best delivery methods (e.g., instructor-led, self-paced, group activities).

At this stage, it's important to ensure that the training program aligns with the organization's strategic goals and the needs of the learners.

3. Develop

The **Develop** phase focuses on creating the actual training materials and resources. Based on the design plan, training programs, modules, lectures, slides, and other resources are created to facilitate the learning process.

This stage involves:

- **Creating training content:** Materials such as presentations, manuals, e-learning modules, or videos are developed.
- **Building the environment:** Establishing the logistics of the training, including the platform or location where the training will take place.
- **Creating assessment tools:** Designing tests, quizzes, or exercises to measure the learning progress of participants.

During the Develop phase, the focus is on turning the design blueprint into tangible resources that can be used in the training program.

4. Implementation

The Implementation stage is where the training plan is put into action. This is the execution phase where the training program is delivered to the target audience. It is essential that the program is carefully organized and managed for optimal effectiveness.

Key considerations for the Implementation phase include:

- **Scheduling and organizing sessions:** Planning and organizing when and where the training will take place.

- **Facilitator preparation:** Ensuring that the instructors or trainers are fully prepared to deliver the content.
- **Engagement strategies:** Ensuring that the participants are engaged and motivated throughout the training.
- **Support systems:** Providing necessary support, such as answering questions or offering resources, to ensure the success of the training program.

This stage is critical because any failure in implementation can result in the failure of the entire training program. It's essential that everything works according to plan to achieve the desired outcomes.

5. Evaluation

Evaluation is the final stage of the ADDIE model. It serves as the assessment phase, where the effectiveness of the training program is reviewed. Evaluation is an ongoing process and helps to determine whether the training has met its objectives.

There are two types of evaluation:

- **Process Evaluation:** This type of evaluation looks at the training process itself. It assesses how well the training was carried out, including logistics, content delivery, and participant engagement. Process evaluation ensures that everything followed the pre-established training plan.
- **Effect Evaluation:** This type of evaluation measures the actual benefits and results of the training. It assesses whether the training achieved its intended outcomes and if it resulted in improved performance. Feedback from participants, performance metrics, and assessments can be used to gauge the effectiveness of the program.

3.4 Training and Development Materials

Training and development plans include a range of methods to ensure that employees learn and apply new skills at work. These strategies encourage critical thinking, student engagement, and real-world application. Here are several popular methods:

- Role-Playing
- Case Studies
- Lectures and Demonstrations

1. Roleplay

Role-playing promotes group learning and participation. Participants in this approach are assigned work-like tasks. Employees are encouraged to practise addressing diverse situations in a safe and regulated environment.

- Staff members may mediate team disputes or serve dissatisfied customers as customer service representatives. Taking these roles lets participants:
- Interacting with people will improve your communication skills.
- Choose the best answers to the simulated scenarios to improve your problem-solving and decision-making.
- Looking at difficulties from different professions in the business might help you empathise and understand others.
- Role-playing is ideal for teaching leadership, negotiation, customer service, and dispute resolution. It increases self-esteem, communication, and workplace resilience.

2. Case Studies

Another effective training strategy is case studies, which evaluate hypothetical or real-world scenarios to identify concerns, weigh solutions, and provide solutions. This method encourages critical thinking and problem-solving by giving workplace challenges.

Through case studies, staff are motivated to:

- Investigate real-world issues and their causes.
- Apply theory to real-world situations to bridge learning and application.
- Discuss different perspectives and solutions with peers to foster collaboration and learning.
- Critical thinking can be developed by comparing methods and picking the best.

Case studies aid corporate ethics, management, finance, and strategic planning teaching. They allow workers to try different problem-solving methods, understand the results, and make informed decisions.

3. Lectures and Demonstrations

Lectures and demonstrations are popular and old-fashioned training approaches. A trainer or educator organises knowledge using charts, presentations, or films. This method swiftly imparts knowledge to a group of students.

- The lecturer explains concepts, theories, and techniques in detail during lectures. Even though its mostly one-way communication, effective trainers promote questions and arguments to engage and teach.
- Demonstrations add hands-on value to lectures. Instructors teach tasks so students can see before doing them. This is important when teaching technical skills like operating equipment, machinery, or software that require visual instruction.
- Although passive, lectures and demonstrations can be effective when combined with Q&A sessions, discussions, and follow-up activities. This hybrid method reinforces learning and ensures real-world application.

3.5 Training and Development Practices

Training and development play a vital role in every organization, though their function can be more complex compared to other areas. They primarily focus on the processes that enhance employee's skills, knowledge, and abilities. The main objective is to improve employee capabilities and support their professional growth. At Textstream Fashion Ltd, the management places greater emphasis on the future development and education of administrative staff, rather than solely concentrating on improving individual performance.

3.5.1 Model of ADDIE used in Textstream Fashion Ltd.

The ADDIE model is a widely used framework traditionally followed by instructional designers and training developers. It consists of five key phases:

- i) Analysis phase
- ii) Design phase
- iii) Development phase
- iv) Implementation phase
- v) Evaluation phase

Summary Table: ADDIE Model Stages

Stage	Description	Key Activities
Analyse	Identifying the gap between present and future performance.	Assess current performance vs. desired performance.
Design	Planning the training program, defining objectives, and selecting the methods for achieving them.	Set learning objectives, define training methods, and design curriculum.
Develop	Creating training resources like modules, materials, and assessments.	Create content, develop materials, and set up delivery platforms.
Implementation	Delivering the training program to participants, ensuring proper execution.	Organize logistics, prepare trainers, and engage learners.
Evaluation	Assessing the effectiveness of the training through process and effect evaluation.	Measure process effectiveness and evaluate long-term impact.

