

An Internship Report on
Training and Development process of Glorious
Tex BD Ltd.



MBA (Evening) Program

An Internship Report Submitted in Partial Fulfillment for the Degree
of Masters of
Business Administration (Major in Human Resource Management)

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October, 2016

INTERNSHIP REPORT
ON
Training and Development Process of GLORIOUS
TEX BD LTD.

Prepared by:

Tamanna Ajmeri

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Hajee Mohammad Danesh Science & Technology

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3rd Batch October 24, 2016

Letter of Transmittal

Date: 24th October, 2016

To
Md. Mostafizur Rahman
Assistant Professor
Department of Management
Hajee Mohammad Danesh Science & Technology University.
Dinajpur.

Subject: Submission of Internship Report on Training and Development process of Glorious Tex BD Ltd.

Dear Sir,

I would like to thank you for supervising and helping me throughout my internship program in completing my MBA (Evening). This internship program has given me opportunity to experience one of the latest and unexplored areas of business in Bangladesh and has pended my present knowledge manifold. This report is a study on 'Training and Development Process of Glorious Tex BD Ltd ' with special focusing on organizational as well as managerial skill with which I was assigned during my internship. The report also contains in-depth review of the human resource Training and Development Process of Glorious Tex BD Ltd.

Please feel free in contacting me if you have any queries. I would be glad to provide any clarification regarding the project.

Thank you.

Sincerely,

Tamanna Ajmeri

Certificate of the co Supervisor

This is to certify that the internship report entitled "Training and Development process of Glorious Tex BD Ltd" Prepared by Tamanna Ajmeri bearing ID: E-140503026 for the partial fulfillment to complete the degree of Masters of Business Administration MBA (Evening) Program at Hajee Mohammad Danesh Science & Technology University, Dinajpur.

To the best of my knowledge the report Complied by Tamanna Ajmeri not been submitted either partly or fully to other University or Institution for any Degree.

.....

Sourav Paul Chowdhury
Assistant Professor
Department of Management

Hajee Mohammad Danesh Science & Technology University
Dinajpur.

Certificate of the Supervisor

This is to certify that the internship report entitled "Training and Development Process of Glorious Tex BD Ltd" Prepared by Tamanna Ajmeri bearing ID: E-140503026 for the partial fulfillment to complete the degree of Masters of Business Administration MBA (Evening) Program at Hajee Mohammad Danesh Science & Technology University, Dinajpur.

To the best of my knowledge the report Complied by Tamanna Ajmeri not been submitted either partly or fully to other University or Institution for any Degree.

.....

Md. Mostafizur Rahman
Assistant Professor
Department of Management
Hajee Mohammad Danesh Science & Technology University
Dinajpur.

Declaration

I hereby declare that the report entitle "Training and Development Process of Glorious Tex BD Ltd" have completed by my own effort. I have completed this report as a part of my Masters of Business Administration MBA (Evening) course fulfillment. I involve myself as an internee member in Glorious Tex BD Ltd and submitted this report as a partial fulfillment of requirements for the completion of MBA (Evening) program in Hajee Mohammad Danesh Science & Technology University, Dinajpur.

Therefore, with the help of my Supervisor direction and his supervision help me to submit this report for evaluation. I have tried my best to complete this report in due time.

.....

Tamanna Ajmeri

ID: E140503026

Program: MBA (Evening)

Batch No: 3rd

Acknowledgement

The successful completion of this report might never been possible in time without the help some person whose inspiration and suggestion made it happen. First of all I want to thank my supervisor Md. Mostafizur Rahman for guiding me in Glorious BD during my Internship. Without his help this report would not have been accomplished. Then I would like to thank my advisor, Md. Mostafizur Rahman for helping me completing my internship report on "Training and Development Process of Glorious Tex BD Ltd". I would like to express my gratitude to all the faculty and staff members of Hajee Mohammad Danesh Science & Technology University, Dinajpur. This report is a culmination of the Two years I have spent here and all that I have learnt.

I also thank to the officer of Glorious Tex BD Ltd most. Turin Jahan who helped me by providing informative instructions. I was closely attached with them during my internship tenure. Without them this project would have been very difficult. I also thank my parents, and some friends who kept on this long process with me, always offering support. And finally I also express my sincere gratitude to all those who participated to prepare the report.

Executive summary

The garment's industry of Bangladesh has been the key revenue generating sector for the last couple of years. Glorious Tex BD Ltd is one of the emerging garments in our country. I have conducted my internship in this organization in the Human Resources Department. Currently it consists of 588 employees. The company was established in 2014 and its production side is located in 30/1 Zirabo Ashulia Dhaka.

