

**A STUDY ON THE IMPACT OF GLASS CEILING ON CAREER
DEVELOPMENT OF EXECUTIVE LEVEL FEMALE
EMPLOYEES IN FINANCIAL SECTOR**



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ABSTRACT

In recent years women and gender issues have become one of major area of concern. Even seminars, workshops and conferences are being held over the world to discuss women issues and women advancement in all spheres of life, still it exist the barriers for Women Career Development. In Sri Lankan context, although many research studies doing and have done about different problems in relevant to Women Career, prevalence of the researches done on Glass Ceiling and Women Career Development are limited. The study has fulfilled the gaps identified.

This study was entirely design by centering the focal problem of Impact of Glass Ceiling on Career Development. The main aims of this study are to find out the Impact of Glass Ceiling on Women Career Development of executive level female employees in Financial Sector organizations and hypothesis are developed to find out whether there is a significant impact of Individual, Family, Organizational and Cultural Factors on Women Career Development. Gender Organizational Structure Model also used to develop the study. The data were collected from 144 executive level female respondents out of 157 executive level female employees in financial sector at Kandy district with a structured questionnaire. For presenting and analyzing the data both descriptive and inferential statistics were used through SPSS 19.0 version and the results were derived.

The major finding of the study reveals that the Glass Ceiling and Women Career Development has small negative relationship and Individual, Family and Cultural Factors have significant impact on Women Career Development while Organizational Factors have insignificant impact on Women Career Development. The conclusion was finally made that there are significant impact of the Glass Ceiling on Women Career Development of executive level female employees in financial sector. The findings of this research study shall be important on the theoretical as well as on the practical level and can use to minimize the barriers of female employees for their career progress.

Key words: Glass Ceiling, Women Career Development, Individual Factors, Family Factors, Organizational Factors, Cultural Factors, Attitude toward Organization, Career Focused, Family Support.

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