The ADDIE model provides a systematic and structured approach to developing and delivering effective training programs. Each stage builds upon the previous one, ensuring that the training is well-designed, well-executed, and ultimately successful in bridging the performance gaps identified.



Figure: ADDIE Model Process

3.5.2 On the Job Training

On-the-job training at Texstream Fashion Ltd.

On-the-job training (OJT) works because people perform real work while receiving clear instructions and practical experience. This method helps workers learn from bosses or more experienced staff. Texstream Fashion Ltd. uses on-the-job training to boost new recruit productivity and integration. OJT approaches like Job Rotation and Internships help workers learn skills and flexibility fast.

Rotating jobs

Job rotation trains workers by switching departments and tasks. This exposes personnel to Texstream Fashion Ltd.'s supply chain, customer service, production, and quality control.

- Job rotation aims to increase workers' adaptability. Employees rotate across departments to learn how they affect the company.
- Workers may do several jobs, helping Texstream Fashion Ltd. fill gaps during strong demand or staff shortages.
- More skills prepare employees for leadership responsibilities.

- **Employee Engagement:** Frequent task changes improve job satisfaction, minimise monotony, and inspire workers.

A production worker may move to quality assurance to learn the company's standards. This comprehensive approach to operations helps decision-making and problem-solving.

Internship

Another valuable on-the-job training option is an internship with Texstream Fashion Ltd. Students gain workplace experience in short, free training sessions. Students and recent graduates wanting fashion industry experience are often awarded internships.

The internship program includes a manager or mentor who guides, monitors, and critiques interns during training. The manager helps the intern understand the company's process, complete tasks, and use their function's tools and methods.

Objectives of the internship include gaining practical experience in a fashion firm and developing technical and professional skills through work completion training. Path of Talent: Unpaid internships give companies critical talent. Texstream Fashion Ltd. may engage outstanding interns full-time after the program to familiarise them with its operations and culture.

An intern in design may help a senior designer with trend analysis, fabric choosing, or collection creation. They gain practical experience for future sector employment.

Job Rotation and Internship programs at Texstream Fashion Ltd help trainees and staff increase productivity, flexibility, and a wide understanding of the company. These on-the-job training strategies boost productivity, employee satisfaction, and skill development. This keeps Texstream Fashion Ltd.'s staff trained and flexible for fashion industry demands.

3.5.3 Off the Job Training

Skills are improved through off-the-job training. Off-the-job training does not disrupt work, so employees can focus on learning. The method improves performance, problem-solving, and perspective. Human growth at Texstream Fashion Ltd. focusses on off-the-job training. The company helps employees achieve using behavioural modelling, case studies, and classroom education.

- Texstream Fashion Ltd. heavily leverages classroom learning for off-the-job training. Experts teach staff in a supervised atmosphere. Slideshows, interactive discussions, and TV programs boost learning. New hires unfamiliar with the company's operations and need a firm foundation to launch their careers should use this method. Company-wide knowledge is ensured by classroom training for many staff. It also encourages staff to collaborate, ask questions, and explore the topic.
- Behaviour modelling is another key off-the-job training technique at Texstream Fashion Ltd. This strategy promotes learning new behaviours by watching and mimicking role models. Workers see how experts handle client complaints and team management and apply these tactics. Fashion requires soft skills like teamwork, leadership, and communication, which behavioural modelling enhances. Conforming to workplace culture and expectations enhances productivity. Examples from real life can boost performance and job satisfaction.
- Case studies improve Texstream Fashion Ltd. decision-making and problem-solving. Through this strategy, workers examine hypothetical or real-world business circumstances that reflect working issues. Finding major concerns, researching solutions, and making decisions should be their goal. This strategy helps staff apply abstract concepts to real-world circumstances and promote critical thinking. Company employees may assess supply chain interruptions or quality control issues and offer solutions. Case studies enhance teamwork since employees solve challenges in groups. This cooperative approach strengthens teams and learning.