The Human Resource Department of the Garment is the most crucial department which has to work with the daily manpower and the resources. As an intern I didn't get the chance to work in every sector very deeply.

A big promoter of the industry till now has been the cheap labor in our country. However, recent political developments are creating a barrier to this sector. Moreover, workers are now well-aware of the high profits enjoyed by the companies, and as a result demanding higher salaries. This is the same problem that is circling Glorious Tex BD Ltd. The company's biggest drawback is the high labor turnover which is directly arising for this sole reason. As a result, the company's HR department has taken steps to tackle this problem. The solution that I helped to come up with, is creating a

better working environment and preventing and monitoring the commission received by the line managers from the labors, so that no injustice occurs to them.

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Chapter 1

Introduction

1.1 Introduction to Report

I have done my major Subject in human resource management from Hajee Mohammad Danesh Science & Technology University. There I have completed Two years of the theoretical part of the Post graduation. Now the rest of the practical part I have completed from Glorious Tex BD Ltd HR department. This practical part will be evaluated by my honorable academic supervisor. For that reason I have prepared this report on the basis of my practical experience and submitted to my supervisor. The topic of the report is "Training and Development Process of Glorious Tex BD Ltd.

As a part of my internship program for my MBA (evening) I got the opportunity to do internship in a garments manufacturing company named Glorious Tex BD Ltd. My internship period for 45 days. of Glorious Tex BD I was assigned in the Human Resource department. My organizational supervisor was Mrs. Turin Jahan (Administration Manager). My project topics covered the aspects of the HR department and the various issues related to it in respect to the company. The topic was approved by my university supervisor Md. Mostafizur Rahman, Assistant Professor, Department of Management Hajee Mohammad Danesh Science & Technology University, Dinajpur.

My project was on the Training and Development Process of Glorious Tex BD Ltd. It was assigned to me by my organizational supervisor.

1.2 Objective of the Report:

Primary objective: The primary objective of the study is to identify the Impact of Training and Development Program on the Employees Performance of the RMG Industry of Bangladesh.

Secondary Objective: The secondary objective of the study is as follow:

1. To study about the employees performance on Training and Development program of Glorious Tex BD Ltd.
2. To study about on the Training Needs and satisfaction of the employees.
3. To identify the purpose of training for existing and newly selected employees of Glorious Tex BD Ltd.
4. To measure internal and external training program of Glorious Tex BD Ltd.
5. To find out the of training and development on the employees performance of the RMG industry of Bangladesh.

1.3 Methodology of the study:

Research methodology is a purely and simply the framework or a plans for the study that guides the collection and analysis of data. Research is the scientific way to solve the problems and it's increasingly used to improve market potential.

Research steps:

- Study about Organization
- Study the objectives
- Management
- Instrument design
- Main study
- Analysis and interpretation
- Findings
- Recommendation
- Conclusion

Research design: A research design is the specification of methods and procedure for acquiring the information needed. It is the over all operation pattern of framework of the project that stipulates what information is to be collected from which source by what procedure.

Research design consists of:

- o A clear statement of the research problem
- o Procedure and techniques to be used for gathering information

- o The population to be studied
- o Methods to be used in processing and analyzing the data.

Data collection: The required data for the project has collected from primary data.

Primary Data:

I have collected primary data from the workers, different managers, analyze damage physically and visit the factory. The research itself is mainly of Qualitative research. In the qualitative part it is actually an unstructured, exploratory research methodology based on small samples indented to provide insight and understanding of the selection and recruitment department's activity. But as I have chosen to take up qualitative research I have mainly used my observation and used standard sample size from the population of the whole recruitment and selection department.

Secondary data:

I gathered information from the journals and yearbook. They don't have that much information given in the Profile.

Research Instrument:

Questionnaire: Questionnaire refers to a device for securing answer to a formally arranged list of questions by using a term which the respondent fill a himself.

Questionnaire design-

- Open ended
- Close ended
- Dichotomous question
- Multiple question

1. Open ended question: In this question the respondents answer in his own words, this type of question is used rarely because it difficult to weight the result.
2. Close ended question: This questions in which respondents is gives a limited number of alternatives from which he is select the one that most closely matches his opinion or attitude.
3. Dichotomous question: Dichotomous question refers to one which offers the respondents a choice between only two alternatives and reduces the issues to its simplest form.
4. Multiple questions: A multiple choice question refers to one which provides several set alternatives for its answer. These types of question are asked are asks on demographic section by the researcher.

