

# **Family Responsibilities and Career Progression of Women in Private Business Organizations in Sri Lanka**

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At present, organizations believe that women also equally strong enough in terms of knowledge, skills and attitudes to males in performing tasks, duties and responsibilities. As every other employee in the workplace female employees also wish to develop their career due to many reasons. As every other employee in the workplace female employees also wish to develop their career due to many reasons. Literature proves that sue to self-interest, status in the society as well as to acquire high monetary benefits and rewards, women are also like to develop their career. As there are many women in the private sector, to move upward in the career ladder while balancing the family responsibilities and work responsibilities has become a very difficult task due to many reasons. Therefore, in this research study, researcher trying to identify the nature of family responsibilities women in private business organizations have and how it influenced on her career progression. For the study, 30 women in top ten private business organizations were drawn from a population of employees in the private sector in Sri Lanka. Semi structured interviews were used to gather relevant data from the participants. Thematic analysis was used to analysis the data using Microsoft excel 2010. According to the research findings, it can be concluded that women in private business organizations have moderate level of awareness about the career, career progression satisfaction and career progression motivation. Also, through this study it has found out that childcare responsibilities, elder care responsibilities and domestic chore responsibilities of women in private business organizations in Sri Lanka have a negative impact on career progression while spousal support is positively affected to the career progression of the women in private business organizations in Sri Lanka.

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