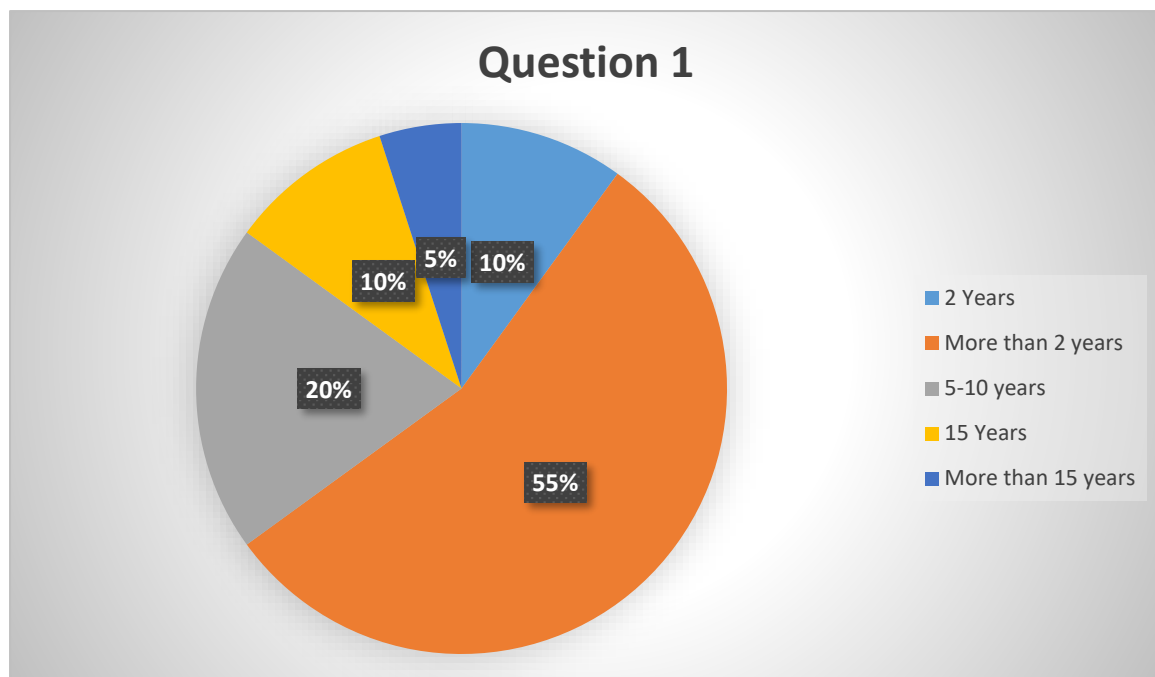
Texstream Fashion Ltd. employees grow through off-the-job training like behavioural modelling, case studies, and classroom instruction. These methods help workers learn, think critically, and behave well in a focused learning setting. Texstream Fashion Ltd. funds off-the-job training to prepare its employees for the ever-changing fashion sector. This complete personnel development strategy helps the organisation succeed and stay ahead.

3.6 SWOT Analysis of Texstream Fashion Ltd

Strengths	Weaknesses
• The production unit is built on company-owned land, reducing operational costs and allowing higher profit margins compared to competitors. • The company's monetary compensation and benefits policy reduces employee turnover, ensuring a skilled and committed workforce. • High-quality products are ensured through the use of top-grade machinery imported from Germany, Thailand, and Japan, enhancing production efficiency and output.	• The company incurs additional transportation costs as goods must be shipped from Dhaka to Chittagong port for export. • Texstream Fashion Ltd still relies on traditional manual systems for production, leading to longer order completion times.
Opportunities	Threats
• The US-China trade war has shifted US clothing brands' focus to other countries, potentially increasing orders for Bangladesh's RMG sector. • The Government of Bangladesh targets \$50 billion in RMG export earnings, offering incentives and opportunities for investors like Texstream Fashion Ltd. • Annual trade fairs organized by BGMEA attract international buyers, providing Texstream Fashion Ltd opportunities to expand its global client base.	• Rising labor costs due to government adjustments in minimum wages will reduce profit margins in the RMG sector. • Increasing domestic and foreign investments in the RMG sector are intensifying competition, making it challenging to maintain market share. • Post-Rana Plaza, foreign buyers are highly focused on compliance, adding pressure on companies to meet stringent safety and ethical standards.

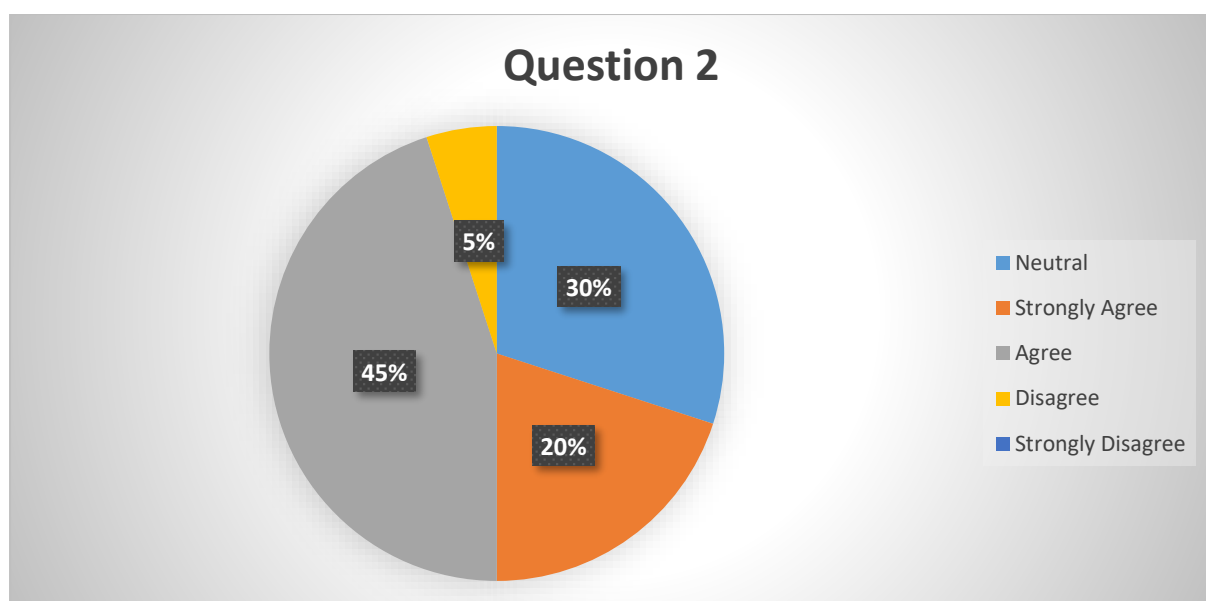
3.7 Analysis of Data

Question-1: How long have you been employed at Texstream Fashion Ltd?