1.4 Limitation of the Study:

There are some specific constraints while I was conducting this study. But I applied wholehearted efforts to conduct the internship program and bring a reliable and fruitful results. In spite of my endeavor there are some constraints exists which are-

- i. Since the major sources of the data were secret, a lot of important data could not be used in preparing the report.
- ii. Sample size is small
- iii. The time period is very short. I could only 45 days in my prepare this report So I could not depth of the study. Most of the times the officials were busy and they were not able to give me much time.

Chapter 2

Company Profile

COMPANY PROFILE

1. Name of Factory : GLORIOUS TEX BD LTD.

2. Office & Factory Address : 30/1 Zirabo Ashulia Dhaka

E-mail: glorioustexbdltd@gmail.com

3. Products : Men's/Ladies Knitted T-Shirts,
Polo Shirt,
Tank Top, Trousers, Children's Wear,
Infants Wear, Ladies Fashion Wear,
Nightwear, Maternity Wear, Pajama
Set etc.

4. Production Line: 12 Lines

5. Production Capacity: 100000 Pcs / Month

6. Floor Area: 15000 SFT

7. Floor Arrangement: *A shade Building where we
have:*

Cutting Section-
2500 sqft

Sewing Section-
7000 sqft

Inspection room-
250 sqft

Sample Section-
200 sqft

Finishing Section- 2300 sqft

Generator Room & Boiler Room- 150 sqft

Bonded Ware House- 550 sqft

Office Space- 1000 sqft

Medical Room, Child Care & Canteen-

100 sqft Electric Substation-

100 sqft

Common Space-
800 sqft

8. Manpower: Total 588 Nos.

Organization Management Team



A. K. M. Abdur Rouf Manik

Glorious Tex Bd Ltd is a 100% export oriented garments factory where ethical, moral and social responsibilities are greatly valued. Being a professional knitwear manufacturer in Bangladesh, our prime goal is to mark ourselves as a fast-growing, well-established & renowned company. We're always on the lookout for new designs, so get a hold of us if you want to be part of the family! Inquiries from global wholesalers,



Md Faisal Rezwan
Managing Director

Our main products include all kinds of T-Shirt, Polo Shirt, Sweat Shirt Jacket, Shorts, Tank-Top, Pajama Set, Children Knitwear & all kinds of knitwear. We frequently improve our garments production complying with world class quality standards in the fast flourishing garments industry. We would like to assure on-time delivery with top class garments after-maintaining all steps of quality level.



Mashudul Haque
Deputy Managing Director &

We have strong and expert quality team that work extremely diligently and maintains all steps of quality level from the very beginning of production to finished goods. We closely monitor each stage of the manufacturing process from fabric selection to designing, cutting, sewing, etc., keeping in mind the style and comfort of the wearer so that our clients gets only the best finished goods.



Kazi Anamul Islam
Director

Our Merchandising Department consists of some young and energetic professionals. There are senior merchandisers, merchandisers, assistant merchandisers & trainee merchandisers who work coherently following a chain of command. The merchandisers deal with every individual orders independently in all aspects of logistic & technical requirements. They strictly follow the Time & Action plan set by



LT COL MOHD FAZAL QADER
(Retd)

Our production is over looked and managed by an extremely experienced personal who is also a retired cornel. Cornel Qader has over 18 years of experience in garments industry and personally deals with all aspects of our production and quality of our goods.

Chapter-3

Chapter 3

Theoretical aspect

A literature review is a body of text that aims to review the critical points of current knowledge including substantive findings as well as theoretical and methodological contributions to a particular topic. In this report as I am dealing with the HR policies practiced by Glorious Tex BD Ltd I have discussed the topics given below:

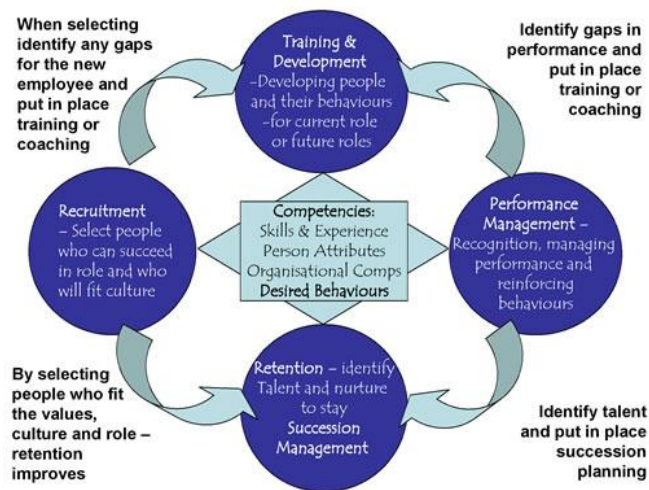
3.1 Literature review the concept of HRM

The objective of this section are to :-

- Out line the variety of ways in which HRM is define.
- Offer a working definition for the purpose of this group.
- Discuss the most influential early model of HRM.
- Review some of the evidence of the adopting for HRM.

