

Effect of Glass Ceiling on Women's Career
Advancement of Banking Sector employees in
Sri Lanka

(With reference to Kandy District)

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ABSTRACT

The study was entirely designed by centering the focal problem of the effect of Glass Ceiling on Women Career Advancement. The overall study was structure based on the conceptual framework built up using the information of literature survey. The study was conducted with the aim of obtaining the following objective. That is 'to identify the effect of glass ceiling on women career advancement of banking sector employees in Sri Lanka'. At the same time, hypotheses are developed to assess the impact of individual barriers, organizational barriers, family barriers, political barriers and cultural barriers on women' career advancement and compare the difference of impact of glass ceiling on women and male. Merely this study has been completed with an empirical survey which was thoroughly conducted using a structured questionnaire and the sample consisted of 48 of male bankers and 48 of female bankers. For presenting and analyzing the data both descriptive and inferential statistics were used. The findings reveal that only the family barriers are negatively correlated with women career advancement and further the Individual Barrier, Family Barrier and Political Barrier are different on gender. Following the study results, a conclusion was eventually made that there are no significant effects of the Glass Ceiling on Women Career Development of Executive level female employees working in banking sector organizations in Kandy. By taking all these facts into consideration, better recommendations have been made in this study. Finally, the most valuable suggestions for further studies and limitations of the study have been outlined.

Key words: *Glass Ceiling, Women Career advancement, Individual Barriers, Family Barriers, Organizational Barriers, Political Barriers and Cultural Barriers*