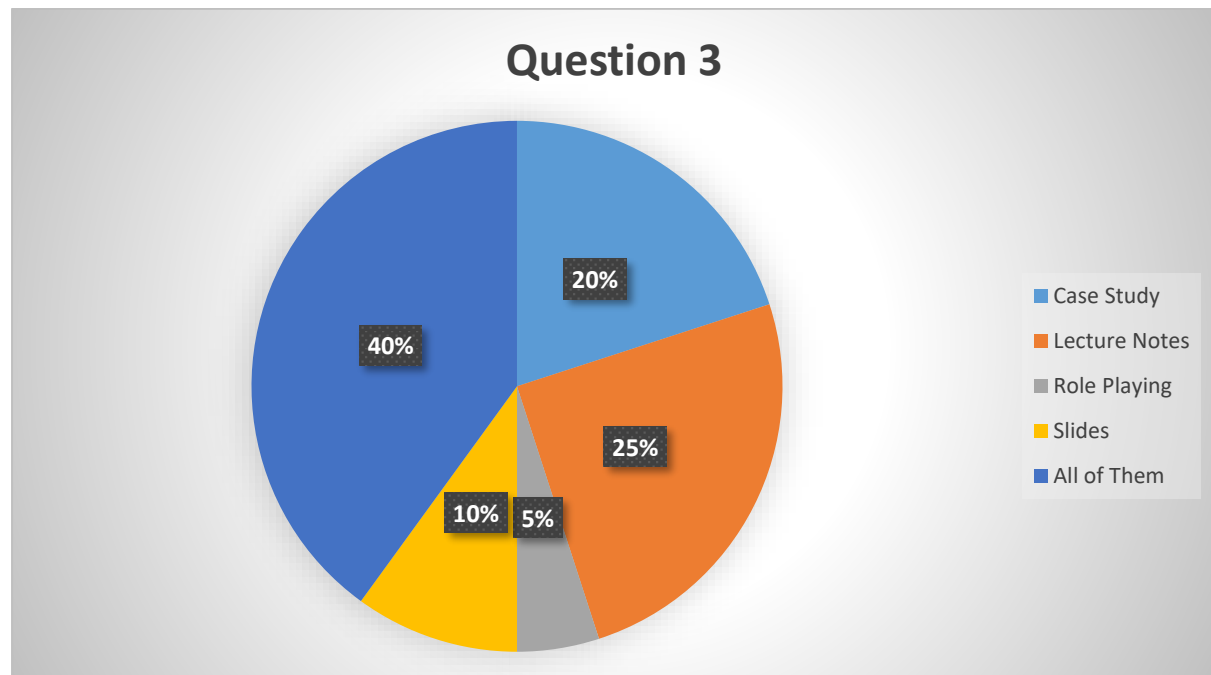
The majority of employees at this organization have been working here for over 2 years. Around 10% have been with the company for approximately 2 years, while another 10% have worked for 15 years. Additionally, 20% have been employed for 5 to 10 years, and 5% have been with the organization for more than 15 years.

Question-2: Does your garment company provide high-quality training methods and a well-equipped environment for training sessions?



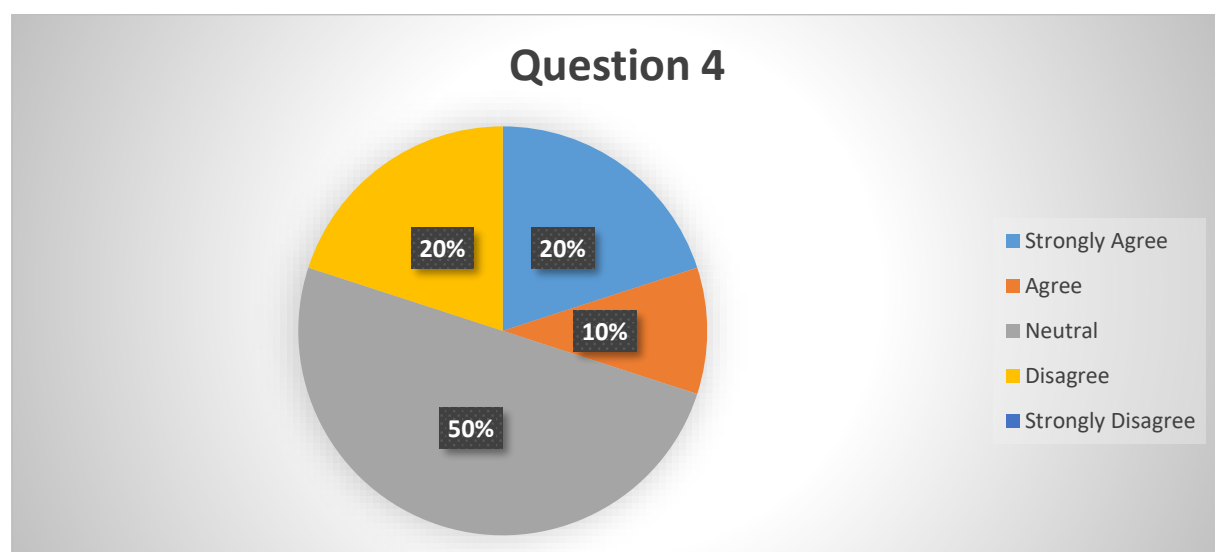
Approximately 45% of respondents completely agreed that the training institution provided a positive training environment. An additional 20% strongly agreed, while 30% felt neutral about the environment. However, 5% disagreed with this view.

Question-3: What types of equipment and techniques are utilized during the training sessions?