Defining human resources management

Many people find HRM to be a vague and elusive concept



3.2 HR planning and forecasting

In simple words, HR or human Resource management is managing all the people of the organization in such a way that a bridge could be maintained between top level-mid level and lower levels of an organization.

According to Mr. Jack Welch, "Every person who leaves goes on to represent your company. They can either bad-mouth or praise."

Organization needs employee or worker to accomplish its mission and vision or company's goal. To make this happen HR professionals use different techniques that starts with the very first procedure 'Man Power Planning and Forecasting'. To get a job done and to get the job perfectly done are 2 different things. All the companies always search for the 2nd one because only perfectly done assignments can provide the optimal outcome.

That's why HR professionals search for the right person for the vacant position of an organization. However, manpower planning and forecasting helps us to find what positions the firm will have to fill, and how to fill them. Manpower planning covers all future positions from maintenance clerk to CEO. In case of staffing HR officials also need to be very concern about overstaffed or understaffed issue. Every action leads to a reaction, so HR officials also need to be concern about the existing employee satisfaction while recruiting. It's better to include the internal potentials in forecasting so that they can also arrange an internal recruitment if needed.

The most common Manpower planning approaches involve the use of simple techniques like ratio analysis or trend analysis to estimate staffing needs based on sales projections and historical sales to Manpower relationships. The usual process is to forecast revenues first and then estimate the size of the staff required to achieve this sales volume.

An organization should always be ready for any unexpected threats. Human Resource Inventory provides the idea about the organization's present capability for a proper response of any unexpected threats.

3.3 Benefit and compensation

This particular aspect of a job probably holds more appeal than anything else, and has the greatest impact on whether employees stay or leave. All over the world, majority of the employees work for the purpose of supporting themselves and their family financially. Therefore, this is undoubtedly the most important factor affecting job satisfaction.

Benefits are always a great way to motivate the employees. In terms of HR it actually means to pay the job holders for doing their job. Compensation also covers the aspects of intangible benefits such as holiday benefits, payment appraisals, bonuses etc.

3.4 Succession Planning

- Identify key positions considering size of business, growth potential, organizational complexity etc.

- Create success profile for selected positions.

- Review succession planning process in terms of readiness, individual competences versus success profile, prioritization and analyze the gaps.

- Identify and formulate action plan to close the gap.

Chapter- 4

Analysis and Findings

4.1 Training:

Training is the process of transmitting and receiving information related to problem solving. And training is the process of acquiring knowledge, skills and abilities for conduction present job.

Development:

Development is the process of acquiring knowledge, skills and abilities for conducting future job.

4.2 Training Needs Assessment:

Need assessment means how much training will be occurred and which employees to need training for performed best. So for a training and development first set a budget and liaison. Identify which department needs training for better performance.

4.3 Training (Internal and External):

Internal-

- Conduct training for workers and staffs.
- Verify training objectives as per training needs
- Design various training modules as per training need assessment of the employees of different units or department.

- Select trainees for the training module designed

External:

- Select trainers to conduct needful training
- Determine training curriculum and choose training methods
- Educate the workers and staffs to fill the needs of skill enhancement in discharging individual duties and responsibilities to enhance productivity.

4.4 Objective of Training and Development:

To ensure that training needs of all employees performing activities affecting the quality of products or services, Social and Environmental Health and Safety are identified, training provides and keeps record maintain.

4.5 Scope of Training and Development of Glorious Tex BD Ltd:

There have a huge scope of training and development of Glorious Tex BD Ltd. Glorious Tex BD Ltd ensures the employees for training when they are needed. There are more training are arranged by Glorious Tex BD Ltd

every year. So the training needed employees can participate with training through training and development section.

4.6 Responsibilities for Training and Development of Glorious Tex BD Ltd:

Departmental heads and Organization Development Manager are responsible to identify training needs of the personnel of their respective areas. Madam,

Most. Turin Jahan and Admin, and Organization Development Manager are responsible to identify training needs of the departmental heads.

Organization Development Manager Consultation with the Madam, Most. Turin Jahan and Admin shall arrange the training for personnel of the company.

