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2011-11-21

A Working Report On The Human Resource (Capital) Management Activities Of Adi Apparels Limited

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EXECUTIVE SUMMARY

The Readymade Garment (RMG) industry of Bangladesh tells an impressive story of country successful transition towards a major export- oriented economy. Starting its journey in the late 1970s with relatively small investment, the industry, the industry flourished in 1980 and 1990 and has become the largest industry in Bangladesh. The contributory factors of the RMG industry in Bangladesh are global trading agreement, cheap labor cost, government policy support and dynamic private entrepreneurship. All these things have helped Bangladesh to gain a handsome share in the global garment business. From early 1990 onwards the RMG industry has become the largest foreign exchange earning sector in the economy. In 2005-06, Bangladesh earned nearly $ 8 billion by exporting garment products and RMG cover 75 percent of the total export of the country, having the lion's share of the country's exchange. Contribution of RMG is very positive in Bangladesh economy, sharing 13 percent of the total national GDP. Moreover the industry has become a vehicle for further industrialization of the country.

The focal point of Adi Apparels Ltd was been formed in 1st of January 2002 and since then accelerated to its journey with the commitment to the society to build prosperous Industrial backbone for socio-economic development of the country. After almost ten economic years, it has established a number of diversified and potential buyers throughout the world for manufacturing and marketing of a wide variety of consumers and export oriented products.

Presently, Adi Apparels Ltd is one of the leading Garments Buyer Agency Companies in Bangladesh, which has been contributing buyer agency activities in a large extent of the country by providing quality branded-generic Garments. The organization believes in 'Quality never ends' and refuses to settle for anything until it exceeds the existing standard. The company has been awarded with the ISO-9001: 2000 Certificate in January 2003 for serving its valued customers with products of excellent quality.

As the principal aims and objectives of Adi Apparels Ltd Bangladesh, are to improve professionalism in the contemporary garments ware business arena as well as to realize the authentic demands of garment goods throughout the 3rd world countries. Thus AAL Bangladesh organizes seminars, discussion forums, workshops, professional training courses, continuing education programs, cultural events and publishes newsletters etc. as parts of its professional activities. All this activities has been done to observe out the actual current SWOT analysis circumstances of the organization. By which the executive board gets some feasible idea of future strategic moves of the organization.

However, AAL BD always believes that a creative Human Recourse can build a modern country. Because, fairly a well established human resource management can built a constructive organization likewise some constructive organizations can build a modern country. However, nowadays HR Department is considerate as the Mutual Bridge of making evenly understandable decisions between all the departments among an organization. How and why is that? The answer is – “Since each department is Human Oriented and HRM deals with every individual human being or employee working in an organization, this statement is true as well as valid one. So HRM decrease the distances and conflicts between the employees of all the departments as well as enhance the work efficiency of the workforce which eventually results a certain amount of profit maximization for the companionship. Finally a profitable company must contribute to the economy of the country’s development.