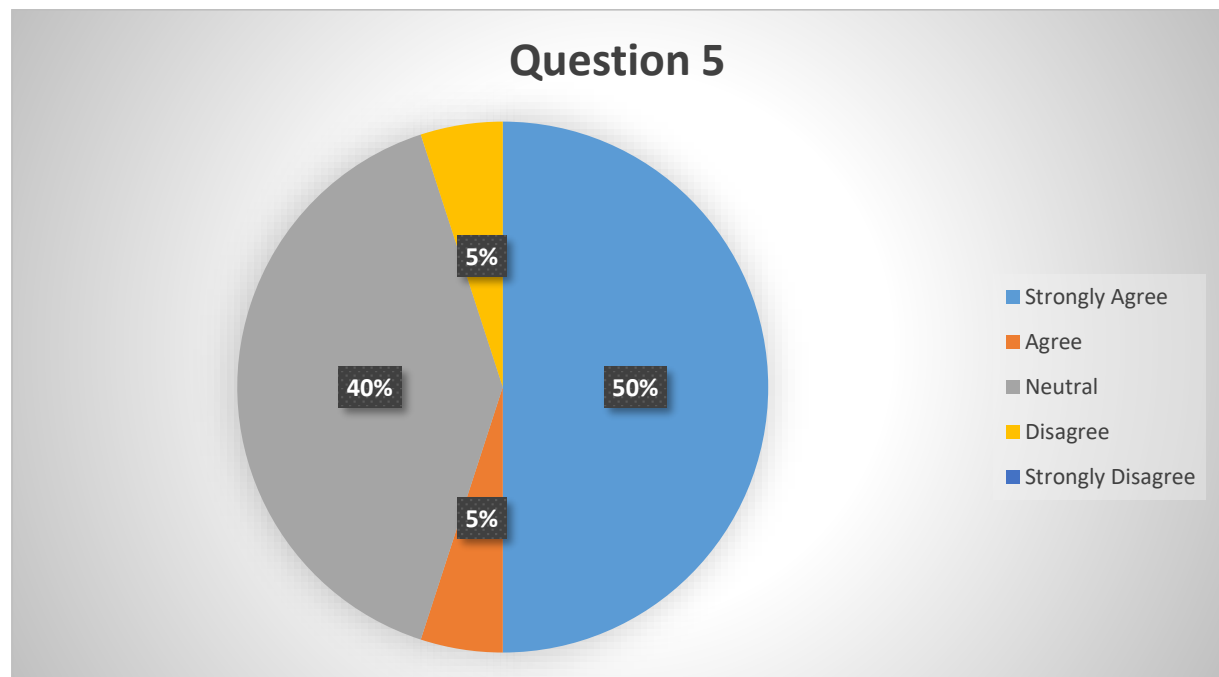
Employees have varying opinions, but around 40% stated that the organization utilizes a full range of equipment and techniques during training.

Question-4: Was the training topic clearly explained by the trainer during the training session?



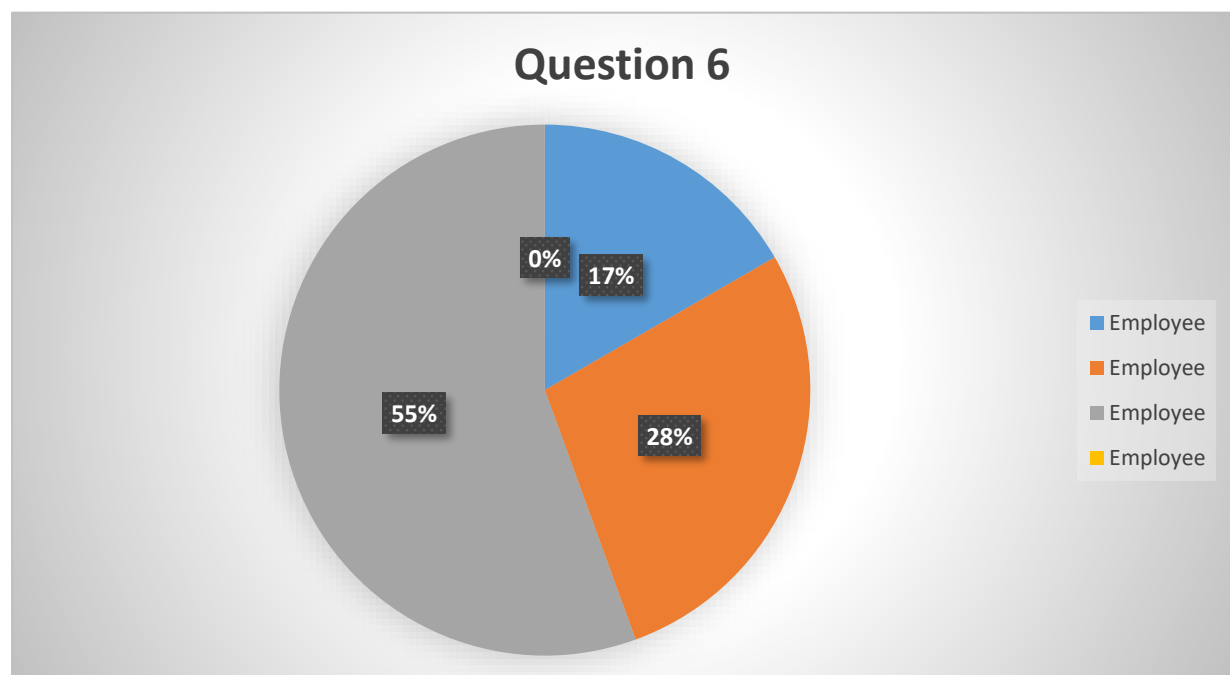
About 50% of respondents were neutral regarding the trainer's explanation of the topic, 20% felt the illustration was poor, and the remaining 30% had mixed opinions.