4.7 Training for new hire employees:

Organization Development Manager in factory and Madam, Most. Turin Jahan and Admin in head office as appropriate shall arrange an "Introduction training program" for the new hire employees. This training program name is orientation program. The program shall be arranged in order to new hires with the company's business processes and procedures.

New employees shall be given the opportunity to observe the functional activities of which they will be part of quality, social, legal rights and

environment, health and safety. New employees shall work under close supervision by experienced person in those fields.

4.8 Training needs assessment for existing employees of Glorious Tex BD Ltd:

- Managing Director and Madam, Most. Turin Jahan and Admin in consultation with the concerned department heads, shall prepare job description for all positions of the organization.
- Job descriptions shall mention the major responsibilities and duties, and job specifications like qualifications, experience, skills requirement for all positions.
- Personnel performing specific assigned tasks that affect product or service quality, social, ethical and environment are qualified on the basis of education, training, and experiences as required. All employees will be continuously monitored and assessed on the job by the respective.
- Departmental heads, in addition to the individual training and qualification needs relating to specific tasks, all employees will be evaluated at least once a year against their need for training. This will be done by using "Training Needs Assessment" form for all employees. Training Needs Assessment for the departmental heads shall be done by the GM-HR and Admin.
- For factory supervisors and workers individual "Training Needs Assessment"

Forms shall not be used. All supervisors and workers shall be trained on the related field instructions and SOPs, company rules and regulation, social, ethical and environmental health and safety. Immediate or organization development officer HR and supervisors shall monitor their performance and departments head in

consultation with the GM- HR and Admin shall arrange to provide training as and when required.

- Analyzing all “Training Needs Assessment” for training manual of fire. Organization Development Manager HR shall make a list of all training needs requirements.

4.9 Training plan of Glorious Tex BD Ltd:

- Organization Development Manager (HR) of Glorious Tex BD Ltd prepares a training calendar for the following one year based on the training needs.
- Changed can be made to the training calendar if required by any unfavorable situation with the permission of the GM-HR and Admin.

4.10 Yearly training planning:

Glorious Tex BD Ltd takes a plan for preparing yearly training budget for a year. In a year how much training will occur, the Training and Development section/Organization Development Manager (HR) prepare a plan previously. And the whole year will be continued this training. So design calendar for the year. Maintain liaison with all department to coordinate training programs. Budget adjustment on year ending

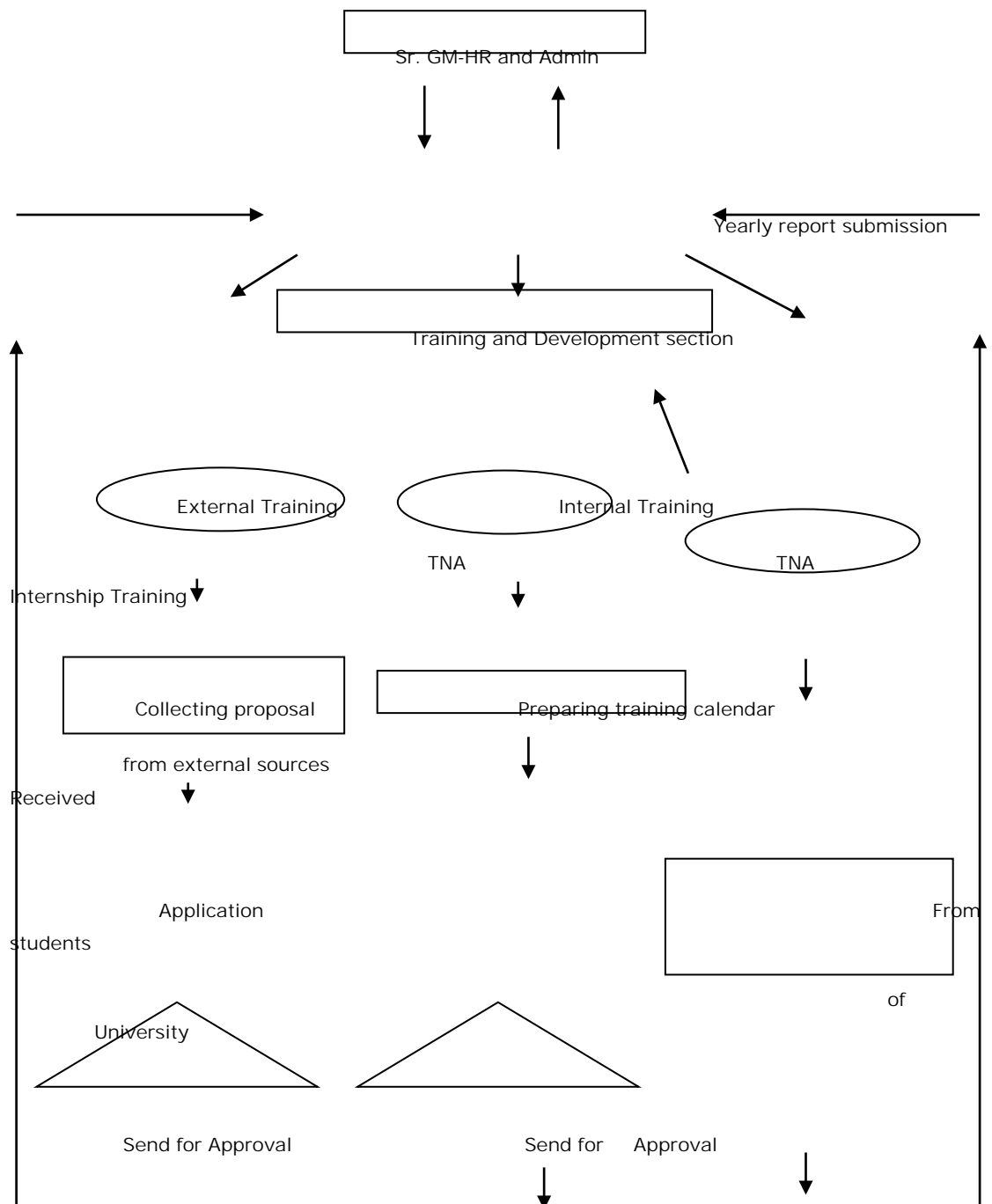
4.11 Training evaluation:

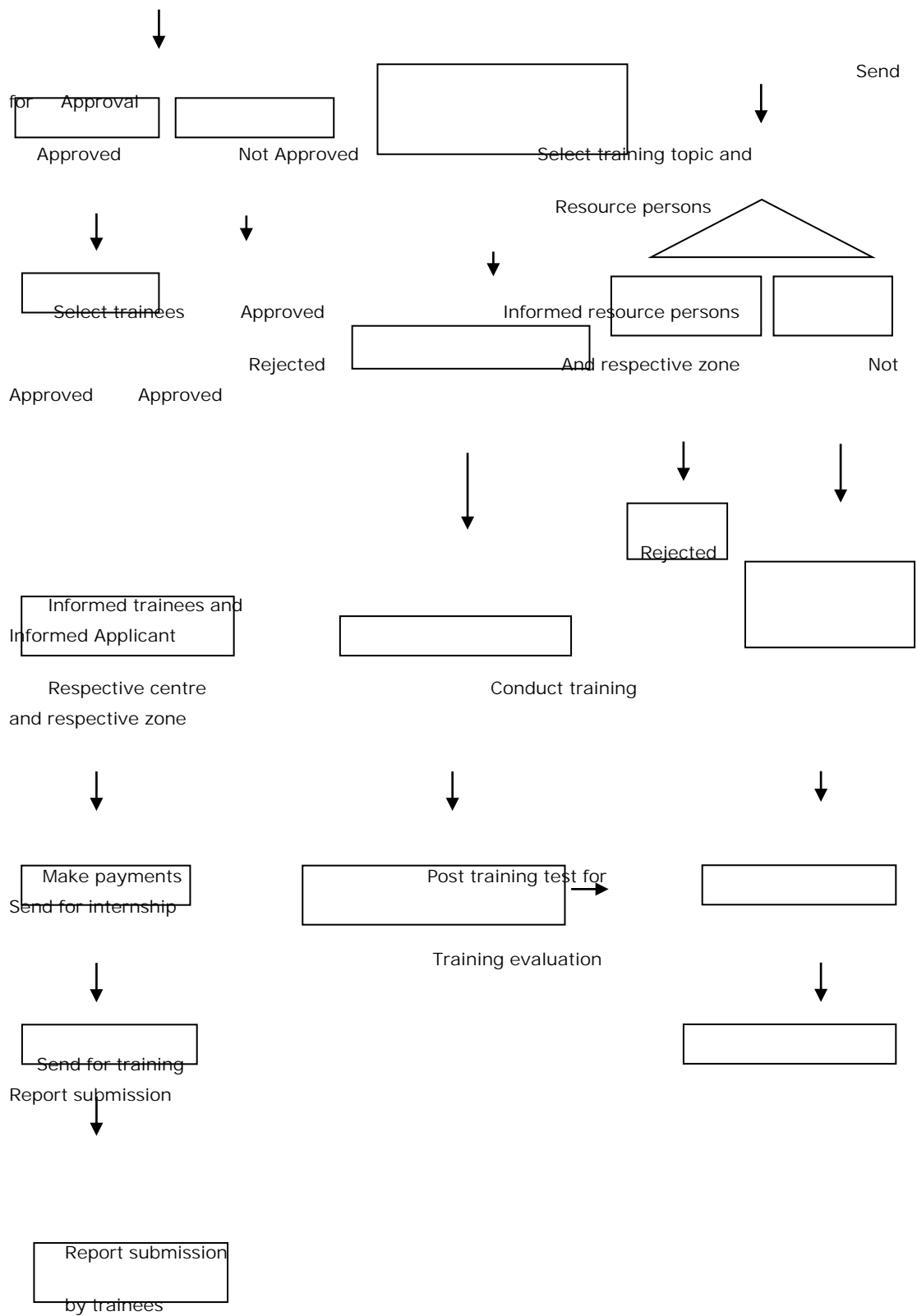
- Establish training evaluation process maintaining proper feedback and monitoring tools
- Evaluate training objectives as per training needs

