

IMPACT OF “GLASS CEILING EFFECT” ON
WOMEN CAREER DEVELOPMENT IN
PUBLIC SECTOR IN
RATHNAPURA DISTRICT



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ABSTRACT

The researcher has identified women career development in public sector is not in satisfactory level. In order to confirm the particular issue further the researcher has done preliminary survey by distributing a questionnaire among 199 of executive level women who are working under the public sector organizations in Rathnapura district. Then the researcher moved to investigate the reasons for particular issue. Under the objective of identifying the impact of glass ceiling effect such as: individual factors, family factors, organizational factors and cultural factors on women career development at Rathnapura district public sector organizations. Convenience sampling method has been used to and collected data from 199 female respondents. Researcher collected data for glass ceiling factors and women career development through standard questionnaire further those data have been utilized for correlation and regression analysis in order to achieve the study objectives. Finding of the study revealed that individual factors, family factors, organizational factors and cultural factors negatively correlated with women career development. Further all those correlated factors of glass ceiling have significant, negative impact on women career development. Among all those significant glass ceiling factors family factors is the factor which has the highest impacted on women career development. Moreover, the findings of this study mostly needful over management decisions in order to reduce the invisible constraints which hinder the women career development of the organization public sector organizations in Rathnapura district. According to the findings of this research, there are many invisible barriers affecting for the career development of women employees in public sector. Due to that reason practically there are no more executive level women employees in public sector in Rathnapura district. Hence, according to this research the government can recommend necessary programs to remove the barriers found in career development of 'women employees' in public sector.

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