Question-5: Do you believe the training program is effective in helping the organization achieve its goals?



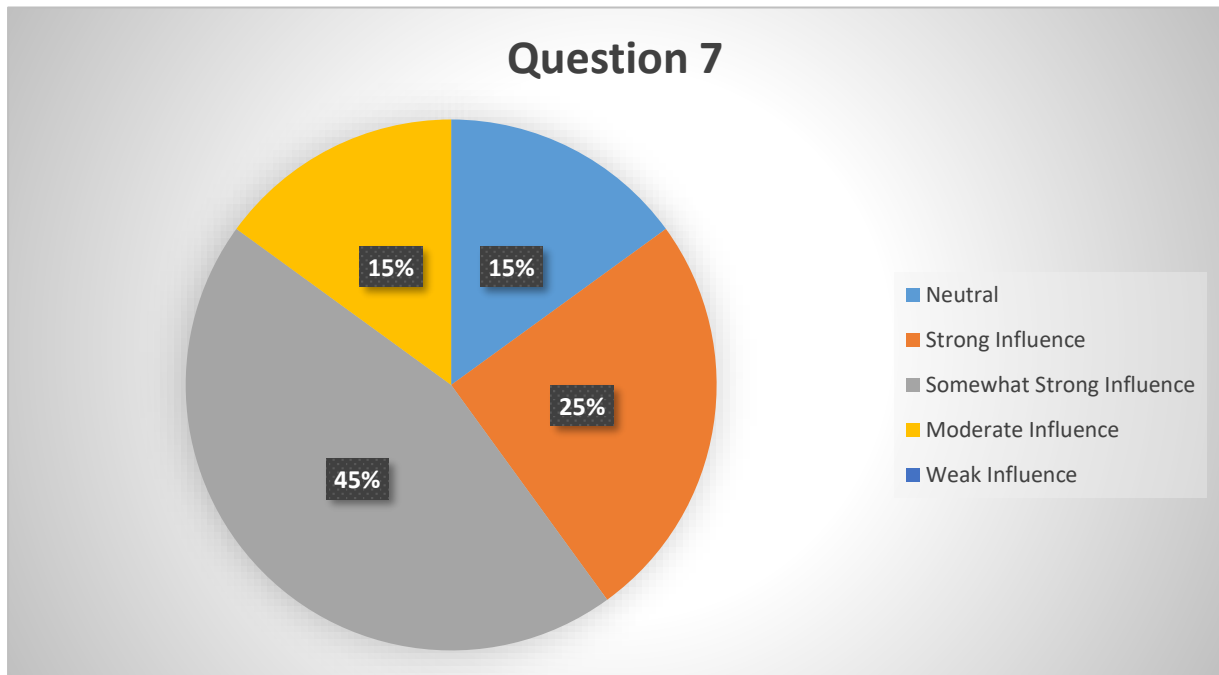
0% of employees stated that the training program helps in achieving the organization's goals, while 40% remained neutral. The remaining 10% expressed mixed opinions.

Question-6: How many employees are expected to attend the training session?



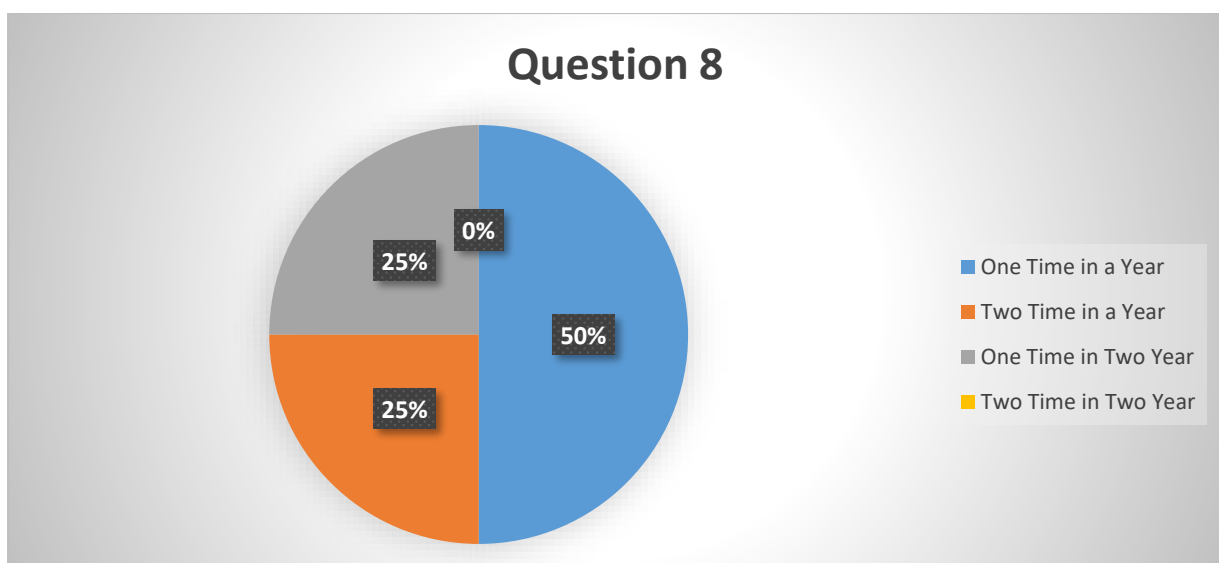
The classroom training setup can accommodate up to 100 employees, and 70% agree that this capacity is sufficient. Meanwhile, 15% believe there should be space for 150 or more participants, while the remaining 15% suggest arrangements for 30 to 50 employees instead.