□ Take post training performance of the employees from respective department

□ Prepare reports and advise the budget and liaison to take necessary steps.

4.12 Flow chart of Training and Development section of Glorious Tex BD Ltd





4.13 Records Training of Glorious Tex BD Ltd:

- All records of training and training feedback forms shall be maintained by the compliance and HR Dept. for in-house training records shall be maintained using "Employees Training Records Form (ETRF)".
- In case of external Training certificates of attendance shall be considered as records of training copies of such certificates shall be maintained in the personal files of individual employees.

4.14 Training on procedure of Glorious Tex BD Ltd:

All employees of the company shall be adequately trained on the related procedures and instructions for performing their job. All employees shall also be trained on quality policy, social, standard, legal regulation, environmental health and safety and its implementation. Quality objectives, environmental objectives related to the processes shall be made known to all the employees of the respective processes.

4.15 Training Needs Assessment Form:

Glorious Tex BD Ltd

Training Need Assessment

Date:

.....

1. Name of Employee :

2. Designation :

3. Department :
4. Educational Qualification :
5. Length of Service in Standard Group :
6. Total Length of Service :
7. Has he attended any training program in his career? : Yes/ No
8. If yes, give details :

In present job:

In previous job:

In previous job:

9. Dose he need any training on ISO 14001:2004, Social compliance, BRC consumer products.

Yes/

No

10. If yes, indicate the area of training:

11. Does he understand thoroughly Master Procedure and or work instruction related to his department prescribed under ISO 14001:2004, Social compliance, BRC consumer products?

Yes/ No

12. If No, which part he considers not understandable. Give the clause no:

.

.

13. Does he require any other training not directly related to above? :

14. If yes, indicate the area of training:

Department Head
Development

Organization

Manager

4.16 Training record sheet:

Glorious Tex BD Ltd

30/1 zirabo ashulia dhaka

Training Record Sheet

Date	Time	Training Topics	Trainer's Name and Sign

Below the participants in this Training program:

SL. No	ID No	Name	Designation	Section	Department	Signature

4.17 Training and instructor evaluation form:

Glorious tex bd ltd

30/1 zirabo ashulia dhaka

Training and instructor evaluation

Course Topics :	
Training Location :	
Name (Optional)	

We welcome your comments about the time you have spent training with us. Please complete the following detail so that we can continue to offer the best service as possible.

Please in the place of a check mark in the appropriate box for give your answer. When you are finished with this side please complete the sections located on the back of this form.

Course Overall	Poor	Average	Good	Excellent
How easy was the course to understand?				
Was the content suited to your requirements?				
Were the topics covered in				

sufficient detail?				
Would you recommend this course to others/				
Overall rating of the course?				

Courseware	Poor	Average	Good	Excellent
Copy of the training content?				
How well did the course materials follow the course?				
Overall quality of training materials?				
Overall rating of the courseware?				

Instructor	Poor	Average	Good	Excellent
Ability to provide real world experience?				

Ability to respond appropriately to questions?				
How well prepare was the instructor?				
Knowledge of subject matter?				
Presentation abilities?				
Overall rating of instructor?				

Training Centre	Poor	Average	Good	Excellent
Professionalism of staff at centre?				
Was the class room comfortable and conducive to learning?				
Was the standard of the equipment satisfactory?				
Was the standard of training rooms as you expected?				

