

Identifying the Impact of Glass Ceiling for Female Employees' Career Advancement in Insurance Sector (Special Reference to Colombo District)

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Glass ceiling refers to both visible and invisible barriers that stop female and minorities from their career advancing to the top positions. As the glass ceiling exists, identified that the low participation of female employees than minorities in the Sri Lankan Insurance sector according to the companies' annual reports. Previous researches were not touched in Insurance sector. Research formulated from various perspectives to have a more understanding of the exciting glass ceiling by using both quantitative and qualitative methods to conduct the research. The study has been completed with an empirical survey which was conducted using a self-administered questionnaire and semi-structured interview. And the sample consisted of eighty-five male and female executives and above employees to make knowledge about gender vice perception about the glass ceiling. The study was conducted with the aim of obtaining the level of glass ceiling factors, impact on female career advancement and identifying the strategies that used to overcome this glass ceiling obstacles in leading insurance sector employees in Colombo District. The hypotheses are developed to find out whether there is a significant impact of individual factors, organizational factors, family factors, and cultural factors on female career advancement. According to major findings of the study, female career advancement has a moderate positive impact from glass ceiling. Hence individual factors and cultural factors make significant positive impact on female's career advancement and family factors make significant negative impact based on statistical and interview performances. According to gender bias perspectives, female's also same with above results. According to males' perspective individual factors and cultural factors were only making positive significant impact to female employees' career advancement. In view of the findings, recommendations have been made towards career booming of females by breaking the glass ceiling. Finally, valuable suggestions for further studies on different dimensions and sectors and limitations of the study have been outlined.

Keywords: Female career advancement; Glass ceiling; Glass ceiling factors; Individual factors