Question-7: Is there any impact of training and development on employees' overall performance?



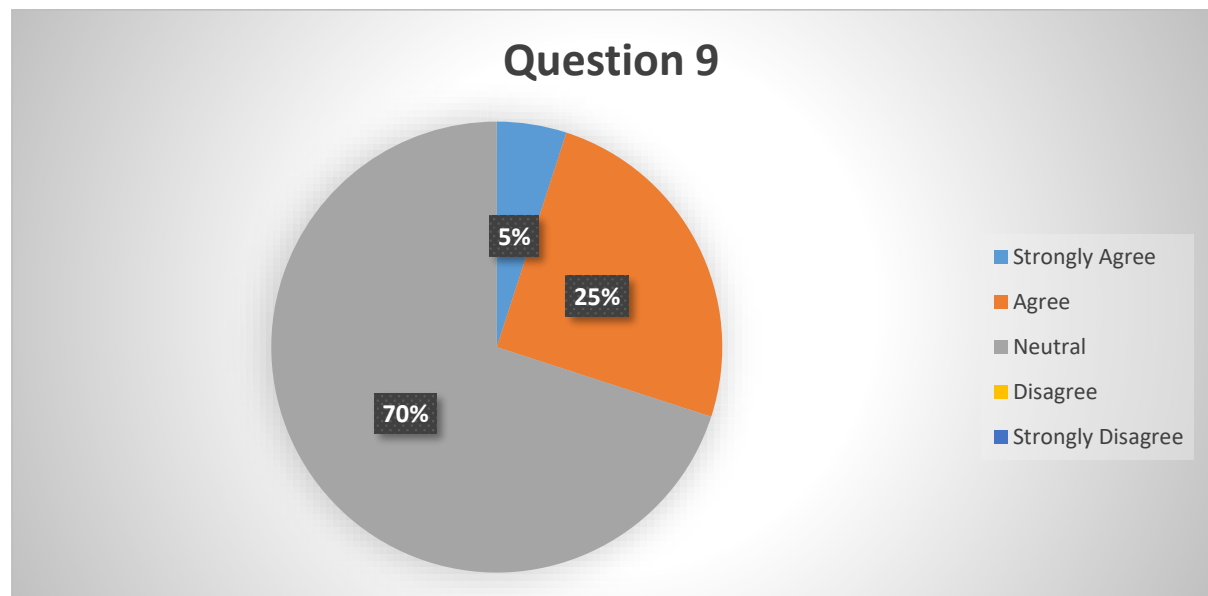
Training has a significant impact, with the majority (45%) indicating it has a somewhat strong influence on employee performance. Additionally, 25% believe it has a strong influence, 15% consider its impact to be moderate, and another 15% remain neutral.

Question-8: How many times have you been sent to attend a training program?



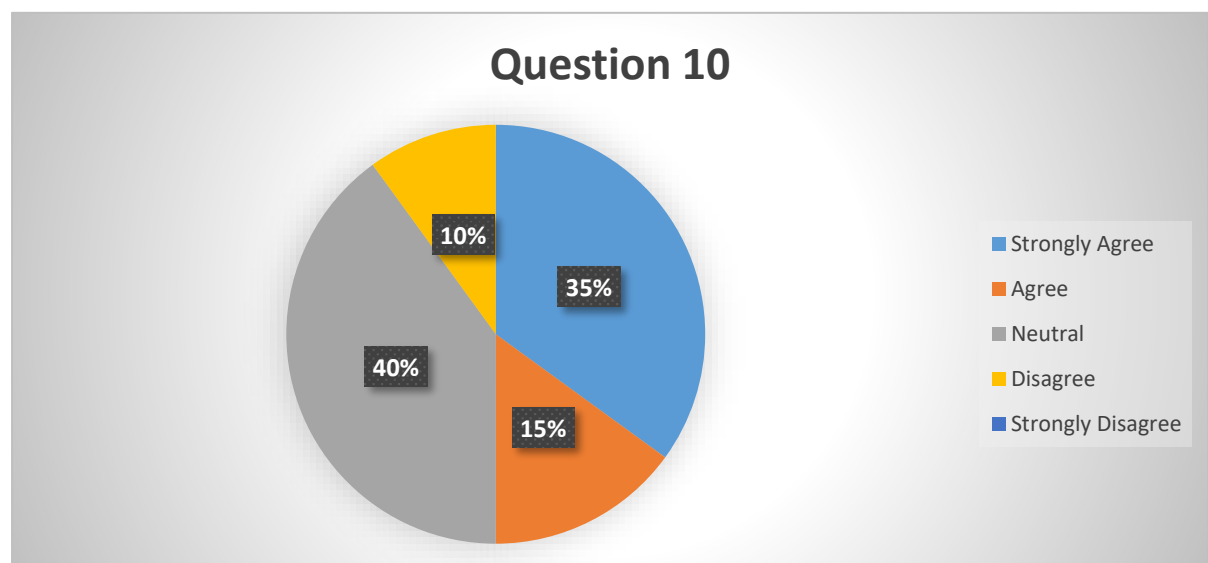
Training is considered a crucial and essential component of organizational growth. As a result, employees are sent for training as needed. In this case, 50% of respondents indicated that they are typically sent for training only once a year.