Summary comments

What, if anything, would you have improved on the course?

Must have some proper training room with all equipment items such as projector and Boards, with complete set of Table and chairs with AC.

What other types of training do you feel should be made available?

Besides the regular training the worker must given training specific to their work instead from social to technical compliance.

Is there anything else you would like to know?

Instructor must give examples and quote the issue happens in practical life instead bookish or non relevant examples.

Instructor signature	Evaluator signature
Signature :	Signature :
Name :	Name :
Designation :	Designation :
Department :	Department :
Date :	Date :

4.18 Finding of the study:

The findings of the study are as follows:

1. Training topics and policies are not communicated appropriately to the trainees. For the employees are not satisfied by doing the training.
2. The issues of training and development of employees since trained employees not assist the Glorious Tex BD Ltd to cope with any changes in the business environment.
3. Glorious Tex BD Ltd remains strategically positioned in the business environment efficient and not provided quality outputs from society, and not provided training to the existing and new employees.
4. Specific method are not used to train employees and to selected after careful consideration to trainees and Glorious Tex BD Ltd.
5. Strategies are not developed pertain to training and development of employees in the Glorious Tex BD Ltd before carrying out the training program and these strategic approaches are not adopted to ensure that training program are consistent with the overall objectives of the Glorious Tex BD Ltd.
6. Glorious Tex BD Ltd strategic objective reliable linkage between training effectiveness and fulfillments are not clear and strategic is not developed in training program of data gathering, problem identification, and cause and effect analysis and solution development.

7. Glorious Tex BD Ltd not changed the policy radically for training of employees and not delivered key strategic goals of the Glorious Tex BD Ltd.
8. Trainer, training place, training method, trainee are not considered while conducting the training program.
9. Largest knowledge does not add in the training program.
10. In-house-training does not provided by the various business schools and private agencies.

Chapter- 5

Recommendation

and

Conclusion

5.1 Recommendation:

The following recommendation are based on the study taken; the recommendation are-

1. In order to training to play a positive role in the Glorious Tex BD Ltd the policies about training and development should be communicated to the trainees.
2. Glorious Tex BD Ltd should take the issues of training and development of employees since trained employees will assist the Standard Group to cope with any changes in the business environment.
3. In order the Glorious Tex BD Ltd to remains strategically positioned in the business environment or to be efficient in provided quality outputs to the society, there is need for both existing and new employees should be trained regularly.
4. Approaches used to train employees should be selected after careful consideration of the trainees and Glorious Tex BD Ltd.
5. Strategies must be developed pertain to training and development of employees in the Glorious Tex BD Ltd before carrying out the training program and these strategic approaches should be adopted to ensure that training program are consistent with the overall objectives of the Glorious Tex BD Ltd.
6. Thus, Glorious Tex BD Ltd strategic objective reliable linkage between training effectiveness and fulfillments the strategic of Glorious Tex BD Ltd objectives The strategy should be based on developing appropriate training program of data gathering, problem identification, and cause and effect analysis and solution development.

7. Glorious Tex BD Ltd should be changed the policy radically for training of employees to ensure that the training is and at delivered key strategic goals of the Glorious Tex BD Ltd.
8. Trainer, training place, training method, trainee are the major things that should be considered while conducting the training program.
9. More investment in largest knowledge added in the training program.
10. The In-house-training programs should be improved by inviting faculties from various business schools and mostly from various private agencies for conducting Training programs for the employees of the Glorious Tex BD Ltd.

5.2 Conclusion:

The study conducted at Glorious Tex BD Ltd, deals with the Impact of Training and Development Program on the Employees Performance of the RMG Industry of Bangladesh.

The Training and Development Program for the Employees Performance of the garments industry of Bangladesh is huge. Because most of the employees are unskilled and their turnover rate is high. So majority of the employees are interested in attending training program and most of them agree that they could transfer the learning by implementing new knowledge, skills, ability and technology that they got from the training program.

In general, the company provides a very well designed and widely shared training policy to its employees. However there could be improvement in the case of conducting feedback reviews so as to analyze the status of the employees after training.

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To Whom It My Concern

This is to certify that Tamanna Ajmeri, S/O: Md. Aminul Islam, Student ID: E140503026 MBA (Evening) Department of Human Resource Management, Hajee Mohammad Danesh Science and Technology University, Dinajpur has Completed the Internship Program in our Organization. During the period 01.09.2016 to 15.10.2016 successfully.

We wish him all success in his life.

.....
Kazi Anamul Islam

Director



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