

**INTERNAL BARRIERS FOR CAREER ADVANCEMENT
FOR WOMEN IN HOTEL INDUSTRY; A STUDY WITH
SPECIAL REFERENCE TO KANDY DISTRICT**

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ABSTRACT

In recent years, the increased number of women in the hotel industry and their underrepresentation in top management positions has made women's status in the industry a great concern. The purpose of the study was to examine the extent to which women face barriers for their career advancement.

Data for this study were collected through a convenience sample (N = 67). Data were collected from women executives of registered hotels in the Kandy district through self-designed structured questionnaires based on the past literature. Data analysis was performed by using Pearson's correlation and descriptive statistics. That was utilized from the SPSS software.

Internal barriers were assessed on four main dimensions: gender equity, lack support, organization culture, and personal characteristics. Career advancement were assessed based on decision making power, own initiative opportunity, cross industry concern, strategic management

The research was identified that there is high negative relationship between internal barriers and career advancement. The study revealed that gender harassments and lack support is the huge obstacle for women for career advancement. The findings suggested that hotel industry make a contribution by revealing the existence of barriers and gender issues in the industry. This could be accomplished by developing courses on necessary skills, and providing more mentors and role models (especially female professionals). Several implications for hospitality educators and industry recruiters on curriculum design and industry training were noted. Hospitality education should play an important role in preparing future leaders and create a more equitable environment for

women. Future research should concentrate on broadening the impact of the various components, such as conducting qualitative in-depth interviews to evaluate mentor programs and industry recruitment procedures.

Key words –Internal Barriers, Career Advancement, Hotel Industry, Gender Harassments