Question-9: Do you agree that the trainer responds promptly to the trainees?



Most employees, about 70%, felt neutral about the trainer's responsiveness, while 25% agreed that the trainer replied promptly, and 5% strongly agreed.

Question-10: Is the timing and duration of the training and development program appropriate?



At the start, 40% of employees felt that the timing and duration of the training program were appropriate, while the rest had varying opinions.

Chapter 4

Findings

4.1 Findings of the Study

This study focuses on the training and development practices of Texstream Fashion Ltd. The research identified both positive and negative aspects of the company's approach to employee development. The key findings are as follows:

- **Lack of Structured Training Programs:** The training and development methods at Texstream Fashion Ltd are not well-planned or systematically organized. There is minimal application of standardized training processes.
- **Poor Communication in Classroom Training:** Communication gaps are evident among participants during classroom training sessions. Additionally, some participants prefer sitting at the back of the room due to discomfort or issues with the instructors.
- **Interpersonal Conflicts Among Supervisors:** The presence of interpersonal disagreements among supervisors and managers has negatively impacted the development of interpersonal skills among employees.
- **Outdated Training Methods:** The company continues to rely on traditional training methods, which are increasingly outdated and result in declining training effectiveness and productivity.
- **Employee Disengagement During Training:** Some employees perceive the training sessions as time-consuming and unproductive, leading to a lack of attention and engagement during the training process.
- **Bias in Performance Evaluation:** The performance evaluation system is flawed, as employees with better relationships and interactions with managers tend to receive higher performance ratings, while others are overlooked regardless of their actual performance.
- **Comparative Disadvantage in Training Practices:** Competitor garment companies have more structured and well-defined training and development programs, resulting in higher employee performance compared to Texstream Fashion Ltd.

Chapter 5

Recommendations

and Conclusion

5.1 Recommendations

Several recommendations can be made to solve the study's flaws and guarantee the organization's training process runs smoothly.

- **Examine Industry Best Practices:** Textstream Fashion Ltd. should, first and foremost, pay careful attention to the training strategies employed by other private clothing enterprises in the sector. The company can create a standardised and efficient training program that complies with industry standards by studying how rivals design and conduct their training initiatives. This will make it easier to guarantee that workers receive current, pertinent training that improves overall organisational effectiveness.
- **Encourage Positive Interpersonal Communication:** It's critical to cultivate an environment in the workplace where people can communicate honestly and constructively. In order to prevent disagreements that could lead to a bad work environment, managers and supervisors should make an effort to preserve positive interpersonal ties. The company may create a more cohesive team by promoting cooperation and respect for one another, which will have a favourable impact on the training environment and employee morale generally.
- **Boost Employee Participation in Training Programs:** The company should work hard to boost employee participation in training initiatives. This can be accomplished by clearly explaining to staff members the advantages of training on both a personal and professional level and by coordinating training goals with organisational objectives. Employees are more likely to actively participate in and take ownership of the learning process when they see training as a chance for personal development and understand how it helps the business succeed.
- **Include Training on Ethical Behaviour:** Modules that address ethical behaviour in the workplace ought to be a part of training programs. Employees will develop a strong sense of integrity as a result, encouraging moral decision-making and accountable behaviour. In addition to improving organisational culture, ethical training increases stakeholder and client trust, which benefits the business's long-term profitability and reputation.
- **Put in place Strong Feedback and Assessment Procedures:** Textstream Fashion Ltd. needs to set up a thorough feedback and assessment procedure in order to improve staff performance. To maintain impartiality and openness, performance reviews ought to be founded on uniform standards and objective criteria. Employees should receive regular

feedback that emphasises both their areas of strength and room for development. Employees will be inspired to keep getting better and to match their efforts with the objectives of the company.

- Adopt Alternative Training approaches: The organisation ought to think about implementing more interactive training formats, like semi-circle training approaches, in light of the inefficiency of standard classroom instruction. These formats make the learning environment more interesting, promote group discussions, and encourage higher participation. Interactive training techniques are especially good at improving knowledge and memory, which improves the use of skills in the workplace.
- Emphasis on Technological Training: Technological competence is essential in the rapidly changing industrial landscape of today. Employee technology training should be given more priority by Textstream Fashion Ltd. This will enable them to stay up to date with the newest equipment, software, and tools used in the clothing sector. In addition to increasing worker productivity and efficiency, increasing technological expertise will provide the business a competitive advantage in the marketplace.

Textstream Fashion Ltd. can greatly enhance its training and development procedures by putting these suggestions into practice, which will boost staff productivity, engagement, and organisational expansion as a whole.

5.2 Conclusion

Employee performance enhancement is important to every company's success. Today's competitive corporate climate requires experienced, talented personnel to handle technology's rapid advances. A flexible and effective workforce is needed as technology integrates into organisational operations, making the workplace more dynamic and demanding. Textstream Fashion Ltd., a new ready-made garment (RMG) manufacturer, has a good reputation in domestic and international markets. I gained commercial experience at Textstream Fashion Ltd. The company uses cutting-edge technologies to produce high-quality goods.

Textstream Fashion Ltd.'s HR department manages well according to Bangladeshi labour laws and industry norms. Their commitment to legal compliance and employee training reflects their ethical and productive business culture. Given its current trajectory, Textstream Fashion Ltd. may develop from startup to market leader. The company is positioned for long-term success in the competitive RMG industry due to its excellent HR practices, quality dedication, and technical innovation.

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